

The Relationship Between Family Communication Patterns and Self-Disclosure In Employee to Employee Communication

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Rationale

Family communication patterns within one's family of origin impact the communication patterns that an adolescent uses as an adult, specifically self-disclosure (Amato, 1990). Individuals from concept-oriented families are more likely to self-disclose within interpersonal relationships due to encouraged open and free communication (Huang 1999). Practicing self-disclosure has positive effects, such as helping the overall well-being of an individual emotionally, psychologically and physically, as well as fostering intimacy and effective communication within personal relationships (Langan-Fox & Magai 2009). Positive relationships with co-workers are associated with more participative decision-making, more economic stability, and more organization commitment to product quality (Cayanus, 2009).

Although research shows that family communication patterns effect self-disclosure within personal relationships, it has not been looked at in the context of organizations and employee-to-employee communication. Since self-disclosure has been associated with such positive results, it is an attribute to be desired and created within the workplace. Examining the potential impact of family communication patterns on self-disclosure will help determine how to foster more self-disclosure within the workplace, thus improving organizations.

Family Communication Patterns

- Socio-Oriented:** value harmony among family members and encourage children to not question authority
- Concept-Oriented:** value open discussion among family members and encourage children to speak their mind

Method

- Convenience Sampling: Facebook Event & E-mail to students and faculty
- 253 Usable Survey Responses out of 305 responses
- Family Communication Patterns Scale by McLeod, Atkin, and Chaffee (1972)
 - Socio-oriented scale is reliable; (M=11.99, SD=3.27, $\alpha = .77$)
 - Concept-oriented scale is reliable; (M=14.05, SD=3.32, $\alpha = .78$)
 - Sample Question
 - How often did your parents ask for your opinion when the family was discussing something?
- Revised Self-Disclosure Scale by Wheelless and Grotz (1976)
 - Self-Disclosure scale is reliable; (M=10.00, SD=3.32, $\alpha = .76$)
 - Sample Question
 - On the whole, my disclosures about myself are more positive than negative.



Results

RQ1: Is one's family communication pattern in family of origin related to:

a) amount of self-disclosure in employee-to-employee communication?

There is a significant relationship between amount of self-disclosure and socio orientation ($p < .005$, $r = -.17$)
Results show that those who grew up in a socio-oriented family do not disclose as much as those who grew up in a concept-oriented families.

b) intended self-disclosure in employee-to-employee communication?

There is a significant and positive relationship between socio-oriented families and self-disclosure ($p < .001$, $r = .22$)
The relationship between concept-oriented families and self-disclosure neared significance ($p = .058$, $r = -.12$)

c) valence of self-disclosure in employee-to-employee communication?

There is a relationship between socio-oriented families and valence of self-disclosure ($p < .05$, $r = -.14$)
Results show that those who grew up in a socio-oriented family disclose more negative information than those who grew up in a concept-oriented family.

Table 1: Family Communication Patterns and Self-disclosure

Variable		Socio	Concept	Intended Disclosure	Amount	Valence
Socio	Pearson Correlation	1				
	Sig. (2-tailed)					
Concept	Pearson Correlation	-.412**	1			
	Sig. (2-tailed)	.000				
Intended Disclosure	Pearson Correlation	.224**	-.119	1		
	Sig. (2-tailed)	.000	.058			
Amount	Pearson Correlation	-.172**	-.041	-.058	1	
	Sig. (2-tailed)	.006	.515	.358		
Valence	Pearson Correlation	-.140*	.021	-.136*	.128*	1
	Sig. (2-tailed)	.026	.734	.031	.042	

N=253

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Implications

- Results inform parents as to which family communication patterns cultivates effective communication styles.
- In order for people to obtain employment in today's economy, it is essential for individuals to be aware of the beneficial factors, such as self-disclosure, contributing to their potential employment.