

What Is Sociometry and How We Can Apply It in Our Life?

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Abstract– Sociometric technique was developed by Moreno. His aim of this technique is to remedy the situation. This technique is basically used from question and search technique which respondents are the received answers. This technique has features that distinguish it from other techniques. In this technique, extracting the research is done and the results will be realized soon. This paper shows that the main objective of this technique is to measure the position of a different size. In this technique in one hand poor correlations and conflicts within a group with other groups is considered, on the other hand orientation relative to each other and therefore the bases and popular people in a group is considered. Originally, this method was used in the New York State division of girls in school and to reduce conflict and enhance cohesion among groups of girls. The method of sociometric relations among members of a group may be depicted graphically in a sociogram be provided. Such as who will interact and what those leaders are effective.

Keywords – Sociometric; explorations; technique; quantitative; Sociogram

1. Introduction

The word *sociometry* came from the Latin “socius,” meaning social and the Latin “metrum,” meaning measure. As these roots imply, sociometry is a way of measuring the degree of relatedness among people. Measurement of relatedness can be useful not only in the assessment of behavior within groups, but also for interventions to bring about positive change and for determining the extent of change. For a work group, sociometry can be a powerful tool for reducing conflict and improving communication because it allows the group to see itself objectively and to analyze its own dynamics. It is also a powerful tool for assessing dynamics and development in groups devoted to therapy or training.

Jacob Levy Moreno coined the term *sociometry* and conducted the first long-range sociometric study from 1932-38 at the New York State Training School for Girls in Hudson, New York. As part of this study, Moreno used sociometric techniques to assign residents to various residential cottages. He found that assignments on the basis of sociometry substantially reduced the number of runaways from the facility. (Moreno, 1953, p. 527). Many more sociometric studies have been conducted since, by Moreno and others, in settings including other schools, the military, therapy groups, and business corporations.

A useful working definition of sociometry is that it is a methodology for tracking the energy vectors of interpersonal relationships in a group. It shows the patterns of how individuals associate with each other

when acting as a group toward a specified end or goal (Criswell in Moreno, 1960, p. 140). Moreno himself defined sociometry as “the mathematical study of psychological properties of populations, the experimental technique of and the results obtained by application of quantitative methods” (Moreno, 1953, pp. 15-16).

Sociometry is based on the fact that people make choices in interpersonal relationships. Whenever people gather, they make choices--where to sit or stand; choices about who is perceived as friendly and who not, who is central to the group, who is rejected, who is isolated. As Moreno says, “Choices are fundamental facts in all ongoing human relations, choices of people and choices of things. It is immaterial whether the motivations are known to the chooser or not; it is immaterial whether [the choices] are inarticulate or highly expressive, whether rational or irrational. They do not require any special justification as long as they are spontaneous and true to the self of the chooser. They are facts of the first existential order.” (Moreno, 1953, p. 720).

Sociometry enables us to measure, map and build relationships so that the invisible forces within an organisation are made visible and can be explored. Sociometry is an essential tool for people to build mature group networks and positive relationship behaviours.

The sociometrist uses a range of action-tools to display group dynamics -- the **socio-emotional** and **psycho-social** network of relationships in groups. There is power in making the invisible, visible, because every group member can see what is happening within their group. Armed with this information, groups and individuals can choose whether to make changes to function as a more

dynamic and successful group as they implement new strategies, systems and structures

2. Why we need Sociometry?

The Corporate Leadership Council undertook research in 59 organisations from 27 countries with a total of 50,000 employees across 10 industry groupings.

They focused on driving performance and retention through employee engagement -- essentially what encourages the rational and emotional commitment of employees to an organisation and how that translates into performance? They found it was:

- focusing on achieving business targets
- focusing on key contributors who create value -- the informal leaders
- knowing what is really going on -- enhancing the informal relationship networks
- focusing on culture -- providing connection, contribution and credibility

Sociometric tools are invaluable in identifying informal leaders, and strengthening informal networks of relationships

3. How does Sociometry work?

Within a group, people are positive ("attracted" or move towards) one another, or negative ("repulsed" or move away from) others, similar to magnetic or chemical attractions and repulsions, e.g. oil and water. This occurs in response to a flow of feeling, called **tele**. This flow of feeling relates to behaviour. The flow of feeling is called **tele** and is either, positive, negative or neutral; and it has intensity - being either weak or strong. This flow of feeling may be mutual and reciprocated, or non-mutual and therefore, conflicted. It is these flows of feeling based on the **socio-emotional**, or **psycho-social** connections between people, that form informal networks of relationships is the life blood of organisations because this is where ideas, experiences, feelings and responses to what is happening is shared..

Sociometry has tools for measuring, exploring and developing relationships. Using data from these tools, group members participate in group development by reflecting on and examining their own interpersonal and group behaviour. Through this exploration, people see, work with and integrate the 'soft' side of organisation change.

Sociometric explorations help group members be aware of the powerful factors and forces that affect them in their relationships with one another. Using interactive learning methods to explore what is happening in particular relationships, perceptions and misperceptions, group members realise that they are not alone and that they are part of a shared dynamic. Armed with this information, group members are stimulated to create new patterns of behaviour and interactions for themselves.

These are not intellectual or theoretical discussions. Sociometrists assist people interacting with one another based on criteria relevant to the group. Participants

respond in the here and now, and get to the heart of the matter with one another.

This is challenging work, with rich rewards. Individual and group perceptiveness is enhanced, as is honesty and openness, and the group's ability to work well with the complexity of producing business results.

4. When should we use Sociometry?

- To explore intra-group relationship which are hindering people producing business results
- To move your organisation(s) from isolated business units to collaborative groups
- To strengthen teams working in demanding situations
- To surface and sort out issues of group conflict, trust and identity
- To understand and address the "soft" and unspoken aspects of everyday group life
- To develop appropriate behaviours for your ideal work culture
- To integrate thinking, feeling and action in business relationships
- To release the informal leadership abilities within your organisation.

5. Some Outcomes of Sociometry

The vision for working this way, is that everyone expresses themselves relevantly to one another, and have relationships that are harmonious and uplifting. Through discussing experiences and relationships in the group, conflicts and difficulties are worked with alongside business outcomes. Relationship networks are expanded and strengthened, benefiting both work outcomes and people's sense of belonging and satisfaction. New solutions to old problems are found and good working responses to new situations are found.

6. Is the method Sociometry?

Sociometry is a quantitative method for measuring social relationships. It was developed by psychotherapist Jacob L. Moreno in his studies of the relationship between social structures and psychological well-being.

One of Moreno's innovations in sociometry was the development of the **sociogram**, a systematic method for graphically representing individuals as points/nodes and the relationships between them as lines/arcs. Moreno, who wrote extensively of his thinking, applications and findings, also founded a journal entitled *Sociometry*.

Within sociology, sociometry has two main branches: research sociometry, and applied sociometry. Research sociometry is action research with groups exploring the socio-emotional networks of relationships using specified criteria e.g. Who in this group do you want to sit beside you at work? Who in the group do you go to for advice on a work problem? Who in the group do you see providing satisfying leadership in the pending project? Sometimes called network explorations, research sociometry is concerned with relational patterns in small (individual and small group) and larger populations, such

as organizations and neighborhoods. Applied sociometrists utilize a range of methods to assist people and groups review, expand and develop their existing psycho-social networks of relationships. Both fields of sociometry exist to produce through their application, greater spontaneity and creativity of both individuals and groups.

7. More about Sociometry

Sociometry technique was developed by Moreno. Like other scientists, such as the Moreno Bylz modification status society in general and in particular the improvement of human relations. In his book, "Who will survive" the community and its constituents, community groups and families, ways to reform the social system that scrutinized. As a psychologist, not to individual issues, but with a retrospective vision of society to set people thinking in a social system and reform to improve the whole community knew people.

Moreno previously with regard to psychological methods and applicable fine thought and therefore the review, analyze and provide solutions offers a survey of techniques. As a complete review of the situation, and one group is considered. In terms of methodology, this technique is the same technique in which

the query comes from respondents to questions and answers be received.

This technique has the features that separate it from other techniques. The simultaneous extraction techniques and the research done and the result will be achieved soon. Moreno later time due to development theories, methods and techniques in social science data collection, application of sociometry technique became more focused on the study of social groups.

The main purpose of this measurement technique in a group situation is different.

In one hand in terms of solidarity and conflict within a group, compared with other groups, individuals tend to each other and therefore persons in a group of people is Tyn base and popularity. Moreno's work is important in his thinking on social scientists to examine and analyze a situation in which pay is.

After treatment, he also has to check the status of its efforts to strengthen the ties between individuals and groups improve the

situation. The assessment of what measures do not measure anything but the way the survey group to discover. The technical assessment is basically to understand the relationships between people. Obviously, the results of the survey deals with the measurement. With these results, the relationship that binds the individual to others is measured. The result is measured by the breadth nor the depth of social value, in other words, his times in each individual survey results of other people who aim to satisfy the need, or to improve their experience is a measure discovered.

8. Reeves Sociometry

Each individual child, some people on all those who are in more offers. In contrast, some are indifferent or opposed to iterative. Finally the majority is disregarding. If it is true that except in some groups that individuals prefer to communicate with a certain person, should not learn to love them as much as those who prefer Jyh their shows, fair behavior. The second fact that the individual preferences of the group were aware of or conversant with the maximum.

9. Conclusion

No man is an island only. Every man is a piece of a continent. Part of a series of community surveys, which only proves that the person's ties to the continent constantly keeps his personal relationships. Such links of a chain-smoking efforts on the community, he will not be achieved. The particular need to liberate his people from an island and move to hedge that grows through it.

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