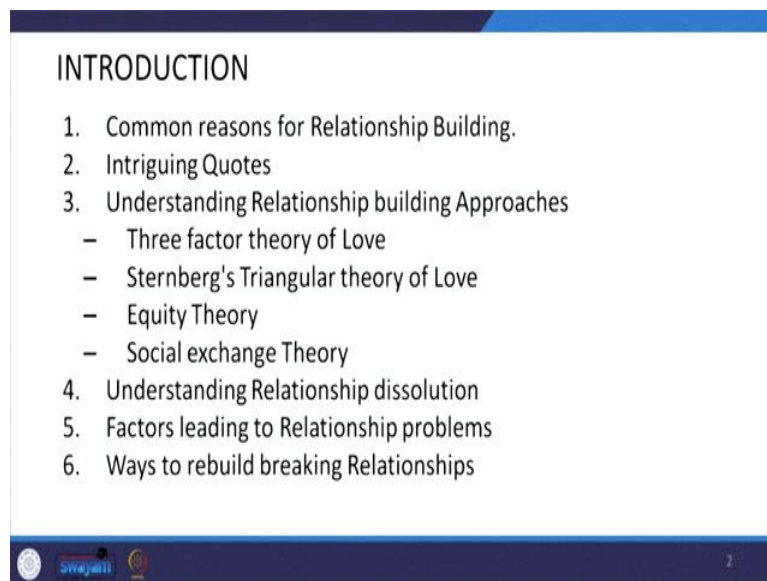


Managerial Skills for Interpersonal Dynamics
Professor. Santosh Rangnekar
Department of Management Studies
Indian Institute of Technology Roorkee
Lecture no. 50
Reinstating Relationship

In this we will talk about it is the how reinstate the relationship, very interestingly this topic is there that is in the, at the workplace many times it becomes that there are so many issues which are sometimes they are favourable sometimes they are unfavourables. And if there are the unfavourable situations and then how that interpersonal dynamics and that gets affected and if it is getting affected, then how we can take the necessary actions, the correct directions. So, therefore, we can develop that particular relationship, this particular topic that we will talk about that is the how reinstate the relationship.

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The slide is titled "INTRODUCTION" and contains a numbered list of six items. The first item is "1. Common reasons for Relationship Building." The second is "2. Intriguing Quotes". The third is "3. Understanding Relationship building Approaches", which includes three sub-points: "– Three factor theory of Love", "– Sternberg's Triangular theory of Love", and "– Equity Theory". The fourth is "4. Understanding Relationship dissolution". The fifth is "5. Factors leading to Relationship problems". The sixth is "6. Ways to rebuild breaking Relationships". At the bottom of the slide, there are logos for "swayam" and "IIT Roorkee" on the left, and a small number "2" on the right.

INTRODUCTION

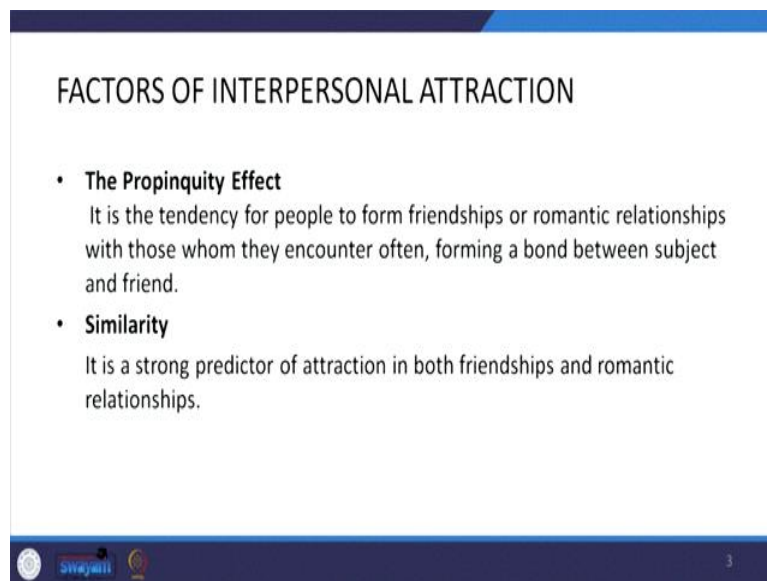
1. Common reasons for Relationship Building.
2. Intriguing Quotes
3. Understanding Relationship building Approaches
 - Three factor theory of Love
 - Sternberg's Triangular theory of Love
 - Equity Theory
 - Social exchange Theory
4. Understanding Relationship dissolution
5. Factors leading to Relationship problems
6. Ways to rebuild breaking Relationships

Now, we will find out the first and foremost important point that is the common reasons for the relationship building. That is at workplace why people they are developing a particular relationships? Then there are certain intriguing quotes. Understanding relationship building approaches. Three factor theory of love. Sternberg's strangler theory of love, equity theory, social exchange theory.

Then understanding the relationship dissolution, factors leading to relationship problems and ways to rebuild the breaking relationships. And there, in here we will find that is the from the content itself you can understand that is the how relationship building approaches we can learn at the workplace? Because if we do not have the knowledge that is the how at the workplace a professional relationship that has to be developed? Then there might be the, that we will not be able to create a team. To create a team environment, we are required to develop this particular approach.

Then, there are certain reasons because of there is a dissolution of the relationship at the workplace and then how that particular situation that the creating the relationship problems that we will discuss, and then we will discuss about ways to rebuild breaking relationship. How we can develop that breaking relationship into converting the relationship into the reinstating the relationship.

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The slide is titled "FACTORS OF INTERPERSONAL ATTRACTION" and lists two factors:

- **The Propinquity Effect**
It is the tendency for people to form friendships or romantic relationships with those whom they encounter often, forming a bond between subject and friend.
- **Similarity**
It is a strong predictor of attraction in both friendships and romantic relationships.

The slide also features a logo for "swayam" and a small number "3" in the bottom right corner.

Now, whenever we are talking about the factors of the interpersonal attraction, it is the propinquity effect, what is a propinquity effect? It is the tendency for people to form friendships or the romantic relationship with those whom they encounter often, forming a bond between the subject and the friend. And therefore, in that case, it becomes very-very important. That is whenever we are talking about the personalities, different personalities.

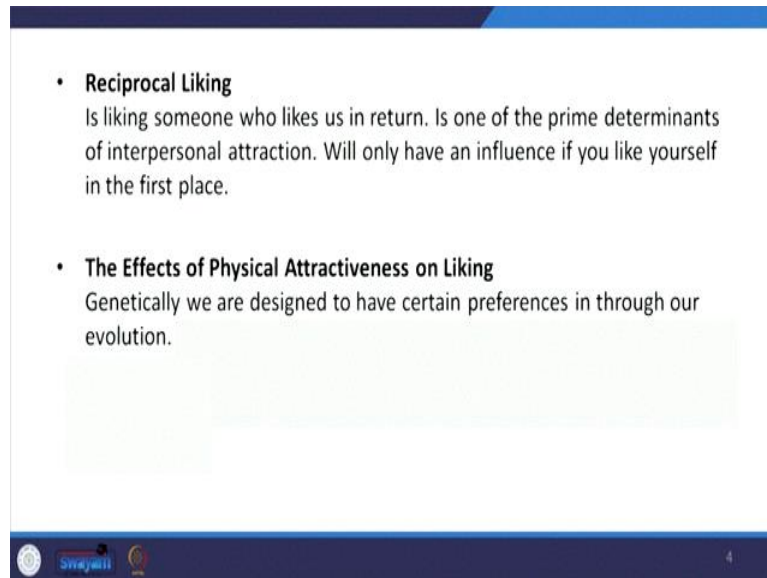
So, there are certain personalities, what they do whenever they come across to different people, they get fall into the developing their friendships. Now, further we will discuss the workplace, whether developing the friendship or this type of the relationship, whether it is correct or not. And then how a professional relationship is different than a personal relationship?

And then naturally, but when we are having this type of tendency in the personality. So, they will forming a bond between the subject and a friend. So, they will not only develop a bond only for the friendship, but they will also develop a cohesiveness of the working together. And if they develop and that cohesiveness of the working together then definitely that will be called the propinquity effect.

Some of the employees they are having the similarity effect. It is a strong predictor of attraction in both friendships and romantic relationship is there. So, some people they will develop the friendship, some people will develop the romantic. But in the similarity effect

you will find they are developing a predictor of attraction in the both friendship and romantic relationship is there.

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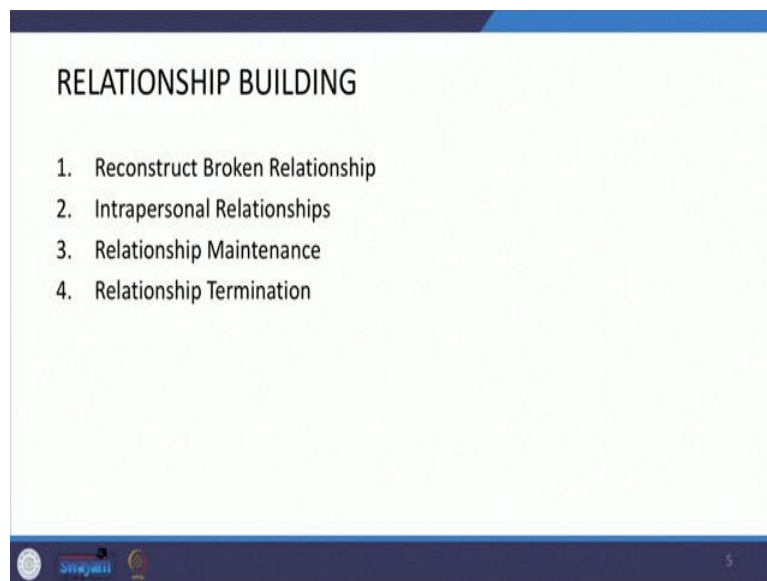
- **Reciprocal Liking**
Is liking someone who likes us in return. Is one of the prime determinants of interpersonal attraction. Will only have an influence if you like yourself in the first place.
- **The Effects of Physical Attractiveness on Liking**
Genetically we are designed to have certain preferences in through our evolution.

There is another factor that is called the reciprocal liking. Reciprocal liking is liking someone who likes us in return. Is one of the prime determinants of interpersonal attraction that will only have an influence if you like yourself in the first place? So, therefore, whenever we are liking ourselves, we are having the same liking for the other and then it determines that is the developing the liking and it is called the determinants of the interpersonal attraction.

In this interpersonal attraction, the person will be always looking forward towards the same relationship and affection what he is for oneself, will only have an influence if you like yourself in the first place. But the condition is this for the reciprocal liking that is at the way I like myself, I will like to yourself also. So, therefore, in that, if this type of the influence is there, then they will call the reciprocal liking.

The effects of physical attractiveness on liking. Genetically, we are designed to have certain preferences in through our evolution. So, naturally there are the certain effects of the genetically we are having and therefore, we are having that particular type of evolution. And therefore, in that case it will be always there will be the effect of physical attractiveness or the liking is also there, that is why the people also having this type of liking. So, these are the factors which affect the relationships.

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An relationship building that is the there are three factors are very important. Now, one factor which please understand that is a relationship building is there. The another factor which we are talking about, that is the relationship termination. So, therefore, in that case it becomes very, very important that is the, what type of the relationship which we are developing?

If we are making them a relationship building, then in relationship building and in the relationship termination, we have to understand what are the different factors which are affecting an activity, or activities which are influencing in right from the relationship building to relationship termination. Now, in relationship building, it becomes reconstruct the broken relationship.

So, we can also find out that is in this chapter that is how we can deconstruct the broken relationship? Then interpersonal relationship is there that is the how a person oneself? It is not interpersonal, it is intrapersonal and therefore, the person himself is developing the relationship or liking for himself. Then relationship maintenance, if we fail into the relationship maintenance, then they will be the relationship termination will be there.

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UNDERSTANDING OF RELATIONSHIP BUILDING

- Due to the subjective nature of relationship building approaches , multiple theories of relationship building have been proposed by various theorists.

For example -

- Knapp's model
- Sternberg's triangular theory
- Social exchange theory
- Social identity theory
- Drive theory
- Attribution theory

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So, then interpersonal relationship, the first we will go by understanding of relationship building. Due to the subject to nature of relationship building approaches. Multiple theories of relationship building have been proposed by the various theorist. For example, Knapps model, Sternberg triangular theory, social exchange theory, social identity theory, drive theory and the attribution theory.

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Few of the applied theories have been given in brief as follow

- **Three-factor theory of love** (Hatfield & Walster, 1981)
This theory states that love is dependent on three important factors
 - i. A state of physiological arousal
 - ii. An appropriate label for that arousal (cultural influence) and
 - iii. An appropriate love object.

Research Evidence:-
Thus love is a cognitive label that is having a physiological cause when provided with an appropriate object. This can be clarified with the next supportive research.

Dutton and Aron (1974) arranged for men to be interviewed by an attractive female either on a high suspension bridge (high arousal) or a low bridge. The high arousal condition led to greater attraction presumably because the men misattributed the arousal they felt as sexual attraction rather than fear.

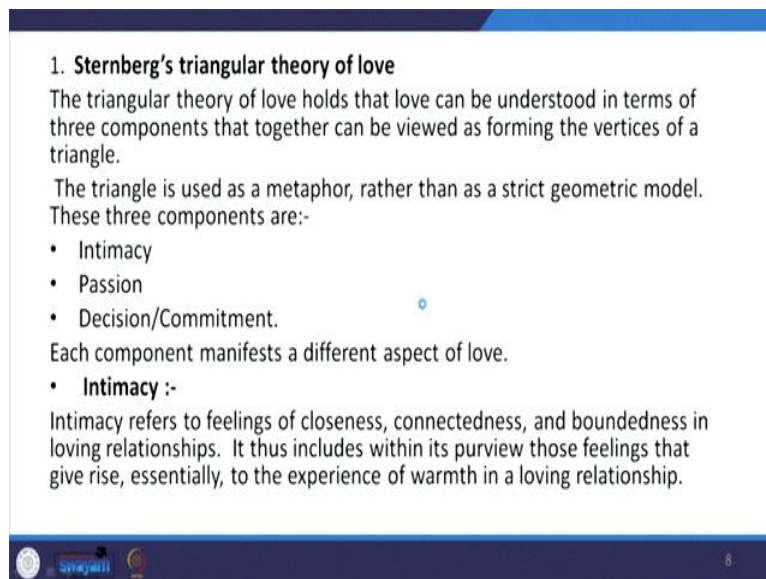
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Few of the applied theories have been, we will be discussing here. There are the three factor theory of love. First is this theories states that love is dependent on three important factors. A

state of physiological arousal and appropriate label for that arousal, cultural influence and appropriate love object. Thus love is a cognitive level that is having a physiological cause when provided with an appropriate object.

This can be clarified with the next supportive research. Dutton and Aron in 1974 arranged for men to be interviewed by an attractive female either on a high suspension bridge or a low bridge. The high arousal condition lead to greater attraction presumably because the men misattributed the arousal, they felt as sexual attraction rather than the fear.

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1. Sternberg's triangular theory of love

The triangular theory of love holds that love can be understood in terms of three components that together can be viewed as forming the vertices of a triangle.

The triangle is used as a metaphor, rather than as a strict geometric model. These three components are:-

- Intimacy
- Passion
- Decision/Commitment.

Each component manifests a different aspect of love.

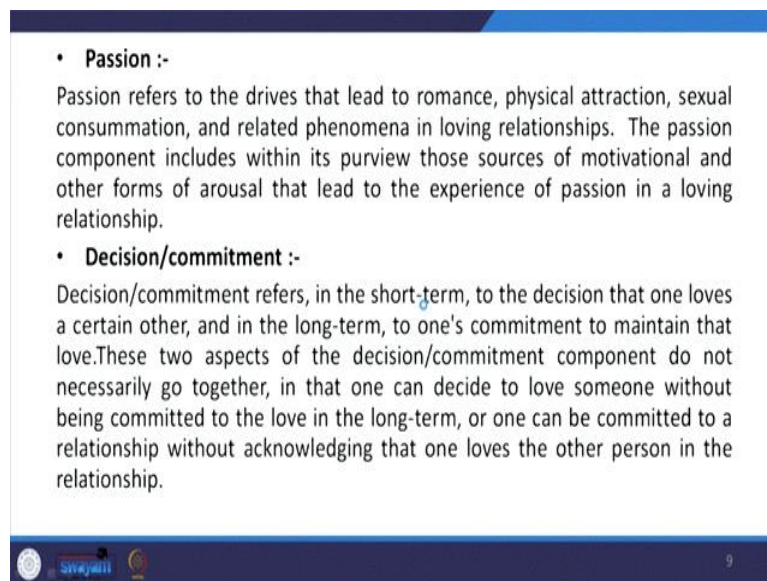
- **Intimacy :-**

Intimacy refers to feelings of closeness, connectedness, and boundedness in loving relationships. It thus includes within its purview those feelings that give rise, essentially, to the experience of warmth in a loving relationship.

Sternberg's the triangular theory of love. The triangular theory of love holds that love can be understood in terms of three components that together can be viewed as forming the vertices of the triangle. The triangle is used as a metaphor rather than as a strict geometric model, these three components are intimacy. Now, you see that whenever there is a relationship, then the first and foremost the influence is that is a factor which is influencing and that is the intimacy is there.

Intimacy refers to the feeling of closeness. This is how you are feeling the closeness, connectedness and boundedness in the loving relationships. It thus includes within its purview or those feelings that give rise essentially to the experience of a warmth in a loving relationship is there. Second is the passion, third is a decision commitment.

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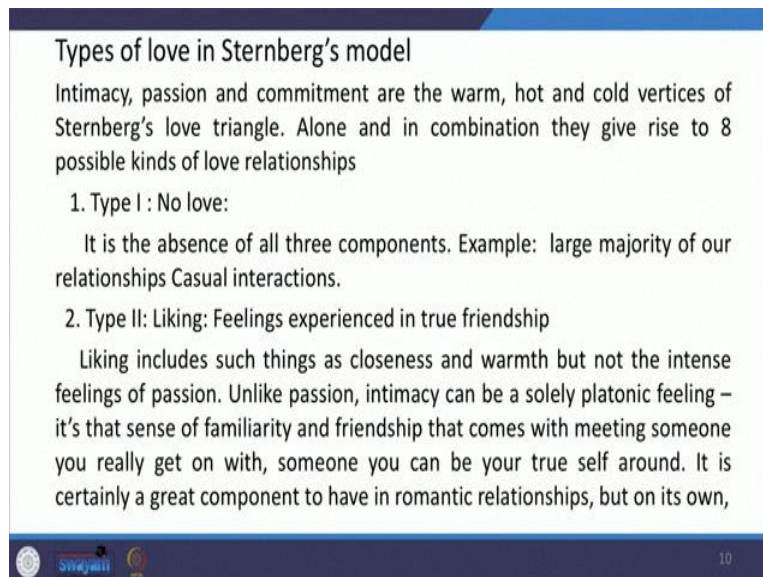
- **Passion :-**
Passion refers to the drives that lead to romance, physical attraction, sexual consummation, and related phenomena in loving relationships. The passion component includes within its purview those sources of motivational and other forms of arousal that lead to the experience of passion in a loving relationship.
- **Decision/commitment :-**
Decision/commitment refers, in the short-term, to the decision that one loves a certain other, and in the long-term, to one's commitment to maintain that love. These two aspects of the decision/commitment component do not necessarily go together, in that one can decide to love someone without being committed to the love in the long-term, or one can be committed to a relationship without acknowledging that one loves the other person in the relationship.

Now, when we talk about the passion. Passion refers to the drives that lead to romance, physical attraction, sexual consummation, and related phenomena in loving relationships. The passion component includes within its purview, those sources of motivational and other forms of arousal that lead to the experience of passion in a loving relationship. Decision commitment, refers in the short term to the decision that one loves a certain other in the long term to ones commitment to maintain that love.

These two aspects of the decision and commitment committed do not necessarily go together. We have to also understand that is whenever we are talking about a particular component, those components how they are going to work. So, many times there is one component which is influencing the other. But sometimes it is the require the combination of the both the components and that they are making the joint influence over the object.

In that, one decide to love someone without being committed to the love in the long term, that is the impact or one can be committed to a relationship without acknowledging that one loves the other person in the relationship is there. And therefore, many times we see that is called the one sided of a commitment is there.

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Types of love in Sternberg's model

Intimacy, passion and commitment are the warm, hot and cold vertices of Sternberg's love triangle. Alone and in combination they give rise to 8 possible kinds of love relationships

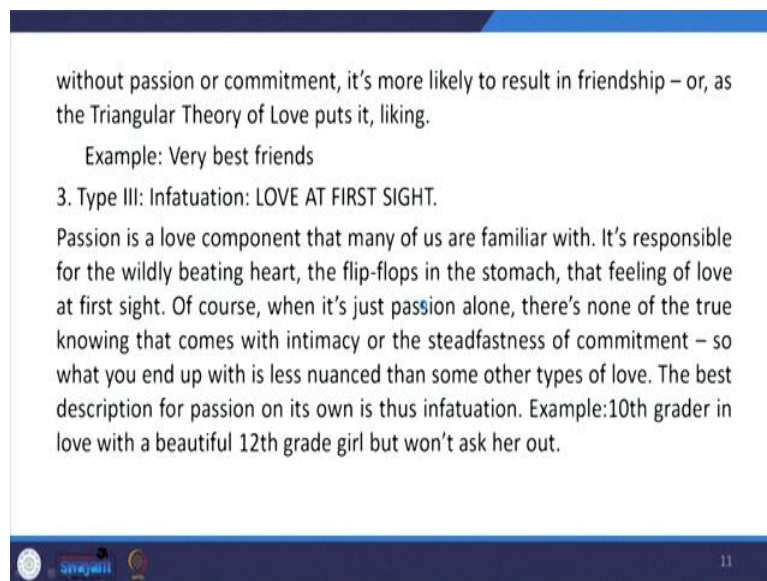
1. Type I : No love:
It is the absence of all three components. Example: large majority of our relationships Casual interactions.
2. Type II: Liking: Feelings experienced in true friendship
Liking includes such things as closeness and warmth but not the intense feelings of passion. Unlike passion, intimacy can be a solely platonic feeling – it's that sense of familiarity and friendship that comes with meeting someone you really get on with, someone you can be your true self around. It is certainly a great component to have in romantic relationships, but on its own,

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In the Sternberg's model. Intimacy, passion and commitment are the warm, hot and cold vertices of Sternberg's love triangle. Alone and in combination they give rise to the eight possible kinds of love relationships. Number one is no love. It is absence of all the three components that is there is no intimacy, passion and commitment. Large majority of our relationships that is the casual interactions are there and there is nothing like the starting of the relationship is a intimacy, passion and commitment.

Type two is a liking. There is a feeling experience in true friendships. Liking include such thing as a closeness and warmth but not the intense feeling of passion. Unlike passion intimacy can be a solely platonic feeling it is that sense of familiarity and friendship that comes with the meeting someone you really get on with, someone you can be your true self around. It is certainly a great component to have in romantic relationship it but not its own. Therefore, many times that is a feelings experience in the true friendship that is solely platonic filling is there and there it means that, that is the there is a familiarity and friendship that has to be considered.

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without passion or commitment, it's more likely to result in friendship – or, as the Triangular Theory of Love puts it, liking.

Example: Very best friends

3. Type III: Infatuation: LOVE AT FIRST SIGHT.

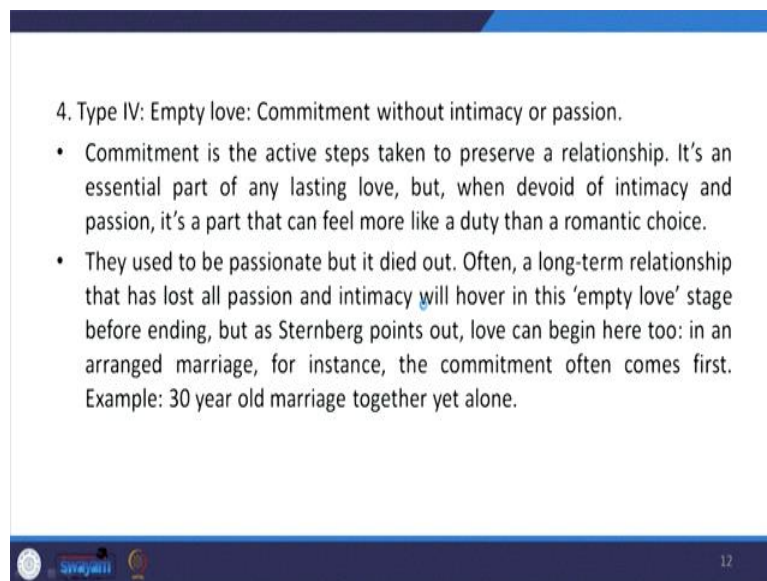
Passion is a love component that many of us are familiar with. It's responsible for the wildly beating heart, the flip-flops in the stomach, that feeling of love at first sight. Of course, when it's just passion alone, there's none of the true knowing that comes with intimacy or the steadfastness of commitment – so what you end up with is less nuanced than some other types of love. The best description for passion on its own is thus infatuation. Example: 10th grader in love with a beautiful 12th grade girl but won't ask her out.

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So, when we are without passion or commitment is more likely to result in friendship or as the triangular theory of love puts it, liking. So, therefore, it is not necessarily that is it is the any love or romantic relationship, but it can be the liking relationship is there. Then infatuation love at first sight. Passion is a love component that many of us are familiar with. It is responsible for the widely beating heart, the flip flops in the stomach, that feeling of love at first sight.

Of course, when it is just passion alone, there is none of the true knowing that comes with the intimacy or the steadfastness of the commitment. So what you end up with it is less nuanced than some other types of love. The best description of passion on its own is thus the infatuations. 10th grader in love with a beautiful 12th grade girl but will not ask her out and therefore in that case, we can say that that is the infatuations situation is there.

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4. Type IV: Empty love: Commitment without intimacy or passion.

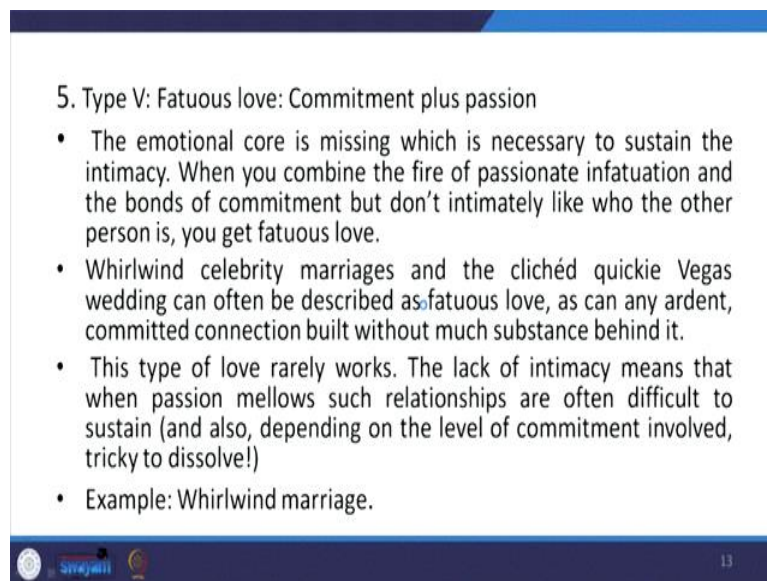
- Commitment is the active steps taken to preserve a relationship. It's an essential part of any lasting love, but, when devoid of intimacy and passion, it's a part that can feel more like a duty than a romantic choice.
- They used to be passionate but it died out. Often, a long-term relationship that has lost all passion and intimacy will hover in this 'empty love' stage before ending, but as Sternberg points out, love can begin here too: in an arranged marriage, for instance, the commitment often comes first. Example: 30 year old marriage together yet alone.

Commitment without intimacy or passion is there. Commitment is the active steps taken to preserve a relationship. It is an essential part of any lasting love, but when divide up intimacy and passion. It is a part that can feel more like a duty than a romantic choice. Normally, we see these type of examples that where the people are working together, but it is because of the commitment and there is no intimacy and then there is no passion is there. But yes, they have to work together. And therefore, in that case, it is for the even for the long years they will be working together and relationship will be continue for long years because there is a commitment.

So, therefore, many times we will find that there is a relationship without intimacy and passion itself and there is not is nothing then other than commitment. They used to be passionate but it died out. Often a long term relationship that has lost all passion and intimacy will hover in these empties love stage before ending, but as Sternberg points out, love can begin here too: in an arranged marriage for instance, the commitment often comes first.

Example 30 year old marriage together yet alone and therefore, in that case, you will find there is the even after the 30 years that is the experience of marriage and then even they are, the because of there is no intimacy and passion but commitment is there so person may carry the married life for the more than 30 and more than 30 years, because there is a fulfilment, sense of the commitment is there.

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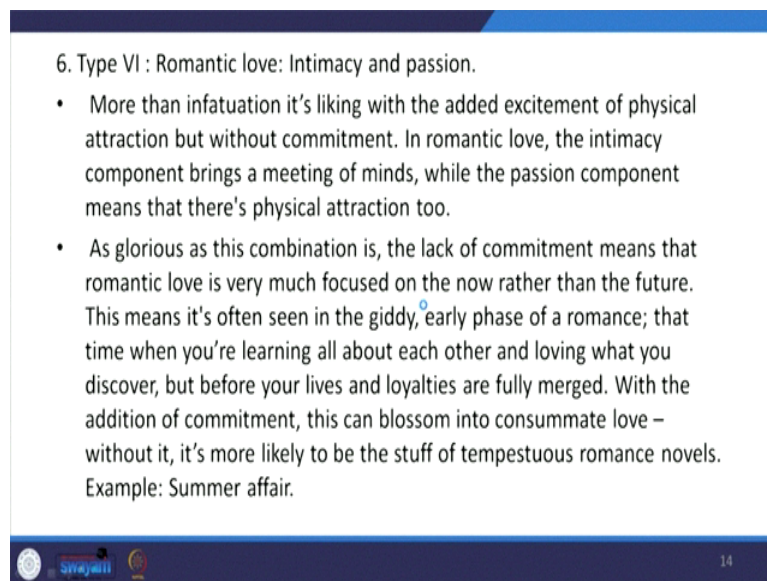
5. Type V: Fatuous love: Commitment plus passion

- The emotional core is missing which is necessary to sustain the intimacy. When you combine the fire of passionate infatuation and the bonds of commitment but don't intimately like who the other person is, you get fatuous love.
- Whirlwind celebrity marriages and the clichéd quickie Vegas wedding can often be described as fatuous love, as can any ardent, committed connection built without much substance behind it.
- This type of love rarely works. The lack of intimacy means that when passion mellows such relationships are often difficult to sustain (and also, depending on the level of commitment involved, tricky to dissolve!)
- Example: Whirlwind marriage.

Fatuous love commitment plus passion, the emotional code is missing which is necessary to sustain the intimacy. When you combine the fire of passionate infatuation and the bonds of commitment, but do not intimately like who the other person is, you get Fatuous love. Whirlwind celebrity marriages and the clichéd quickie Vegas wedding can often be described as fatuous love as can any ardent, committed connection, but without much substance behind it.

And therefore, the emotional code is missing in that many time to sustain the intimacy and whenever there is no intimacy and you combine to fire a passionate infatuation and the bonds of commitment. But do not or immediately like who the other person is, you get fatuous love. This type of love reverse, the lack of intimacy means that when passion may love such relationships are often difficult to sustain. And also depending on the level of commitment involved, tricky to dissolve. An example is whirlwind marriages, this type of the importance.

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6. Type VI : Romantic love: Intimacy and passion.

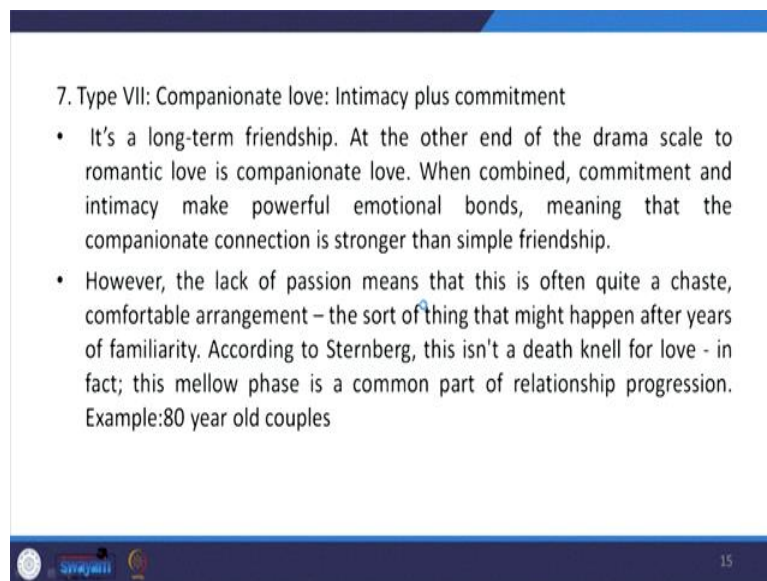
- More than infatuation it's liking with the added excitement of physical attraction but without commitment. In romantic love, the intimacy component brings a meeting of minds, while the passion component means that there's physical attraction too.
- As glorious as this combination is, the lack of commitment means that romantic love is very much focused on the now rather than the future. This means it's often seen in the giddy, early phase of a romance; that time when you're learning all about each other and loving what you discover, but before your lives and loyalties are fully merged. With the addition of commitment, this can blossom into consummate love – without it, it's more likely to be the stuff of tempestuous romance novels. Example: Summer affair.

The romantic love is that is the intimacy and passion, more than infatuations the liking with the added excitement of the physical attraction but without commitment. In romantic love, the intimacy component brings a meeting of minds where the passion component means that there is a physical attraction too. And therefore, many times you will find that is it is the without commitment.

A glorious as this combination is, the lack of commitment means that the romantic love is very much focused on the now rather than the future. This means it is often seen in the giddy, early phases of romance; that time when you are learning all about each other and loving what you discover but before you lives and loyalties are fully merged.

With the addition of commitment, this can be blossom into the consummate love without it, it is more likely to be the stuff of the tempestuous romance novels. Example is this summer affair and therefore in that case, if this type of this summer affairs is there. Then there will be no commitment and there will be only the intimacy and passion.

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7. Type VII: Companionate love: Intimacy plus commitment

- It's a long-term friendship. At the other end of the drama scale to romantic love is companionate love. When combined, commitment and intimacy make powerful emotional bonds, meaning that the companionate connection is stronger than simple friendship.
- However, the lack of passion means that this is often quite a chaste, comfortable arrangement – the sort of thing that might happen after years of familiarity. According to Sternberg, this isn't a death knell for love - in fact; this mellow phase is a common part of relationship progression. Example: 80 year old couples

The companionate love that is the intimacy plus commitment but not passion. It is a long term friendship. At the other end of the drama scale to romantic love is confirm, it is a companionate love. When combined, commitment and intimacy make powerful emotional bonds, meaning that the companionate connection is stronger than simple friendship.

However, the lack of passion as I mentioned because he had his no passion means that this is often quite a chase comfortable arrangement, the sort of things that might happen after years of familiarity. According to Stenberg, this is not a death knell for love. In fact, this mellow phase is a common part of relationship progression. Example 80 years old couples and therefore in that case, you will find that it is a beautiful example of 80 years old couple about the intimacy plus commitment is there.

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8. Type VIII: Consummate love: Also known as complete love.
When all three elements of the triangle come together in a relationship. This is difficult but not impossible to achieve.
Example: Only very special relationships get here

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In this type 8 last, consummate love also known as the complete love, when all three elements of the triangle come together in a relationship and this is difficult, but not impossible to achieve. So, even the theorist they have said that is this type of love that is including the intimacy, passion and commitment, it is difficult, but not impossible. So, example, only very special relationship get here. And therefore, in that case all three components are there and then it will be long lasting.

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UNDERSTANDING RELATIONSHIP MAINTENANCE

2. Equity theory (Walster et al., 1978)
People are happiest in relationships in which the rewards and costs that a person experiences, and the contributions that they make to their relationship are roughly equal to the rewards, costs, and contributions of the other person.

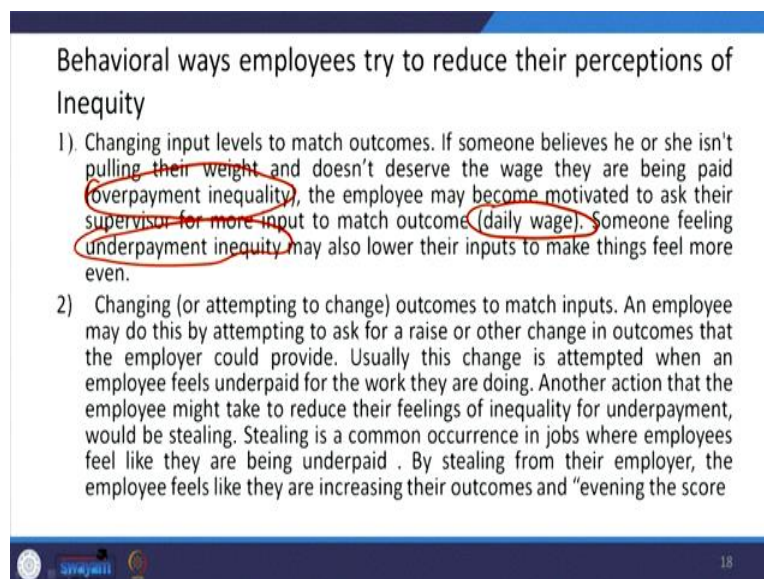
Research evidence
Hatfield et al. (1972) interviewed over 500 students about equity in their relationships. Three months later the inequitable relationships were more likely to have ended.

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Now, when we are going to the managerial theories for these interpersonal relationships. People are happiest in relationships in which the rewards and cost that a person experiences, and the contributions that they make to their relationship are roughly equal to the rewards, costs, and contributions of the other person. And therefore, in that case, it becomes very, very important that is the in that relationship there is rewards and costs are involved and when there is equal ROI.

Hatfield et al. 1972 interviewed over 500 students about equity in their relationships, and three months later, the inequitable relationships were more likely to have ended and therefore, whenever we are talking about the rewards and costs. So, that a person experiences and that is becoming the important. Otherwise then, if there is no proper rewards and cost, there is no equity rather than that it will be having the inequitable. So, inequitable relationship will be more in likely to have ended.

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Behavioral ways employees try to reduce their perceptions of Inequity

- 1) Changing input levels to match outcomes. If someone believes he or she isn't pulling their weight and doesn't deserve the wage they are being paid (overpayment inequality), the employee may become motivated to ask their supervisor for more input to match outcome (daily wage). Someone feeling underpayment inequality may also lower their inputs to make things feel more even.
- 2) Changing (or attempting to change) outcomes to match inputs. An employee may do this by attempting to ask for a raise or other change in outcomes that the employer could provide. Usually this change is attempted when an employee feels underpaid for the work they are doing. Another action that the employee might take to reduce their feelings of inequality for underpayment, would be stealing. Stealing is a common occurrence in jobs where employees feel like they are being underpaid . By stealing from their employer, the employee feels like they are increasing their outcomes and "evening the score"

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The behavioral employees try to reduce their perceptions of iniquity. And therefore, in that case, it becomes very, very important that is the how you can manage that particular inequity. To changing input levels to match the outcomes, if someone believes he or she is not pulling their weight and does not deserve the wage they are being paid. Here I would like to mention that is the whenever we are talking about the equity and then in this equity pro forma, we have to see someone that is a daily wages right.

That is the how they have been paid? There can be the overpayment in equity, right or there can be the underpayment inequities there. So, when there is a overpayment and the

underpayment inequity is there, then they have the overpayment inequality, the employment become motivated to ask the supervisor for more input to match outcome because they are overpayment. Someone feeling the underpayment inequity may also lower their inputs to make the things will more even?

So therefore because they are, they feel that they are underpayment, so they will reduce their inverse. Changes or attempting to change outcomes to match inputs. An employee may do these by attempting to ask for a raise or other change in outcomes that the employer could provide. Usually these changes attempted when an employee feels underpaid for the work they are doing. Another action that the employee might take to reduce their feelings of inequality for the underpayment would be stealing.

Stealing is a common occurrence in jobs where employees feel like they are being underpaid. By stealing from their employer, the employees feel like they are increasing their outcomes and evening the score by making this particular equality. So therefore, it is becomes very, very important. That whenever we are talking about that is the how the their perceptions of the employees they should bring that is the equality.

If there is no equity and there is inequity, then this type of the incidences that will become very common, whether it is the overpayment or whether it is the underpayment. And in case of the overpayment, they will lead to be feel motivated, tend to do more work to justify their payment. In underpayment, they will withdraw and they will say that is evening the score by bringing the equity.

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3) A third behavioral way to deal with inequality is to persuade the comparison other (co-workers mainly) to change their inputs. To reference the above example of extra hours, the employee could try to convince their co-workers to stay longer at work (very unlikely). The employee would then feel more equal because everyone is working the same amount of hours for the same pay.

4) The last behavior is withdrawing, which can mean quitting the job. Withdrawing can also be merely showing up to work and doing very little/less than other coworkers.

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A third behavioral way to deal with the inequality is to pursue at the comparison and the co-workers, mainly to change their inputs and this is affecting the interpersonal relationship. So, whenever they are making the comparison with the others co-workers to change their inputs, as you referenced the example of extra hours, overtime, the employee could try to convince their co-workers to stay longer at work very unlikely. The employee would then feel more equal, because everyone is working the same amount of hours for the same pay.

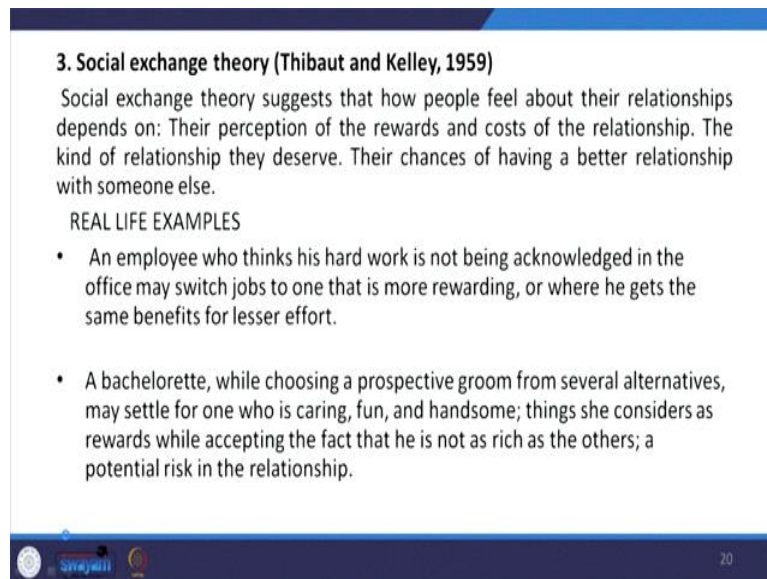
The last behavioral is the withdrawing which can mean quitting the job. Withdrawing can also be merely showing up to work and doing very little less than the other co-workers. So, therefore, when we want to bring the equity, it should be like this. So, when we talk about the work level, so, that it will be low, medium and high. Similarly, when we talk about the compensation that is the low, medium and high.

So, when we talk about that is the to have a good working environment in and having the employees they should not compare with others otherwise that will affect their relationship and because the people will try to compare that is how much my colleague is getting that will naturally have a compensation system will affect. So, therefore, if it is here, low and low, so then it is equities is there. When it is here that is the medium and medium, the equity is here and when this is high, that is the high work performance and the high wages. Then in that case the equity will be there. So, the equity will be there.

But when there is a low wages and high work performance is there, then definitely in that case it is the underpaid. But when there is the high wages and low work, this will be overpaid. So, here we are and this is with the moderate. So, therefore, in that case, it becomes very, very important, that is the whenever we are talking about the equity concept of equity and then in that case the when you want that is your employees, good employees, they should not leave and then here, it will be important that is the how they are going to affect this particular relationship and this relationship will be that is the by work showing up to work and doing very little less than the other co-workers.

So, if you want that is your employee should not quit the job then then in that case we have to follow the principle of equity. Otherwise it will affect the relationship among those particular employees at the workplace.

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3. Social exchange theory (Thibaut and Kelley, 1959)

Social exchange theory suggests that how people feel about their relationships depends on: Their perception of the rewards and costs of the relationship. The kind of relationship they deserve. Their chances of having a better relationship with someone else.

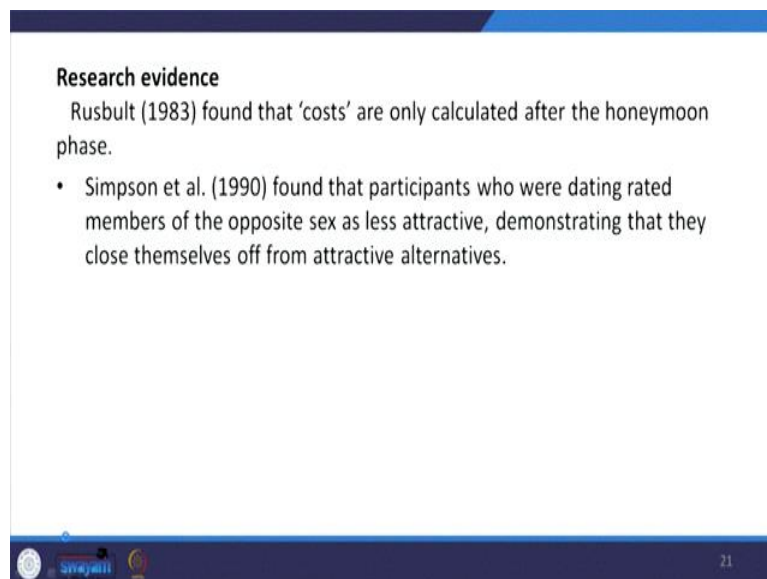
REAL LIFE EXAMPLES

- An employee who thinks his hard work is not being acknowledged in the office may switch jobs to one that is more rewarding, or where he gets the same benefits for lesser effort.
- A bachelorette, while choosing a prospective groom from several alternatives, may settle for one who is caring, fun, and handsome; things she considers as rewards while accepting the fact that he is not as rich as the others; a potential risk in the relationship.

The another theory is the social exchange theory. The social exchange theory suggests that how people feel about their relationships depends on their perception of the rewards and cost of the relationship, the kind of relationship. They deserve their chances of having a better relationship with someone else. So, real life examples are that is an employee who thinks his hard work is not being acknowledged in the office may switch off the job that we see many times.

There is one that is more rewarding when you get the same benefits at the lesser efforts. A bachelorette, while using a perspective groom for the several alternatives may settle for one who is caring, fun and handsome; things she is considered as reward while accepting the fact that he is not as rich as the as this is there. And a potential risk is in the relationship is there.

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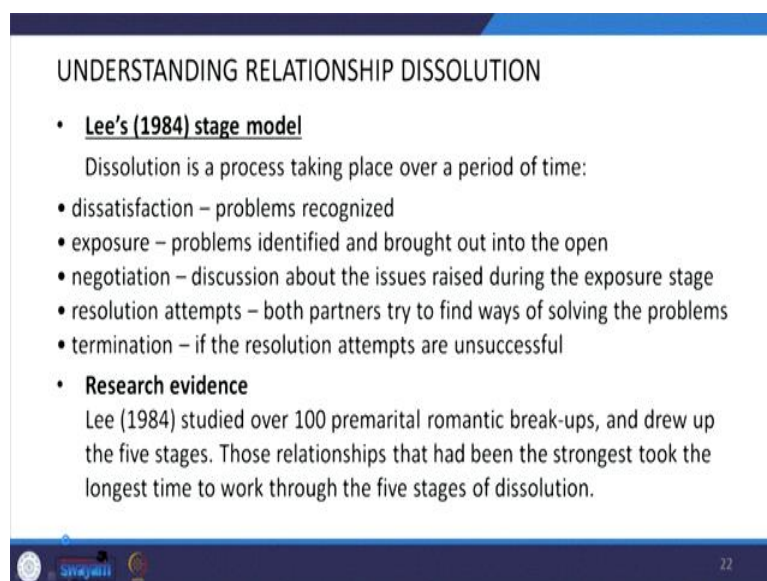


Research evidence

Rusbult (1983) found that 'costs' are only calculated after the honeymoon phase.

- Simpson et al. (1990) found that participants who were dating rated members of the opposite sex as less attractive, demonstrating that they close themselves off from attractive alternatives.

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UNDERSTANDING RELATIONSHIP DISSOLUTION

- **Lee's (1984) stage model**
Dissolution is a process taking place over a period of time:
 - dissatisfaction – problems recognized
 - exposure – problems identified and brought out into the open
 - negotiation – discussion about the issues raised during the exposure stage
 - resolution attempts – both partners try to find ways of solving the problems
 - termination – if the resolution attempts are unsuccessful
- **Research evidence**
Lee (1984) studied over 100 premarital romantic break-ups, and drew up the five stages. Those relationships that had been the strongest took the longest time to work through the five stages of dissolution.

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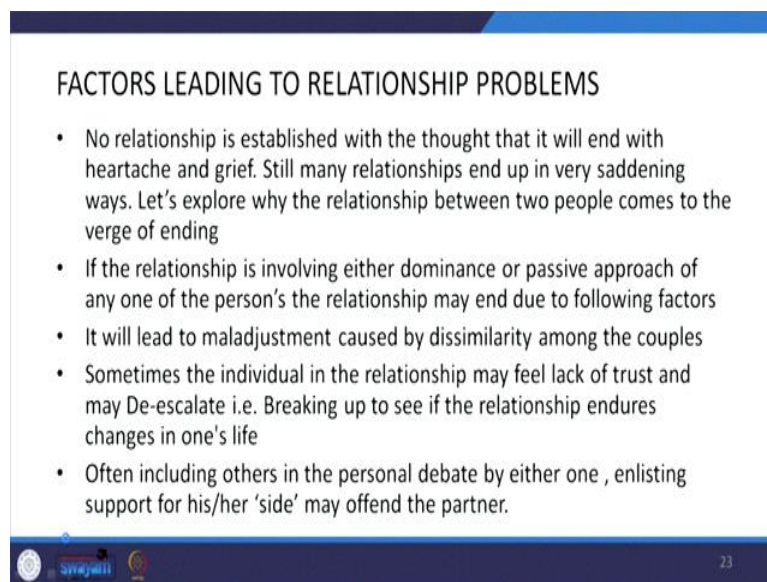
Rusbult in 1983 founded costs are only calculated after the honeymoon phase. So, Simpson et al. 1990 founded participants who were dating rated members of the opposite sex as less attached to the one setting that they closed themselves off from the attractive alternatives. So, therefore, in that case, it is the choice which is based on the as compare to the unachievable to achievables up to certain extent.

Least stage model understanding of the relationship dissolution is a process taking place over a period of time. Dissatisfaction problem is recognised, exposure problems identified and brought into the open. Negotiation, discussion about the issues raised during the exposition

stage. Resolution attempts both partners try to find ways of solving the problems and the termination if the resolution attempts are unsuccessful.

Research evidence is least and you know 100 premarital romantic break-ups, and drew up the five stages. Those relationships that had been the strongest took the longest time to work through the five stages of the dissolution is taken. So therefore in that case, that is the whenever we have the dissolution of relationship, then the it goes to the dissatisfactions, problem identification that is exposure, discussing about that is how we can continue together, resolution attempts are there and finally, there is no need (())(28:45).

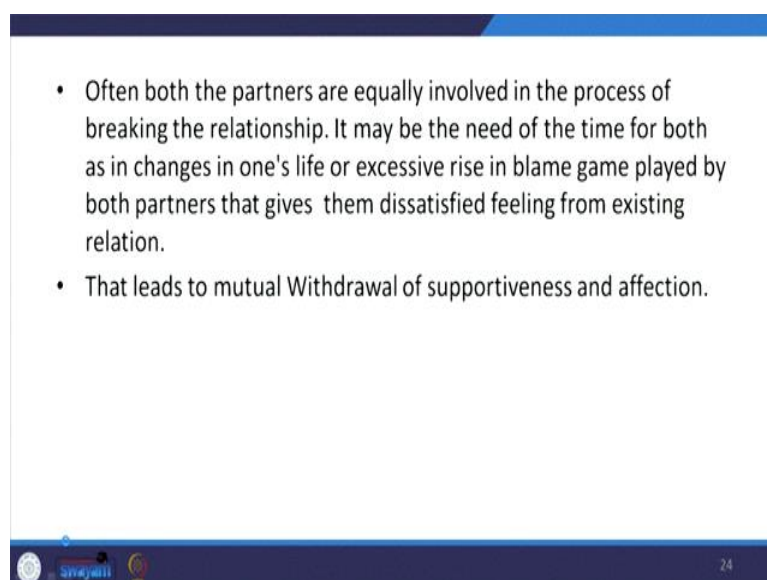
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FACTORS LEADING TO RELATIONSHIP PROBLEMS

- No relationship is established with the thought that it will end with heartache and grief. Still many relationships end up in very saddening ways. Let's explore why the relationship between two people comes to the verge of ending
- If the relationship is involving either dominance or passive approach of any one of the person's the relationship may end due to following factors
- It will lead to maladjustment caused by dissimilarity among the couples
- Sometimes the individual in the relationship may feel lack of trust and may De-escalate i.e. Breaking up to see if the relationship endures changes in one's life
- Often including others in the personal debate by either one , enlisting support for his/her 'side' may offend the partner.

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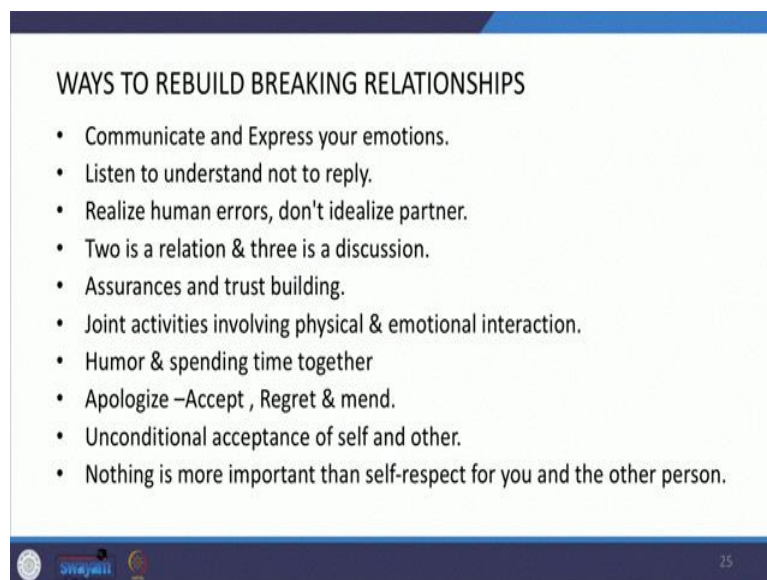
- Often both the partners are equally involved in the process of breaking the relationship. It may be the need of the time for both as in changes in one's life or excessive rise in blame game played by both partners that gives them dissatisfied feeling from existing relation.
- That leads to mutual Withdrawal of supportiveness and affection.

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So no relationship is established with the thought that it will end with the heartache and grief. If the relationship is involving either dominance or passive approach of any one of the persons relationship. It will lead to the maladjustments caused by the dissimilarity among the couples. Sometimes the individuals in the relationship may feel lack of trust and may de-escalate that is breaking up to see the relationship endures change in ones life.

Often including others in the personal debate by either one, enlisting support for his or her side may offend the partners. Often both the partners are equally involved in the process of breaking the relationships, it made the need of the time for the both as in changes in ones life or excessive is there. So, therefore, in that game, in spite of the playing the blame game, both partners that use themselves dissatisfied feeling from existing relationship and is the place to the mutual withdrawal of supportiveness and affection.

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WAYS TO REBUILD BREAKING RELATIONSHIPS

- Communicate and Express your emotions.
- Listen to understand not to reply.
- Realize human errors, don't idealize partner.
- Two is a relation & three is a discussion.
- Assurances and trust building.
- Joint activities involving physical & emotional interaction.
- Humor & spending time together
- Apologize –Accept , Regret & mend.
- Unconditional acceptance of self and other.
- Nothing is more important than self-respect for you and the other person.

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The last slide which I would like to take in this particular session is that is then how to way to rebuild the breaking relationships? Communicate and express your emotions. Listen to understand not to reply, that is we have to understand that the others persons feelling that is as I mentioned, it is first we are to get the understood and then we can, we have to understand others and then get to understood. Realize human errors, do not idealize partner that is that that he will never do the mistakes. Two is a relation and three is a discussion.

So, therefore, in that case it is better than both the parties they make the, their understandings. Assurance and trust building. Then the joint activities involving physical and emotional interaction. And the humor and the spending time together, right. Now apologize, accept,

regret and mend involved his emotions. Unconditional acceptance of the self and others that is very-very important that is unconditional. Because whenever there is a condition is there and as soon as the condition you the condition is disappearing from the situation, right the relationship is also getting disturbed.

Nothing is more important than the self-respect for you and the other person and that is why everybody talks about that is the how one can be having the interpersonal relationship and it is a sharing of joy, sharing of emotions, understanding, listening, actually involved in the different activities, social activities and as a result of which the relationship can be rebuilt. So, this is all about the interpersonal relationships, the causes of dissolution, and how to rebuild the interpersonal relationship? Thank you.