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Chapter 1 : Tax Exempt Status

low status groups they are expected to welcome dependency-oriented help when status relations are viewed as secure. Thus, a downward unidirectional flow of dependency -

A central theme of the volume is that improvement in intergroup relationships will only be possible if social scientists simultaneously take into account both the attitudes, beliefs, emotions, and actions of the different groups that shape the nature of intergroup relations. Understanding how members of different groups interact is critical beyond the value of understanding how majority groups behave and how minority groups respond in isolation. Indeed, as the book exemplifies, groups interpret their interaction differently, experiencing different social realities; approach interactions with different goals; and engage each other with different, and often non-compatible, means or strategies. These different realities, goals, and strategies can produce misunderstanding, suspicion, and conflict even when initial intentions are positive and cooperative. The book will be of interest to professionals and students in social psychology, sociology, social work, education, political science, and conflict management, as well as scholars, students, and practitioners interested in anti-bias education and prejudice reduction techniques and strategies.

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Chapter 2 : Intergroup Misunderstandings : Stephanie Demoulin :

Central Issue: Intergroup Helping as Status Relations and Misunderstandings. Giving help to the outgroup or receiving help from it has direct implications for power relations between groups (Nadler,).

This social status gives it value for the individuals that are members. Individual group members use the status from their membership in the group to gain and maintain self-esteem. The motivations to enhance self-esteem and gain status cause individuals to behave in ways that maintain the group and their memberships in the group. Furthermore, according to Michael Hogg, social identity is motivated by self-enhancement and uncertainty reduction, which causes groups to "strive to be both better than and distinct from other groups" pg. Central to this theory are three components identified by Tajfel: Personal Identity Mayer, Greenbaum, Kuenzi, and Shteynberg state "personal identity consists of moral sensibility and conscience, and also a desire for achievement, mastery, and competence. Individuals tend to be inconsistent when it comes to behavior in an social setting versus an individual setting. Social identity contrasts with personal identity because individuals will act differently in social settings based on their perceived status within the group. A person must categorize or identify him or herself as a member of a group in order to have their self-esteem elevated through association with the group. In other words, we are able to find out specifics about ourselves and others as well as the appropriate behaviors associated with the groups in which we belong. By assigning roles to individuals that are self-categorized as being part of a group, individuals can derive meanings and expectations associated with their roles, and as a result, are able to create value-based standards that motivate and guide what is perceived to be appropriate behavior. Group Self-Esteem Group self-esteem refers to the positive self-esteem or self-identity gained through membership in a group. An example of this would be how memberships in sororities and fraternities constitute high social status among peers, and lifelong association with these groups produces additional personal identity benefits, including self-esteem. But also remember that a person must also first describe him or herself as part of the group self-categorization and want to be part of the group commitment " Redmond, The video below shows how group identities are formed at a public school. It also examines the dynamics of loners and how they too belong to a group. Group Commitment Group commitment refers to the strength of the commitment a person feels to their in-group. When a person identifies with a group, he or she gains positive self-esteem through the group, and feels committed to the group; the person will be motivated to "maintain the group and their memberships in the group" Redmond, A item scale was developed in an effort to measure the level of self-esteem that can be derived from being a member of a group. There can also be adverse consequences; however, when an individual over-identifies with a group. As a result of being too attached, the lines that once separated the individual identity from that of the group may become blurred. If this loss of individuality takes place, it may result in a decreased ability to create an independent self-concept apart from the group. This can be a potentially harmful situation if taken to extremes. An example of this would be The Jonestown Massacre. Orchestrated by Jim Jones, The Jonestown Massacre showed the extremes people will go to in order to identify themselves with a group Information Please, Charles Manson and his followers are examples of extreme group behavior in which the lines became blurred Rosenberg, J. Research on Social Identity Theory A vast amount of research has shown support for the Social Identity Theory, both in labs and in organizations Redmond, Social Identity theory has generated a vast amount of empirical research. It has stimulated a plethora of different analysis and hypothesis in a wide range of areas associated with the theory. Perhaps most importantly the theory and its research has provided new ways of thinking about major social-psychological phenomena, in particular, the individual-group relationship and group processes, prejudice and inter-group relations, social stereotyping, and the self-concept and personality Ellemers, The perspective represents an approach in social psychology that is unique in that it embodies a general meta-theory, social interactionism. In recent years as technology has become more prevalent, there has been research done on how groups are affected when members of the group only

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communicate via telephone or computer and not face-to-face in a co-located environment. Research concerning gender discrimination has also been a focus in recent years as more and more women are entering fields typically dominated by men. Current Research Trepte and Kramer measured social identity theory in media in two experiments. Their results were mixed, finding that men did prefer television with male protagonists while women did not show a significant bias. Also, a strong bias for nationality was not found in U. Prisoners were given the opportunity to be promoted to guards, who were the superior group in this study. The guards bonded much more closely and exhibited in-group favoritism to a large degree. Men outnumbered women 3: No white employees reported having their view rejected at these meetings, Clearly, the perception at this company was that the in-group "older white males" displayed significant in-group favoritism. Madera, King and Hebl conducted a study of working adults via an online survey to discover whether displaying or suppressing an identity such as ethnicity, religion, sexual orientation, or disability in the workplace is related to perceived discrimination, job satisfaction, and turnover intentions. The results of the survey indicated that efforts to suppress a group identity had a negative effect on the individual causing a negative workplace experience. However, individuals that manifest their identities in the in-group and manage identity in the out-group have a more positive reported work experience. These results suggest that employees using these identity management strategies in the work place have significant positive consequences. The two between-subject conditions were, team and individual, identifying two key factors, group identity and interdependence. When they were escorted into the computer lab, participants entered their own data into the computer. The computers contained a ranking of the items that was different from the participants. Subjects were more influenced by messages written by in-group members even when messages were entirely identical. Lalonde studied a hockey team, which was performing rather poorly. Lalonde questioned the players, and the team responded that their poor performance was due to other teams playing dirty. Observation, however, indicated that other teams were not playing dirty, and the poorly performing team was merely exhibiting in-group bias. Research of the 70s and 80s Mackie studied group interdependence and manipulated intergroup competition by telling subjects they could win money by following specific rules. All the subjects listened to a tape of a discussion of supposed group members, but those in the intergroup competition thought the group norms were more extreme and were more polarized in their attitudes. Breakwell studied teens who identified themselves as soccer fans. Some of the teens went to games while others did not. Breakwell found that those who did not go to games were the most vociferous in claiming themselves as fans and showed the most in-group bias. Turner, research on Social Identity Theory has been conducted since approximately Within this theory there have been discoveries of various strengths and weaknesses of this theory. The weaknesses focus on elusive characteristics of an individual to justify their motivational reasoning for ones actions. Based on the situation a person may choose their personal identity or their social identity. There are several strengths within this theory; the first is that this theory has a surplus of empirical evidence to support it both in the lab and organizations PSU, Second, it comprises societal and personal features along with explaining the motivational reasoning for the behavior. Some people "are primarily individual-oriented, gaining their self-esteem from their own personal accomplishments", while others in low status groups may not perceive any value from belonging to their group Stangor, Another weakness for this theory is "the fact that while there are several valid measures of identity, none has become widely accepted among organizational psychologists as of yet" PSU, Application of Social Identity Theory in the Workplace Social Identity Theory can be a useful tool in understanding organizational behavior as well as to boost self-confidence and improve attitudes of employees. Studies suggest individual employees may exert increased effort and experience greater motivation if working on tasks for their collective group rather than in working for his or herself Haslam, In addition, because of the tendency to form groups in the workplace, employers are able to choose rival organizations to use as a comparison in order to set "benchmarks" for their own employees. Awareness of Social Identity Theory can be beneficial for any company. Social Identity theory posits that individuals identify themselves based on characteristics like age, gender, or race. They identify more with similar people in-group than with those who

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are less similar out-group. Due to things like in-group favoritism and negative stereotyping, minorities are often excluded from group membership and decision-making activities. This, in turn, reduces opportunities for career advancement and results in a perception of unfair treatment, resulting in a negative work environment for everyone. An understanding Social Identity Theory by key management personnel can ensure that minority groups are included in functional groups and the decision-making process, providing a better work environment for all employees Crawford, Workplace interventions can also be useful to reduce conflict between rival groups within the same organization. In a situation where an organization is merging with another company, each organization has a strong identity. The leadership within the organization will put up some resistance to the merger, as neither organization will give up their social identity. To make the merger easier, the organizations will make the merger slower and create a shared identity before the official merger occurs PSU, In many situations, the organization will also change their name to create a new combined organization. Social Dominance Theory Overview Social dominance theory was developed to examine the process of social structure in human societies. Social dominance theory states that all people belong to groups. The membership to these groups is important to them because the groups provides support and protection for them PSU WC L. The theory helps us understand how individual groups members behave to maintain them. Social dominance Theory also helps to explain how groups form into hierarchies. Group members are motivated to behave in ways that maintain these hierarchies. Group members that are lower in the hierarchy behave in ways that maintain it in an attempt to move up. When looking to bring in new members from out-groups members will look for people who most resemble those in the in-group, not necessarily those who will be the most valuable. This type of motivation can help us to understand how prejudicial behavior, stereotypes and discrimination are produced and maintained. Members of the high status group maintain hierarchy by keeping in-group favoritism and out-group derogation practices. Subordinate group members on the other hand help keep the status quo by not being able to challenge a dominant group, although they strive to work their way upward, hoping that they will eventually join or become the dominant group so that they can have access to the positive social value Pratto et al. If and when membership is presented by the high-status group, group conflict between the group with high-status or positive social value and the group with the negative social value is likely Pratto et al. Behavioral Asymmetry The difference in these motivations between dominant groups and subordinate groups has been labeled behavioral asymmetry Pratto et al. The Social Dominance Theory states that many subordinate groups will work to maintain the social hierarchy even if they are put at a disadvantage, because the existence of the subordinate group gives an opportunity to join a high-status group. Social Dominance Theory is based on the idea that in virtually all societies, group-based hierarchies are formed in which both dominant and subordinate groups co-exist. Legitimizing Myths Social systems engage in certain types of social practice. Social practices are responsible for distributing social value in social systems. Legitimizing myths make up the attitude and values that fuel moral and cognitive justification for the social practices. Legitimizing myths can be broken down into two distinct groups: This can often lead subordinates to collaborate with dominants in the maintenance of oppression Pratto, Sidaneous, Levin, , p.

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It examines the implications of intergroup helping on status relations between the actors involved. It postulates that groups create, maintain or challenge status relations through helping relations.

Chapter 4 : Intergroup Bias and Dual Processing

Intergroup helping relations, giving seeking and receiving help across group boundaries, is a relatively recent research area in a field dominated by a focus on interpersonal helping [1, 2].