

The Effectiveness of Relationship Enhancement Program on the Relational Energy of Employees and Climate of Trust and Respect in Isfahan Gas Company

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Introduction

The aim of this research was to investigate the effectiveness of relationship enhancement program on the relational energy of employees and climate of trust and respect in Isfahan Gas Company. Relational energy may be encouraged through positive communications and decreases during negative interactions. Climate of trust and respect indicates how much an organization encourages trust, acknowledgement and respect among its personnel. Encouraging personnel to extend their positive communications is an essential step in empowering employees and lead to improve ment and maint enance of climate of trust and respect in an organization. Relationship enhancement program is thought to be one of the most efficacious approaches in improving of interpersonal relationships. Therefore, the theoretical foundation of this study was based on the hypothesis that relationship enhancement program may enhance the relational energy and climate of trust and respect among the organization's personnel.

Method

This was a quasi-experimental research with pretest, posttest and control group design, and the statistical population was comprised of all employees of central office of Isfahan Gas Company in year 2018. Thirty personnel

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who were volunteer to participate in the study were randomly assigned into experimental and control groups. Both groups answered to Relational Energy and Climate of Trust and Respect questionnaires, in the pre-test and post-test phases. Relationship enhancement program was administered to the experimental group for eight sessions each one 90 minutes. The control group received no intervention. The data was analyzed through MANCOVA by SPSS- 23.

Results

The results showed that there was a significant difference between experimental and control groups, following the intervention. In the other words, the use of relationship enhancement program enhanced relational energy of employees in the post-test and has helped the personnel to create a climate of trust and respect in the Gas Company.

Conclusion

The findings of this research suggested that relationship enhancement program enhanced both relational energy of employees and climate of trust and respect in Isfahan Gas Company. Relational energy was derived from positive interpersonal interactions. Since the core of relationship enhancement program is having a good interaction with others, it can play an important role in improving the relational energy of individuals. When a member of an organization, interact positively with the others, they will be reinforced to exhibit the same behavior. By expanding positive relationships among employees, climate of trust and respect is created in the workplace. The findings of this study suggest that administrators and authorities of organizations could use this program to enhance the positive interpersonal relationships of their personnel.

Keywords: relational energy, climate of trust and respect, relationship enhancement program.

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