



INTER-PERSONAL EXPLOITATION AS PERCEIVED BY WOMEN TEXTILE WORKERS IN KARUR DISTRICT

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ABSTRACT

An interpersonal relationship is an association between two or more people that may range from fleeting to enduring. This association may be based on inference, love, solidarity, regular business interactions, or some other type of social commitment. Human beings are innately social and are shaped by their experiences with others. There are multiple perspectives to understand this inherent motivation to interact with others. Need to belong. According to Maslow's hierarchy of need, humans need to feel love (sexual/nonsexual) and acceptance from social groups (family, peer groups). Interpersonal relationships are dynamic systems that change continuously during their existence. Like living organisms, relationships have a beginning, a lifespan, and an end. They tend to grow and improve gradually, as people get to know each other and become closer emotionally, or they gradually deteriorate as people drift apart, move on with their lives and form new relationships with others. This research will access the interpersonal exploitation among the women workers in home textile.

Key words: working women, interpersonal relationship, exploitation, family, workplace.

I. INTRODUCTION:

Interpersonal refers to something involving, or occurring among several people. Interpersonal skills refer to our ability to get along with others. The

adjective interpersonal really only has one meaning, so when you hear this word, you know you're hearing about interactions between people.

II. SIGNIFICANCE OF THE STUDY

Human beings are innately social and are shaped by their experiences with others. There are multiple perspectives to understand this inherent motivation to interact with others. Need to belong. According to Maslow's Hierarchy of needs, humans need to feel love (sexual/nonsexual) and acceptance from social groups (family, peer groups). In fact, the need to belong is so innately ingrained that it may be strong enough to overcome physiological and safety needs, such as children attachment to abusive parents or staying in abusive romantic relationships. Such examples illustrate the extent to which the psychobiological drive to belong is entrenched.

III. a) Reward of Relationship:

Another way to appreciate the importance of relationships is in terms of a reward framework. This perspective suggests that individuals engage in relations that are rewarding in both tangible and intangible ways. The concept fits into a larger theory of social exchange. This theory is based on the idea that relationships develop as a result of cost benefit analysis.

b) Relational self

Relationships are also important for their ability to help individuals develop a sense of self. The relational self is the part of an individual's self-concept that consists of the feelings and beliefs that one has regarding oneself that develops based on interactions with others. In other words, one's emotions and behaviors are shaped by prior relationships. Thus, relational self theory posits that prior and existing relationships influence one's emotions and behaviors in interactions with new individuals, particularly those individuals that remind him or her of others in his or her life. Studies have shown that exposure to someone who resembles a significant other activates specific self-beliefs, changing how one thinks about oneself in the moment more so than exposure to someone who does not resemble one's significant other.

c) Power and dominance

Power is the ability to influence the behavior of other people. When two parties have or assert unequal levels of power, one is termed "dominant" and the other "submissive". Expression of dominance can communicate intention to assert or maintain dominance in a

relationship. Being submissive can be beneficial because it saves time, emotional stress, and may avoid hostile actions such as withholding of resources, cessation of cooperation, termination of the relationship, maintaining a grudge, or even physical violence. Submission occurs in different degrees; for example, some employees may follow orders without question, whereas others might express disagreement but concede when pressed.

Two parties can be dominant in different areas. For example, in a friendship or romantic relationship, one person may have strong opinions about where to eat dinner, whereas the other has strong opinions about how to decorate a shared space. It could be beneficial for the party with weak preferences to be submissive in that area, because it will not make them unhappy and avoids conflict with the party that would be unhappy.

The breadwinner model is associated with gender role assignments where the male in a heterosexual marriage would be dominant in all areas.

Friendship may involve some degree of transitivity. In other words, a person may become a friend of an existing friend's friend. However, if two people have a sexual relationship with the same person, they may become competitors rather than friends. Accordingly, sexual behavior with the sexual partner of a friend may damage the friendship. Sexual activities between two friends tend to alter that relationship, either by "taking it to the next level" or by severing it.

d) A list of interpersonal skills includes:

Verbal communication – What we say and how we say it.

Nonverbal communication – What we communicate without words, body language is an example.

Listening skills – How we interpret both the verbal and non-verbal messages sent by others.

Negotiation – Working with others to find a mutually agreeable outcome.

Problem solving – Working with others to identify, define and solve problems.

Decision making – Exploring and analysing options to make sound decisions.

Assertiveness – Communicating our values, ideas, beliefs, opinions, needs and wants freely.

IV. REVIEW OF RELATED LITERATURE:

Social exchange theory and Rusbult's investment model shows that relationship satisfaction is based on three factors: rewards, costs, and comparison levels (Miller, 2012). Rewards refer to any aspects of the partner or relationship that are positive. Adversely, costs are the negative or unpleasant aspects of the partner or their relationship. Comparison level includes what each partner expects of the relationship. The comparison level is influenced by past relationships, and general relationship expectations they are taught by family and friends.

There is research showing that individuals in long distance relationship (LDRs), rated their relationships as more satisfying than individuals in proximal relationship (PRs) (Stafford, & Reske, 1990; Stafford, 2005). Alternatively, Holt and Stone (1988) found that long distance couples who were able to meet with their partner at least once a month had similar satisfaction levels to unmarried couples who cohabitated. Also, the relationship satisfaction was lower for members of LDRs who saw their partner less frequently than once a month. Agreeing with Holt and Stone was Guldner and Swenson (1995), who found that LDR couples reported same level of relationship satisfaction as couples in PRs, despite only seeing each other on average once every 23 days.

Social exchange theory and the investment model both theorize that relationships that are high in costs would be less satisfying than relationships that are low in costs. LDRs have a higher level of costs than PRs, therefore, one would assume that LDRs are less satisfying than PRs. As previously stated, current research shows that individuals in LDRs are actually more satisfied with their relationships compared to individuals in PRs (Stafford, 2005). This can be explained by unique aspects of the LDRs, how the individuals use relationship maintenance behaviours, and the attachment styles of the individuals in the relationships. Therefore, the costs and benefits of the relationship are subjective to the individual, and recent research implies that people in LDRs tend to report lower costs and higher rewards in their relationship compared to PRs (Stafford, 2005).

V. OBJECTIVES

- To study the demographic details of the women textile workers in Karur district
- To gain knowledge on interpersonal exploitation in workplace.

- To analyze and compare the selected independent variables with the dependent variable among the women textile workers.
- To suggest measures to handle interpersonal exploitation in workplace(if any).

VI. HYPOTHESIS

1. There is an association between respondents' educational qualifications with regard to Interpersonal Exploitation of the women working in textiles
2. There is a significant association between Type of family of the respondents with regard to Interpersonal Exploitation
3. There is a significant Correlation between the respondents' Age and Interpersonal Exploitation.
4. There is a significant Correlation between the respondents' Monthly Income and Interpersonal Exploitation.

VII. METHODOLOGY AND TOOLS

The present study has adopted descriptive research design. Simple random sampling was used for this study and sample size of 50 was taken.

Interview schedule was used for the research work to address the area of women working in Textiles. For the purpose of this research work, the questionnaire on Interpersonal Exploitation Scale by Sanjoy Pethe and Sushama Chaudhari was used. Respondents gave their responses using the scale which has 26 questions and the respondents' response is based on selection of response as Right, Uncertain and Wrong. For the purpose of analyzing and assessment of Dependent variables one way ANOVA, and Karl Pearson's Co-efficient correlation test were done.

VIII. ANALYSIS AND INTERPRETATION

Table I

SAMPLE DISTRIBUTION OF THE RESPONDENTS

S. No.	Factors	Category	No. of Respondents (n:50)	Percentage
1.	Age	Up to 20 years	6	12.0
		21-25 years	17	34.0
		26-30 years	10	20.0
		31-35 years	9	18.0
		Above 35 years	8	16.0
2.	Education	Middle school	11	22.0

		High school	16	32.0
		Higher secondary school	15	30.0
		UG	8	16.0
3.	Marital Status	Married	38	76.0
		Unmarried	11	22.0
		Divorced	1	2.0
4.	Type of family	Nuclear	31	62.0
		Joint	17	34.0
		Extended	2	4.0
5.	Nature of House	Own	30	60.0
		Rented	19	38.0
		Lease	1	2.0
6.	Residence area	Rural	28	56.0
		Urban	22	44.0
7.	SHG Membership	Yes	19	38.0
		No	31	62.0
8.	Mode of transport to work place	Bus	25	50.0
		Walk	6	12.0
		Train	19	38.0
9.	Monthly Income	Less than Rs 3000	7	14.0
		Rs 3001- Rs 4000	22	44.0
		Rs 4001- Rs 5000	19	28.0
		Above Rs 5000	2	4.0

The table above shows that half of the respondents (52%) were of the age group 41 – 50 years of age which shows that the demand for women workers were more in textiles industries. Exactly half of the respondents have completed their middle school education. Most of the respondents are married (74%). 42% of the respondents are having nearly five years of experiences. Most of the respondents live in a rented house, Majority of the respondents share about the workplace with their family members.

Table II
DISTRIBUTION OF RESPONDENTS BY LEVEL OF INTERPERSONAL EXPLOITATION

S. No.	Level of interpersonal exploitation	No. of Respondents (n:50)	Percentage
1.	Low Level	25	50.0
2.	Medium level	13	26.0
3.	High level	12	24.0

Table 2 shows their level of interpersonal exploitation among the respondents. According to one-fourth (24%) of the respondents there was high level of interpersonal exploitation in the organization. Equal half of the respondents (50%) expressed a low level of exploitation in interpersonal relationship

.TABLE: III
ONE WAY ANALYSIS OF VARIANCE AMONG VARIOUS EDUCATIONAL QUALIFICATIONS OF THE RESPONDENTS WITH REGARD TO INTERPERSONAL EXPLOITATION

S. No.	Source	Df	SS	MS	\bar{X}	Statistical Inference
1	Between Groups	3	38.635	12.878	G1= 31.64 G2= 32.25 G3= 30.20	F = 0.376 P > 0.05
2	Within Groups	46	1575.9	34.260	G4= 30.50	Not Significant

G1=Middle school G2=High school G3=Higher secondary G4=UG

Table 3 shows that there is no significant relationship between the educational status of the respondents and their level of interpersonal exploitation.

TABLE: IV
ONE WAY ANALYSIS OF VARIANCE AMONG TYPE OF FAMILY OF THE RESPONDENTS WITH REGARD TO INTERPERSONAL EXPLOITATION

S. No.	Source	Df	SS	MS	\bar{X}	Statistical Inference
1	Between Groups	2	11.916	5.958	G1= 30.84 G2= 31.82 G3= 32.00	F = 0.175 P > 0.05
2	Within Groups	47	1602.6	34.099		Not Significant

G1=Nuclear G2=Joint G3=Extended

From Table 4, it is inferred that there is no significant difference between the respondents' family type and the level of interpersonal exploitation by using one way ANOVA test.

Table: v

KARL PEARSON'S CO-EFFICIENT OF CORRELATION BETWEEN THE RESPONDENTS' AGE AND INTERPERSONAL EXPLOITATION

S. No.	Variable	Correlation Value	Statistical Inference
1	Age and Interpersonal Exploitation	0.111	P > 0.05 Not Significant

Table 5 shows that there is no significant correlation between the respondents' age and the level of interpersonal exploitation by using Karl Pearson's Co-efficient of Correlation test.

IX. FINDINGS:

1. Half of the respondents (52%) were of the age group 41 – 50 years of age which shows that the demand for women workers were more in textiles industries and half of the respondents have completed their middle school education. Most of the respondents are married (74%). 42% of the respondents are having five years of experience. Most of the respondents live in a rented house, Majority of the respondents share about the workplace with their family members. One-fourth (24%) of the respondents have high level of interpersonal exploitation in the organization.
2. There is no significant relationship between the educational status of the respondents and their level of interpersonal exploitation of the respondents. There is no significant difference between the respondents' family type and the level of interpersonal exploitation by using one way ANOVA test. There is no significant correlation between the respondents' age and the level of interpersonal exploitation by using Karl Pearson's Co-efficient of Correlation test.

X. CONCLUSION:

Positive psychologist use the various terms "flourishing, budding, blooming, blossoming relationships" to describe interpersonal relationships that are not merely happy,

but instead characterized by intimacy, growth, and resilience. Flourishing relationships also allow a dynamic balance between focus on the intimate relationships and focus on other social relationships.

Healthy relationships are built on a foundation of secure attachments. Secure adult attachment, characterized by low attachment-related avoidance and anxiety, has numerous benefits. Within the context of safe, secure attachments, people can pursue optimal human functioning and flourishing.

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