

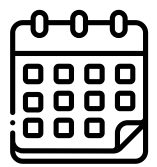


## BARRIERS TO COMPASSIONATE COMMUNICATION IN EMPLOYEE-COWORKER RELATIONSHIPS

Existing literature highlights the prevalence of coercive and violent communication within Indian organizations, particularly among human service employees, who are expected to demonstrate compassionate communication. The present study addresses concerns about the inadequacy of conventional communication training in managing such aggression, which often remains under-reported in India. Also, the persistence of emotional aloofness and workplace incivility in India raises the need for strategies to improve compassionate communication in employee-coworker relationships. The study explored employees' perceived barriers to compassionate communication in employee-coworker relationships. The results explain why employees may struggle to express compassion, despite feeling it or being in roles that demand it. The findings emphasize the need for Indian organizations to develop more context-specific interventions to promote compassionate communication among employees.



**DR. JULIA GRACE JACOB**



**DATE: 1st Oct. 2024 (Tue).**



**TIME: 3 P.M. - 5 P.M.**



**VENUE: Room No 301 (2nd Floor), GSHSS, Vizag.**

Dr. Julia Grace Jacob completed her B.Sc. in Psychology (M.G. University), M.Sc. in HRDM & Industrial Psychology (Bangalore North University), and Ph.D. in Positive Organizational Psychology (Central University of Karnataka). She is an awardee of the ICSSR Doctoral Fellowship and has won the Best Paper award at the IAAP conference. Dr. Julia peer-reviewed for Nature & Cambridge University Press and has served as a resource person for National & International Workshops held at reputed institutes.