Examining the Relationship between Positive Aura, Interpersonal Effectiveness and Generation Gap

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ABSTRACT

Globalization is the cause for rapid increase in generation gap. Due to generation gap there is increase in conflicts between younger and older in workplace and family. To overcome generation gap, the most traditional method of increasing positive aura or energy is followed, which increases interpersonal effectiveness. Thus, the research study is to identify how to increase the interpersonal effectiveness in order to overcome generation gap using aura as a tool. Therefore the three research variables are, interpersonal effectiveness, generation gap and aura. This is a literature-based paper to examine the relationship among the variables and arrive at the theoretical framework for the research.

For this purpose, about 80 literatures were collected and classified under three research variables: interpersonal effectiveness (IE), generation gap (GG) and aura. The literatures collected under interpersonal effectiveness focuses on identifying factors effecting interpersonal effectiveness, concept and constituents of IE, measures involved, and benefits of IE. The literatures collected under generation gap focuses on concept of GG and its measures. Similarly, literatures collected under aura focuses on what is aura and, its measures and application.

Based on the review, it is observed that Interpersonal effectiveness is relatively proportional to productivity. So, for increase in productivity and organisational growth, there must be increased interpersonal effectiveness. As generation gap is due to deficiency in interpersonal understanding between young and old, which is believed that would be overcome by effective interpersonal effectiveness. Also, since the aura of the person is strongly associated with interpersonal attraction and communication, aura has been considered as a tool, for bridging generation gap by increasing interpersonal effectiveness.

1. Introduction

The term 'Interpersonal Effectiveness' is effective relationship with self and others. When there is a lack of interpersonal effectiveness in the work environment there cannot be any favourable outcomes. Only with effective interpersonal relationships there can prevail, a conducive environment for people involved in work, thereby leading to positive results, in terms of performance, productivity and organizational development.

Generation Gap means difference in values and attitudes between one generation and another, especially between younger and older people. For the first time in history, people from four different generations Traditionalists, Baby

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Boomers, Generation Xers and Millennials are working together in workplace resulting in generational conflict. To fill in the generation gap it requires an intimate understanding of what makes these generations so different and how to integrate them into one unified team for the betterment of the organisation.

Aura or electromagnetic (EM) field commonly called the Ethereal Body is a product of creation of matter by electrofield manifestation through the quantum particles onto the physical plane. Aura can be quantified and tangibly studied in an experimental manner. Indeed, since colors of light are defined by frequency, subtle energies and the bioenergy that emanates from all living things can be quantified as electromagnetic field energy that resonates with different frequencies of light can be measured using 'Aura Video Station'. AVS is an interactive multimedia biofeedback aura imaging computer system.

To overcome generation gap, the most traditional method of increasing positive aura or energy is followed, which increases interpersonal effectiveness. Thus, the research study is to identify how to increase the interpersonal effectiveness in order to overcome generation gap using aura as a tool. Therefore the three research variables are, interpersonal effectiveness, generation gap and aura. This is a literature-based paper to examine the relationship among the variables and arrive at the theoretical framework for the research.

2. Methodology

About 80 literatures were collected and classified under three research variables: interpersonal effectiveness (IE), generation gap (GG) and aura. The literatures collected under interpersonal effectiveness focuses on identifying factors effecting interpersonal effectiveness, concept and constituents of IE, measures involved, and benefits of IE. The literatures collected under generation gap focuses on concept of GG and its measures. Similarly, literatures collected under aura focuses on what is aura and, its measures and application. The sources of literatures collected are from ProQuest, EBSCO and ScienceDirect databases. The literatures collected, range from the period 1965-2012.

3. Literature review

The review of literature is categorised under three variables Interpersonal Effectiveness, Generation Gap and Aura

3.1 Review on Interpersonal Effectiveness

The review on interpersonal effectiveness discusses on the problems faced due to lack of interpersonal effectiveness and what are the factors and benefits of IE. About 35 literatures collected under interpersonal effectiveness focuses on identifying factors effecting interpersonal effectiveness, concept and constituents of IE, measures involved, and benefits of IE, which is represented in Table 1.

Table 1 : Factors, Measures and Benefits of Interpersonal Effectiveness

S. No.	Author (Year of Study)	Origin of Study & Sample	Factors Effecting Interpersonal Effectiveness	What is IE and How to Measure?	Benefits of Interpersonal Effectiveness
1	Foo (2011)	University in the Northeastern part of the United States, 73 teams	Member Characteristics & Conflict	Member Rated Team Effectiveness	-
2	Randolph-Seng & Norris (2011)	-	-	Cross Understanding and Shared Social Theories	Quality Group Decisions
3	Clarke (2010)	University of Southampton, UK,68 MBA students, 13 randomly assigned teams	Emotional Intelligence	Increased Team Processes	-
4	Emelo (2010)	Triple Creek Associates, USA,13 organisations, 1,300 e-mentoring participants	E-mentoring	Social Learning	Increased Productivity
5	Khetarpal (2010)	Purolator India Limited and Gabriel Limited of Parwanoo, Himachal Pradesh, 100 employees	-	Interpersonal Communication	Conducive Organizational Climate
6	Taylor (2010)	Midwestern USA, 205 Participants	Personality	Interpersonal Citizenship Behavior	-
7	Manning et al (2009)	UK, Work-based sample of men and women at all organizational levels	-	Interpersonal Influence	Influencing Behavior and Team Role Behavior
8	Manning et al (2009)	UK, Work-based sample of men and women at all organizational levels	-	Interpersonal Influence	Influencing Behavior and 360-Degree Assessments

9	O'Rourke (2009)	The George Washington University, 9 Co-researchers	-	Relationship with Self and Others	Self Awareness
10	Bandelli (2008)	Southeastern University, 94 graduate students, 4 different MBA courses	Socio-Affective Competence	Facilitating Communication and Effective Interpersonal Relationships at Work	-
11	Betts (2008)	Henderson State University and Southern Arkansas University Tech, 44 Faculty and Students	Style Awareness	Online Interpersonal Effectiveness	Improved Emotional Intelligence
12	Downie et al (2008)	McGill University, 112 participants	Motivational Dynamics	Interpersonal Relations	-
13	Manning et al (2009)	UK, Work-based sample of men and women at all organizational levels	-	Interpersonal Influence	Influencing Behavior, Personality and Context
14	Davies & Kanaki (2006)	UK public sector and private service Organizations, 145 UK Managers	-	Interpersonal Characteristics Associated with Different Team Roles (SYMLOG Interpersonal Effectiveness Profile, EPQ, Belbin's Behavioral Checklist)	-
15	Frye et al (2006)	Midwestern city, 400 employees, 33 teams	Team Emotional Intelligence	Team Interpersonal Process Effectiveness	-
16	Peltokorpi (2006)	Nordic Subsidiaries in Japan, 110 employees	Relational Diversity and Socio-cultural Context	Interpersonal Communication	-
17	Kanov (2005)	Midwest Information Technology, 350 employees	Interpersonal Disconnection	Social life of relationships or Organisational life	-
18	Mahoney & Stasson (2005)	Urban University, 192 students	-	Interpersonal and Personality Dimensions of Behavior (FIRO-B and Big Five)	-

19	Kunnanatt (2004)	-	Emotional Intelligence	Interpersonal Effectiveness	-
20	McDowall & Fletcher (2004)	UK arm of an International New Media Agency, 132 employees	-	Interpersonal Effectiveness and Formal System Characteristics	Employee Development
21	Brok (2002)	-	-	Interpersonal Behavior (Interpersonal Communication of Timothy Leary)	-
22	De Dreu & Van Vianen (2001)	Private Company, 27 teams	Relationship Conflict	Effectiveness of Organizational Teams	-
23	Allen-Meyer & Starkeova (1998)	-	-	Self and Interpersonal Insight	Gain Understanding of Self and Others in Organisation
24	Yrle & Galle (1993)	-	-	Interpersonal Skills	Manage Effectively
25	Rahim et al (1992)	-	-	Ethics of Managing Interpersonal Conflict	-
26	Covey (1991)	-	-	Personal and Interpersonal Effectiveness	-
27	Mezoff (1982)	Review with Implications for Human Resources Training	-	Cognitive Style and Interpersonal Behavior	-
28	Watson (1982)	Methodology for the Study of Organisational Behavior	-	Interpersonal Level of analysis	-
29	Getter & Nowinski (1981)	University of Connecticut, 23 psychotherapy clients with 78 normative subjects	-	Tested Interpersonal Effectiveness (Interpersonal Problem Solving Assessment Technique)	-
30	Hill & Baron (1976)	The University of Michigan, 24 Subjects in Experimental Group and 15 in Comparison Group	Interpersonal Openness	Communication Effectiveness	-

Based on the Table 1, the factors of interpersonal effectiveness, measures and benefits was identified and grouped as below:

- **Factors of Interpersonal Effectiveness**

  The factors effecting interpersonal effectiveness are member characteristics & conflict, emotional intelligence, e-mentoring, personality, socio-affective competence, style awareness, motivational dynamics, team emotional intelligence, relational diversity and socio-cultural context, interpersonal disconnection, relationship conflict, interpersonal openness.

- **Measures of Interpersonal Effectiveness**

  The measures involved in interpersonal effectiveness are member rated team effectiveness, cross understanding and social theories, increased team processes, social learning, interpersonal communication, interpersonal citizenship behaviour, interpersonal influence, online interpersonal effectiveness, self and interpersonal insight, ethics of managing interpersonal conflict, cognitive style and interpersonal behaviour.

- **Benefits of Interpersonal Effectiveness**

  The benefits of interpersonal effectiveness are quality group decisions, increased productivity, conducive organizational climate, influencing behaviour and team role behaviour, self awareness, improved emotional intelligence, influencing behaviour, personality and context, employee development, gain understanding of self and others in organisation, manage effectively.

3.2 Review on Generation Gap

The review on generation gap discusses on the generation gap issues and measures to overcome GG. The 30 literatures collected under generation gap focuses on concept of GG and its measures, which is represented in Table 2.

Based on the Table 2, concept of GG and its measures was identified and grouped as below:

- **Concept of generation Gap**

  The concept of generation gap identifies four generations traditionalists, baby boomers, generation X and generation Y; indicating age is the major factor causing generational differences. The other differences are in moral values, culture and loyalty

- **Benefits on Bridging Generation Gap**

  Bridging the gap through effective strategies, polices and processes will enhance productivity, retain customers, diversity conscious and harassment-free workplace and for organizational success.

  It is also identified that two authors, McCaffree (2007) and Giancola (2006) stated that in reality generation gap does not exist, and there are more similarities than differences.

3.3 Review on Aura

The review on aura discusses on the concept aura, measures and benefits. The 15 literatures collected under aura focuses on what is aura and, its measures and application, which is represented in Table 3.

Table 2 : Concept and Measures of Generation Gap

S. No.	Author (Year of Study)	What is GG?	Measures to Overcome GG
1	Srinivasan (2012)	Impact of Multi Generational Workforce on Leadership Styles and Managerial Practices	Devising Policies and Procedures to Build Collaboration
2	Beekman (2011)	Traditionalists, Baby Boomers, Generation Xers and Millennials are working together in workplace	Strategies to Fill in Generation Gap
3	Geise (2011)	US Workforce spans across four generations, each has different values and perspectives on work and safety	Finding Training Techniques that Bridge Generation Gaps
4	Townsend (2011)	Each generation brings a different way of thinking to the company, and when these varying philosophies are aligned, they are invaluable	Managing Generation Gaps in the Workplace drives Organizational Success
5	Binder & Reeves (2010)	Loyalty of Customers and Generational Differences	Customer Loyalty
6	Elmore (2010)	People communicate based on their generational background, each generation has distinct attitudes, behaviours, expectations, habits and motivational buttons	Learning how to communicate with the different generations can eliminate many major confrontations and misunderstandings in the workplace
7	Gesell (2010)	Silent Generation, Baby Boomers, Generation X and Millennials	Knowledge of the different generations and personal attitude toward the different members of their work force, a leader can harness the power of those differences effectively, efficiently and productively
8	Anonymous (2009)	Technology Generation Gap in the Workplace	-

9	Ott et al (2008)	Job seekers - Generation Y (ages 18 to 31), Generation X (ages 32 to 42), and Baby Boomer (ages 43 to 61)	-
10	Sulewski (2008)	Generation Y and Veteran Coworkers	Ways to Bridge the Gap
11	Anonymous (2007)	New Entrepreneurs should mind the Generation Gap	-
12	Wagner (2007)	Traditionalists, Baby Boomers, Generation X and Generation Y have different values based on an individual's experiences growing up	Managers who foster the strengths and recognize the weaknesses of the different generations will be able to bridge the generation gap and create a smoother, more productive workplace
13	Anonymous (2005)	Traditionalists, Baby Boomers, Generation X and Generation Y	Bridging Generation Gap Enhance Productivity
14	Wood (2005)	GI generation (1901-22), silent generation (1923-42), baby boomers (1943-64), generation X (1965-81) and generation Y (1982-2003)	Diversity Conscious and Harassment-free workplace
15	Hui-Chun & Miller (2003)	Generation Gap and Cultural Influence	Different Culture has Influence on Generation Gap
16	Selix (2002)	Traditionalists, Generation X and Millennials	Ways to Effectively Deal with Generation Gap in Workplace
17	Govitvatana (2001)	Baby Boomers and Generation X	Strengthen Work Relationships between and among Employees
18	Poskaitis (1999)	Generation X and Baby Boomers	Productive Staff and Retain Customers on Knowledge share and Informal work style
19	Sforza & Thomas (1997)	Age matters when choosing the right recognition award	-
20	Longenecker (1989)	Generation Gap in Business Ethics	Resolving Intergenerational Differences in Ethical Attitudes
21	Booher (1968)	Business and Generation Gap	-

Table 3 : Measures and Application of Aura

S. No.	Author (Year of Study)	What is Aura and How to Measure?	What will happen?
1	Seeman (2010)	Balanced Research Orientation	-
2	Parra (2008)	Visual and Tactile Hallucinations (Questionnaires)	-
3	Anonymous (2002)	Understanding Auras and Bioenergies	-
4	Smith (2002)	Human Electromagnetic Energy Field	Interpersonal Communication
5	Lang (2001)	Human Aura Research Experiment	-
6	Murstein and Hadjolian (1997)	Fingertip Aura	Interpersonal Attraction
7	Tart (1972)	Concerning the Scientific Study of Human Aura	-

Based on the Table 3, measures used and application of aura was identified and grouped below:

- **Measures used in Aura**

  Aura is an electromagnetic field. The scientific study of aura focuses on balanced research orientation, through questionnaires and instruments like electroencephalogram, high-frequency electrical field photography.

- **Application of Aura**

  It is identified that aura has association with interpersonal communication and interpersonal attraction.

4. Theoretical Framework

Based on the previous researches, it can be observed that aura has a linkage with generation gap and interpersonal effectiveness, and the same is depicted below,
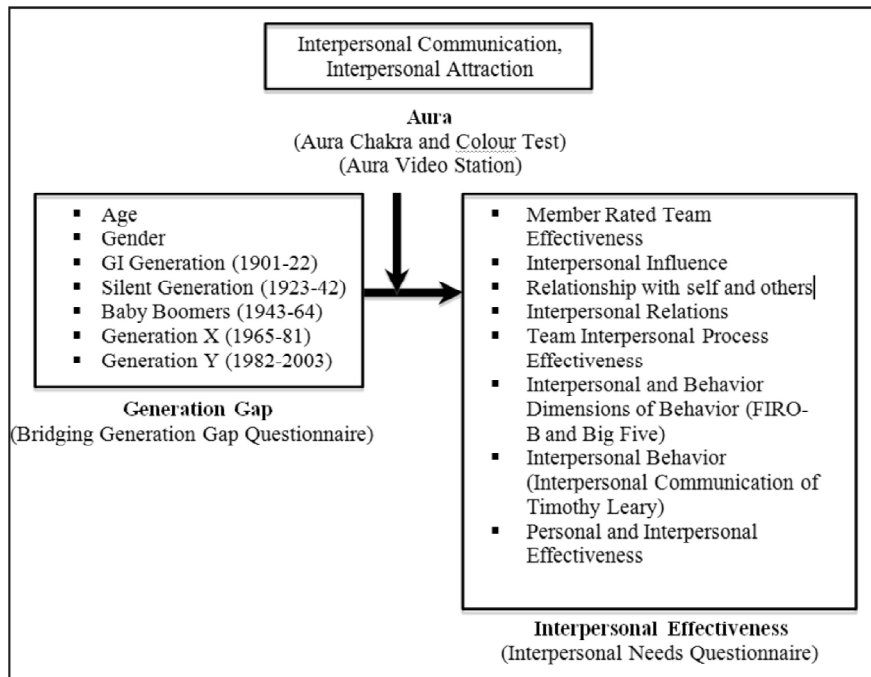
Fig 1 : Theoretical Model Linking Aura, GG and IE

5. Conclusion

Based on the review, it is observed that interpersonal effectiveness is relatively proportional to productivity. So for increase in productivity and organisational growth there must be increased interpersonal effectiveness. As generation gap is due to deficiency in interpersonal understanding between young and old which is believed that would be overcome by effective interpersonal effectiveness. Also, since the aura of the person is strongly associated with interpersonal attraction and communication, aura has been considered as a tool for bridging generation gap by increasing interpersonal effectiveness.

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