



Analysis of Human Behavior in the Social Environment

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Abstract

This article discusses groups, which is a broad concept that is not only related to humans, but also to living things other than humans. Group formation begins with the same feelings or perceptions in fulfilling needs. The purpose of this article is to know and understand about groups and how a general description of groups starts from understanding, the process of formation, their characteristics, types, and other things related to knowing and understanding formal groups and the behavior of individuals in therein.

Introduction

Humans cannot be separated from the groups around them. Consciously or unconsciously, we as humans are members of various groups (Marcelin et al., 2019). When we were first born, we were members of a group called the family. Our birth also marks our membership in various other groups (Garden et al., 2012). Apart from being family members, as a baby born in a village or city - we become citizens of one religious community; citizens of an ethnic group or ethnic group; neighborhood residents; village residents; villagers or townspeople; and citizens of a country (Bryld et al., 2020).

If in the early days of birth, our association tends to be limited to interactions with family members, then at the next stage we begin to become members of peer groups, members of an organization, and members of other groups (Aikens et al., 2021). After reaching school age we become members of a formal organization, namely the school and start hanging out with friends at school, school employees, and teachers - in schools we also become members of various groups such as the Intra School Student Organization, Youth Red Cross, Scouts, and soon. After leaving school / college we will join various other groups in various fields of life - economics (for example being an employee of a company), politics (for example being a member of a political party), religion (being a member of a recitation group or prayer group), the arts (for example, being a member of a music school).

In addition to the various groupings that have been mentioned, our various agencies will also be classified into certain categories such as gender, blood group, age group, and so on. From this it is clear that without being aware of it from birth to death, we actually belong to various types of groups (Guidon & Amato, 2020). Therefore, it is not surprising why sociology, psychology, anthropology and other figures have always paid great attention to the phenomenon of human grouping (Bilger et al., 2006). We too, regardless of the assignment given by the lecturer, the background for the discussion in this paper is as mentioned above. How is a person's attachment to a group, how the group influences and shapes one's self-concept, and how a person must adjust their attitudes and behavior according to values, is an interesting discussion material for us to discuss, especially by us as a paper compiler and who will discuss it in a comprehensive manner. more in-depth about this group (Yip et al., 2018).

Group Overview

Group is a broad concept which is not only related to humans, but also to living things other than humans. For example, we know the terms herbivore (group of plant-eating animals), carnivore (group of meat-eating animals), and so on. However, the focus groups in our paper are the social groups in which these groups relate to humans (McGorry et al., 2018). Sociologically, a social group is a collection of people who have relationships and interact with each other and can lead to the growth of feelings together (Khan et al., 2018).

According to the opinion of Josep S Roucek and Roland S Warren, a social group is a group that includes two or more people, among whom there are patterns of interaction that can be understood by its members or by other people as a whole (Alberts, 2019). Argues that a group is a number of people who relate (interact) with one another, who are psychologically aware of the presence of others and consider themselves as members of a group (Pdxscholar et al., 2019).

The Process of Forming Groups

Group formation begins with the same feelings or perceptions in fulfilling needs (Wallerstedt et al., 2019). After that there will be motivation to fulfill it, so that the same goal is determined and finally the interactions that occur will form a group (Chauhan et al., 2018). The formation of a social group is due to the human instinct who always wants to live together. Humans need communication in forming groups, because through communication people can bond and reciprocate psychological influences. There are two main human desires so that he is driven to live in groups, namely the desire to unite with other humans around him and the desire to unite with the natural situation around him (Fehr & Schurtenberger, 2018).

The model of group formation was first proposed by Bruce Tackman in 1965. This theory is known as one of the good theories of group formation and has resulted in many other ideas after this concept was coined (Harlow & Ooguri, 2018). The following are the stages of forming a group based on the Bruce Tackman model, including; (1) Stage 1 - Forming, at this stage the group has just been formed and given an assignment. Group members tend to work alone and even though they have good faith, they do not know each other and do not trust each other; (2) Stage 2 - Storming, groups begin to develop ideas related to the tasks they face. They discuss issues of the sort of problem they need to solve. Group members open up to each other and confront their respective ideas and perspectives (Kubota, 2020).

In some cases, the storming stage is over quickly. However, some are stuck at this stage; (3) Stage 3 - Norming, there is agreement and consensus between group members. Roles and responsibilities are clear. Group members begin to trust each other as they see each member's contribution to the group; (4) Stage 4 - Performing, the group in this stage can complete work smoothly and effectively without unnecessary conflicts and external supervision. Group members depend on each other and they respect each other in communicating; (5) Stage 5 - Adjourning and Transforming, the stage where the project ends and the group disbands. The group may return to any stage when they have undergone a change.

Group Characteristics

In general, a human association can be called a social group, if it has the following characteristics, it consists of two people or continues to grow (Kurdi et al., 2019). Each member feels himself part of the group. Have the same motives and interests from one individual to another (Eccles & Wigfield, 2020). There is communication and interaction between its members. There are different effects of interaction between individuals. (the resulting effect depends on the feelings and abilities of the individuals involved). There is a clear assignment and formation

of a group structure or organization consisting of their respective roles and positions. The existence of reinforcement of the norms of group members' code of conduct which regulates interaction in group member activities to achieve common goals(Collier & Raney, 2018).

According to Soerjono Soekanto, the criteria for a human association can be called a social group; (1) Each member of the group must be aware that he or she is part of the group concerned; (2) There is a reciprocal relationship between one member and another; (3) There is a factor that is shared, so that the relationship between them grows closer, for example: the same fate, the same interests, the same goals, the same political ideology, and so on; (4) Have a structure, rules, and have a pattern of behavior; (5) Systematic and processed.

Classification and Types of Groups

According to Robert Bierstedt, groups have many types and are differentiated based on the presence or absence of an organization, social relationships among group members, and type awareness(Toh et al., 2018). Bierstedt then divides the group into four types, namely the statistical group, which is a group that is not an organization, has no social relationships, and there is no awareness of the type among its members(Huoy, 2022). Example: Population group under 5 years of age and age group over 75 years. A societal group, which is a group that has an awareness of the similarities between them but, does not have an organization and has not yet formed social relationships among its members(Wolf et al., 2018). Example: groups based on gender. Social groups, namely groups whose members have awareness of the type and are related to one another, but are not bound by organizational ties. Example: Group of friends, relatives, and so on. An associational group, which is a group whose members have type awareness and there are similar personal and common interests. In an association, its members carry out social relations, contacts and communication, and have formal organizational ties. Example: State, school, cooperative, political party, and so on.

The classification of social groups is closely based on the loosening of ties between members, namely the Paguyuban or gemeinschaft is a social group whose members have pure, natural, and eternal bonds of mind. There are several types of paguyuban, including the association due to blood ties (gemeinschaft by blood), genealogical groups are groups formed based on blood relationships. Genealogical groups have a high level of solidarity because of their belief in common ancestry. Example: family, kinship group. Paguyuban because of place (gemeinschaft of place), a social group that is formed based on the proximity of the location / place where they live. Paguyuban because of ideology (gemeinschaft of mind), a group formed because of the similarity of the basic values they have. Example: political parties based on religion. Patembayan or gesellschaft is a social group whose members have basic physical ties for a short period of time.

According to Soerjono Soekanto, groups can be classified into several types, namely based on the size of the group members, according to George Simmel, the size of the number of group members will affect the group and the pattern of social interaction in the group. In his research, Simmel started from one person as a social relationship concern called monad. Then the monads are developed into two persons or dyads, and three persons or triads, and other small groups. The result is that the larger the number of group members, the interaction patterns are also different. Based on the degree of interaction in the group, the degree of this interaction can also be seen in several different social groups. Social groups such as families, neighborhood groups, village communities, will have groups whose members know each other well (face-to-face groupings). This is different from social groups such as urban communities, companies, or countries, where the members are not closely related. Based on interests and regions, a local community is a social group based on an area that does not have certain interests. Whereas an association (association) is a social group formed to fulfill certain interests. Based on the

continuity of interests, the existence of common interests is one of the factors that causes the formation of a social group. A crowd, for example, is a group whose existence is only brief because its interests also do not last long. However, an association has vested interests. Based on the degree of organization, social groups consist of neatly organized social groups such as the state, TNI, companies and so on. However, there are social groups that are hardly well organized, such as crowds. Based on other classifications, groups are divided into several types, including In-Group and Out-Group, as an individual, we often feel that I belong to my family, my family, my profession, my race, my alma mater, and my country. All these groups end in "mine". That is what is called the group itself (In group) because "I" is included in it. Many other groups that I do not belong to family, race, ethnicity, occupation, religion and play groups.

All of that is an out group (out group) because I was outside of it. In-groups and out-groups can be found in all societies, although their interests are not always the same. In primitive societies that are still backward, life will usually be based on the family, which will determine one's own group and someone's outer group. If two strangers meet each other than the first thing they do is look for a connection between the two. If they can find a family connection then the two will be friends because they are both members of the same group. However, if they cannot find any similarities between families then they are enemies so they react. In modern society, everyone has many groups so that it may overlap with outside groups. Old students always treat new students as an outgroup, but when inside the gym they unite to support their favorite school team.

Primary Group (Primary Group) and Secondary Group (Secondary Group)

According to Charles Horton Cooley, primary groups are groups characterized by the characteristics of mutual acquaintance between their members and close personal cooperation. As one of the results of this close and personal relationship is the fusion of individuals into groups so that individual goals become group goals as well. Therefore, social relations in the primary group are informal (informal), intimate, personal, and totally covering various aspects of a person's life experience. In primary groups, such as: family, clan, or a number of friends, social relationships tend to be relaxed. Group members are attracted to each other as a person. They express hopes and anxieties, share experiences, gossip, and meet each other's need for a close friendship.

On the other hand, secondary groups are large groups consisting of many people, between whom the relationship does not need to be based on personal knowledge and is also not very lasting. In the secondary group, social relationships are formal, impersonal and segmental (separate), and based on benefits (utilitarian). A person does not relate to other people as a person, but as someone who functions in carrying out a role. Personal qualities are not so important, but how they work.

Formal Group and Informal Group

According to Soerjono Soekanto, a formal group is a group that has strict rules and is deliberately created by its members to regulate relationships between one another. The criteria for the formal group organization formulation are the existence of procedures for mobilizing and coordinating efforts to achieve goals based on specific parts of the organization. Organizations are usually established on the basis of administrative mechanisms (Cramer, 2008). For example, a school consists of several sections, such as the principal, teachers, students, parents, administration and the surrounding environment. Such an organization is called a bureaucracy. Organizations that are bureaucratically established have the following characteristics: organizational tasks are distributed in several positions which are job duties. Position in the organization consists of a hierarchical structure of authority. A system of

regulations influences decisions and their implementation. The staff element is an official, in charge of maintaining the organization and in particular the organization's order. Officials hope that the relationship between superiors and subordinates and other parties has an impersonal orientation. The administration of staffing is based on career. Meanwhile, the definition of an informal group is a group that does not have a definite structure and organization. These groups are usually formed because of repeated meetings. The basis of these meetings is common interests and experiences. For example, a click (clique), which is a small group without a formal structure that often occurs in large groups. The click is marked by the presence of reciprocal meetings between members which are usually only "between us" (Gray & Potter, 2020).

Occupational and Volunteer Groups

In the beginning, a society, according to Soerjono Soekanto, could do various jobs at once. This means that in the community there is no clear division of labor. However, as human civilization progressed, the system of division of labor also changed. One form is that the community has developed into a heterogeneous society. In a society like this, a system of division of labor has developed based on specificity or specialization. Community members will work according to their respective talents. After kinship groups have faded away in function, occupational groups have emerged, which are groups of people who do similar work. This kind of group plays a very big role in directing a person's personality, especially its members.

In line with the development of communication technology, almost no society is closed from the outside world so that the scope of a society is even wider. This widening of the outreach has resulted in an increasingly heterogeneous society. Finally, not all of the individual interests of the community members can be fulfilled. As a result, from not fulfilling the interests of the community as a whole, volunteer groups emerged. This group includes people who have the same interests, but do not get the attention of the wider community. Thus, volunteer groups can fulfill the interests of their members individually without disturbing the interests of the community at large (Parsons, 2009).

Disorganized Social Groups

An irregular social group itself is divided into a crowd (Crowd) is a group of individuals who gather by chance in a place at the same time. The main measure of a crowd is the physical presence of people. The size of the crowd is as far as the eye can see and as long as the ear can hear it. The crowd ended soon after the people dispersed. Therefore, the crowd is a social group that is temporary (temporary). The casual crowd is divided into inconvenient aggregations. For example, people who are queuing for tickets, people waiting for a train. Panic crowds, that is, people working together to save themselves from danger. The impulse in the crowd of individuals has a tendency to heighten panic.

There are fires and earthquakes. Spectator crowds, namely crowds that occur because they want to see certain events. For example, want to see traffic victims. A crowd that is against the norms of law (Lawless Crowd), this crowd is divided into an emotional crowd (acting mobs), namely a crowd that aims to achieve certain goals by using physical force that is contrary to the prevailing norms (Johnson, 2016). For example, violent demonstrations. Immoral crowds, namely crowds that are almost the same as the expressive group. The difference is that it is against the norms of society. For example, people who are drunk.

Strengthening and Inhibiting Factors of Group Integration

A group certainly experiences dynamics in its journey. Groups are not static, sometimes they are conducive and sometimes there are conflicts. The following are some of the factors that

drive the stability of a social group, including interactions between people in a group, emotional ties, goals or interests that are obeyed in order to achieve goals, leadership that is obeyed in order to achieve goals and norms recognized by those who are involved in it. The factors that cause the instability of a social group itself are the existence of conflicts between group members, the absence of good coordination from group leaders, unbalanced interests, power struggles among group members and differences in understanding about how to achieve goals.

Formal Group

J.A.A. Van Doorn distinguishes between Formal and Informal groups. Formal groups have strict rules and are deliberately created by their members to regulate their relationships, starting from the group structure (chairman, secretary, treasurer, and members), tasks, and interactions between them, examples of formal groups such as cooperatives, schools, etc. Informal groups do not have a clear structure. This group is formed because of repeated meetings, for example in study groups, play groups, and so on. In formal groups, the behavior that a person must demonstrate is determined and directed for organizational goals and must be in accordance with legitimized values. Conversely, informal groups are alliances that are not structured or not defined organizationally. In everyday life, groups like this are formed naturally in response to the need for social contact (Ruskin, 2011). Based on the explanation above, in formal groups it is possible to sub-classify groups into command and task groups, while informal groups become interest groups and friendship groups (Weegmann, 2009).

Differences between formal and informal groups

Here are some aspects that differentiate between formal and informal groups, including; (1) Origin - As discussed above, the origins of both formal and informal organizations are different. Formal groups are deliberately and consciously created within the organization by the organizers of the organization. Meanwhile, informal groups are formed because of the socio-psychological strength among their members, then these groups are formed to fulfill that psychological satisfaction; (2) Purpose - Since the formation of a formal group is intentional, the goals it wants to achieve are formal, meaning that it is recorded as an organizational goal. Meanwhile, informal groups created by members of the organization for their social and psychological satisfaction, serve the purposes of their members which the formal group is unable to fulfill; (3) Group Size - Formal groups are generally large in terms of size (number of members and scope).

Meanwhile, informal groups tend to be smaller in terms of size, so as to maintain cohesiveness between group members; (4) Nature of Groups - Formal groups tend to be stable and can exist for a long time. Formal groups continue - it's just that their members can change. Their membership is determined through an organizational process. On the other hand, informal groups are also quite stable as long as the interests of their members remain the same. Their existence and function depend on the value system of their members, whether they like or dislike, and other personality features of the members concerned, they may disappear very quickly because changes in membership or the group no longer appeal to certain members and they form alternative groups; (5) Number of Groups - In terms of the number of groups, in everyday life there are more informal groups than formal groups. Because there are so many interests in society as well as for each individual, even within a formal group it is possible to form several informal groups; (6) Authority - The authority of the members in a formal group is based on the high and low positions in the group.

Meanwhile, in informal groups, all members are the same, but some may have special powers that are based more on their personal qualities; (7) Member Behavior - The behavior of members in formal groups is governed by formal rules. In informal groups, member behavior

is governed by group norms, beliefs, and values. The type of behavior expected of members is determined by these factors. If there is a member who opposes this, he is not liked by other members or receives certain sanctions; (8) Communication - Communication within formal groups usually goes through a chain of command (superior-subordinate). All communication in formal groups is expected to pass through this channel. In informal groups, communication is through informal channels. Informal channels can take any form. For example, through outbound activities, walks, and so on; (9) Abolition - Formal groups can be abolished at any time. Since these are created by organizational processes, they can be removed by organizational processes as well. In fact, many of the formal groups were formed for a specific purpose or period. When this ended this group also disappeared. Informal groups are difficult to eliminate with organizational processes. In fact, any attempt by management to eliminate informal groups can be thwarted by members and may lead to the formation of more groups. Because informal groups are a product of the natural human desire to interact, management has no control over them.

Group Benefits

Here are some of the benefits of group activities, including security, being able to join a group, individuals can reduce insecurity to "stand alone". People feel stronger, have less self-doubt, and become more resistant to threats when they are part of a group. Status, entry into a group is considered important because the group provides recognition and status for its members. Group self-esteem can give a sense of one's worth. Besides giving status to those in the group, membership also gives an added feeling of worth being a member of the group itself. Group affiliation can fulfill social needs. People enjoy regular interactions that stem from membership in groups. For many people, "on the job" interactions are the main source for them to meet their needs for membership (affiliation).

Power, what cannot be achieved individually is often possible through group action, including power. The large number of people gave them the power to rule them. Achieving goals, there are times when it takes more than one person to complete a certain task. There is a need to accumulate a lot of talents, knowledge, or power so that a job can be completed. From these examples, the existence of a formal group, the achievement of goals will be more organized (Bryson, 2018).

Basic Group Concepts

The following study of the basic concepts of groups seeks to develop the belief that groups are not just formed by the presence of large groups of people. The group has a structure that shapes the behavior of its members. Laura Cambell is a buyer - tasked with selecting and buying stock - from Marks & Spencer, a large UK retail company. His work requires him to play a number of roles, namely, to show a set of expected patterns of behavior, with respect to a given position in a social unit. For example, Laura played the role of a Marks & Spencer employee, as a member of the buyer's group at headquarters, as a member of a cost improvement working group, and as an advisor on the diversity committee. Outside of her work, Laura Cambell found herself still having additional roles: wife, mother, Methodist, trade unionist, board member at her daughter's school, singer in the choir of Sts.

Andrew's Chapel, and a member of the Surrey women's soccer league. Many of these roles are compatible however, some wanted Laura to move from London to Manchester, but her husband and daughter wanted her to stay in London (Unit et al., 015). These norms greatly influence the behavior of group members with minimum external control. In fact, it is not surprising to find a case where a worker who has high self-efficacy and motivation shows very low performance because of the excessive influence of group norms which does not motivate its

members to produce high levels of performance. The main key to remembering about norms is that the group uses pressure on its members to guide the member's behavior to conform to the group's standards. If people in the group violate these norms, then group members will act to correct it or even punish the violation. This is only one conclusion drawn directly from the findings in the Hawthorne studies (Phills et al., 2008).

Composition

Most group activities require sharing of skills and knowledge. With these conditions, it is more logical to conclude that heterogeneous groups - those consisting of different individuals - may have more diverse abilities and information and should be more effective than homogeneous groups. Research studies generally show such conclusions. However, the facts show that these elements of diversity interfere with group processes, at least in the short term. Cultural diversity appears to be an asset to tasks requiring multiple points of view. However, culturally heterogeneous groups have more difficulty learning how to work with one another and also in problem solving. The good news is that these differences can gradually disappear over time (Weber, 2017).

Power

Power and majesty are among the pleasures of everyone (Brewer, 2013). Where all pleasures can be above all else only through power. Because the power of people becomes corrupt, where the authority can make people free to make deviations, and with the power of people it will be easy to make depravity and mistakes that are not pleasing to others in general. With power to make people have the authority to do something in a group that recognizes that power, both in social and political groups or organizations and business enterprise groups. This power gives someone the legitimacy to act, on the grounds of safeguarding the interests of the group.

In a power, transparent accountability is needed, the meaning is so that the accountability of power holders can be legitimized by the public and existing groups, whether it is in accordance with the principle of utility and the principle of public interest (public benefit). It means that those in power are not only responsible materially, but also morally and ethically responsible.

Conclusion

So, it can be concluded that a group is two or more individuals, who interact and depend on one another, who together want to achieve certain goals. Groups can be formal or informal. Formal groups have strict rules and are deliberately created by their members to regulate their relationship in achieving goals. Meanwhile, informal groups do not have a clear structure and are formed because of repeated meetings for the same interests. In formal groups, the behavior that a person must demonstrate is determined and directed for organizational goals and must be in accordance with legitimized values. Conversely, informal groups are alliances that are not structured or organizationally defined so that interactions are formed naturally in response to the need for social contact.

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