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The role of relationships in perceptions of workplace dehumanisation

Dehumanization is increasingly recognized as a key factor in intergroup conflict and discrimination. Researchers have focused on the potential role individual relationships in shaping the way individuals view members of different social groups and the influence on dehumanisation. This study develops this theme and explores the relationship between adult attachment styles, TMX and LMX, and their role in perceptions of workplace dehumanization. TMX refers to the extent to which individuals perceive that members of different social groups share a common humanity, while LMX refers to the quality of the relationship between individuals from different social groups. Data was collected with a qualtrics online survey. Using a regression mediation analysis, the study found a relationship between these variables, with a sample of 88 professionals based in the UK. This study suggests a stronger relationship with adult attachment and LMX than TMX. It suggests that attachment and LMX may play a key role in shaping the way individuals view leader abd members of different social groups, and the extent to which they experience dehumanisation.

Keywords: Workplace relationships, TMX, LMX, dehumanisation

Biography:

Dr. Gary Pheiffer, is a Chartered Occupational Psychologist (BPS), Practitioner Psychologist (HCPC) and Chartered CIPD membership and Fellow HEA (UK). He is an Assistant Professor at Heriot-Watt University in the Psychology Department. Before taking up his academic role he worked in banking, light manufacturing and the metal industry. He teaches Psychology and undertakes research and consultancy into area of wellbeing, engagement, workplace relationships and adult attachment. He is also actively currently involved in researching and developing evidence based organizational and educational interventions.