

Role of Educational Qualification on Prosocial Behavior and Rejection Sensitivity Among Indian Expatriates in U.A.E.

Wilson Zacharia Alexander^{1*}, Amiya Bhaumik², K. P. Srinivasakumar³, Vincent Elsy Wilson⁴,
Archana Chandran⁵

¹Ph.D. Scholar, Department of Psychology, Lincoln University College, Malaysia

^{2,3}Department of Psychology, Lincoln University College, Malaysia

⁴Department of Psychology, Fathima Arts & Science College, University of Calicut, Moothedam, India

⁵Department of Psychology, University of Kerala, Karyavattom, India

Abstract: The study is intended to investigate the significant difference between participants based on their educational qualification, below graduation and above graduation, on Prosocial Behavior and Rejection Sensitivity of Indian expatriates in the United Arab Emirates (U.A.E). The sample of 202 Indian expatriates from U.A.E were collected through simple random sampling method. The instruments administered were Prosocial Personality Battery (Penner, Fritzsche, Craiger & Freifeld, 1995), Rejection Sensitivity RS-Adult questionnaire (A-RSQ), (Berenson, et.al. 2009). The data obtained was subjected to SPSS analysis and the statistical technique used was Pearson correlation coefficient. The result revealed that educational status bears no significant role on one's Rejection Sensitivity and Prosocial behavior except other oriented moral reasoning and mutual concern moral reasoning dimensions of prosocial behaviour. Participants have above graduation significantly scored high other moral reasoning and mutual concern moral reasoning than participants have below graduation qualification. The study outcome would be of great importance to seek for more psychosocial variables, if any, which can contribute to the evident nature of helping behavior among expatriates.

Keywords: Prosocial behavior, rejection sensitivity, expatriates.

1. Introduction

Humans are endowed with an extraordinary ability to share and understand the affective states of others and this is vital as it allows appropriate social interactions and relationships with others. This ability, known as empathy, is multifaceted since consisting of several aspects, including emotion contagion, empathic accuracy, concern for others, self-other distinction, emotion regulation and perspective taking (Preston & de Waal, 2002; Decety & Jackson, 2004, 2006; Zaki & Ochsner, 2012). There have been studies aimed at exploring whether the physical distance between an observer and an individual in a particular affective state (induced by a painful stimulation) is a critical factor in modulating the magnitude of an empathic neural reaction in the observer. Theory and evidence suggest that empathy is an important motivating factor for prosocial

behaviour and that emotion regulation, i.e. the capacity to exert control over an emotional response, may moderate the degree to which empathy is associated with prosocial behaviour. Prosocial behaviour (PSB) has genetic and social determinants. Dispositional pro-socialness, i.e., the disposition or tendency to help, share, cooperate, empathize and take care of other people might be a predictor of PSB (Caprara et al., 2000). While understand the pro-socialness of individuals towards their kith and kin as a Universal phenomenon, the present study attempted to observe an unprecedented urge of pro-socialness among a large majority of those residing as expats. This is where the possibility of a factor related to social rejection or social exclusion emerges and the need to measure the rejection sensitivity of these individuals arises. It leads to explore the more about PSB and Rejection Sensitivity (Caprara, et al., 2000).

2. Literature Review

A. Prosocial behaviour among expatriates

India has had the historical bilateral relationship with the Middle Eastern countries commonly referred as GCC countries (Gulf Cooperation Council countries viz. Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates) for centuries with mutual respect and benefit. Relations got strengthened after the oil exploration boom which opened the doors on Indian semi-skilled and unskilled workers who migrate in the GCC countries to meet out their manpower need in new projects.

Expatriate population in the U.A.E. are migrant workers who moved to a new country in search of job on a temporary basis. Temporary period could be few months to many few years. In GCC countries, temporary period could be as long as many decades. While most of these migrant workers are employed by local or international companies, there is a small population of migrants who are running their own enterprises in the U.A.E. It

*Corresponding author: wilsonandmind@gmail.com

is normal that when people are away from home country, people tend to be more socially supportive to each other.

It may be noted that in the life of an expatriate Indian there are many situations where one could experience the warmth of prosocial behavior from fellow countrymen. It is not only during personal emergencies and pandemic situations that expatriates come forward to support fellow community. Recently during the Covid-19 pandemic period also many Indian expatriates; individuals and groups came forward to support fellow Indians to reach their home towns in India from many GCC cities where they have been stranded after losing their jobs or livelihood. In addition to the general prosocial behaviour of Indian expatriates, researcher has noticed an exceptional urge among expatriate Indian communities – individuals and groups - in the U.A.E to extend a helping hand to fellow citizens in India whenever there are national emergencies, calamities or any sort of adverse situations arises and appeal for help arises from their respective community.

B. Rejection sensitivity

Migration of skilled and unskilled workers from India to the Gulf countries has begun since 1970s, once crude oil was discovered. One of the prominent countries, where there are over 1.7 million Indians living is the United Arab Emirates (U.A.E). Though Gulf countries allow foreign expatriates to work or do business, they are not granted permanent residency or citizenship unlike the United States of America or other Western European countries. This situation compels expatriate population to return to their home country sooner or later.

Normally an expatriate Indian visits his/her home country once a year or once in two to three years. After staying away from their near and dear ones for a shorter or longer period, these men and women eagerly await the visit to their home country. During these visits to India, they shower their dear and near ones with gifts and presents. It is common that individuals display an array of prosocial behavior towards their friends and relatives. Such behavior is usually expressed in the form of giving gifts in cash or in kind. On the face of it, it can be looked upon as a gesture love and joy of reunion. Such behavior repeats year after year. In addition while living as an expatriate, these individuals positively respond to humanitarian appeals, donation requests from their friends and relatives and general public for social causes voluntarily and appeals from Indian government entities as well. Over 80% of the Indian workforce in the U.A.E. are low wage-earners. In spite of the low income they earn, these expatriates are not hesitant to respond to appeals from relatives or friends positively. In many cases they borrow money to fulfill the needs of relatives and friends in India. It has to be noted that this kind of prosocial behavior is extended beyond their immediate family members.

Feeling rejected by a friend, family member, or romantic partner is a universally painful experience. Some individuals, however, feel the sting of rejection much more acutely than others and also have an exaggerated fear of being rejected by those around them. These people are said to be high in a trait known as rejection sensitivity. Someone high in rejection sensitivity will often interpret benign or mildly negative social

cues—such as a partner not answering a text message immediately—as signs of outright rejection. They may disregard other more logical explanations, as well as reassurances on the part of the supposed rejecter. Paradoxically, such behavior may actually push others away, creating a self-fulfilling prophecy. According to RS theory (Romero-Canyas *et al.*, 2010), higher trait RS results in multiple psychological difficulties, including depression, aggression, and relational breakup (Downey *et al.*, 1998, 2000; Ayduk *et al.*, 1999, 2001; Marston *et al.*, 2010).

Researcher has observed that prosocial acts mentioned above by expatriate Indians in the U.A.E. are mostly evident towards their relatives and friends in India and not so evident towards their fellow countrymen or towards other nationalities who they coexists with in the U.A.E. This raised questions in the researcher about the genuineness and the reason behind the prosocial behavioral pattern of Indian expatriates.

This study is an attempt to understand the nature of prosocial behavior of Indian expatriates and if such behaviour is related to their rejection sensitivity levels based on participant's educational qualifications. Prosocial behavior has been evident among Indian expatriates during their period of stay in the U.A.E. There are dearth of published studies available which looked into the selective prosocial nature of “giving to friends and relatives only” among expatriate Indians. Therefore, the present study mainly focuses on the rejection sensitivity and prosocial behavior among Indian expatriates living the U.A.E on the basis of their educational qualification. It might help us to understand and explain the “giving nature” of the expatriate population on the basis of their level of education.

3. Methodology

A. Participants and procedure

Indian expatriates in U.A.E (N=202) participated in the survey were given questionnaires directly and informed consent was obtained. Questionnaire prepared in paper format and online-format (Google Form) was given to 202 individuals living in different states of the United Arab Emirates. They completed Prosocial Personality Battery (Penner, Fritzsche, Craiger & Freifeld, 1995) and Rejection Sensitivity RS-Adult questionnaire (A-RSQ), (Berenson, *et al.* 2009). Responses were analysed by means of SPSS. A brief description about the nature and purpose of the study were given in the introduction of the questionnaire and the participants were assured about the confidentiality of the responses.

B. Measures

1) Prosocial Personality Battery

The Prosocial Personality Battery (PSB) (Penner *et al.*, 1995) is a 56-item standardized questionnaire that assesses two dimensions of the prosocial personality: helpfulness, the behavioural aspect of prosociality, and other orientated empathy, the thoughts and feelings facet of the prosocial personality. Participants are asked to rate statements on a five-point scale of how much they agree or disagree, e.g. where 1=strongly disagree and 5=strongly agree for items 1 to 42; while for items 43 to 56 participants are asked to rate how often they

engage in the behaviours described on a 5-point scale where 1= Never and 5= Very Often. Sixteen items were then recoded and the relevant sections were computed into two scale variables, other-orientated empathy and helpfulness, giving a single score for each. The alpha coefficients for the two factors other orientated empathy and helpfulness were .77 and .85 respectively which indicates good level of reliability.

2) *Rejection Sensitivity Questionnaire – Adult (A-RSQ)*

Rejection Sensitivity Questionnaire - Adult (18 items): RSQ-A (Downey, 1996) is intended to measure an individual’s level of RS - personal. It is not designed for a specific population. There are two versions. One includes 8 (eight) items and the other includes 18 (eighteen) items. This study used the scale consisting of 18 items. The total number of items in the scale is 18. Scoring A-RSQ (18 items): Calculate a score of rejection sensitivity for each situation by multiplying the level of rejection concern (the response to question a.) by the reverse of the level of acceptance expectancy (the response to question b.). The formula is, rejection sensitivity = (rejection concern) * (7- acceptance expectancy). Internal consistency (alpha) is 0.81. Correlation with Interpersonal Sensitivity Scale of the SCL-90 (n=310) is 0.48. Correlation with score on the Social Avoidance and Distress Scale (n=295) is 0.41. Correlation with score on the Beck Depression Inventory (n=303) is 0.35. Test-retest reliability (n=104) 0.83.

Since educational qualification is a factor that may be expected to have significant effect on most of the psychosocial variables, it was decided to study the difference between those participants who have a university degree and who does not possess it in both Rejection sensitivity and Prosocial behaviour. t-test was carried out to compare participants with a university degree and those who does not have it in terms of their scores in Rejection sensitivity and Prosocial Behaviour, its sub components.

3) *Rejection sensitivity and Prosocial behaviour on the basis of Educational qualification*

Educational Qualification is included in the study with the anticipation that Rejection sensitivity and Prosocial behavior

may differ on the basis of whether the participant is having a graduation or above.

4. Result and Discussion

Table 1 indicates mean, t– value and the corresponding level of significance of Rejection Sensitivity and sub components of Prosocial behaviour among expatriates in U.A.E, based on educational qualification. It could be noted that there observed a significant mean difference in Other-Oriented (M=7.00 & M=8.50, t=2.401, p<.017) and Mutual Concerns moral reasoning (M=6.90 & M=8.09, t=1.983, p<.049), where individuals with qualification above graduation have a higher mean score than below graduation. However, there is no significant mean difference observed in Rejection Sensitivity, and other subcomponents of prosocial behaviour.

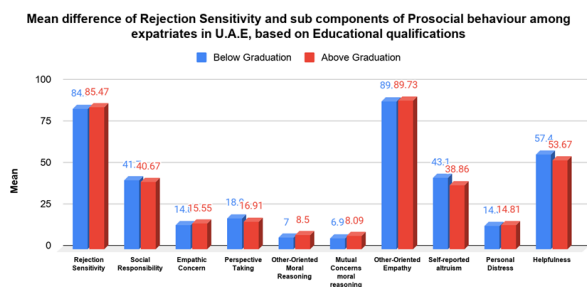


Fig. 1. Mean difference of rejection sensitivity and sub components of prosocial behavior among expatriates in U.A.E. based on educational qualifications

National Altruism Study (2003) conducted in University of Chicago indicates that highly educated individuals show higher altruistic values. Similarly, Berkowitz et al (1968) found that better educated people are more likely to be volunteers and supportive of social welfare policies (Berkowitz & Lutterman, 1968; Webb, 2000). Higher education provides more exposure and broader societal context to the lives around them, which in turn stimulate adults to think of different alternatives when they encounter varied problems.

Table1

Mean, SD, t-values on the basis of Educational qualification on Rejection sensitivity and sub variables of Prosocial behaviour

	Educational qualifications	N	Mean	Std. Deviation	t-value	Sig level
Rejection Sensitivity	Below Graduation	10	84.70	24.698	.090	.928
	Above Graduation	192	85.47	26.499		
Social Responsibility	Below Graduation	10	41.70	4.322	.543	.588
	Above Graduation	192	40.67	5.903		
Empathic Concern	Below Graduation	10	14.80	3.293	.688	.492
	Above Graduation	192	15.55	3.372		
Perspective Taking	Below Graduation	10	18.90	2.558	1.915	.057
	Above Graduation	192	16.91	3.229		
Other-Oriented Moral Reasoning	Below Graduation	10	7.00	1.944	2.401*	.017
	Above Graduation	192	8.50	1.925		
Mutual Concerns moral reasoning	Below Graduation	10	6.90	1.663	1.983*	.049
	Above Graduation	192	8.09	1.865		
Factor 1: Other-Oriented Empathy	Below Graduation	10	89.30	7.273	.135	.893
	Above Graduation	192	89.73	9.924		
Self-reported altruism	Below Graduation	10	43.10	11.190	1.532	.127
	Above Graduation	192	38.86	8.386		
Personal Distress	Below Graduation	10	14.30	2.983	.568	.571
	Above Graduation	192	14.81	2.742		
Factor 2: Helpfulness	Below Graduation	10	57.40	12.633	1.208	.229
	Above Graduation	192	53.67	9.360		

*sig at .05 levels.

A. Implications and Future Direction

This study primarily focused on prosocial behavior and rejection sensitivity of expatriate Indians in the U.A.E based on their level of educational qualification. University degree is taken as a base level of measure. The study was significant when viewed from a dimension where a large majority of Indian expatriates seems to behave in a similar pattern of prosociality. This seemed generally evident when extending helping hand towards their friends and relatives in India. This pattern has generally been observed by the researcher in his long duration of stay in the U.A.E. spanning over two-and-a-half decades. Similar published studies among the Indian expatriates in the U.A.E were unavailable hence it became more relevant to understand the underlying motives of prosociality. From personal interactions with people from different sections of life in the U.A.E. all these years, researcher has noticed that there exists an exceptional nature of prosociality displayed by Indian expatriates towards their kith and kin irrespective of their social or economic status. However, from the present study no considerable difference could be established based on participant's educational qualification on prosocial behavior and rejection sensitivity. As no considerable difference could be established between participants based on educational qualification on prosocial behaviour and rejection sensitivity except for other oriented moral reasoning and mutual concern moral reasoning from the current sample, alternate influencing factors for such display of exceptional prosociality of the Indian expatriates could be envisaged. The study opens up more avenues of research among the friends and relatives of expatriate Indians living in India to understand their perspective of such outcome put forward by the researcher.

Limitations:

1. Number of participants was limited to 202. This shall be considered as inadequate considering the larger population of expatriate Indians living in the U.A.E. It can be argued that, with larger samples of the population of expatriate Indians in the U.A.E, the outcome of the study could be different. A larger sample size would have increased the generalizability of the results.
2. Data collected from expatriate Indian population in the U.A.E does not represent at a pan India level covering all 29 states of India which has varied cultures, customs, language, religious beliefs, values etc.
3. There is no equal representation of people based on educational qualification. So it must be required grouping Indian expatriates in different zones on the basis of graduation and post- graduation qualifications. Among those participated in the study, homogeneity in the nature of the job Indian expatriates performing in the U.A.E. could not be ensured.

5. Conclusion

There was no significant difference obtained between participants on the basis of educational qualification except other oriented moral reasoning and mutual concern moral

reasoning dimension of prosocial behaviour among expatriates. The finding of the study itself gives a scope to probe more psychosocial factors other than educational qualification contributing prosocial behaviour and rejection sensitivity among expatriates.

References

- [1] Ayduk, O., Mendoza-Denton, R., Mischel, W., & Downey, G. (2000). Regulating the interpersonal self: strategic self-regulation for coping with rejection sensitivity. *Journal of Personality and Social Psychology*, 79:776-792.
- [2] Ayduk, O., May, D., Downey, G., & Higgins, E. T. (2003). Tactical differences in coping with rejection sensitivity: The role of prevention pride. *Personality and Social Psychology Bulletin*, 29(4), 435-448.
- [3] Baumeister, R., & Leary, M. (1995). The Need to Belong: Desire for Interpersonal Attachments as a Fundamental Human Motivation. *Psychological bulletin*. 117. 497-529.
- [4] Berenson, K. R., Gyurak, A., Ayduk, O., Downey, G., Garner, M. J., & Mogg, K., et al. (2009). Rejection sensitivity and disruption of attention by social threat cues. *J. Res. Pers.* 43, 1064-1072.
- [5] Bierhoff, H. W., Klein, R., & Kramp, P. (1991). Evidence for the altruistic personality from data on accident research. *Journal of Personality*, 59(2), 263-280.
- [6] Bierhoff, H.W. (2005). The psychology of compassion and prosocial behaviour. In P. Gilbert (Ed.), *Compassion: Conceptualisations, research and use in psychotherapy* (pp. 148-167). Routledge
- [7] Caprara, G., Barbaranelli, C., Pastorelli, C., Bandura, A., & Zimbardo, P. (2000). Prosocial Foundations of Children's Academic Achievement. *Psychological Science*, 11(4), 302-306.
- [8] Decety, J., & Jackson, P.L. (2004). The Functional Architecture of Human Empathy. *Behavioral and Cognitive Neuroscience Reviews*, 3, 71-100.
- [9] Downey, G., Lebolt, A., Rincón, C., & Freitas, A. L. (1998). Rejection sensitivity and children's interpersonal difficulties. *Child Dev.* 1998 Aug;69(4):1074-91.
- [10] Downey, G., Preston, & de Waal, I. (1996). Implications of rejection sensitivity for intimate relationships. *Journal of Personality and Social Psychology*, 70(6), 1327-1343.
- [11] Dunfield, K. A. (2014). A construct divided: Prosocial behavior as helping, sharing, and comforting subtypes. *Frontiers in Psychology*, 5, Article 958.
- [12] Hamilton, W. D. (1964). The genetical evolution of social behavior. *Int. J. Theor. Biol.* 7, 1-16.
- [13] Levy, S. R., Ayduk, O., & Downey, G. (2001). The role of rejection sensitivity in people's relationships with significant others and valued social groups. In M. R. Leary (Ed.), *Interpersonal rejection* (pp. 251-289). Oxford University Press.
- [14] Maner, J. K., DeWall, C. N., Baumeister, R. F., & Schaller, M. (2007). Does social exclusion motivate interpersonal reconnection? Resolving the "porcupine problem". *J. Pers. Soc. Psychol.* 92, 42-55.
- [15] Marston, E. G., Hare, A., & Allen, J. P. (2010). Rejection sensitivity in late adolescence: Social and emotional sequelae. *Journal of Research on Adolescence*, 20(4), 959-982.
- [16] Mischel, W., & Shoda, Y. (1995). A cognitive-affective system theory of personality: Reconceptualizing situations, dispositions, dynamics, and invariance in personality structure. *Psychological Review*, 102(2), 246-268.
- [17] Penner, L.A., Fritzsche, B.A., Craiger, J.P., & Freifeld, T.S. (1995). Measuring the prosocial personality. In J.N. Butcher & C.D. Spielberger (Eds.), *Advances in Personality Assessment*, Vol. 10 (pp. 147-163). Hillsdale, NJ: Erlbaum.
- [18] Preston, S. D., & de Waal, F. B. M. (2002). Empathy: Its ultimate and proximate bases. *Behavioral and Brain Sciences*, 25(1), 1-20.
- [19] Rogers, A., Castree, N. & Kitchin, R. (2013) *A Dictionary of Human Geography*. (Online version) Oxford, Oxford University Press.
- [20] Romero-Canyas, R., Downey, G., Berenson, K., Ayduk, O., & Kang, N. (2010). Rejection sensitivity and the rejection-hostility link in romantic relationships. *Journal of personality*. 78. 119-48.
- [21] Robert, T. (1971). The Evolution of Reciprocal Altruism. *Quarterly Review of Biology*. 46. 35-57.
- [22] Vollhardt, J. R. (2009). Altruism born of suffering and prosocial behavior following adverse life events: A review and conceptualization. *Social Justice Research*, 22(1), 53-97.

- [23] Wesselmann, E. D., Nairne, J. S., & Williams, K. D. (2013). An evolutionary social psychological approach to studying the effects of ostracism. *J. Soc. Evol. Cult. Psychol.* 6, 309–328.
- [24] Williams, K. D. (2009). Ostracism: a temporal need-threat model. *Adv. Exp. Soc. Psychol.* 44 275–314.
- [25] Zaki, J., & Ochsner, K. (2012). The neuroscience of empathy: progress, pitfalls and promise. *Nat Neurosci* 15: 675-680. *Nature neuroscience.* 15. 675-80.
- [26] Schulz P. Biological clocks and the practice of psychiatry. *Dialogues Clin Neurosci.* 2007;9(3):237-55.