



## The Scaling Theory of Will Management; An Approach to Predict the Behavioural Dynamism of Human Relationships

### KEYWORDS

Active Will Management, Associative Drives, Dissociative Drives, Objectives For Retention, Objectives For Reservation, Objectives For Recognition, Passive Will Management Stage, Scaling Theory Of Will Management, Weak Will Management,

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**ABSTRACT** *Man is a home of mysteries and thus, his mind constantly embattles with two notions-on the one end is objectives (interests) and on the other end is an objective accomplishment. I therefore put across your concern three propositions of objectives (objectives for retention, objectives for recognition and objectives for reservation) and their strategic combinations. My classification of objectives based on survival, growth and domination of people through an economic perspective. Since means for accomplishing objectives are limited, there are indeed chances for interests -centered clashes among people and therefore, the nature of relationships among people (association and dissociation) will be determined by objectives and their accomplishments. The 'interest' is the fundamental element, which on the one hand associates the people and on the other hand, dissociates the people. For the attainment of our objectives, it is imperative to have in place "WILL" and I am thus, using this acronym (WILL) to denote that Whole Intelligence Lays in Logic with respect to an objective for the immediate accomplishment. An objective and its accomplishment are the two factors, which can be decided the very nature of inter personal relations of human beings in different social contexts and thus, the very inter-play of these forces may connect or disconnect human relations in two ways that Associative drive and Dissociative drive. The 'Scaling Theory of WILL Management' is my attempt to classify people in to three stages such as Weak WILL Management, Passive WILL Management and Active WILL management, on the basis of different 'WILL Power and objectives' combinations. Thus, each stage of WILL Management consists of a combination of different objectives (Retention, Recognition and Reservation), and ratio of usage of WILL Power (percentage) for each objective in three stages. It further helps us figuring out the mechanical strive of people for using "WILL Power" in different stages and their subsequent behavioural dynamisms, which either polarise towards objective wise or polarise towards objective accomplishment wise. As for human resource practitioners, this theory helps them to have a clear cut idea about the behavioural dynamisms of people in different social contexts and moreover, helps them (Human Resource Practitioners) to soften the conflicting tendencies among people through identifying their common objectives and means of attainment of the same.*

### Introduction

This is of my earnest attempt to explain the answer to the questions that human beings have been evolving over centuries and setting different strategic combinations of objectives for their mere survivals based on impending changes in the society. The nature of the objectives and their means of attainment keep on changing in compliance with the modalities of the societies, which thus give rise to new pattern of behavioural dynamisms among the people. I therefore put across your concern three propositions of objectives (objectives for retention, objectives for recognition and objectives for reservation) and their strategic combinations in the backdrop of an ultra- competitive world of materialism. Since means for accomplishing objectives are limited, there are indeed chances for interests -centred clashes among people and therefore, the nature of relationships among people (association and dissociation) will be determined by objectives and their accomplishments. The 'interest' is the fundamental element, which on the one hand associates the people and on the other hand, dissociates the people in their every attempt of an interaction.

For the attainment of our objectives, it is imperative to have in place "WILL" and I am thus, using this acronym (WILL) to denote that Whole Intelligence Lays in Logic with respect to an objective for the immediate accomplishment of the same. In simple word, the degree of attainment of objectives requires the logical deployment of our intelligence towards the objectives and often the attainment of objectives found varying among the people of even similar backgrounds. The reason therefore is simple that people are using "WILL" at varying degrees, which makes innate inequalities among the people in several respects in our society.

The Scaling Theory of WILL Management is my attempt of exploring the potential of different combination of objectives in three stages of WILL management and of explaining the logical allocation of objectives in each stage.

### What is the interest?

The theory of economics says that every business transaction is conditioned upon two forces- demand for and supply of the product; and of studying these forces helps us to predict that whether the business will be successes or failure, at a given period of time. Every business strategy is therefore mainly centred upon these factors and they help formulating future course of action for fostering the business further. Economics is thus, helping us to understand the very market behaviour of a product under different economic conditions, in general; and the demand and supply forces help us to predict market dynamism (market movement) of a product with different players in a market, ranging from interaction with competitors to substitutes products, (both positive and negative business co -relation) as well.

The dynamics of human relations, according to me are based mainly on two forces-objective and objective accomplishment; and a careful study of these forces will enable us to predict the every possible outcome stems from each human interaction in different social occasions. While this is the case, the management of human relation (mobilisation of human resources) for the fulfilment of a defined objective, which requires a careful study of type of objectives and means for their accomplishments among the members, who tasked with a mission. Each person comes with a distinct set of objectives, which differs from person to person depends on the socio-economic and political conditions, he encoun-

ters with. As far as a person is concerned, it is very difficult to predict his behaviour, unless we able to understand his objectives and means for objective accomplishments based on certain parameters. In prioritising objectives, people need to depend on interest, which helps deciding the objectives of people based on the specific conditions concerned. It is thus, my observation that "Interest" is defined as Individually Nurtured Thoughts of Endless Recurrence of Emotionally Specific Treatment".

The term "Individually Nurtured," means a man whose internal stimulus such as sympathy, empathy, love, anger etc and external stimulus (external inputs) like man's interactions with society are of a factor in interest formation process. The term "Thought of Endless Recurrence" denotes that by nature, man is never characterized to confine on a specific set of interests throughout his life but may change, come in to new forms and repeat in accordance with different situations. The term 'Emotionally' denotes that Interest is an emotional statement of mind and thus, its outward - manifestation depends on state of mind of a person, which may thus be influenced by internal and external stimulus as well. The term "specific treatment" means that a person may be of shaping or reshaping of himself for the accomplishment of objectives or in other words – a man whose actions and reactions may be in tune with interests in general and for the interest accomplishments, in particular. Therefore, all the relationships of human beings are in a way, a specific treatment for the fulfilment of certain interests.

Interest is thus, relatively abstract by nature and inconsistent in form, until it translates in to an objective, which consists of all the resources necessary and logic, for the immediate attainment. As far as a person is concerned, he undergoes a number of interests or may be of entertaining several interests at a time but by virtue of his rational thinking- he remains focused on a few of the prioritized interests; which thus, translate in to objectives for the immediate accomplishments.

All human actions such as association and disassociation of Homogeneous (Similar) and heterogeneous (opposing) interest groups based on two forces that objectives and their attainments, as follows. An objective and its accomplishment are the two factors, which can be decided the very nature of inter personal relations of human beings in different social contexts and thus, the very inter-play of these forces may connect or disconnect human relations in two ways that Associative drive and Dissociative drive.

#### **Associative Drives**

"Interest groups" both similar (homogeneous) and opposed (heterogeneous) may thus be compromised on both interest wise and objective accomplishments wise on following conditions.

##### **1. Associative drives of homogeneous interest groups (people) may be due to following reasons**

Normally homogeneous interest groups interact closer and they share problems (objectives or interest) common to them among themselves, since they are being led by sense of similar interests. This is an interest wise compromise of people and it may turn out to be associative trend of Homogeneous interest groups.

##### **2. Associative drives of heterogeneous interest groups may be due to following reasons**

Heterogeneous interest groups (It is a body of different homogeneous interest groups) may be compromised only if they mutually supplementing for their separate objective accomplishments or their objective accomplishments are critical for survivals. This is an "objective accomplishment wise" associative drive of heterogeneous interest groups.

#### **Dissociated Drives**

It shows how or on which grounds people are disassociated? And they may be dissociated on following conditions.

##### **1. Dissociative Drives of homogeneous interest groups may be due to following reasons**

If number of opportunities for the objective accomplishments among homogeneous interest group is limited, in comparison with number of players involved in it, then it turns out to be interpersonal competitions for the objective accomplishments and subsequently leads to dissociation for want of sufficient opportunities for the objective attainment, not by interest alone. Dissociative trend among homogeneous interest groups thus, the negative correlation between opportunities for objective attainment and objectives and if former were unlimited in comparison with the number of later, then there would not have been dissociative trend of any sort.

##### **2. Dissociative Drives of heterogeneous interest groups may be due to following reasons**

It may be due to difference in interests and objective levels of people. It is an innate difference of people, which brings about dissociative drive among the people and subsequently, they tend to keep a distance with people of opposing interests. For example, employers and employees in an organisation are often representing two extremes of opposing interests and hence, the interim unity can be made through mutual adjustment of interests between them. The reason is that interests of employers remain opposed to the interests of employees and it brings in to being the help of mediators for resolving the problem. The problem of dissociation in this context is therefore not of personal issues but of objective specific interests.

A positive human dynamism for objective accomplishment relies more on an objective to concentrate and certainly a 'Will Power' to consistent in objectives as well. It shows the importance of both "objectives and will power" for the accomplishment of a thing, and thus interactions of these forces can determine the nature of man's interactions in society at large. Behind every human interaction, there is a force of certain interests for objective accomplishments and through each interaction, a person who strives for fulfilling them as well. 'The very force' brings a person on to an action will be the force of interest.

Thus, interest plays an important role as far as inter personal relations of human beings are concerned. It is clear that people always not alike, even if they appear to have some physical or emotional similarities and nor do these similarities attach the people any longer. In my point of view, these similarities of people remain opposed unless their interests or objective accomplishments are identical with one another.

#### **The objectives and their implications for behavioural dynamism among the people**

Man is a unique creation on earth and thus, he endows with an array of peculiarities such as to be adapted from, adapted for and adapted to, come as primary level to his struggle for existence. On the secondary level, man who collects and interprets, idea, information and experiences, he receives and invests them in, for recognition based on his area of interest. On the final level, a man who comes for controlling, leading and dominating over his own species in particular and other species in general. Normally man is thus, confined on the three levels of objectives and based on them, his social interaction is structured. In above cited three levels, almost all people on earth pass through primary level and a majority of them end themselves in the secondary level. A few of them succeeded in secondary level, may reach to the third level of objective accomplishments.

It is really a surprise that a micro section comes as successful in life at the same time rest of them remain failed on the race. It is my observation that people may have in general, three

set of objectives such as retention, recognition and reservation. My classification of objectives based on survival, growth and domination of people through an economic perspective.

### 1). Objective for Retention

People in the beginning stage in general, think of retaining what they already owned or they strive for the sustained growth from ground level onwards, which may range from food to social adaptation etc. Thus, objectives of this level characterized as they meant primarily for survival of all kinds. In today's world, a lion share of people remains underutilized their knowledge, skills and abilities; furthermore deviating themselves from focal point of their objective implementations and nor do they find sufficient resources, logics and opportunities for their objective accomplishments.

### 2). Objective for Recognition

Normally people think of recognition level of objectives only after they meet their retention level of objectives. People in general, more of prone to recognition since acceptance of society is essential for their steady growth. Recognition thus, ranges from personality to position, earning to spending, discovering to donating etc. 'Recognition' in the sense that people want to be accepted by the society through personally or professionally, only then they can enter in to next level of growth (objective level). This level of people may have optimum level of resources in reserve on their hands and they even hire people of lower level (retention) on remuneration for their objective accomplishments.

### 3). Objective of Reservation

This is the third level of objective and people reach to this level of objective, only if they meet their primary (retention) and secondary (recognition) level of objectives respectively. It normally sets long term objectives. This level of objectives themselves characterized to expose hegemony of one set of people over their own species in particular and other species in general. This level of people may have excess resources necessary for their objective accomplishments and above all, they meet their objectives at the expense of both primary and secondary levels of people. According to Samuel P. Huntington (Clash of Civilization), 'the great divisions among humankind and dominating source of conflict will be cultural'. He says that everyone in the future attempts to reinforce one's own civilisation over others to have a mark of hegemony. A man therefore reserves all the efforts in the area of his interest, not for the survival of any kind but for dominance over others.

#### What is the WILL?

The dictionary meaning of 'will' is the power of mind to decide what to do and what not to do.

This is of my attempt to put 'will' in a new platform of interpretation which connects objectives with "will power" for the immediate accomplishment. In my point of view that 'WILL' is Whole Intelligence Lays in Logic with respect to an objective for the immediate accomplishment. For example, an objective seems to be in vain, unless it has logics to fix on, for the realization. An objective may be of anything, one who wishes to achieve in life but it needs a systematic effort and logically proven approach for the attainment. Even if man is small in size, he controls over the world with his "WILL Power" by taking advantage of choosing right objectives and thus, setting appropriate strategy for his specific objective accomplishments.

#### Scaling Theory of WILL Management

The 'Scaling Theory of WILL Management' is my attempt to classify people in to three stages such as Weak WILL Management, Passive WILL Management and Active WILL management, on the basis of different 'WILL Power and objectives' combinations. Thus, each stage of WILL Management consists of a combination of different objectives (Retention,

Recognition and Reservation), and ratio of usage of WILL Power (percentage) for each objective in three stages, as follows.

#### (1) Weak WILL Management Stage

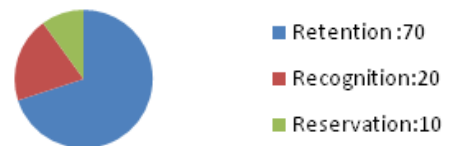
In this stage, people at large strive for their mere survival and thus, objectives may extent at most for a day's needs accomplishments alone. This stage of people depend on both recognition and reservation level of people for their survival. Hence, they are forced to work for other stages of people and follow their commands and instructions as well.

#### Objective Allocation

The 'WILL Power' allocated (approximately) for objectives under weak will management stage as follows.

In this stage, people spend nearly (70%) of 'WILL Power' to retention and the related objectives for their basic survivals. Then they spend (20%) of their 'WILL Power' to recognition for the sustained growth. Finally, they spend reminder of WILL Power to (10%) reservation and associated objectives. This is how "WILL Power" allocates for each objective under 'Weak WILL Management Stage'.

Picture: 1. Objectives Allocation Under Weak WILL Management Stage



#### 2) Passive WILL Management Stage

In this stage of WILL Management, people at large, strive for recognitions of all sorts. For the further growth of people, recognition of the society is important.

#### Objective Allocation

In this stage, people spend (70%) of their WILL Power to recognition for their acceptance of society. Secondly people spend their (20%) of WILL Power to reservation and related objectives. Finally people spend their (10%) of WILL Power to retention. This is how 'WILL Power' allocates for each objective under 'Passive WILL Management Stage'.

Picture: 2 Objectives Allocation Under Passive WILL Management Stage



#### 3) Active WILL Management Stage

This is the final stage of 'WILL Management', where people more tend to control, dominate and lead other people for their objectives accomplishments.

#### Objective Allocation

In this stage, people spend (70%) of their WILL Power to reservation and related objectives. Then, they spend their (20%) WILL Power to retention and associated objectives. Finally, they spend (10%) of their WILL Power to recognition and re-

lated objectives.

**Picture :3 . Objectives Allocation Under Active WILL Management Stage**



The 'Scaling Theory of WILL Management' is classified people in to three stages on the basis of physical manifestations of their objective accomplishments and therefore; it is more of a materialistic by nature, which can have a direct bearing on economic, political and social conditions of the people, at large.

Even if "WILL power" is allocated among three objectives under 'weak will management' stage; it gives more attention to retention alone, because retention is the first priority as far as a person's survival is concerned. For example-if we put a group of persons in a strange set of conditions for training, then they strive predominantly for adaptive themselves to the given set of conditions. Under the weak will management stage, people may have a set of problems encountering such as-identity crisis since they are being led by objectives of others; lack of long term objectives, as they attempt for immediate survival and finally, "feeling of unsecured" for want of proper supports and acceptances of the society as well.

In Passive WILL management stage, relatively more of 'WILL power' is given to recognition; however, a portion of the same (WILL Power) is allocated between reservation and retention objectives respectively. For example- a group of people in a training camp secondly (after the retention) attempt for getting identified at any cost either professionally- through acquiring, implementing resources and rendering their services for the acceptance of society or through moral code of conduct (ethical disposition). Thus, in both ways people want to be recognized by society and only then, they have followers (supporters) to carry further forward their objectives and of opening means for accomplishments of the same, as well. A remarkable feature of this stage is that individual risks are shared among followers to an extent.

In active WILL Management stage, people allocate their 'WILL Power' among three objectives such as reservation, retention and recognition respectively; however, they give more of their importance to reservation alone. Similarly they also give importance to retention. It means people try their level best to retain what they already achieved off. Here, individual risks are relatively lower, since they may be shared between retention and recognition levels of people respectively. According to Noam Chomsky (Profit over people: Neo-liberalism and Global Order), neo-liberalism is the defining political economic paradigm of our time – it refers to policies and processes whereby a relative handful of private investors are permitted to control as much as possible social life in order to maximise their personal profit.

### Conclusion

Man is a home of mysteries and thus, his mind constantly embattles with two notions-on the one end is objectives (interests) and on the other end is an objective accomplishment. There is a negative co-relation between opportunities for "objective accomplishments" and "objectives". Therefore,

people may have a tendency to be compromised - with objective wise or objective accomplishment wise. Man is thus, normally polarized towards similar objective groups (interests) only if opportunities for their objective accomplishments are in plenty. If opportunities for the objective accomplishments are limited, then people even ready to compromise with opposing objective groups. Thus, today's relevance of this theory is that it shows associative and dissociative trends of people in accordance with objectives and their actualizations. It further helps us figuring out the mechanical strive of people for using "WILL Power" in different stages and their subsequent behavioural dynamisms, which either polarise towards objective wise or polarise towards objective accomplishment wise. As for human resource practitioners, this theory helps them to have a clear cut idea about the behavioural dynamisms of people in different social contexts and moreover, helps them (Human Resource Practitioners) to soften the conflicting tendencies among people through identifying their common objectives and means of attainment of the same. On the top of everything else in human relation, objectives and their means to attainment are the two elements, which connect and disconnect people in their any social associations, as members.

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