

Inter-Personal Management Competency among Male Offenders.

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Abstract

The aim of the present study is to find out the differences in “Inter-personal management” competency (relationship management dimension of emotional intelligence) among violent and non-violent offenders with relevance to their age. Mangals Emotional Intelligence Test were used for the study. Mean, SD and inferential statistics i.e. 2×2 ANOVA were used to statistically analyze and interpret the research data. Results of the study are interesting, in the prisoners sample “Inter-personal management” competency is found more among violent offenders. No difference is found among high age group and low age group offenders. However in interaction effect, the age group difference in emotional intelligence is noted only in non-violent offenders and not in violent offenders.

Keywords: Inter-Personal Management Competency, Male Offenders.

Introduction:

Crime is not just only concern with loss of property or physical damage to victim but also concern with its psychological consequences on victim. As civilized society has paid much on offender's nuisance value, the offending behaviour is a matter of great concern in research area. Present study is regarding the offenders inter-personal management competency or relationship-management skill defined as a domain of emotional intelligence. It is our ability to apply emotional understanding in our relationships with others. This is the visible side to emotional intelligence and is underpinned by the competencies in the other three Domains. It is the ability to motivate, influence others while managing disagreements. Garrett, P., S. (2012) examined the difference of emotional intelligence between violent and non-violent offenders. Due to interpersonal nature of violent offenses, hypothesis of this study was formed, as 'violent offenders possess lower level emotional intelligence than non-violent offenders'. Trait Emotional intelligence Questionnaire-Short Form (TEIQT- SF) was utilized to measure emotional intelligence. In the sample of the study, total forty offenders between ages of 19 to 65 years were equally divided in to two groups' i.e. violent offender group and non-violent offender group as per their record of crime. Results of this study showed that, there is no variation on emotional intelligence between two groups of offenders.

Jolliffe, D., David, P. and Farrington, D., P. (2003) conducted meta-analytic study on empathy and offending. The aim of this study was to review and report the results of studies relating cognitive and affective empathy among offender's personality. In this study the standardized mean difference was calculated from 35 studies (Comprising 21 cognitive empathy and 14 affective empathy). This study found the strong relationship between low cognitive empathy and offending behaviour, and there is weak relationship between low affective empathy and offending behaviour. Violent offenders are found lower on empathy than other offenders. The younger offenders are also found lower on both types of empathy than older offender.

Statement of the problem:

On the basis of review of literature related to the constructs used in the present study, following statement of problem is formulated as a problem statement. “Inter-personal Management Competency among Male offenders”.

Significance of the study:

The present study will be useful to describe the criminal behaviour and to make psychological profile of criminals which is beneficial for prediction, prevention and control of criminal behavior as well as remedial measures. This study will also facilitate for offender treatment and development of programmes regarding rehabilitation of the prisoners.

Objectives of the study:

- 1) To study violent and non-violent male offenders and compare their interpersonal management competency.
- 2) To find out the differences between low age group and high age group male offenders in terms of their interpersonal management competency.
- 3) To find out the age wise differences within violent male offenders and within non-violent male offenders in terms of interpersonal management competency.

Hypotheses of the study:

The following hypotheses were formulated based on the variables and objectives of the study.

- 1) Non-violent offenders would be more on interpersonal management competency than violent offenders.
- 2) There would be no significant differences between high age group offenders and low age group offenders in terms of their inter-personal management competency.
- 3) There would be a significant interaction between type of offenders and age group of offenders in terms of their inter-personal management competency

Operational definitions of the study:

1. **Inter-personal management competency:** Competency of Managing others emotions and relationship management.
2. **Violent offenders:** The male prisoners (from Yerwada and Thane Central Jail), who are convicted for the offence of murder (IPC 302) only, are considered as violent offenders in the present study.
3. **Non-violent offenders:** The male prisoners/participants (from Yerwada and Thane Central Jail), who did not have any convictions for violence were classified as non-violent. These type of male prisoners are convicted for offence of misbehavior in election, false evidence and documents, property, weight and measures, shoplifter, pickpocket, thieves, crime against property, cyber-crime, NDPS Act, economic crime, IT Act, offences relating to coins and currency, drugs and medicine etc.

Method:**Participants:**

In the present study researcher has selected, 240 male prisoners (participants), out of them 120 were convicted for violent and 120 were convicted for non-violent offence. The age of samples ranged between '20 and 45' years and they were divided in to two groups that are '20 to 30' and '35 to 45' years. Participants were selected by simple random sampling method, on the basis of conviction within three years after having committed the offence. Age and crime (IPC/SLL) details of prisoners are as per the record of Prison.

Variables of the study:**Independent variables**

A) Types of offenders

A₁) Violent offenders

A₂) Non-violent offenders

B) Age Group

B₁) Low age group - 20 to 30 years

B₂) High age group - 35 to 45 years

Dependent variables

Interpersonal management competency (Capacity of managing others emotions).

Measures:

In the present study Emotional Intelligence Inventory developed by Mangal and Mangal (2004) has been used. This test is useful to measure the total score of emotional intelligence as well as four areas or aspect of emotional intelligence namely, intra-personal awareness (knowing about one's own emotions), inter-personal awareness (knowing about others emotions), intra-personal management (managing one's own emotions) and inter-personal management (managing others emotions). It has 100 items, 25 each from the four areas to be answered as 'Yes' or 'No'.

Statistical techniques:

Descriptive statistics i.e. Mean, SD and inferential statistics i.e. 2×2 ANOVA were used to statistically analyze and interpret the research data.

Results and discussion:**Descriptive statistics for inter-personal management (Inter PM):**

The table 1 shows the age group wise Mean and SD of violent and non-violent offenders on the inter-personal management variable.

Inter-Personal Management Competency among Male Offenders**Table 1: Descriptive statistics for violent and non-violent offenders on inter-personal management (Inter PM) variable**

DVs	Types of offenders	Age Group	Mean	SD	N
Inter PM	Violent offenders	20 to 30	17.55	3.06	60
		35 to 45	16.65	3.04	60
		Total	17.10	3.07	120
	Non-violent offenders	20 to 30	15.56	3.17	60
		35 to 45	16.65	2.74	60
		Total	16.10	3.00	120
	Total	20 to 30	16.55	3.26	120
		35 to 45	16.65	2.88	120
		Total	16.60	3.07	240

As shown in table No.1 the Mean score is 17.10 and SD is 3.07 for violent offenders and Mean score is 16.10 and SD is 3.00 for non-violent offenders on inter-personal management variable. The result shows that the score of violent offenders is higher than non-violent offenders.

Further table No.1 shows, the Mean score is 16.55 and SD is 3.26 for low age group offenders and Mean score is 16.65 and SD is 2.88 for high age group offenders on inter-personal management variable. The result shows that the obtained score of low age group offenders is almost equal to high age group offenders.

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3.2 Results of univariate ANOVA of inter-personal management (Inter PM) variable:

The two-way ANOVA was conducted to obtain the effect of types of offenders (A) and age group of offenders (B) as well as interaction effect ($A \times B$) on inter-personal management variable. Results of the same are shown in the following table No.2.

Table 2 : Summary of the ANOVA results for types of offenders and their age group on inter-personal management (Inter-PM) variable

Source	SS	df	MS	F	η^2
Types of offenders (A)	59.00	1	59.00	6.51*	.027
Age group (B)	0.50	1	0.50	0.05 ^{NS}	.000
$A \times B$	59.00	1	59.00	6.51*	.027
Within error	2138.88	236	9.06		
Corrected Total	2257.39	239			
Total	68425.00	240			

**** $F_{.01}(1,236) = 6.76$, * $F_{.05}(1,236) = 3.89$, NS = Not significant**

Eta Squared effect size, .01 = small, .06 = moderate, .14 = large effect (Cohen, 1988)

As shown in above table No.2 the value of $F_{(1, 236)} = 6.51$ ($p < 0.05$) in respect of data based on inter-personal management variable, is statistically significant for the first main effect (A). The partial eta square value associated with this effect is small size (.027). The Mean of violent offenders ($M = 17.10$) is greater than the Mean of non-violent offenders ($M = 16.10$). Since the manual of Emotional Intelligence Inventory, high score indicates higher level of inter-personal management. **This obviously means that, the inter-personal management is more in the violent offenders than the non-violent offenders in the present sample.** So hypothesis No.1, i.e. Non-violent offenders would be more on interpersonal management competency than violent offenders, is rejected.

The F value for second main effect (B) is statistically not significant ($F_{(1, 236)} = 0.05$ ($p = NS$)). The partial eta square value related with this effect indicates that the effect size is small

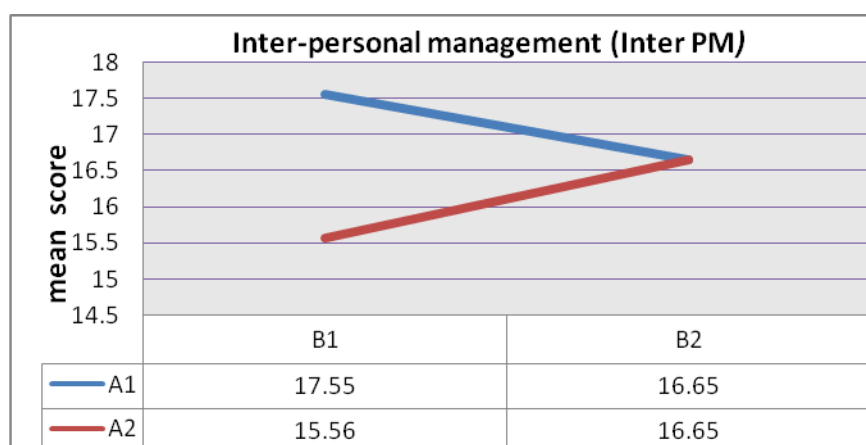
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(.000). It means that the Mean of low age group offenders ($M = 16.55$) is almost equal to the Mean of high age group offenders ($M = 16.65$) on inter-personal management variable. Here hypothesis No. 2, i.e. there would be no significant differences between high age group offenders and low age group offenders in terms of their inter-personal management competency is accepted.

The interaction ($A \times B$) between types of offenders and age group of offenders is significant for inter-personal management variable, $F_{(1,236)} = 6.51$; $p < 0.05$). It means that there is a relationship exists between types of offenders and inter-personal management but it is not contributed by offender's age factor. The effect size is small (.027), and the interaction explaining 2.7% variance in inter-personal management variable. Here hypothesis No.3 i.e. there would be a significant interaction between type of offenders and age group of offenders in terms of their inter-personal management competency, is accepted.

It is noted that low age group ($M = 17.55$; $SD = 3.06$) and high age group ($M = 16.65$; $SD = 3.04$) of violent offenders did not differed practically regarding inter-personal management. The low age group ($M = 15.56$; $SD = 3.17$) and high age group ($M = 16.65$; $SD = 2.74$) of non-violent offenders differed practically regarding inter-personal management. Thus, age group difference in inter-personal management is noted only in non-violent offenders and not in violent offenders.

Graph Representation of interaction profile (types of offenders and age group) through line graph regarding inter-personal management



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The graph depicted that curve A₁ and A₂ are not parallel to each other thus the A × B interaction is significant in respect of inter-personal management variable. Similar results are also presented in table No.2 for A × B interaction effect ($F_{(1, 236)} = 6.51; p < 0.05$)

4. Conclusions:

- 1) Violent offenders are found more on inter-personal management competency than non-violent offenders.
- 2) No significant differences were found between high age group and low age group offenders in terms of their inter-personal management competency.
- 3) In interaction effect, the age group difference in emotional intelligence is noted only in non-violent offenders and not in violent offenders. High age group non-violent offenders are more on inter-personal management than low age group non-violent offenders.

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