Social Cognition a Tool to Build a Peaceful and Democratic Society in South Asia: In Organizational Context

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Abstract

The South Asian region comprises of SAARC Nations Afghanistan, Pakistan, India, Bangladesh, Nepal, Maldives and Srilanka. The former two are predominant Muslim countries but the others have a population from different backgrounds. All the nations so needs to build a mutual understanding among themselves to realize the basic values for a peaceful environment. Peace building means having democracy and equality since it gives the fundamental rights to be practiced by the population. The liberalism policies, free trade and a view of economic development the industrial growth took place and therefore the organizations expanded themselves out of the territorial boundaries leading to a diversified work force. The human capital is a real asset to the organizations and this is the reason they must be provided an environment without discriminations. Trade Unions and government plays a crucial role in this. This paper discusses about the functions of Trade Unions, Governments and the HRM department in maintenance of peace in the organizations. Besides this it also introduces Social Cognition, a psychological concept which can help in bringing peace and prosperity among the individuals. Peace is considered as a psychological feeling. It comes gradually when the individuals are happy in their social life. It is not a matter of compulsion. It is essential to treat it at solitary level and then to the regional level.

Index terms—

1 Introduction

he South Asian region comprises a highly diversified population of different cultures. It is the world's largest and most diverse continent. The geographical territories encompassed by the south Asian countries have an enormous diversity related to language, costumes, culture and religion. The population in this region is distributed unevenly due to migration. The present countries which make up south Asia are Afganistan, Bangladesh, Bhutan, India, Maldives, Pakistan, Nepal and Srilanka. The southern region of the Asian continent consists of number of ethnic groups. Although they have similarities due to the similar homeland to which they hail from but later on migrated to other nearby places as a consequence of partition of territorial boundaries. The people so started creating history as their generations or groups having similar characteristics. Their generation grew up on the places to where they migrated .The variation in the Asian countries gradually took place for the reason of exodus.

Here, the word gradually means time or ageing. Thus the ageing of the people makes a varied society. Growing and Ageing is composed of distinct social experience and practice of the tradition and inheritances which further from particular group of people. Like this peculiar societies developed in the south Asian region. These helped in forming the society strata.

The countries included in the southern Asian region are also known as SSARC countries. The eight nations are the members of this organization. The first SAARC summit was held in Dhaka 1985 when this organization was established. The main priority of the organization is to accelerate the economic growth and cultural development

along with peace, democracy and integrity among the country members. The other co operations related SAARC which are responsible for regional cooperation and harmony are: SAARC Chamber of Commerce and Industry (SCCI), South Asian Association for Regional Co operation in Law(SAARCLAW), South Asian Association Federation of Accountant(SAFA), South Asia Foundation (SAF), South Asia Initiative to End the Violence Against Children (SAIEVAC), Foundation of SSARC Writers and Literature (FOSWAL).

2   II.

3   Meaning of Social Cognition

Social cognition is psychological process of interpreting the thoughts, emotions, feelings and desires of the individuals of the society and then to react on them. There can be different stages of the development of social cognition as we grow up like a new born baby, a day old can recognize and react on the different faces he see. The social cognition developed with a good understanding and interpreting feature can be seen in the ages as the individual grows. This happens because social cognition is a neurological process where the brain acts to the various kinds of stimuli around us. Social cognition literally can be explained by the dictionary meaning of both the words. Social means the activities and individuals around us and cognition means the conscious thinking process. Therefore, social cognition is storing the social information, encoding, transmitting the information to the brain through neural receptors, decoding by the brain and then finally acting to it. IV.

4   Social Cognition Process

Figure 4

? Observation and sensations-The external information is taken into by the human beings with the observation and sensations. The information seeked visually can be considered as observations and the information seeked by the other sense organs can be considered as sense organs.

5   SOCIAL COGNITION PROCESS

Social cognition thus helps to know how to respond to the actions of other. It makes the individual to become psychologically sensitive to the state of other. The process of social cognition is the war of interaction of an individual to the society. An individual responds to the activities happening around him gathering information through his prominent sense organs and then this information is perceived in different ways. Then decisions are made by the brain to what towards a particular perception. Social cognition empowers the individuals to become a part of the society. Social cognition is actually a process of interaction which starts from sensing the signals symbols and expression of the external world. In the second stage these sensed information are being carried to the brain through the receptors and then the perception is made by the brain. Third stage is the reaction of the individual, which he performs after what has been perceived.

6   III. Social Cognition as a Process

Social cognition can be used to understand the dynamics of disputes in the multicultural work groups.

Social cognition demands the understanding of the personality traits and act in a sensible way so that his response do not harm anybody and proves fruitful for both individuals, one who acts i.e. who gives a stimuli to react and the other who reacts on the stimuli. Actually the response of the other individual can become a stimulus again for the former person or other person in the society. Social cognition is a process which influence by other terms also like observation, perception, learning, memory, alternation and action planning. All of these are important in interaction with the society. Moreover ace of these are interrelated consecutively in the process of social-cognition. We have already seen how the sense organs sense the information from the external world and then the brain decides the action (response). Considering the above terms in social cognition process it can be featured as in the fig. **??** below-existing information, the most valuable. It is just to pay more concentration on the relevant information.

? Learning-learning can be divided into two partsfirst is extracting and the second is distillation. The former one means to identifying and distinguishing the common components and the later one means to filter out the irrelevant components from the information. Apart from this learning also constitutes of behavior and observation experienced in the past. ? Perception-Perception is becoming aware of the external information and then having an opinion about the information. It is a thought, a feel and knowledge about the perception of others in the society. It is the interpretation of the facts of the peripheral environment which is unusual. ? Action plan-Taking up action plan is the final step of the social cognition which is the backtalk stage. It can also be said as a hindmost stage where, the observer responds to the antecedents. These responses become information again for the other individuals and so the process of interacting, perceptions and responds goes on.

V. The Emergence of Industries and Heterogeneous Workforce in the saarc Countries

The countries in the south Asian region have the four major religions in the world. The Islamic religion as a dominating one in the countries like Afghanistan, Bangladesh, Bhutan and Pakistan with Sikhism also in some parts of Pakistan; Hinduism in India and Nepal; and Christianity, Islamic, Budhhism in Maldives which is an

island in the Indian Ocean and same religions in Srilanka Including Hindus also. This shows that all the countries have the uniform population of all the religions. The industrial and business relations expanded in the south Asian region among the countries and it resulted in a variety of workforce entering into the organizations. The SAARC Chamber of Commerce which is the apex body of SAARC established in 1992 became the reason for the elevation of the industries and commerce in the member countries and consequently it elevated the migration of the labour force also. The most pressing areas of this organization constituted of working of the governments, NGO's and Trade Unions hand to hand to safeguarding the economic and social interests of the labours or the employees, harmonization of customs and trade facilitation and providing services to its members. It promoted free trade talks between the SAARC countries. So the being the establishment of SAARC the industries developed besides this the reasons for the feathered population of the south Asian region are territorial shifts due to wars , Liberalism, Globalization, Open Talent Era. Figure **??** shows the flow of workforce from the major Asian countries. The population in the region of south Asia is multicultural and similar is found in the organization of this region. The employees in the organization have different background. They have been brought up differently. They have learnt different values; they have different customs and different mental states, different principles of life. And if they have to work in same place for attainment of same goal it becomes difficult to administer them. They must be handled and tackled such that there is peace in organization and they all work sincerely towards the goodness of organization. It is essential to build up a harmonious ambience to work with others without any clashes within the social environment of an organization.

7 VI. Out flows of Workers from Selected Asian Countries

Karl Popper has defined democracy in the contradiction of dictatorship. His ideology of democracy was related to social democracy. With social democracy he meant the interference of political, social and economic ideology to promote social justice. The visual meaning of democracy is that the authority with supreme power of ruling is rested in the hands of people and exercised by them through a system. The global characteristic of democracy means legal equality, social equality and authority to lowest levels also.

The democracy in the workplace was enunciated with the term "Industrial Democracy". This term included the democratic form of Trade Unions having a democratic structure and which worked for the welfare of the labour force. In the context to industrial democracy that is democracy in work place , the word democracy means that all the employees must be treated equally and have equal opportunities regardless from where they belong in the south Asian region where the organization recruit their people with an open talent market. To develop the company the workers should have the feeling of belongingness not even to the in which they are residing but also to the organization in which they are putting their efforts, knowledge and talent. Democracy in the organization would bring peaceful environment to work with others and also would satisfy them psychologically further in the succession of attainment of organizational goals. My view of Industrial Democracy broadens itself to the external and internal Democracy. It can be segregated into two parts. One is the democracy within the organization and the other is the democracy outside the organizations. Considering the early concept of industrial democracy related to the Trade Unions which come under the head of external industrial democracy and Human Resource Management department under the head of internal democracy.

Fig. **??** shows the industrial democracy divisions. The function of each medium which can create peace and harmony in the organization and among the nations can be subdivided as follows: 1. Political democracy-Political democracy means political power is equally shared by the citizens.

Citizens have the real power to legislate and elect their representative. 2. Social democracy-Social democracy means providing social services.

8 Economic democracy-Economic democracy

means that the contribution to production must be entitled respective equal shares according to their positions.

9 (H)

Global Journal of Human Social Science - The trade Unions plays ponderous appearance in bringing out peace in organization. They help externally, besides the Human Resource Management department in maintaining peace and harmonic relations by solving the conflicts into the organizations. The trade Unions represents the entire workforce in an industry. They work in favor of its members who are the employees of the organizations. They have the domination power to dominate the employers through their bargaining skills. Sometimes it happens that their proposal is fully accepted and sometimes they negotiate and bargain over the issue so as to maintain the dignity of both the parties. Therefore the trade unions maintain peace and harmony through its functions. Since the markets expanded and the workforce has become more mobile. There emerged a need of more active and serious organizations and unions in the South Asian region to protect the rights of the employees and labours. However, many such organizations have been established who have powers not only within the countries but they are entangled with world organizations also so as to work for peace and democracy in the South Asian countries.

The South Asian regional trade union council (SARTUC) in its most recent news read that Kathmandu-South Asian regional trade unions council discussed with Nepal to gather the workers concerns about the amendment in the employment Act 2064. Apart from this Kathmandu, SARTUC also supported from international trade

union confederation-Asia and pacific campaign, which aimed at raising the awareness on minimum standards and migration issues in Nepal.

10   IX. Role of Government in Safeguarding the Labour Rights

The government is playing an important role in maintaining the peace and democracy among the diversified workforce present in the South Asian region by co-operating with the organizations and trade unions which work on an international background. The government must have to understand it accountability and responsibility if the people of one country are going to earn in other neighboring countries and are being exploited there. The workforce is a medium of production they just want to be paid for their work; they should not be mixed up in any disparities of war between the nations. The governments of the member countries (SAARC members) have to be serious in its legal standards and ensure that the MNC's in their countries are answerable to any exploitation to the host country and its own country also along with the international stage.

X.

11   Role of Human Resource Departments in Maintaining Peace and Harmony

The management of any organization is responsible for the maintenance of good relations among its employees and the employers and among the employees within their peer group also. This gives a feeling of belongingness to the workforce and so they work with loyalty and dedication bringing good times for that organization. With this a question arises that what is the need of Trade Unions then if management or the Human Resource Department can do this? There is slight difference between both of them and both have their own significance .This can be answered as the Trade unions are indulged in solving the industrial issues on a large stage. They work to negotiate with the employers and the government. On the other hand the Human resource department carries out its functions on the organizational level only. It is responsible of making personnel policies internally only and solving the grievances inside the organization. There is no collective bargaining for the issues instead the issues are solved by the management or even the superior designated personnel also. The HRM department can be more obligatory towards the peaceful and democratic environment because it is most closely attached to the employees. Both of them share same ambience so the workforce and their problems can be better understood by the HRM department. To that end the functions of HRM department to bring peace and social equality among the diversified workforce down from the equal performance based increments to all the employees, safe and good working environment for all the employees, equal treatment and social respect and access to all the facilities to all the employees, equal chance of career development and gender equality which is an indispensible issue in the south Asian countries. This is because the culture in these countries is still male dominated and women needs to be empowered if they work together with their male colleagues.

12   XI. Labour Migration in South Asian Region

The south Asian region has 8 nations. According to the recent statistics of ILO the most migrated destination country is India. India has a labour force combined of the other south Asian countries like Nepal, Bangladesh and Sri-Lanka, Maldives also. The recent years do not show any migrations from the countries like Afghanistan, Bhutan and Pakistan due to political and war reasons. However, this doesn't mean that India does not have the people from these countries into it. The people who already had migrated to India before the partition contribute to the work force in India. They are now considered as Indian nationalities. Excluding these countries India has a open border policy with Nepal. Open border policy allows the free movement of people and goods between the two countries. India has reported about 596,696 Nepali's in the census of 2001.India is considered as the safest country to work in for the reason of its democratic structure and policies. People of other countries percept India as a peaceful place to live in and earn.

13   XII. Indian Partition and Migration

In 1947 British India was segregated into predominant Hindu India and predominant Muslim Pakistan. This partition resulted in an immense migration of people which was estimated up to 18 million which gradually increased to several more years. This was a two way migration. During the war with Pakistan in 1971, Bangladesh emerged as a new nation and again many refugees came to India who were Hindus mostly. There were around 10 million people who came to India. Some states in India like Tamil Nadu, Kerala and Andhra Pradesh. These states have a historic connection with the Gulf countries; additionally they also have Muslim populations. This multi cultured population was made in 1970's.

According to United Nations, Department of Economic Social Affairs (2013). The top ten countries of origin in migration includes India, Bangladesh, Pakistan and Afghanistan figure **??** shows the estimates in number of people migrated to other countries. But the data for Srilanka as origin country is not available. The same source also revealed the destination countries of South Asia as India and Pakistan figure 3. India is still facing irregular migrations from its neighbouring nations like Bangladesh, Nepal and Pakistan for the reason that these nations emerged from India only. Social Cognition is a psychological process which can also play an important role in

the establishment of peace and democracy of the society. The above discussion brought out the importance of Trade Unions, government and the HRM department in maintaining peace and democracy among the diversified workforce in the organizations in south Asian region. These are the man made efforts done to create a peaceful environment. But there are some questions to be asked with ourselves only. Can the peaceful environment be made only through compulsions? Is it really not needed by all of us and so it is to be created by pressure? Every human being wants to live freely like he can speak freely if not hurting anyone, he wants that he should be treated fairly with the others who live in that society and accepted by them, the other people in the society would understand him respect him and like this everybody lives in peace, harmony and with equal fundamental rights so that it becomes a democratic society. So peace can actually be created if people start to understand each other, to respect each other's traditions, religions and values. Therefore to create peace and democracy in a region first it is to be created among the individuals and then in the society. One should always remember that treat the others in same way as you yourself want to be treated. For this it is necessary that individuals that they perceive the people around them well. This will further help not only to solve the conflicts between them but would not even let the situation of conflict to arise.

Social cognition therefore is favorable for the individuals so that they can survive in the society. It makes the communication process better. If the communication process is better then people can understand the values of emotions and construct a world of peace.

XIV.

14 Social Cognition in Multi Cultured Organization and Attainment of Goals

Social cognition in the diversified workforce prevents the internal conflicts among the work groups. Giving respect to each other and considering the view point of each employee in a team will make them feel democratic even if they are working in the nation other than theirs. A wise perception of the conflict situation from the seniors will result in a result judgement. Not only this, but the accountabilities can be fixed. Realizing the values and morals of the employees from other tradition and nations would inculcate the feeling of loyalty among the employees. It is important that the employees must be felt of belongingness so that they work with the feeling of homage and devotion for the organization. It is the duty of male members that they give regards to their female colleagues so that they can have a fair share of their contribution, feel secured even in other countries.

India as the most diversified nation in workforce whether internally or externally has this in its organizations. The organization whether small medium or large values all the religions. These are holidays for all festivals. There are maternity leaves for working females. There are working women hostels also for their ease and crèches are also there in some organizations. Social cognition is helpful in the attainment of organizational goals. Taking the process of social cognition the way round that is starting from the inner feeling of the goal. The employees in the organization works to achieve a goal it can be personal like earning money and it can be organizational also like the aims set by the organization and social goals like earning respect from the colleagues. Achievement of these goals gives the feeling of completeness to the employees. Except the personal goal the other two goals are shared goals because they need two individuals or groups. To attain 5338486 4080766

Number of people migrated to destination countries INDIA PAKISTAN these goals both the parties/individuals must have a shared attention on the information available to them. They must share the perception to each other the perception then go further and became the action plan of some task which they have to perform together or may be some part of the tasks done by each of them. This will be consequence in attainment of the shared goal. However, if the perceptions of the partied are clashes then the task will also differentiate. For examplethere is a team of 25 employees and each 5 have goal to complete the designing of a floor in the project of the building. All have them have shared the organizational goal to complete the project; each 5 of them have different tasks. They may perform the tasks at different working hours or with different priorities but the alignment of goal is same for all. During this project they have to share their observations and perceptions so that the goal of completing the project is aligned automatically.

15 XV.

16 Social Cognition and Self Awareness

Social cognition is the process which is fulfilled with certain traits of personality and other mental activities. An employee in an organization works with his colleagues of different personality traits who belongs to different regions and have different principles. They have learnt different values and thus all this formed their personality. Self awareness let the employees know themselves that how will they react on a certain action. It makes the employees matured enough to control their emotions and act in a wise and intelligent way on the situation. This in return prevents the situations of conflicts in the organizations and creates peace. Employees in the organizations with diversified workforce learn new behaviours , values and sometimes also bring changes in their rigid perceptions. By learning new behaviours they make themselves diverse and according to the present environment. They bring changes in their judgments regarding a particular race or group. Then the morals which already exists in them starts working and a feeling of respect and equality is emerged. By their good

behavior they not only increase the people's belief in them but also inculcate the motivation power to make the organizational environment of serenity.

17   XVI.

18   Conclusion

The region of south Asia consists of the population from one origin, even after this there are disparities due to the religions only. The countries like Afghanistan and Pakistan do not become the choices of the labours and workforce to migrate into them for the reason they are mostly Muslim dominating countries and people there do not share other religion than Islam. Moreover, there is no internal democracy and peace there. Other nations have a large number of migrants which constitute their workforce. Among these India is the nation with uttermost ethnic groups in its workforce. The paper shows that the different agencies can help in maintaining peace and democracy. Trade Unions, Government and the HRM department must have to make themselves more responsible regarding their efforts and duties to create harmony. However sometimes they may fail to do so because of lack of legal rigidities of the nations and leadership.

There is a need of creating peace and democracy in the organizations among the employees. The human capital is an important factor of production which provides its services by applying their knowledge and physical efforts for the development of the economy. So there is a need to return them a peaceful and a libertarian environment to work in. Peace and democracy are actually related to the feelings and emotions. They are psychological sensations and should be first obtained at micro level and then at micro level. They can be accomplished if the employees in the organizations have a wise understanding of the mental states and feelings of their colleagues. They must be capable of realizing the difference between the traits, like aggression and mildness, flexibility and rigidity, respect and disrespect. Social Cognition is the process by which a socially developed environment can be achieved in the organizations. It facilitates the interpersonal negotiations for managing and solving the organizational conflict. However, the employees would have to master themselves in interacting; they would have to learn to be adaptive according to the situations. Better social cognition processes results in peace and make the employees proactive. Peace and democracy can be achieved by mutual understanding more, rather than on relying on the external world mediums.

1

		POLITICAL	FUNCTIONS SOCIAL	ECONOMIC
Industrial Democracy	External Democracy by Trade Unions and Government	1. Ensuring the execution of the industrial policies.	1. Negotiating for the social welfare like provision of health facilities, sanitation, quarters.	1. Fair wages and salaries.
		2. Formation of personnel policies.	2. Equal treatment without discrimination	
	Internal Democracy by Hrm Department or Management	1. Equal right to give opinion.	1. Empowering women employees. 2. Access to all the facilities. 3. Indiscriminate handling of grievances.	1. Performance based increments. 2. Fair share in profits.

VIII.   Trade Unions in Creating Organizational Peace and Democracy

Figure 1: Table 1

299

300 [Labour Migration Trends and Patterns -Bangladesh ()] , *Labour Migration Trends and Patterns -Bangladesh*
301   2013. India and Nepal

302 [An Assessment of the Labour Statistics System in India-TS Papola ()] *An Assessment of the Labour Statistics*
303   *System in India-TS Papola*, 2014.

304 [Labour Market Trends Analysis and Labour Migration From Asia to Gulf Co operation Council Countries]
305   *Labour Market Trends Analysis and Labour Migration From Asia to Gulf Co operation Council Countries*,
306   India and Malasiya -ILO

307 [Managing International Labour Migration From India: Policies and Perspectives-SK Sasikumar and Wakir Hussain]
308   *Managing International Labour Migration From India: Policies and Perspectives-SK Sasikumar and Wakir*
309   *Hussain*,

310 [Preparing Unions in South Asia for the 21 st Century-Parvin Sinha and Friedrich-Ebert-Stifung] *Preparing*
311   *Unions in South Asia for the 21 st Century-Parvin Sinha and Friedrich-Ebert-Stifung*,

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314   Macmillan (ed.) 1996. New York. p. . (Handbook of educational psychology)