

To Study the Correlation between Pro-Social Behavior and Compassion among Adults at their Workplace

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ABSTRACT

Pro-social behavior refers to measures a person takes with the intention of benefiting others as an individual or as a whole society whereas compassion is seen as an emotional response especially in Indian context it is a core noble virtue that is helping those who are in distress and alleviating their pain and agony. This study focuses on the correlation between pro-social behavior and compassion among the adults at their workplaces. The data was collected from the working population (n=150). Standardized measures were utilized for measuring pro-social behavior and compassion. To statistically analyze the data, Pearson coefficient correlation and regression was used. The findings reveal that pro-social behavior and compassion satisfaction have significant positive correlations ($r=0.594$, $p<0.01$). This led to implications that practicing pro-social behavior at workplaces increases the amount of compassion among employees, leading to creation of a positive environment at the workplace as people are more co-operating and understanding, improving the overall quality of work.

Keywords: *Pro-social behavior, Compassion, Emotional response, Virtue, Working population, Positive work environment*

In this modern world where everyone is continuously running behind the goals they have set for their life; it is hard to think about others. Having a helping hand in such strenuous conditions is like a breeze of cool air in summers. Everyone has this dream of heroism where they are the reason behind people's happiness and well-being. The stories being told to us from childhood are what build our version of hero being limited to fighting the evil or villain characters. But in today's world the highest act of heroism is helping someone. It takes a lot of courage to come forward and helping those in needs, respecting them is the greatest act of kindness one can offer, it will surely make those in suffering smile from their heart.

Pro-social behavior is social behavior where a person engages in activities that are beneficial for an individual or society as a whole. It can include giving donations or volunteering work. If we delve deeper in Indian backdrop pro-social behavior is linked to word "daan" which means giving or doing charity without any reason to comply or pressure to be like others. Pro-social behavior is not any social behavior but rather a moral principle

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with spiritual entanglement. In Indian society daan has always been considered as a highest value among peers and as a noble deed. (Krishnan, 2005). *Compassion* is an emotional response, which is accompanied by acting for those who need help. It means “suffering together,” for say you see a person suffering and start taking actions to help them.

In Indian context, compassion is called “karuna” and regarded as a highest virtue. Karuna is regarded as having a kind heart and helping others. It is believed that people who are pure in their heart, who can present the signs of selflessness to those in suffering can truly realize the meaning of compassion. (Singh, 2019)

At workplaces where adults spend most of their life, it is an integral part of their life. Practicing pro-social behavior and compassion at their places is important in order to maintain a positive environment. Helping each other at work does incorporate constructive measures like loyalty, cohesion among team members. It can be useful in promoting more open communication among employees. People feel more motivated to work when there are compassionate practices in their workplace in practice, which in return improves the overall quality of work.

REVIEW OF LITERATURE

Raina (2022) conducted research “that examines the role of pro-social and empathetic skills during pandemic to maintain the mental well-being of their employees.” The data was collected through various interviews done with leaders and employees. The results revealed the major findings that practicing pro-social and empathetic behavior at workplace impacts the compassion and motivation of employees. It also emphasizes that having open and honest communication with employees promotes honesty and bonding among the team members and improves the mental well-being of employees and improves the overall environment of the workplace.

Nadim and Zafar (2020) “conducted a study to examine the relationship between compassion experienced and pro-social behavior among the nurses in Pakistan along with the role of optimism as a moderator.” The sample consisted of 406 nurses. The results lead to the interpretation “that there is a positive correlation between compassion and pro-social behavior among nurses.” It reveals that positive behavior and actions have a favourable outcome on a person not only physically but mentally also.

Meing et al. (2020) conducted research on the effect of compassion on perceived stress and pro-social behavior in the Intensive care unit nurses. The sample consisted of 425 nurses who were from the top three hospitals in Hunan province in China. The findings suggested that practicing pro-social behavior has a negative effect on the perceived stress whereas a positive effect on compassion among the nurses. It implies that pro-social behavior influences compassionate behavior positively, which in turn helps them have healthy coping mechanisms.

Sahar and Siddiqui (2020) conducted research that aims to examine the connection of compassion and pro social behaviour among employees and the role of morality and social desirability. The sample consisted of 275 respondents. The results showed that compassion and prosocial behaviour have a positive correlation and most of these behaviours are seen as a result of social desirability rather than the intentions of morality among the employees.

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Wahyuni et al. (2019) conducted a research to investigate “whether empathy can act as a predictor for pro-social behaviour and compassion among the nurses”. The sample consisted of nurses from Yogyakarta. “Regression analysis was used to statistically analyse the data.” The results revealed that empathy can act as a predictor of pro-social behaviour to some level among nurses. It helps them to be more compassionate towards the patients and help them take better care. It also improve the environment of their workplace and give them motivation to work more earnestly.

METHODOLOGY

Aim: To study pro-social behavior as a predictor of compassion among the adults at their workplaces.

Objective:

- To study the correlation between pro-social behavior and compassion among the adults at their workplaces.
- To study pro-social behavior as a predictor of compassion among the adults at their workplaces.

Hypothesis:

- *H1:* “There will be a significant correlation between pro-social behavior and compassion among the adults at their workplaces.”
- *H2:* “Pro-social behavior will be a predictor of Compassion among the adults at their workplaces.”

Variables

Independent Variable

Pro-social Behavior

Operational Definition: Pro-social behavior is a social behavior essentially when one practices such acts that help the individual or society such as donating things or volunteering. In Indian backdrop, the other word used for pro-social behavior is “daan” as in giving things to others which is not a social behavior but rather a moral value with spiritual inference.

Dependent Variable

Compassion

Operational Definition: Compassion is primarily an emotional response, which is accompanied by taking action to help those who are suffering and in need of help. It is often regarded as a virtue in the Indian context, as to be able to help is the highest amount of good one can do for others and their own self too.

Research Design: In this study correlational research design was used to obtain the results from the sample consisting of 150 people living in Delhi NCR region.

Sampling Design: To collect the sample convenience sampling and snowball sampling method were used. A sample of 150 participants volunteered to take part in the research. The age group of the participants was between 45-60 years.

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Table 1: Demographics of sample collected.

| Category | Sub-Category | Frequency(N) | Percentage (%) |
|------------|--------------|--------------|----------------|
| Sex | Male | 46 | 30 |
| | Female | 104 | 70 |
| Age | 45-60 | 150 | 100 |
| Occupation | Teachers | 140 | 93.33 |
| | Others | 10 | 6.66 |

Tools

- **Pro-Socialness Scale for Adults (PSA):** Caprara et al. in 2005 proposed this scale as a new and revised scale to measure Pro-social behavior among adults. Cronbach’s alpha score for the entire scale was 0.91. The internal consistency coefficient for Pro-socialness Scale for Adults was 0.890, and the test-retest reliability of the total scale was 0.801.
- **Compassion Satisfaction (subscale for “Professional Quality of Life Scale, Version 5”):** The “Professional Quality of Life Scale- 5 (ProQOL)” was developed by Dr, Beth Hudnall Stamm and revised again in 2009-2012 which gave the final version 5 that is in use currently. There is good construct validity of the scale. Compassion Satisfaction has been used in research to measure the compassion people display in their workplaces. Cronbach’s Alpha reliability for subscale compassion satisfaction was 0.885 with an SD of 10.

Statistics: For data analysis Pearson’s coefficient correlation and regression along with descriptive analysis was used. The SPSS version 20 was used for calculating the correlation and regression for the variables used in the study.

RESULT ANALYSIS

The aim of this paper is to study pro-social behavior as a predictor of compassion among the adults at their workplaces. The objective was to see the correlation between pro-social behavior and compassionate feelings among the working population. The sample was collected from 150 people between the ages of 45- 60 years. To statistically analyse the data for investigating relationship between Pro-social behavior and compassion satisfaction, Descriptive Statistics, Skewness, and Pearson Coefficient Correlation were calculated using the SPSS version 20 were used.

Table 2. Descriptive statistics of the variable

| Variable | N | M | SD | Skewness |
|-------------------------|-----|-------|------|----------|
| Pro-social Behavior | 150 | 67.55 | 8.05 | -.60 |
| Compassion Satisfaction | 150 | 43.85 | 5.50 | -.88 |

Note, N= Frequency, M= Mean, SD= Standard Deviation.

Table 3: Table depicting Correlation between Pro-social Behavior and Compassion

| Variable | PSA |
|--------------------------|--------|
| Pearson Correlation (CS) | .594** |

*Note, N= Frequency, PSA = Pro-social Behavior among Adults and CS = Compassion Satisfaction. “**”. Correlation is significant at the 0.01 level (2-tailed). This signifies that there is a strong positive correlation between Pro-social Behavior and Compassion among the middle adulthood working population.”*

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Table 4: Table depicting linear regression.

| Predictor | B | SE | β | t | Sig. |
|----------------------|--------|-------|---------|-------|------|
| Pro-social behaviour | 0.406 | 0.406 | 0.594 | 8.981 | .000 |
| Constant | 16.446 | 3.703 | 5.351 | .000 | |

Note, "R= .594; R-squared= .353; N=150, B= unstandardized regression coefficient; SE= the standard error of the coefficient; β = Standardized coefficients Beta; t= T-value; Sig. = significance level."

DISCUSSION

The aim of the paper is to "study pro-social behaviour as a predictor of compassion among the adults at their workplaces." The sample was collected from 150 people voluntarily participating in study residing in Delhi-NCR region.

Pro-social behavior is a social behavior where a person engages in activities for the welfare and betterment of an individual or society. According to the Indian context, " pro-social" behavior refers to "daan," donating things to those in more need. Whereas compassion refers to the emotional response one feels when they see other misery and are motivated to take actions to alleviate their sufferings. It also relates to the feeling of non-violence and "daya" when we particularly delve in the Indian context.

Workplace has always been an important part of an adult's life; they spend most of their time working in the organisation. It is a bigger part of their life influencing them in more ways than noticeable. Practicing pro-social behaviour and compassion help people cope with their negative emotions as in a study conducted by Meing et al. (2020) on the "effect of compassion on perceived stress and pro-social behavior in the Intensive care unit nurses' ". The findings suggested that practicing pro-social behavior has a negative effect on the perceived stress whereas a positive effect on compassion among the nurses. It implies that pro-social actions influence compassion positively, which in turn helps them have healthy coping mechanisms.

In table 2 the mean of Pro-social Behaviour interprets, that on average level a participant has a score of 67.53 approximately for Pro-social Behaviour along with a standard deviation of 8.05 and for Compassion Satisfaction mean interprets the average score for compassion level a participant have is 43.85 approximately with a standard deviation of 5.50.

The skewness score of Pro-Social Behaviour and Compassion Satisfaction are -0.60 and - 0.88. Both the scores are in negative which leads to the interpretation that it is a negative skewed distribution where most values of the data are concentrated on the right side of the tail in the distribution graph while there is a longer tail on the left side of distribution. The concentration of most data on the right side of the distribution explains that most of the people experience high levels of pro-social behaviour and compassion but there are few participants who experience low levels of pro-social behaviour and compassion due to which the tail is extended on the left side of the distribution.

H1: There will be a significant correlation between pro-social behavior and compassion among the adults at their workplaces.

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In Table 3 the correlation between Pro-social behaviour and Compassion is 0.594, which is significant at the level of 0.01(2-tailed). This interprets that pro-social behaviour and compassion have moderately strong relationship. It further implies that if pro-social behaviour increases, then compassion satisfaction also tends to increase among the adults at their workplaces because there is a positive correlation. Hence the H1 is accepted.

The data showed “a significant positive correlation between pro-social behavior and compassion,” to further analyse the data and test the other hypothesis linear regression was used.

H2: Pro-social behavior will be a predictor of Compassion among the adults at their workplaces.

In table 4 the value of R-square is 0.353, which indicates that Pro-Social Behavior is able to predict this much variance in Compassion Satisfaction. The table of regression leads to the interpretation that Pro-social behavior is able to significantly predict Compassion among the working population. Hence, H2 is also accepted.

Overall, the results shows that people show high level of pro-social and compassion at their workplaces. They are understanding of other’s problem and are able to help them when there is need. This can help in building a positive environment at their workplaces promoting loyalty, and open communication among employees leading to more productive output.

CONCLUSION

Pro-Social behaviour is social behaviour in which a person engages in positive activities to benefit an individual or society. It might also include conforming to society’s rules and regulations. In Indian context pro-social behaviour relates to the word “daan” which means being selfless and donating things to other people in need. Giving daan is considered a highest virtue in Indian societies. On the other side compassion is an emotional response, the urge to help people in need. The feeling of compassion does not only means having concern for those in pain but also taking proper actions to elevate their sufferings.

This study aimed to study pro-social behavior as a predictor of compassion among the adults at their workplaces. The sample consisted of 150 men and women belonging to the age group of 45-60 years. The people residing in the area of Delhi-NCR were eligible for participating in the research.

H1: There will be a significant correlation between pro-social behavior and compassion among the adults at their workplaces. The result table 3 showed that there is moderately strong positive correlation between prosocial behavior and compassion at $p < 0.001$ level. This leads to the interpretation that if prosocial behavior increases then compassion also increases. Hence this hypothesis is accepted.

H2: Pro-social behavior will be a predictor of Compassion among the adults at their workplaces. The result table 4 indicated that Pro-social behavior is significant as a predictor of compassion among the working population. Hence H2 is also accepted. Both pro-social behaviour and compassion are important aspects of a human life. If a person engages in pro-social acts or compassionate behaviour, it helps them foster more positive relationships either personally or in society both. It promotes a sense of peace and harmony among people. Especially nowadays when workplaces have become a source of stressors and lack

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of well-being. Practicing pro-social acts and having compassion towards colleagues and everyone else working in the organization regardless of their positions, promotes a positive environment, sense of cohesion between team, more loyalty and better work conditions overall. The study's primary limitation is that the sample size of the study is small. The limited size of sample may result in sampling bias and there is only one variable used as an independent variable which is not enough to completely study the dependent variable.

Future recommendations:

Researchers can explore and add more variables to the study. They can use more than one independent variable like empathy to gain more insights about the dependent variable compassion.

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Conflict of Interest

The author(s) declared no conflict of interest.

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