



ORIGINAL RESEARCH PAPER

Education

A STUDY OF EFFECTIVENESS OF TRAINING PACKAGE IN ENHANCING SOCIAL INTELLIGENCE (SI) OF SECONDARY SCHOOL STUDENTS

KEY WORDS: Social intelligence (SI), Empathy, Self-awareness, Training Package.

Mrs Madhavi Wagle

Principal Malti Jayant Dalal High School, Santacruz, Mumbai

Dr Usha Borkar*

Associate Professor H.J. College of Education, Khar, Mumbai*Corresponding Author

ABSTRACT

Social intelligence is the need of the day today. Social Intelligence (SI) helps an individual to build meaningful relationships with the people around them. In the present study, the researcher has developed a training package to enhance the SI of Secondary school students. The researcher has based the training on the important components required to build higher SI, viz. Empathy and Self Awareness. The Training Package designed by the researcher comprised of several activities that would help to enhance the Social Intelligence of the students based on the chosen eight components. The training package was implemented on Grade 6 students (Age 11-12) as was found to be the age when the children start making their own social circles. The training package was found to be effective in enhancing the SI of the students. This concept is particularly relevant today as we are at a stage where we need to start training our young minds so that they develop into well-adjusted personalities when they are ready to face the world on their own. When individuals are high on SI, they will be well aware of their surroundings and will be able to navigate themselves better in the world using the skills acquired. The relationships will be meaningful and the conflicts will be reduced to a minimum. Thus the individual will be able to connect better with the social world.

Introduction:

March of 2020 brought an infection that the world had never experienced before this. All human beings were confined to the four walls of their homes with their families. The dreaded Covid-19 virus took away loved ones and people were left mourning their loss in private. This became more difficult as man is a social animal and this pandemic took away the freedom of getting to interact with friends and peers. Humans were then limited to a world of online interaction.

The pandemic showed significant impact on the psychological and social wellbeing of the population. The social distancing and the extended security measures affected the relationship among people and their perception of empathy towards the others. In this scenario, it became imperative for our young generations to be trained with coping mechanisms so that the effect of the stress due to this social distancing can be minimized. This brings the researcher to an important and key element of how Social Intelligence can be enhanced among the children so as to have better self-awareness and empathy to bridge the gap between the hearts even when the distance between the two people is maintained. Social Intelligence can thus be used as a key to navigate the crisis periods.

Social Intelligence:

Decoding a complex treasure hunt map and being able to write a fictional story are two completely different skills, but both of them are a great measurable indicator of general "intelligence", a construct that includes the ability to reason, ability to apply the knowledge to manipulate one's environment or to think abstractly as measured by objective criteria. Scientists generally agree that intelligence can be measured by psychometric tests. But then the question arose that is it possible to restrict the human intelligence to a mere pen and paper test? Thus, Howard Garner spoke about the theory of multiple intelligences in his book- "Frames of Mind". One of the multiple intelligences was the Emotional Intelligence, which is defined by Daniel Goleman as the ability to identify, assess, and control one's own emotions, the emotions of others, and that of groups. As a companion to the book on "Emotional Intelligence", he wrote the book on "Social Intelligence". For he said that "we are all wired to connect". When he wrote Emotional Intelligence, his focus was on a crucial set of human capacities within an individual, the ability to manage our own emotions and our inner

potential for positive relationships. In Social Intelligence, picture enlarges beyond a one-person psychology—those capacities an individual has within—to a two-person psychology: what transpires as we connect.

Social Intelligence can thus be defined as: Social Intelligence is the ability to understand and manage men and women, Boys and girls, to act wisely in human relations. (Thorndike 1920)

Social Intelligence is the ability to get along well with others, and to get them to cooperate with you. (Karl Albercht 2004)

Statement of the Study:

A Study Of Effectiveness of Training Package In Enhancing Social Intelligence (SI) Of Secondary School Students

Review of Related Researches:

The review of related literature on social intelligence reveals that the construct of social intelligence is very relevant in today's times. The researcher found that there have not been many researches in the field of social intelligence.

The researcher made consistent efforts to search for studies conducted on Social intelligence and came across some studies which have been made as early as 1930, but didn't get too many researches done lately. Most of the researches have been done abroad while a few have been done in India.

The following observations of the researcher were corroborated through the researches on Social Intelligence conducted in India and abroad:

Most of the researches conducted have been Experimental researches and have been based on the pre-test, post-test methodology.

Most of the researches have been conducted on secondary school students while some have been on primary school students and some have been conducted on undergraduate students and teacher trainees.

A review of the researches reveals that Social Intelligence, unlike some other forms of intelligence, can be developed and enhanced through some specific activities and training.

It is also very important to note that no major researches have been conducted in the Indian scenario regarding the relevant topic of Social Intelligence, which is a form of intelligence that can be developed through right training.

In addition, the researcher observed predominantly that, though researches have been conducted on secondary students, primary students and college students, no major researches have been conducted on the pre-teen or the "Tween" age group, which is of special interest to the researcher as 11-12 years is the age when children start developing their own independent social circle.

Objectives of the Study:

Following were the objectives of the present study:

- 1) To prepare training package based on Social Intelligence for Secondary School students.
- 2) To study the effectiveness of the training package based on Social Intelligence (SI) in terms of:

- Self-Awareness
- Empathy

Null Hypothesis of the study:

The following were the null hypothesis for the present study:

- 1) There is no significant difference in the Social Intelligence pre-test and post-test scores of the Experimental Group.
- 2) There is no significant difference in the Self-awareness scores between the students of the Experimental group after administering the Training Package.
- 3) There is no significant difference in the Empathy scores between the students of the Experimental group after administering the Training Package.

Operational Definitions:

The operational definitions for the current study were as follows;

- **Training Package:** The researcher has developed training package for enhancing the social intelligence of the students. It is a comprehensive training package based on the components of SI.

The training package was made up of three components:

- **Units of Competency:** it defines the skills and knowledge required to operate effectively and how it needs to be applied to perform effectively in a social context.
- **Qualifications Framework:** For this particular study, the researcher had chosen students from 6-7th grade who are low on Social Intelligence.
- **Assessment guidelines:** The assessment of the training package was done by the use of researcher-made tool which tested if there has been any change whether positive, negative or neutral regarding the social intelligence quotient of the child.
- **Social Intelligence:** SI is the ability to get along well with others and to get them to cooperate with you. For the purpose of this study, the researcher tried to enhance the social skills and ability of the students to be able to be a well-adjusted individual. For the present study, the researcher developed a training package on the following components:
- **Self-Awareness:** When one focuses his/her attention on him/herself, one evaluates and compares one's current behaviour to his/her internalised standards, values and morals. One becomes self-conscious as objective evaluators of themselves, thus becoming self-aware.

- **Empathy:** Empathy is defined as the ability to sense other persons' emotion, combined with the ability to imagine what the other person might be thinking or feeling.

Secondary School Students: For the purpose of this study, the researcher implemented the training package for students aged 11-12 studying in CBSE English Medium School located in Greater Mumbai.

Scope and Delimitations of the study:

The Scope and Delimitations of the present study are:

- The present study was conducted in the geographical region of Greater Mumbai
- The present study was carried out with students between 11-12 years of age from Secondary Schools of Greater Mumbai
- The study was carried out for students studying in the CBSE Board Schools in the geographical region of Greater Mumbai.
- The study encompassed Schools which have English as the medium of Instruction.

Research Methodology of the study:

The Present study was a True Experimental Design in nature and designed based on pre-test post-test control group design. The layout was as given below:

The Pre-Test-Post-Test Equivalent-Groups Design

R O1 X O2
R O3 C O4

The students were given a pre-test to measure Social Intelligence. 60 school students who scored low on Social Intelligence were selected as participants for the study. Then these 60 students were selectively divided into two groups- Experimental Group and Control Group. The sample size for both the groups was 30 students per group. The treatment in the form of the training package to enhance Social Intelligence was given to the experimental group. The Participants of both the experimental group and the control group were post tested for the decided criteria of effectiveness of the training package on Social Intelligence.

Sampling:

The population for the present study was the secondary school students between the age of 11-12 years of age. The sample was randomly selected from CBSE Board English Medium Schools located in Greater Mumbai. 60 students who scored low on Social Intelligence were selected as the participants of the study. Then these 60 students were divided into two groups- Experimental and Control group. The sample size for both the groups was 30 students per group.

Tool:

The tools that was used for the present study was : Researcher made tool to measure Social Intelligence-Social Intelligence Scale (SIS). It was a Rating Scale (5-point scale) The statements related to different components of Social Intelligence like Self-awareness, Empathy, Verbal communication, Body Language, Active Listening, Social Cues, Behaviour and Building Rapport. The reliability of the tool as determined by calculating Cronbach's Alpha was found to be 0.909.

Techniques of analysing the data:

The data was analysed using the descriptive as well as inferential analysis.

1) Descriptive Analysis: Data is described in terms of:

- Mean
- Median
- Standard deviation

2) Inferential Analysis: The inferential technique used for

testing the null hypothesis was:

- t-test
- p-value

Findings of the study:

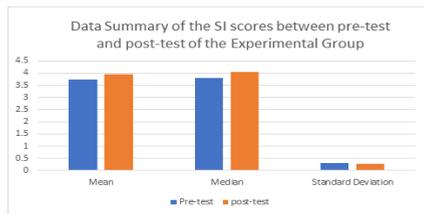
The findings of the present study were presented as specified below:

1) Discussion on the basis of the difference in the Social Intelligence scores between the pre-test and post-test of the Experimental Group.

Table 1 Pre-test and Post-test SI Scores of the Experimental Group

Group	Variable	N	Mean	SD	t	p	S/NS	L
Pre-test	SI	30	3.73	0.319	-4.75	<.001	S	0.01
Post-test		30	3.94	0.271				

Figure 1



The p value calculated using the t test is <.001. Hence the null hypothesis is rejected.

This indicates that there is high significant difference in the Self-awareness scores of the pre-test and post-test of the students from the Experimental group. The mean scores indicate that the Self-awareness scores of the post-test are higher than the pre-test scores. Thus it indicates that the Training Package is effective in enhancing the Self-awareness component of Social Intelligence in the Secondary school students.

Discussion of the results:

On analysis of the results, it was found that the training package is effective in enhancing the social intelligence of the students. In today's world, it is very important that our young generation is trained right from the start to be well adjusted individuals with the society. With multiple career avenues now open for the generations to come, being socially intelligent will help them connect better with the people around them. Development of these "people skills" will definitely take them a notch higher in their field. Higher social intelligence will help the students have better relationships and to form friendships and alliances. The training package is quite extensive and deals with eight components of social intelligence which can be worked on to be enhanced. At a societal level, social intelligence is what helps us to be human. The training package enhances the social intelligence of the person in such a way that they will be trained at being wary of being taken advantage of. By enhancing the SI, we will be able to find multiple ways for mutual collaboration.

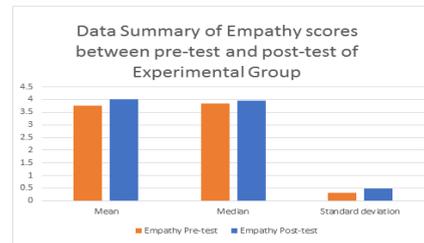
1) Discussion based on the difference in the Empathy scores between the pre-test and post-test of the Experimental Group.

Table 2 Difference in the Empathy scores between the students of the Experimental group after administering the Training Package.

Experimental Group	Variable	N	Mean	SD	t	P	S/NS	L
Pre-test	Empathy	30	3.76	0.316	-3.29	0.03	S	0.01

Post-test		30	4	0.485				
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Figure 2



The p value calculated using the t test is 0.019. Hence the null hypothesis is rejected.

This indicates that there is high significant difference in the Empathy scores of the pre-test and post-test of the students from the Experimental group between the pre-test and the post-test. The mean scores indicate that the Empathy scores of the post-test are higher than the pre-test scores. Thus it indicates that the Training Package is effective in enhancing the Empathy component of Social Intelligence in the Secondary school students.

Discussion of the results:

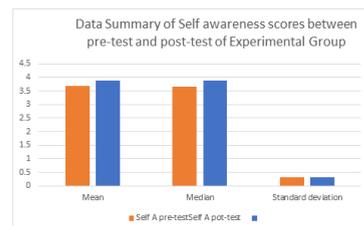
On analysis of the results it is seen that the training package was effective in increasing the empathy quotient of the respondents. Empathy is the ability to imagine and understand how the other person is feeling and in turn adjust our responses to the situation. This training package helps to enhance the empathy quotient of the child, thus empowering him/her with the capacity to place himself/herself in the other persons position and navigate the situation effectively. Empathy is one of the most important components of SI and it helps the child resolve the day to conflicts in social situations. It has been seen that socially intelligent people have high empathy and are thus less aggressive in their behaviour.

3) Discussion based on difference in the Self Awareness scores between the students of the control and experimental group.

Table 3 Difference in the Self Awareness scores between the students of the Experimental group after administering the Training Package.

Experimental Group	Variable	N	Mean	SD	t	P	S/NS	L
Pre-test	SA	30	3.68	0.323	3.89	<.001	S	0.01
Post-test		30	3.89	0.316				

Figure 3



The p value calculated using the t test is <.001. Hence the null hypothesis is rejected.

Hence the research shows that there is a significant difference in the self-awareness scores between the students of the control and experimental group.

Discussion of the results:

On analysis of the results, it can be seen that there is a significant difference between the score in the pre-test and post-test on the questions related to self-awareness. It shows that the Training Package was effective in enhancing the self-awareness component of their Social Intelligence. The

students are self-aware of the different aspects of themselves including traits, behaviour and feelings. It is necessary to be self-aware as then one sees himself/herself as a more confident person as a confident and creative person. People with high self-awareness are unlikely to cheat, steal or lie. Thus having high levels of Self-awareness will help the person cope better with the environment and thus form meaningful relationships with their social surroundings.

Conclusion of the Study:

Every educational research activity needs to be able to contribute onwards to the various agencies who are affected by education. This research typically can be of significance to the following stakeholders:

- **School Principals:** The principals of schools can use the training package to enhance the social intelligence among the school students. This present research will enable the principals to understand the social intelligence of the 11-12-year-old kids. This training package will also help the principals to implement the enhancement package at the correct stage so as to ensure that the students are well adjusted with the surroundings.
- **Teachers:** Teachers are the main point of contact between the students and the school. The students have a special relationship with the teacher who is almost like their second mother and knows where and how intervention can help the student. Thus the teacher can use this training package to enhance the social intelligence quotient of the students who they find grade low on the SI quotient.
- **Students:** The present study will help the students to understand the concept of social intelligence. This will enable the pre-teenagers to have better people skills and thereby have a better view towards the people around them. Thus, the present study will help the students to be better individuals by helping them to develop Empathy and Self-awareness.
- **Curriculum Designers:** The present study will enable the curriculum designers to design a more comprehensive curriculum so as to make the pre-teenagers more socially intelligent. This study, will direct the curriculum designers about the two components of social intelligence viz. empathy and self-awareness which can be inculcated in the portions of the curriculum thereby making the curriculum more enriched.
- **Policy makers:** Social intelligence is one of the forms of intelligence which is of great importance to all the human beings, so that they learn to cooperate with others and get them to cooperate with themselves. However, a lot of research needs to be done so as to enable the policy makers to include this form of intelligence in the government policies, this study can contribute to that cause.
- **Community:** Man is a social animal and it is imperative that we train our students to be more adjusting and in sync with the needs of the community and thus the nation. This training package will help the students be more socially intelligent so as to be able to contribute towards the national wellbeing.

Suggestions:

Further research work may be undertaken to improve the internal and external self-awareness of the secondary school students so as to enhance their SI positively.

Conclusion:

Schools are institutions that are designed to provide learning spaces and learning environment for the students. It is a social agency which trains our young generation to be well adjusted

towards the needs and wants of the society. Social intelligence is one of the forms of intelligence which can be enhanced through the right form of training. Through various researches, this form of intelligence can be studied and imparted to the students at an appropriate stage of learning. Through the researches the effects of Social intelligence quotient on the process of adjustment, a well-rounded curriculum may be appropriately designed for the development of the students.

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