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# “Human relations movement in View of Interpersonal Relations with Emphasis on Mayo’s Work”

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Human relations movement refers to the researchers of organizational development who study the behavior of people in groups, in particular workplace groups. It originated in the 1930s' Hawthorne studies, which examined the effects of social relations, motivation and employee satisfaction on factory productivity. The movement viewed workers in terms of their psychology and fit with companies, rather than as interchangeable parts, and it resulted in the creation of the discipline of human resource management.

An interpersonal relationship is an association between two or more people that may range in duration from brief to enduring. This association may be based on inference, love, solidarity, regular business interactions, or some other type of social commitment. Interpersonal relationships are formed in the context of social, cultural and other influences. The context can vary from family or kinship relations, friendship, marriage, relations with associates, work, clubs, neighborhoods, and places of worship. They may be regulated by law, custom, or mutual agreement, and are the basis of social groups and society as a whole. From a philosophical point of view a personal relationship is a choice. The choice can be made if three conditions are met: you know who he/she is, what he/she expects from you, and what you can expect from him/her. If you were misinformed then you did not choose for it, and hence it is not a relationship.

A relationship is normally viewed as a connection between individuals, such as a romantic or intimate relationship, or a parent–child relationship. Individuals can also have relationships with groups of people, such as the relation between a pastor and his congregation, an uncle and a family, or a mayor and a town. Finally, groups or even nations may have relations with each other, though this is a much broader domain than that covered under the topic of interpersonal relationships. (See such articles as international relations for more information on associations between groups). Most scholarly work on relationships focuses on the small subset of interpersonal relationships involving romantic partners in pairs or dyads.

Interpersonal relationships usually involve some level of interdependence. People in a relationship tend to influence each other, share their thoughts and feelings, and engage in activities together. Because of this interdependence, most things that change or impact one member of the relationship will have some level of impact on the other member.