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Understanding Psychology in the Context of Relationship, Community, Workplace and Culture

Springer

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Editors

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Dedicated to
Prof. Girishwar Misra
for encouraging us to bring out this volume

Foreword

Psychology is spreading its branches in possible directions. While the growth and proliferation is deeply supported by strong roots of precursors, theoretical and empirical research is needed to strengthen its sustainable expansion. The edited volume "*Understanding Psychology in the Context of Relationship, Community Workplace and Culture*" is a genuine attempt in this direction.

The volume is placed on four strong pillars: culture, community, workplace and relationship. The first pillar, **culture**, is a unifying force. However, this understanding was lacking in the beginning of the evolution of psychological science. I have had the good fortune of organizing a national seminar titled "Psychology in Indian Context" in early 1980s. Although the seminar was successful in terms of involvement and participation of great scholars, many researchers were apprehensive of the "cultural tag". They argued that we are fragmenting a science which is already fragmented. This dissenting voice was not limited to this seminar in India. As a participant and observer in a large number of international conferences during eighties and nineties, I also came across scholars resenting transcultural efforts. Fortunately gone are those days; we are now convinced that cultural matrix is a surer way of enhancing meaningfulness in psychology.

The focus on cultural parameters has greatly helped us to attenuate ethnocentric bias. The transcultural efforts have not only helped us to examine the generality of findings across cultures, the approach has aided us to discover *novel phenomenon* in new cultures. Such efforts have generated multiple methods of investigation. The labels cross-cultural psychology, cultural psychology, emic psychology, indigenous psychology and ethnic psychology represent singular objective of enriching meaningfulness in psychology by adopting somewhat variant approach routes.

The present volume subserves this unique purpose of building a cumulative science by both the methods of uni-cultural explorations and cross-cultural comparisons. In the study of smartphone overuse in Malaysian University students, causal model is examined with a view to generating intervention inputs. Apart from providing information with respect to the role of staying connected and feeling loneliness, the import of the local vis-a-vis universal is explicated. Similarly, mental health and well-being issues of secondary school students at mainstream schools

in Australia is analysed with a view to generating implications for current practice with alternative school students in Australia. However, the focus is not restricted to uni-cultural models. Wherever needed, it has gravitated towards comparison across cultural/subcultural groups. An exemplary study involving Indian diaspora from Denmark and the U.S.A. has been included in the volume. Interestingly, the use of narratives is helpful in getting around the problems of typical quantitative research. At the same time, suggestions are generated for wide variety of domains such as communications, interconnections, multiple belongings, inclusion/exclusion and promotion of linkages.

In the context of comparative framework, the study that examines relational attitude and mutual acceptance of Hindus and Muslims in India is a pointer towards ongoing intergroup contact and mutual acceptance in India. It is important to recognize that these kinds of studies provide a deeper understanding of pluralism. Though the study is highly relevant to Indian scenarios, this has relevance also for other plural and multicultural countries of the world. Another study examining implicit prejudice faced by Afghan students in Delhi is equally significant, even if the definitive conclusion would require a bigger sampling frame of Afghan students.

If needed no argument to convince one that indigenous model of psychotherapy is yet to be evolved in an adequate manner. However, the topic highlighting *Bhagavad Gita* as a therapeutic model is a laudable assertion in this direction. The authors have rightly asserted that Gita would open up creative space to understand behavioural and existential perspectives. The capitalization of this indigenous approach would, however, requires more and more research that bridges the gap between the conceptual and the empirical.

The second pillar on which the edited volume is placed involves **community**. Humans seek communities. Relationships with others are central part of human existence. The inclusion of community parameters serves two essential needs. The focus on the community contexts of behaviour offers further contextualization of behaviour in a sociocultural system. Second, the thrust on community contexts provides effective ways to prevent problems rather than treat them after they arise. The field emphasis promotes healthy functioning for all members of a community rather than involving a section of the community.

Although the benefits of uni-cultural and cross-cultural investigations have been described, the issue of diversity in community context also requires between groups and within-group analysis. The within-group studies in a community provide deeper understanding of population parameters such as socio-economic status, education level and income levels. The interpretations obtained from between-group studies sometimes become possible only in the light of within-group analysis.

An added advantage of community focus is the shift from an individualistic to a structural/ecological perspective. This shift is useful for problem definition. Einstein once remarked: "The formulation of a problem is far more essential than its solution". How we define a problem shapes the questions we ask, the methods we use to answer those questions and the way we interpret the answers. The specification of community-relevant factors such as substance abuse, mental illness and domestic

violence deepen our understanding of community, thereby increasing our skills for working effectively in diverse contexts.

The delineation of *social capital* as well as social barriers is a distinct possibility. A remarkable illustration of this social capital is handled by the paper on *Swachh Bharat* where the benefits of collective efficacy have been amply demonstrated. The paper also illustrates the dynamic interplay between theory (social identity model) and empirical outcome (collective action). Similarly, a qualitative in-depth interview is reported focusing on themes including neighbourhood, religion, peer groups, settings, childhood experiences and close relationships in the context of substance disorders in India. These studies, in addition to a few other investigations included in the edited volume, bring home the fact that an objective and elaborate contextualization of psychological parameters is essential for understanding and evaluating psychological findings.

A somewhat characteristically different article explores biophilic design and points out its implications for psychological well-being. Drawing on the evolutionary trends, a number of evolutionary psychologists (e.g. Buss, 2000) have conceptualized and suggested the possible avenues of modern living that parallels ancestral environments. However, it is expected that psychologists would design empirical studies to test many of its projections and predictions.

I would also like to draw researchers' attention towards the possibility of *programme evaluations*. The extensive research on community-relevant dimensions has taught us the benefits of programme evaluation. More of its use in Indian context would be helpful to build a robust psychology in India. It may be added that the four-step model of programme evaluation includes: *identifying goals and desired outcomes, process evaluation, outcome evaluation* and *impact evaluation.*

Workplace constitutes the third pillar. It is a common observation that growth and spread of *positive psychology* during the last part of twentieth century and first part of twenty-first century has exercised a tremendous influence. Instead of adopting disease-centric model of human behaviours, researchers have reoriented themselves to use positive explanatory concepts. Martin Seligman and his associates have provided conceptual leads, and their impacts are reflected in almost all branches of psychology.

The domain of workplace is no exception to this "New Look Approach". The article on positive leadership deals with the core concern of trust and the paper reviews positive parameters such as stability, safety, hope and meaning. The basic objective appears to be the development of a comprehensive model linking positive workplace, parameters and organizational effectiveness in Indian context. An additional merit of this kind of discussion includes a changing shift towards virtuous cycle in work life. However, this does not mean that negative constructs are to be completely divorced from scientific analysis of work behaviour. What is needed is a positive work focus to mitigate some negative phenomena. The paper addressed to understand the struggles faced by women employees is a remarkable attempt.

In recent years, workplace issues have acquired new dimensions and new significance. There has been a greater influx of women into the workforce. The growth of technology has also changed many aspects of work culture. There is a strong conflict

between employees' motivation to work for a good living and their motivation to experience "meaning" while working. As a result, new issues have been identified; new concerns have been expressed and new approaches have been adopted to get around these problems. While a comprehensive treatment of all these issues is beyond the scope of a single volume, a few representative topics have been included.

The fourth pillar of this volume, **relationship**, is a humanistic force. The understanding of psychology is inadequate without an appreciation and evaluation of human relationship. Even the evolutionary process has provided the bonding hormone *oxytocin*. Sigmund Freud, in his classic dictum, stressed the role of work and love (relationship) as basic components of life well-lived.

In recent decades, a large number of psychologists have articulated theories of human happiness (well-being). While there are variations across definitions, measurements and manifestations, relationship appears as an inescapable component of happiness/well-being. In the eudaimonic definition of well-being, Ryff (1989) views a high scorer as having warm satisfying trusting relationships with others. Such a person is concerned about the welfare of others, capable of strong empathy, affection and intimacy and understands give and take of human relationship.

Though an extremely useful construct, its dimensions and manifestations are many-fold. It may not be possible to bring together works relating to all facets of human relationship. Yet some salient features of relationship have been depicted. The relational attitude of Hindus and Muslims is reported with the help of empirical investigation. Implicit prejudice experienced by Afghan students in Delhi is documented.

Papers dealing with some limited aspects of human relationship are not to be seen as exhaustive, but they need to be viewed as suggestive. It is a welcoming signal that contemporary psychologists are collectively declaring the saliency of human relationship, particularly the saliency of **flourishing relationship**. This edited volume is one of the voices in the collective slogan of building flourishing relationship.

Finally, I would like to indicate that the edited volume would fulfil an important objective of maximizing understanding. The contents have both theoretical and applied flavours. The approaches involve the tested ones as well as emerging avenues; the diversity embraces both the etic and the emic. I would like to thank Dr. Surendra Kumar Sia and the other editors for a commendable job. It is a great job to bring together scholars and researchers of different persuasions to a common platform. Greater is the task of persuading and procuring finished products (published papers) in time. As a long-time seminar maker in the past, I share the pain and pleasure. **Cheers!**

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Preface

Psychology has been playing an important role in taking care of the behavioural abnormalities and utilizing human potential. However, the contexts are changing each moment. Therefore, we cannot stop just at the existing contributions of psychology to the society. As time progresses, psychologists need to acclimatize with environmental changes and customize psychological principles accordingly. Behavioural scientists have the responsibility to examine and unravel the dynamics behind behavioural change patterns in the contemporary society which in turn can help in identifying the causes and devise the appropriate remedial measures. Thus, deliverables of psychology, whether in the form of process or outcome, to the society need to be augmented over time keeping the end user's interest in mind. The present volume is a small step in that direction.

The book includes improved version of some shortlisted presentations in the XXIXth annual convention of National Academy of Psychology (India) held at Pondicherry University, India. It focuses upon deliverables which can have valuable contribution for relationship development, community growth and positive cultural transmission. This anthology deliberates some innovative concepts which may help in understanding some of the contemporary behavioural issues and also discusses some novel psychological methods, tools and procedures which can have immense social utility in strengthening relationship, rejuvenating community and restoring behavioural capability. The present volume is a nice compilation of chapters contributed by scholars from different countries deliberating scientifically upon various substantive issues

The book begins with foreword by a highly knowledgeable scholar in the area of organizational psychology and cross-cultural psychology, Prof. Fakir Mohan Sahoo, who is Research Professor at XIM University, Bhubaneswar, and former Professor and Head of the Centre of Advanced Study in Psychology, Utkal University. He received Canadian Commonwealth Scholarship for his doctoral work from Queen's university, Canada. His other achievements include UGC Career Award, Ind-Shastri Fellowship and Professional Associateship accorded by East-West Centre, Honolulu, Hawaii, U.S.A. The introductory chapter by Prof. Surendra Kumar Sia briefly touches upon some of the contemporary process driven as well as output driven deliverables

of psychology in the context of relationship, community, workplace and culture and the necessity for augmenting the same.

With further extension of the introduction, the volume comprehensively elucidates some of the significant deliverables of psychology to the society in five sections, namely—identity and relationship, psychology for gainful employment, psychology customized to the community, culturally embedded psychology and alternatives for maximizing psychology.

Identity represents an individual's social face, which develops out of social interaction. It influences relationships and also gets influenced by relationships. Moreover, there can be important behavioural factors to understand in the dynamics between identity and relationship. Psychology can contribute immensely in identifying and explaining these factors in the present-day world, fostering the way for national integration, communal harmony and productive social relationships. Catering to this objective, there are three chapters in the section of "*Identity and Relationship*".

The present volume contains six chapters in the second section titled— "*Psychology Customized to the Community*". Psychology has a role in addressing behavoural issues at the community level, like respect for diversity, development of a sense of community, empowerment of members, prevention of mental illness and fostering mental health at a community level and initiating changes for community-wide happiness and wellbeing. These six chapters cover some of the important behavioural issues related to community, like suicide prevention among farmers, cyberbullying in the context of school and college, risk factors of smartphone overuse, mental health of youth who are not from mainstream schools and sociocultural contexts of substance abuse, collective participation in cleanliness programme.

In the third section "*Psychology for Gainful Employment*", there are three chapters dealing with psychology at workplace. According to World Health Organization's report on occupational health, about one-third of one's life is spent on work. Work can have both a positive and detrimental effect on the health of the worker, including mental health. Psychology can make a major contribution in amplifying positivity in the workplace. It can suggest pathways to generate happiness and satisfaction in employees by deriving purpose from their employment. Assessments and interventions based upon behavioural domains have the potential to enhance employee involvement and engagement. With this intention, this section deliberates about emerging leadership approaches in the context of workplace and issues related to empowerment of female employees.

The section on "*Culturally Embedded Psychol*ogy" embodies three chapters delineating the influence of culture on psychological processes. The important role of culture in shaping human cognition and behaviour should always be one of the major focuses for psychologists. They have been analysing the relationship of psychology with socially shared values, beliefs and practices. In this section, we will have chapters deliberating about how classrooms can play an important role in reflecting and implicitly promoting cultural meaningful messages, how cultural variation results in differences in ethical beliefs and thinking and how culturally significant epics like Bhagwat Gita can help in understanding the human nature and dynamics of psychotherapies.

The last section, titled "*Alternatives for Maximizing Psychology*" reflects upon means beyond conventional strategies, techniques and approaches which may help to enhance the utility of psychology. In this section, there are two chapters elaborating issues like attributes and behavioural implications of biophilic design and constructivist grounded theory as a more realistic oriented research method in behavioural science.

The chapters are based upon evidence and experiences from different countries and set-ups. Readers will surely get a lot of input and information to take care of behavioural issues in the society pro-actively, as well as retro-actively. We are thankful to all the authors for their valuable contributions to this volume, despite their hectic schedule. We are quite sure, this book will be a very useful resource for students and researchers interested in social psychology, community studies, social work, school psychology and work behaviour. The book will also be useful for policy-makers, human resource managers and mental health practitioners.

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About the Editors

Surendra Kumar Sia is presently working as Professor in the Department of Applied Psychology, Pondicherry University. He has done his M.A., M.Phil. and Ph.D. in psychology from University of Delhi. Professor Sia has more than 18 years of teaching and research experience and successfully supervised nine Ph.D. scholars and two M.Phil. students. To his credit, he has more than 30 research publications in journals of national and international repute like *South Asian Journal of Human Resource Management*, *Asia-Pacific Journal of Management Research and Innovation*, *Global Business Review*, *Management and Labour Studies*, *Vision: The Journal of Business Perspectives*, *Journal of Indian Academy of Applied Psychology*, *Indian Journal of Industrial Relations*, *Social Science International*, etc. Professor Sia has completed two sponsored research projects, and presently one project is ongoing. He was Executive Committee Member of National Academy of Psychology, India (2011–2013). He availed Junior Research Fellowship of UGC during his M.Phil. and Ph.D. work. He was nominated for Sourya Pattanaik Award for best paper in the area of organizational psychology at the XXth Annual Convention of National Academy of Psychology held at JNU, New Delhi, in December 2010. His areas of interest include organizational behaviour, environmental psychology, psychology of elderly and positive psychology.

Lauren S. Crane is Associate Professor of Psychology and Director of the East Asian Studies Programme at Wittenberg University in Ohio, U.S.A. As a cultural psychologist, she has taught and conducted research related to Asia for 25 years, including work in India, Japan, South Korea and China. Most recently, her research focuses on the socializing effects of religious schooling in South Asia and the U.S.A., and she currently serves as P.I. for a collaborative US–India Global Religion Research Initiative grant funded by the Templeton Religion Trust. She was Fulbright-Nehru Senior Research Scholar at Banaras Hindu University in India and Lecturer (Koushi)

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Contributors

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Chapter 1
Introduction: Augmenting Deliverables of Psychology in the Context of Relationship, Community, Workplace and Culture

Surendra Kumar Sia

Abstract The introduction touches upon the deliverables of psychology for the development of contemporary society. It commences the deliberation with the emphasis on human happiness. Vouching for the all-time contribution of psychology, the chapter suggests for augmentation of deliverables corroborating with the change in need patterns of the human being in different behavioural contexts. The four contexts as expounded in this volume, namely—identity and relationship, community, employment and culture—have been emphasized in this introductory description.

Keywords Deliverables · Development · Happiness · Relationship · Community · Employment · Culture

Introduction

Psychology has been playing a pivotal role for development of society and human happiness. The key of any initiative for development and happiness is availability and utilization of resources. Whether it be a developed, developing or underdeveloped country, resources need to be utilized optimally and judiciously. Usually, we visualize three types of resources—natural resources, human resources and capital. The importance of human resources cannot be ignored, since appropriate utilization of natural resources and capital necessitates capable and motivated human resources. Health and education are viewed as important domains of human resource. But it will be incomplete without psychological resources. Society pursues development successfully when its human resources are not only healthy and educated, but also motivated and resilient. Therefore, there is always a need to mobilize as well as actualize psychological resources.

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Development and Happiness

We cannot envisage social development devoid of happiness. Development is not just delivering basic public goods. It involves the hope and aspiration for a brighter future which goes beyond the survival needs. It would be misleading to narrow down development to the stipulation of life-sustaining elements like food, shelter, education and health care. Development in society must be viewed as a multifaceted aspect, with happiness being the central theme. Happiness, is a post-scarcity narrative aiming for a holistic approach to development (Patel, 2018). Similarly, Hall and Helliwell (2014) view that human development indices can help us to assess whether genuine progress has taken place, if subjective well-being has increased. Happiness could be an integral component of development and capability strategies (Hirai et al., 2016).Thus, the orientation of psychology for development in society also pays heedful attention on human happiness. Happiness or well-being, as used interchangeably by psychologists, refers to "optimum psychological functioning and experience" (Ryan & Deci, 2001).

Individuals in society strive for happiness which can be hedonic and or eudaemonic. Describing happiness as hedonic pleasure has a long history. Even during fourth century B.C., the Greek philosopher Aristippus propagated that the objective of life is to experience maximum amount of pleasure. Psychologists who endorse hedonic view tend to focus on the predilections and pleasures of the mind as well as the body (Kubovy, 1999), or in other words the physical and emotional pleasure. Everybody in this world wants to reduce pain and experience pleasure. Psychology has far-reaching contributions, whether in ameliorating unpleasant states or inculcating pleasing experiences.

At the same time, being human beings, we should strive for eternal happiness. Even age-old philosopher like Aristotle and Buddhist psychology consider hedonic happiness to be a short-term ideal which makes the individual slave of desires. True happiness is achieved through the expression of virtue, i.e. doing what is worth doing. Ryff and Singer (1998, 2000) contemplate well-being in terms of human flourishing and describe it not just as the attainment of pleasure, but as "the striving for perfection that represents the realization of one's true potential". In a similar vein, eudaemonic psychologists suggest that one of the key elements to existing mainstream sustainable development concept is human development by inner happiness (Kittiprapas, 2015). This inner happiness is achieved when we actualize our potential and add meaning to our life by doing something for others and relating with others. Many a time, it may involve struggle, pain and sacrifices, particularly in collectivistic cultures. Thus, there is a possibility of dilemmas. Culturally embedded principles of psychology can guide us to overcome these dilemmas more realistically and transform the sorrows to peaceful pleasant experiences.

Needless to mention that psychology has been guiding and helping individuals to come out of their abnormal and disturbed mental states and to utilize their potential. However, this is not just a one-time affair. As we know, change is the only constant

for any society. We need to adapt to environmental changes and customize psychological principles accordingly. As required, new theories may be developed and new principles may be formulated to explain the mechanisms behind behavioural issues in the changing societal scenario. In other words, there is always a need to augment the deliverables of psychology to the contemporary society. The present volume aspires to fulfil that need as far as possible.

Augmenting Deliverables of Psychology

Psychology took formal shape as a sovereign field in the year 1879, when the German scientist Wilhelm Wundt established the first laboratory of psychology in Leipzig. But it will be unfair to completely detach it from its long philosophical base. Because psychology has stood up as a deliverable field to the society, due to its strong traditional knowledge base as well as purpose-driven adaptations. Around 600 to 300 BC, Greek philosophers deliberated upon a wide array of topics which we now consider as psychology. Socrates and his followers—Plato and Aristotle—authored about various topics like pleasure, pain, motivation and rationality, etc. Moreover, psychologists suggest the contributions of ancient Indian traditions like—Buddhist psychology (David, 1914); Vedic psychology (Dandekar, 1941/1981); psychology of yoga (Taimini, 1961); Dravidian psychology (Shaktidharan & Sathya Kumar, 2001)—towards psychological deliverables even before these Greek philosophers. The traditional and philosophical base has shaped psychology as a deliverable field for the human society.

The deliverables need not be tangible products only. They can be tangible, they can be intangible; they can be products or services; they can also be theories and models explaining behavioural issues in various social set-ups. In any science, including psychology, knowledge passes through different layers—no knowledge to new knowledge, new knowledge to theory-building, theory-building to principles of application, principles of application to discovery of solutions, discovery of solutions to translation, translation to production, production to optimization, optimization to end-user integration (Mandal, 2019). Broadly, it can be mentioned that psychology involves three major stages—theory-building, deriving principles from theories to discover solutions and translating the solutions into the form of products or services for optimal utilization by the end-users. At each stage, psychology fetches deliverables to the society. Through theory-building, we deliver to the society, by filling up the knowledge gap. Psychologists consider these theories as robust bases to chalk out principles to deliver solutions for behavioural issues in the society. Solutions are like prototypes. Psychologists should not stop there. They should translate the solutions into customized diagnoses, therapies, interventions and other services which can be of optimum utility for target groups. It is true that psychology is not lagging behind. It is moving in tandem with the society through translational deliverables like customized therapies, automated behavioural diagnoses, enhancement of psychological capital, persuasive appeals to change behavioural intentions, etc.

However, this should continue in updated manner. The continual aim of psychology should always be to become more translational.

The deliverability of psychology needs to be augmented further and further, for greater benefit to the society. We should not be stagnant at one point. Whether theory-building, application or translation, all three functions of psychology should be iterative. With the intention of making psychology more translational, we should not ignore the importance of basic researches. Basic researches are process-driven researches carried out by psychologists to gather more knowledge, explain the underlying mechanism of constructs, which in turn substantiate, modify or negate an existing theory. If required, they develop a new theory. For example, leadership as a construct has lot of importance in different social set-ups. We all know the age-old theories of leadership behaviour in terms of the trait approach like the great man theory (Carlyle, 1841) the type approach like the Ohio study of 1945 (Stogdill, 1948) and Michigan study in 1950s (Yunker, & Hunt, 1976). There have emerged newer and newer theories across time, namely contingency theory (Fiedler, 1978), transformational theory (Bass & Avolio, 1993; Burns, 1978), nurturant-task leadership (Sinha, 1984) and servant leadership (Patterson, 2003). Presently, we are discussing one of the latest theories of leadership—distributive leadership (Whitby, 2006), authentic leadership (Avolio & Luthans, 2006), etc. Thus, corroborating with social changes, we must come out with new theories and models to explain emerging behavioural issues.

The professional acumen of psychology will be enhanced when principles are generated from newly developed theories and existing principles from classic theories are modified for application in different contexts. For example, principles based upon the social identity model (Van Zomeren et al., 2008) could be applied in the context collective action for community development, or principles from the theory of planned behaviour could be used for eco-friendly house construction (Sia & Jose, 2019), principles from Bhagwat Gita for psychotherapy (Shukla, 2018), etc. Thus, application-oriented new principles need to be formulated by psychologists to put forth solutions for behavioural exigencies in multifarious behavioural contexts. These solutions are like prototypes or frames of reference. When we translate these principle-based solutions to ready-to-use products or services, the deliverability of psychology is further augmented through optimal utilization by members in society. Therefore, over time psychologists should come out with new tests, interventions, therapies and modules for various challenging issues like Internet addiction, a sustainable environment, cyberbullying, positive schooling, ethnic integration, subordinate motivation, etc., to fulfil social purposes.

With this background in mind, the proposed volume intends to portray some of the significant deliverables of psychology to the society in five sections, namely—identity and relationship, psychology for gainful employment, psychology customized to the community, culturally embedded psychology and alternatives for maximizing psychology.

Identity and Relationship

Identity represents an individual's social face, which develops out of social interaction. It influences relationships and also gets influenced by relationships. Moreover, there can be important behavioural factors to understand the dynamics between identity and relationship. Identity plays an important role in maintaining and enhancing the group relationship. It is suggested that identity clash is the principal cause behind collective violence (Krug et al., 2002). Partition of India occurred along religious line. Therefore, religious identity continues to be one of the major reason intergroup conflict in India (Tripathi, 2016). Psychologists have a responsibility in inculcating positive intergroup relationship and strengthening national integration. They are also putting their best effort. Drawing from contact hypothesis (Allport, 1954; Berry, 1997), psychologists postulate that contact and sharing among social groups can substantially reduce prejudice and promote mutual acceptance under various conditions such as—equal status, common goals and support even other out-groups not involved in interaction (Al Ramiah & Hewstone, 2013; Lemmer & Wagner, 2015; Pettigrew & Tropp, 2006). However, persistent effort is expected from the psychology fraternity to identify more effective mechanisms as well as different acculturative agencies which can foster imperishable social harmony because we still encounter situations which are unacceptably violent (Tripathi, 2016).

Another facet of identity and relationship is global and cross-national connections or in other words transnationalism. It is the process of maintaining two or more cultures simultaneously. It is like the integration dimension of acculturation (Berry, 1980, 1997) where the individual adopts the culture of the host nations as well as maintains the culture of the nation of origin. Psychologists need to explicate the behavioural means for diasporic to thrive upon transnationalism. Most of the times the transnational families stay separated from each other but they have to hold together with the sense of collective welfare and unity across national borders (Bryceson & Vuorela, 2002). There is a need to analyse issues such as citizenship, religion and nationalism as they relate to national identity in transnational scenario (Sahoo & De Kruijf, 2016). Diasporic movements are taking place in a world characterized by contraction of time and space. New communication technologies making it simpler to stay in touch with the places and people one has left. In other words, we can say the online transnationalism is facilitating to maintain feelings of longing and sense of belonging (Guzder & Krishna, 2005). Psychologists can examine the behavioural implications of various factors facilitating transnationalism in the present twenty-first century.

Moreover, we need to suggest the ways about how the implicit prejudice can be eliminated. Outwardly, a group may show off a state of coherence and solidarity towards the other group, but implicitly it may be something different as the true feelings and emotions are concealed. Psychology can contribute immensely in identifying means as well as explaining mechanisms which can foster the way for national integration, communal harmony and productive social relationships in the present-day world.