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Research on Psychological Factors of Labor Relations Group Events

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ABSTRACT

With the development of society and economy, labor relations group events occur frequently. This article explores the psychological incentive factors in labor relations group events. The study finds that there are psychological benefits, rights psychology, herd mentality, clustering psychology, and psychological pressure in labor relations group events. I think the reasons are the standard of living gap, the unimproved level of knowledge workers, the unsmooth communication channel, unequal rights of both employers and employees, the slow pace of reform law, and unclear responsibility between corporate and government. In terms of countermeasures, there are prevention and emergency measures.

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1 Introduction

Labor relations group events have been the topic of extensive academic research in recent years. Labor relations group events are exposed problems with the economic growth and social progress. In recent years, sudden increase of labor relations group events also caused lot of attention of the domestic economics and sociology scholars. Many scholars do some research on causes of labor relations group events under the current economic environment. A direct factor in this large-scale mass incident is interests according to a large number of researchers and a number of corporate executives and employees involved in the strike-depth. So in this article, the author studies the psychological aspects of workers, causes and countermeasures to induce the hope of a deeper understanding of labor relations group events. In addition, to explore these issues not only can understand the causes of mass incidents, but also can identify the root causes of predisposing factors. This has great significance and value for the prevention of mass incidents.

2 Features of Labor Relations Group Events

2.1 Sudden incidents

At present, labor relations group events, also known as sudden mass incidents, which are based on the characteristics of such

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incidents defined. Outbreak of labor relations group events are in a short time. So many people did not expect that, off guard.

2.2 Consistency purpose

With the same goal, some people come together to form a temporary team. Before mass incidents, the purpose of the participants is common. So if there is lead in the issue, people will quickly come together. Fundamental purpose of participants is to strike to protect their own interests in labor relations group events, and this is the common goal of the group members. There are similar inducing factor in most well-known cases.

2.3 Action organization

The so-called action organization means that when any organization has a team leader without the leadership of the organizers of the team, there can be a strong cohesion. Employees organize strikes and that is a matter of self-interest. After this common purpose, organizers persuade stakeholders and it makes a lot of workers can quickly build. Furthermore, because the network information is now more developed, employee communication and exchange is easier. The interests of the employees themselves subject to different degrees of damage, through action organizers advocate, cross contamination, mutual communication, eventually agreed behavior.

2.4 Extensive effect

The mass incidents not only affect corporate own interests but also reputation. Because now the news network developed, as long as mass events happened, news networks will spread quickly, and may even affect the entire industry, and even the entire socio-economic system, the size of the enterprise. If not handled properly, it will affect social stability. Cases mentioned above, and corporate strikes cases in recent years have heralded this feature.

3 The Psychological Factors Involved in Labor Relations Group Events

3.1 Psychological benefits

Through the many group events and case studies analysis, it is clear that a direct factor of mass incidents broke out because of conflicts of interest. The most immediate goal is to strike the interests of employees, whether wages, working conditions, or is the enterprise security system for employees. When these issues involved the interests of both employers and employees, if could not be handled properly, it will cause conflicts. Unreasonable treatment will make the intensification of conflicts, causing strikes.

3.2 Rights psychology

Judging from the crowd to participate in the strike, rights awareness than before has been enhanced. Event participants are mainly from the old generation to the new generation of industrial migrant workers. Compared to the previous people, under the conditions of today's social development and educational progress, people gradually learned from some national policy instruments by a network and the press. They see that level of substance continues to increase with the pace of development of social economy. So, continuing to absorb this with the outside world for their own information, people will have changed for the material level. They think that since social progress, economic development, their income levels should enjoy a corresponding corporate welfare reforms and upgrade is a necessity.

3.3 The herd mentality

Another psychological factors involved in mass incidents of workers is a herd mentality. Knowledge workers have learned more knowledge of labor law. The labor leader in enterprise group events is generally such people. Strike in the enterprise, more and more participants know a little about the national legal knowledge, even only a few people are still in a state of ignorance.

In corporate group events, the more workers participate in group events because they are under the instigation of the leader, together with their own interests indeed been compromised. Because of the lack of effectiveness of the corporate officers in the communication, holding a right shift and emulating the attitude of others, workers participate in group events.

3.4 A cluster of psychology

Clusters of individual psychology are clustered after a unique state of mind. Constituting a group of individuals regardless of whom he is, their lifestyle, occupation, personality or intelligence, this fact will make them turn into groups to obtain a cluster of psychological, making their thoughts, feelings and behavior different from them alone. After the workers participate in groups, they are vulnerable to be infected by groups. Original thinking and behavior are due to the behavior of the leader group consciousness changes, also with the emotional side of the mood changes.

In sociology, the study of group behavior in the process there is an important theoretical basis - the transfer of control theory. The theory refers to a collection of behaviors. Actors have transferred the control over their own actions to others. This behavior is not

impulsive emotional, but rational behavior of actors have taken a clear purpose. It is because the workers for the strike organizers have a certain level of trust, and the participants put their attitude about the interests of obtaining a controlled manner to the behavior of a leader assigned to groups.

3.5 The psychological pressure

Through changes in the level of psychological analysis of workers, it can be seen, the reason to take the form of group events is a direct purpose of psychological pressure, not just for business, but also on the existence of such psychological government. Participants to do a massive strike, well known, the purpose are to let the community and even the government and businesses will pay attention to this incident. With the enhancement of the social and living conditions, workers attention for networks and news are also increasing, so there is enough space for workers strikes spread, and attract more people's attention.

4 The Cause of Arising Psychological Factors

Based on the psychological analysis, I think about the workers psychological incentives can be summarized in the following five major areas:

4.1 Incentives of psychological benefits

Based on analysis and interviews with the management of the enterprise case, I believe that the fundamental reason for the outbreak of mass corporate interests disputes. The initial psychological characteristics of employees are psychological benefits. And these psychological benefits have been able to dominate in all the psychological characteristics, because of the continuous improvement of living conditions of society, the widening wealth gap. The pursuit of the interests of workers is more intense. Many companies believe their employees' wages and benefits far behind the current growth rate of price growth.

4.2 Incentives of rights psychology

Now the employees are mainly new generation of employees. Their main characteristic is knowledge level higher than that of the older generation of knowledge workers. Now is the Information Age, speed of information dissemination faster, the new generation of employees in terms of access to information and interpret information is more experience. Then, once they feel that their interests are harmed in the enterprise, they think to protect their own interests. On the basis of the psychological benefits of workers, in order to safeguard their personal interests not to be compromised, they will use their know ways to carry out the representation, to achieve the purpose of rights protection.

4.3 Incentives of herd mentality

Corporate communication channel is not smooth, it would make state of employees are not required to respond in a timely manner or resolved. Employees will have to complain about psychology, this bad mood is easily transmitted among employees, leading to most of the employees with such adverse psychology. In addition, when the corporate mass events happened, and businesses and government representatives failed to communicate with the staff, more staff would be infected by a few people's emotions.

4.4 Incentives of cluster psychology

According to the literature and case studies of labor relations group events, the enterprise as employers' representatives conducts negotiations with employee representatives, seeking to understand state of employees. Enterprise side of intransigence led directly to the breakdown of negotiations, no progress, and then the employees will think they have no enough strength to resist the entire enterprise. For employees, damage to their own interests, rights and aspirations of looking less than proper channels, it will emulate the behavior of others, following the public. I believe that the strength of groups, clusters psychology will breed.

4.5 Incentives of psychological pressure

According to the above analysis of enterprise group events characteristic, the impact they have caused are widespread. They would pose a threat to the stability and harmonious development of society and the economy. And these are the companies and the government who do not want to see, the reason why employees in the form of a cluster, run the risk of being held accountable, is to give business and government pressure. In the normal channels of communication cannot be achieved, they take the form of large-scale strikes. One is driven by psychology, and secondly, is to put pressure on governments and businesses, hoping to get a high degree of business and government attention, and thus resolve the contradiction.

5 Countermeasures of Counseling Workers Psychology

5.1 Preventive measures for enterprise

5.1.1 Improving the internal management

Improving the internal management—Emphasis on communication and staff. For analysis and interviews with business executives, I believe that communication in the prevention and treatment of labor disputes as well as employees on strike has a pivotal role in the light of existing research results.

5.1.2 Reasonable adjustments enterprise system reform

Reasonable adjustments enterprise system reform—reform transparent. For group events corporate nature of the study also said that the most fundamental factor is interest, so the wages of workers participating in the strike is the question most want to solve. So companies to change welfare policy, on the one hand you want to know more about the demands of employees, on the other hand to ensure transparency reforms.

5.1.3 An appropriate increase in leisure-time activities of employees

An appropriate increase in leisure-time activities of employee—a rich corporate culture. Enterprises should conduct regular corporate culture and education laws and regulations for different positions of employees, increasing employees' leisure activities to promote communication between employees and management. This ensures the rational management of corporate image, so that employees feel their value in the enterprise.

5.2 Preventive measures for government

5.2.1 Further improve the construction of the law

Further improve the construction of the law. Coordinator of the government as a third party outside the enterprise and workers, not only served as a coordinator to resolve conflicts and handle mass incidents of corporate but also to maintain good harmony and economic development of society. Government should continue to improve the relevant legal aspects of labor relations and avoid some criminals' interests of enterprises in dealing with corporate group events.

5.2.2 The role of the third-party coordination

Coordination of the role of third-party. In the process of dealing with these events, the government's role is very important. Governments need to play a good role in a fair and equitable manner. If the basic rights of workers have been compromised, the government needs to appease workers' excitement. Of course, for group events have occurred, the government needs to give appropriate disposal measures.

5.3 Emergency measures

5.3.1 Response to the interests and rights psychological

As can be seen from the above study, all the psychological factors, the interest factor is the most fundamental and most important psychological factor. All cases of strikes fuse have a common characteristic, which is related to interests of employees. Psychological benefits are throughout the event.

Enterprise aspects. After the incident, the corporate management should take immediate and effective communication with employees to understand their interests and needs. The corporate management should collect as far as possible factors related to employee dissatisfaction in the first time.

Government aspects. After the incident, the government should get contact with the business, arrive at the scene to coordinate, and then control the scene in the first time.

5.3.2 Responses to herd mentality and clusters psychology

Herd mentality, mainly from individual employees to follow for most people, is infected with emotion; whereas Clusters psychology is because individual workers at a disadvantage when they and enterprises are in dialogue. Individual workers believe the ability of individuals and businesses can not compete, and then rely on the collective strength to compete with companies.

Enterprise aspects. First, building a temporary coping mechanism. This is a way to increase communication which can take collective bargaining. This also can decentralized communication and negotiation with leader of the strike for the different needs of them. Second, it can satisfy the interests of the proper part of the above requirements, for the first time to disperse the collective power of employees.

Government aspects. First, after principal officers of the government arrived at the scene, they should control order at the scene to prevent the spread of bad posture. Second, the government can directly face to face conversations with employees sub a break, try to calm the mood of employees to ease the tension.

5.3.3 Responses to deal with the psychological pressure

After the labor relations group events, employees have been able to gather together, doing the same thing, because more employees have a psychological characteristics - law is not responsible for the public psychology. For the purpose of workers from the point of view, they have a kind of psychological pressure.

Enterprise aspects. First, corporate officers should communicate with staff representatives, stating that they will involve some illegal behavior; second, enterprises shall make certain initiatives to temporarily calm the mood of employees, to prevent more people

gathered.

Government. As for the psychological pressure on the workers, the government should take right attitude. Government officials should remain calm attitude, rather than a tough attitude, to communicate with impulsive and emotional workers. This is helpful to deal with the labor relations group events.

5.4 Summarizing the emergency measures

In the labor relations group events, the dominant party should be the government, so companies mainly control employees' emotions in the first time. Enterprises are needed in coordination with the government, so enterprises can carry out other solutions. government intervention, it is also enterprises and employees want to see, because the employees want the government to be able to just deal with conflicts between employers and employees, while companies also hope the Government can come forward to control the strike to spread.

In the process of enterprise group events, firstly, companies should communicate with employees, understand the different psychological needs of employees on strike; secondly, companies should be more appropriate to give a reasonable demand for an immediate solution based on the employee's needs, so this can avoid the number of strikers more and more; Furthermore, companies should immediately get in touch with the local authorities, requesting the government to coordinate and control to prevent the emergence of large-scale violations; Finally, companies should maintain the openness of the process and timely dissemination of information to solve.

6 Conclusions

Labor relations group events have been the topic of extensive academic research in recent years. Labor relations group events are exposed problems with the economic growth and social progress. in this article, the author studies the psychological factors and countermeasures. In addition, to explore these issues not only can understand the causes of mass incidents, but also can identify the root causes of predisposing factors.

Through the many group events and case studies analysis, it is clear that a direct factor of mass incidents broke out because of conflicts of interest. When these issues involve the interests of both employers and employees; if not handled properly, it will cause conflicts. Judging from the crowd to participate in the strike, rights awareness than before has been enhanced. Event participants are mainly from the old generation to the new generation of industrial migrant workers. Compared to the previous people, new generation industrial migrant workers gradually learned from some national policy instruments by network. They think that since social progress, economic development, their income levels and a corresponding corporate welfare reforms and upgrade are a necessity.

Another psychological factors involved in mass incidents of workers is a herd mentality. Knowledge workers have learned more knowledge of labor law. In corporate group events, the more workers participate in group events because they are under the instigation of the leader, together with their own interests indeed been compromised. After the workers participate in groups, they are vulnerable to be infected by groups. Original thinking and behavior are due to the behavior of the leader group consciousness changes, also with the emotional side of the mood changes.

The purpose of participants who attend a massive strike is to let the community and even the government and businesses will pay attention to this incident. With the enhancement of the social and living conditions, workers attention for networks and news are also increasing, so there is enough space for workers strikes spread, and attract more people's attention.

Based on analysis and interviews with the management of the enterprise cases, I believe that the fundamental reasons are interests' disputes. Many companies believe their employees' wages and benefits far behind the current growth rate of price growth. Now the employees are mainly new generation of employees. Their main characteristic is knowledge level higher than that of the older generation of knowledge workers. Once they feel that their interests are harmed in the enterprise, they think to protect their own interests. On the basis of the psychological benefits of workers, in order to safeguard their personal interests not to be compromised, they will use their ways to carry out the representation, to achieve the purpose of rights protection.

Corporate communication channel is not smooth, it would make state of employees are not required to respond in a timely manner or resolved. Employees will have to complain about psychology, this bad mood is easily transmitted among employees, leading to most of the employees with such adverse psychology.

According to the above analysis of enterprise group events characteristic, the impact they have caused are widespread. The reason why employees in the form of a cluster, run the risk of being held accountable, is to give business and government pressure. They take the form of large-scale strikes, hoping to get a high degree of business and government attention, and thus resolve the contradiction.

Improving the internal management. For analysis and interviews with business executives, I believe that communication in the prevention and treatment of labor disputes as well as employees on strike has a pivotal role in the light of existing research results. Improving the construction of the law. The government is as a third party Coordinator outside the enterprise and workers. Government should continue to improve the relevant legal aspects of labor relations and avoid some criminals' interests of enterprises in dealing with corporate group events. In the process of dealing with these events, the government's role is very important. Governments need to play a good role in a fair and equitable manner. If the basic rights of workers have been

compromised, the government needs to appease workers excitement.

In the labor relations group events, the dominant party should be the government, so companies mainly control employees' emotions. Enterprises are needed in coordination with the government, so enterprises can carry out other solutions. In the process of enterprise group events, firstly, companies should communicate with employees, understand the different psychological needs of employees on strike; secondly, companies should be more appropriate to give a reasonable demand for an immediate solution; Furthermore, companies should immediately get in touch with the local authorities, requesting the government to coordinate to prevent the emergence of large-scale violations; Finally, companies should maintain the openness of the process.

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Appendix:

WANG Junling, her research interests are in labor relations, especially labor conflicts.

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