

Abstract of thesis titled:**Social Perception of Achieved Relationship Harmony in the Work Place****Submitted by LI Chun****for the degree of Master of Philosophy in Psychology****at The Chinese University of Hong Kong in June 1999.**

This is a study to examine the nomological net around the construct of relationship harmony (RH) in a work place. While investigating its connection with self-report and peer-given personality ratings, its differences with two other relational constructs—liking and contribution to the group—were explored at three different levels. After working in academic groups of social psychology classes for three months, 107 undergraduates gave ratings to each other in their own group. Relationship harmony was found to be a relationship-oriented construct. It was related to the personality judgments rated by both the peers and the self when it was a general reputation at individual level, a socially agreed degree of relationship quality at dyadic level, and an asset possessed by the group to function at the group level. Relationship harmony was different from contribution at all three levels and has been shown to be less dependent on the target person being rated when compared to liking at the dyadic level. However,

few differences were found between relationship harmony and liking with regards to their external correlates at the individual and group levels. Reasons for such absence of differentiation were discussed and further studies were proposed to investigate the uniqueness of relationship harmony.

這個研究檢視在工作環境中，人際關係的和諧程度（關係和諧度）與其他心理學概念是否有聯繫。整個研究分為個人、二人、及小組三個分析層面，在每個分析層面中，都會探討一個人的關係和諧度跟自己及朋輩描述的個人性格是否有關，然後，會比較關係和諧度和被喜歡程度或是對工作的貢獻程度是否有分別。共有一百七十名大學本科生參與是次研究，所有參與者在工作小組中相處了三個月以後，各小組組員會互相評分。研究顯示關係和諧度與自己及朋輩所評定的個人性格都有關。在個人的分析層面，關係和諧度是個人在群體中的聲譽；在二人的分析層面中，它是雙方所認同的、對關係質素的判斷；在小組的分析層面中，它是幫助小組運作的要素。在三個分析層面裏，都發現關係和諧度和對工作的貢獻程度是不同的。而在二人層面中，關係和諧度則比被喜歡程度較少受被判別對象的影響。可是，在個人及小組層面，關係和諧度跟被喜歡程度卻沒有差別。在探討關係和諧度跟被喜歡程度沒有分別的原因時，這個研究將會提出一些建議及可行的研究，希望可以印證關係和諧度在哪方面跟被喜歡程度有所不同，是一個獨特的概念。