

## **Interpersonal relationship and Well-being among the employees of public sector undertaking.**

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### **Abstract:**

Aim of present study was effect of interpersonal relationship on well-being among the employees of public sector undertaking. To assess the interpersonal relationship, Fundamental Interpersonal Relationship - Behavior (FIRO-B) by Schutz (1992) and to assess the well-being, Psychological Well-Being of Bhogale and Jai Prakash (1995) were administered on employees of public sector undertaking. Obtained result show significant correlation found between interpersonal relationship and well-being. Interpersonal relationship and well-being found positively associated among the employees of public sector undertaking. Significant Impact of interpersonal relationship on well-being found among the employees of public sector undertaking. The result helpful for organization, employees and counsellor.

**Keyword:** Interpersonal relationship, Well-being and employees of public sector undertaking.

### **Introduction:**

Interpersonal relationships of high quality can help us live longer and happier lives. Maintaining bad relationships, as well as long-term emotions of loneliness and isolation, can result in poor mental and physical health, low life satisfaction, and a high death rate. To sustain welfare and establish functioning societies, it is consequently critical to cultivate healthy relationships.

Despite its relevance, interpersonal wellbeing has largely been studied within the field of social behavioral psychology, with little study being done, for example, to examine the influence of interpersonal connections on the wellbeing. Such alterations in interpersonal processes must be better understood in order to combat loneliness and social isolation, as well as to promote interpersonal wellbeing on a global scale.

### **Interpersonal Relationship:**

The concept of interpersonal relationship involves social associations, connections, or affiliations between two or more people. Interpersonal relationships vary in their degree of intimacy or self-disclosure, but also in their duration, in their reciprocity and in their power distribution, to name only a few dimensions. Interpersonal relationships are created by people's interactions with one another in social situations (Jinhui & Xiaoting, 2020).

### **Well-Being:**

The experience of pleasant feelings such as happiness and contentment, as well as the development of one's potential, having some control over one's life, having a sense of purpose, and enjoying meaningful connections, have been classified as well-being. (Huppert, 2009)

### **Significance of the Study:**

Present research explores how interpersonal relationships and wellbeing associated within contexts, such as in workplaces. Present research try to understanding how interpersonal relationships contribute to well-being and how they shape individual and team behavior in organizational settings. In the present research aim to effect of interpersonal relationship on well-being among the employees of public sector undertaking.

### **Statement of the Problem:**

“To study the effect of interpersonal relationship on well-being among the employees of public sector undertaking”.

### **Objectives:**

1. To study the association between interpersonal relationship and well-being among the employees of public sector undertaking.
2. To study the impact of interpersonal relationship on well-being among the employees of public sector undertaking.

### Review of literature:

Interpersonal relationships are part of daily life and can make our days better and more enjoyable or more demanding interfering directly in one's well-being. Subjective well-being is an area of scientific interest which goes further than just a concept. It was earlier studied as a response to psychology's importance on negative aspects (Diener et al. 1999).

Interpersonal relationship and well-being found positively correlated (Diener, 1999).

Studies on well-being point that satisfaction with interpersonal relationships is the most vital for the global satisfaction with life in almost all the 39 populations studied (Casas 2011), include children, and it stands out as one of the most influential factors in subjective well-being (Chaplin, 2009; Fattore et al. 2009).

The relationships are identified as mediators between values and the satisfaction with life (Sortheix & Lonnqvist, 2015).

### Research Design:

It is purely correlational study through which researcher trying to see the strength and direction of association between interpersonal relationship and well-being. It also aim to assess the contribution of interpersonal relationship on well-being among the employees of public sector undertaking.

### Variables:

**Independent Variable:** Interpersonal Relationship

**Dependent Variable:** Well-being

### Hypotheses:

1. There would be positive association between interpersonal relationship and well-being among the employees of public sector undertaking.
2. There would be significant impact of interpersonal relationship on well-being among the employees of public sector undertaking.

### Operational Definition:

**1. Interpersonal Relationship:** Scores obtained on Social Interaction Index factor of Fundamental Interpersonal Relationship Orientation-Behavior (FIRO-B) scale and measured by FIRO-B interpersonal relationship scale of Schutz (1977).

**2. Well-Being:** Scores obtained on factors of well-being and measured by psychological well-being of Bhogale and Jai Prakash (1995).

### Sample and Data Collection Procedure:

From non-technical department of Hindustan Aeronautics Limited (HAL) which is located at Nashik, total 30 male employees (workers) selected. Age range of employees was from 30 to 50 years. Snow ball sampling was used. They administered the set of inventories including personal data sheet and asked them to fill in questionnaires independently.

### Tools:-

#### Fundamental Interpersonal Relationship Orientation-Behavior (FIRO-B):

Fundamental Interpersonal Relationship Orientation-Behavior (FIRO-B) is developed by Schutz (1992), consisted 54 items were classified six cell from two dimension interpersonal area and direction of the behavior. The mean coefficient stability of the six scale is .76.

#### Psychological Well-Being (PWB):

This PWB scale used in the study is developed by Bhogale and Jai Prakash (1995). This scale consists of 26 items and measures PWB in 13 dimensions. The split of reliability co-efficient is 0.91, and test retest co-efficient is 0.71. The obtained con-current validity co-efficient of the scale is 0.62.

### Result:

**Table 1: Association between Interpersonal relationship and well-being among the employees of public sector undertaking**

Variable	N	r	Sig.
Interpersonal relationship and Well-being	30	0.46	0.01

Above the table 1 shows association between interpersonal relationship and well-being among the employees of public sector undertaking. Correlation between interpersonal relationship and well-being is 0.67 which is

significant at 0.01 level. It indicate that interpersonal relationship is positively associated with well-being. Hypothesis number one stating that “There would be positive association between interpersonal relationship and well-being among the employees of public sector undertaking” is accepted.

**Table 2: Effect of Interpersonal relationships on well-being among the employees of public sector undertaking.**

<b>R</b>	<b>R Square</b>	<b>F</b>	<b>Sig</b>	<b>β</b>	<b>Sig</b>
<b>.443<sup>a</sup></b>	<b>.196</b>	<b>72.84</b>	<b>0.01</b>	<b>.864</b>	<b>.001</b>

A simple liner regression was calculated to predict well-being based on interpersonal relationship. For interpersonal relationship as the predictor variable, the obtained value of adjusted  $R^2 = .196$ , and the  $F=72.841$ ,  $p<.001$ ,  $\beta= .864$ ,  $p< .001$ . The obtained results indicate that interpersonal relationship explained 19.6% variance on well-being among the employees of public sector undertaking. Hypothesis number stating that “There would be significant impact of interpersonal relationship on well-being among the employees of public sector undertaking” is accepted.

**Conclusion:**

1. Significant correlation found between interpersonal relationship and well-being. Interpersonal relationship and well-being found positively associated among the employees of public sector undertaking
2. Significant Impact of interpersonal relationship on well-being found among the employees of public sector undertaking.

**Limitations of the study**

Following are the limitations of the present study.

1. In the present study, only male employees were taken as a sample. Present result cannot generalize on female employees.
3. For the present study only lower rank employees were selected.
4. Though the sample size in the present study was 30.

**Suggestions of further research**

Researcher would like to provide following suggestions for future.

1. Female employees can be considered as a sample.
2. Instead of lower rank employees, higher rank employees can be considered.
3. Comparison between employees of public sector undertaking and private sector can be considered.

**Implication:**

Interpersonal relationship is affected our personality, life style, happiness, and other psychological aspect. These are key aspect in our life. Ultimately relationship affects our wellbeing. Hence the result found significant impact of interpersonal relationship on well-being among the employees of public sector undertaking.

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