

Some Characteristics of Human Relationship among Japanese People (1)

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日本人の人間関係の特徴 (1)

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Abstract: This paper presents the author's ideas on the characteristics of human relationship among Japanese people, based on evidence obtained from research. The paper consists of six chapters being published serially in three parts. This article describes the first basis for considering the theme of this paper. This is the concept of "psychological marginality" represented by the CD-score (the discrepancy score of perceived psychological climate of a group or organization, computed in terms of the deviation values from the mean of group members). The concept means the low degree of psychological adjustment of members in a group, and may be referred to as the deviation from the consensus (identification) among group members with respect to human relationship. The degree of the deviation seems to be reflected in the CD-score. This tendency was found significantly in the Japanese sample whereas it was not in the American sample.

Key Words: human relationship among Japanese people, psychological climate, psychological marginality, self-concept

抄 録: 本論文は筆者の調査結果に基づいて、日本人の人間関係の特徴に関する独自の考えを述べたものである。全体の内容は6つの章から構成されている。それらを三つに分けて発表する予定である。本稿では本論文の主題を考察するための第一の基礎について述べる。その基礎とはCD得点（集団成員の偏差値で算出される集団・組織の心理的風土の認知のずれ）で表される「心理的マージナリティ」の概念である。これはCD得点が高いほど集団ないし組織におけるメンバーの心理的適応度が低いことを意味している。それは人間関係に関する集団成員間のコンセンサス（一体化）からの心理的な逸脱に起因しており、その逸脱の程度がCD得点に反映されると思われる。そしてこの傾向は日本人のサンプルで有意に見出されたが、米国では見出されなかった。

索引語： 日本人の人間関係，心理的風土，心理的マージナリティ，自己概念

Contents

1. Interrelations between psychological climate and personality: a cross-cultural perspective.
2. Relationships between “psychological marginality” and the nine key concepts of human relationship among Japanese people.
3. Strata of psychological space in human relationship among Japanese people.
4. “View of god” in Japanese ancestral religion: the principle of Japanese festival and communication.
5. Psychological climate in Japanese culture.
6. Further issues: “Individualization” in the Japanese social-cultural background.

This paper consists of the six chapters shown above. They are being published serially in three parts (first, chapter 1; second, chapters 2 and 3; third, chapters 4 to 6). This paper presents the author's ideas on the characteristics of human relationship among Japanese people, based on evidence obtained from his previous research summerized in this paper.

1. Interrelations between psychological climate and personality: a cross-cultural perspective

This article intends to place the first basis for considering some characteristics of human relationship among Japanese people. The first basis is brought from the author's study on the interrelations between one's perceived psychological climate and one's personality from the cross-cultural standpoint (Japan and U.S.A.), based on the discrepancy score of perceived climate, the discrepancy score of self-concept perception, and psychodynamic approach (TAT: Thematic Apperception Test, etc.). In the previous studies in this field, there seems to be no study based on the above-mentioned point of view.

In general, psychological climate refers to the individual's perceptions of his or her environment. It is a concept describing the properties of the group or organizational environment perceived subjectively or experienced by its members (see James & Jones, 1974; James et al., 1977; James et al., 1978). In the research by Adachi (1979; 1981a, b; 1982; 1984), therefore, psychological climates were investigated by means of the following method.

METHOD

Sample

① Seventy-nine male freshmen (ages 18-19, high school graduates) and 33 male freshmen (university graduates) from a company in Japan (Adachi, 1979). ② 92 male and 129 female students from two universities in Japan (Adachi, 1981b). ③ 60 students (males 36, females 24; ages 15-18) from a small-scale open-class high school in Murray Road, Massachusetts, U.S.A. (Adachi, 1982). ④ 60 male and 72 female university students in Boston, U.S.A. (Adachi, 1984). ⑤ 27 male university students in Japan (Adachi, 1982).

Measures

Psychological climate questionnaire (PCQ). This questionnaire developed by Adachi (1979) was composed of 18 items, each with a 7-point Likert-type scale. This seems to be a valid measure, since it was developed considering the Japanese culture and referring to the measures by Litwin & Stringer (1968) and by Likert (1967) which were widely used. The reliability coefficient was 0.729 (N = male 76, sample ①, above), using the split-half method. This measure was factor analyzed using 12 different work groups (N = 2812 in total, males 1609, females 1203), and 6 resultant factors were designated as follows (Adachi, 1981a): (1) intimacy and consideration; (2) group identity; (3) autonomy and responsibility; (4) risk-taking in decision making; (5) challenge and conflict; (6) constraint.

TAT (Thematic Apperception Test). Seven pictures were selected from TAT, focusing on the pictures having a tendency to get the relatively high frequency in response to "need for achievement," "need for affiliation," and "need for defense," respectively. The TAT modified for the Japanese by Sano & Makita (1961) was used in the Japanese sample (Adachi, 1979). Murray's original TAT was used in the American sample (Adachi, 1982).

Self-image questionnaire (SIQ). This questionnaire developed by Adachi (1981) is composed of 18 items, each with a 5-point Likert-type scale, and was developed to investigate the subject's self-concept, referring to the measures by Kajita (1980) and Nagashima et al. (1966). The self-image questionnaire was factor analyzed using 90 male and 126 female university students, and the following 5 factors were extracted (Adachi, 1981b; 1982). (1) sincerity and warmth to others; (2) anxiety about rumors and objections by others; (3) self-assertion and self-confidence on ability; (4) reliance on others and amiability; (5) attitude toward responsibility. These factors seem to be summarized in two main dimensions, i.e., human relationship (factors 1, 2, and 4), and independence/self-acceptance (factors 3 and 5).

Rorschach test. This is the measure modified by Motoaki (1963) to be administered to the subjects all at once.

Y-G personality inventory. This is the measure by Yatabe, T. and Guilford, J.P.

MPI. This is the personality inventory by Eysenck, H.J.

MAS. This is the manifest anxiety scale by Taylor, J.A.

Procedure

Both the psychological climate questionnaire (PCQ) and TAT were administered to the Japanese sample (79 male freshmen of ①, above) in 1971 (PCQ was after 5-day and TAT was after 4-day lodging together based on the program for training), and administered to the American sample (③, above) in the U.S.A. in 1973. Both PCQ and the self-image questionnaire (SIQ) were administered to the Japanese sample (②, above) in 1981, and to the American sample (④, above) in the U.S.A. in 1983. Both PCQ and Rorschach test were administered to the Japanese sample (33 male freshmen of ①, above) in 1971, after 5-day lodging together based on the same program with the 79 male freshmen. PCQ, Y-G, MPI, and MAS were administered to the Japanese sample (⑤, above) in 1981, one and a half months after the seminar class began. Both PCQ and SIQ were put into English based on the discussion by a native English speaker and the author in the U.S.A. (see Appendix 1 and 2). PCQ and TAT was administered to the American sample ③ by the author, and PCQ and SIQ was administered to the American sample ④ by a professor of the university.

The responses of PCQ and SIQ were scored according to the point of each scale. The discrepancy score (D-score)* of both perceived psychological climate and self-image were computed in terms of the deviation values from the mean of group members. The responses of TAT were scored with respect to nAch (need for achievement), nAff (need for affiliation), nDef (need for defense), etc. Four native English speakers were asked to diagnose the responses of the American sample.

RESULTS AND DISCUSSION

Relationships between psychological climate and TAT

The discrepancy score of perceived psychological climate (CD-score) was related sig-

$$*D\text{-score} = \frac{\sum_{i=1}^n | \text{Deviation Value} - 50 |}{ni}$$

Deviation Value: Mean = 50, $1\sigma = 10$

i : number of item

$i = 1, 2, 3, \dots, n$

In spite of “ $| \text{Deviation Value} - 50 |$,” “ $| \text{Mean} - \text{Score} |$ ” was used in Adachi (1979) but that was recomputed later using the above formula of D-score, and the same result was confirmed in grouping both the high D-score and the low D-score.

TABLE 1 Relationships between TAT and the CD-score (the discrepancy score of perceived psychological climate) in the Japanese sample

1-1 χ^2 -test					
Needs	High CD-score N = 26		Low CD-score N = 26		χ^2 Level of significance
Achievement	10		17		2.775 P < .100
Affiliation	21		10		9.665 P < .005
Defense	15		7		5.042 P < .025

1-2 t-test						
Needs	High CD-score N = 26		Low CD-score N = 26		t	Level of significance (one-tailed)
	Means	S.D.	Means	S.D.		
Achievement	0.88	1.28	1.50	2.14	1.26	P < .100
Affiliation	3.58	1.67	2.62	1.67	2.08	P < .025
Defense	0.96	0.98	0.50	0.89	1.79	P < .050

1. N = the number of subjects.
2. The high CD-score group and the low CD-score group consist of subjects who lie in the range of around 30% from the highest and the lowest CD-scores, respectively, of the total subjects (N = 79).
3. Scoring of each need is measured on a 3 point-scale ranging from 0 to 2.

nificantly to TAT in the Japanese sample (TABLE 1) (Adachi, 1979), whereas it was not in the American sample (TABLE 2) (Adachi, 1982). Overall, the CD-score was not related significantly to the Rorschach Test (Adachi, 1979), Y-G, MPI, and MAS in the Japanese sample (Adachi, 1982). It may be said that these findings indicate a cultural difference concerning the relations between one's perceived psychological climate and one's personality reflected in TAT.

The CD-score seems to represent the degree to which individuals have adjusted themselves to the actual situations of their groups. The lower the CD-score, the higher nAch seems to be. The higher the CD-score, the higher both nDef and nAff seem to be (TABLE 1). Perceived patterns of psychological climate related significantly to the above needs were: ① nAch – support, frankness; ② nAff – reward; ③ nDef – responsibility, risk-taking, warmth, identification; ④ nAch and nDef – identification; ⑤ nDef and nAff – identification; ⑥ nAff and nAch – cohesiveness.

The above findings suggest that these needs are organically related to each other in the individual's "need-press system" (Murray, 1938) of personality, especially in "identi-

TABLE 2 Relationships between TAT and the CD-score (the discrepancy score of perceived psychological climate) in the American sample (t-test)

			Needs of TAT					Conditions of feeling
			Achievement	Affiliation	Power	Independence	Defense	
High CD-score	N	total	24	24	24	24	24	24
		male	14	14	14	14	14	14
		female	10	10	10	10	10	10
	mean	total	0.30	0.42	0.35	0.55	0.54	0.67
		male	0.26	0.32	0.29	0.54	0.44	0.61
		female	0.39	0.63	0.49	0.57	0.77	0.80
	S.D.	total	0.19	0.24	0.25	0.30	0.38	0.40
		male	0.21	0.18	0.24	0.33	0.30	0.34
		female	0.13	0.21	0.30	0.26	0.38	0.49
Low CD-score	N	total	24	24	24	24	24	24
		male	14	14	14	14	14	14
		female	10	10	10	10	10	10
	mean	total	0.28	0.48	0.41	0.52	0.62	0.49
		male	0.31	0.48	0.42	0.53	0.61	0.44
		female	0.29	0.47	0.40	0.57	0.70	0.56
	S.D.	total	0.14	0.31	0.24	0.23	0.30	0.29
		male	0.17	0.33	0.27	0.20	0.33	0.24
		female	0.13	0.29	0.20	0.26	0.30	0.33
t	total		0.25	-0.66	-0.76	0.32	-0.81	1.74 ⁺
	male		-0.70	-1.59	-1.30	0.09	-1.40	1.54
	female		1.72	1.35	0.71	0.00	0.44	1.24

1. N = the number of subjects. ⁺p < .05 (one-tailed)
2. total: Calculated here are the high CD-score group of 24 (male, 16; female, 8) subjects and the low CD-score group of 24 (male, 14; female, 10) subjects. The middle CD-score group is excluded.
3. male and female: The score groups are classified in the same way as above. The high CD-score group and low CD-score group each consist of 14 subjects.
4. Scoring of each need depends on a 3 point-scale ranging from 0 to 2 and the condition of feeling ranges from -1 to +1.

fication" or "group identity" of perceived patterns of psychological climate. The nAff here might be referred to as the distortion of interpersonal relationships, i.e., "ambivalent identification." The more serious the distortion becomes, the more likely it seems that nAff and nDef have a tendency to form neurotic symptoms. On the contrary, a situation in which the problem of "ambivalent identification" reflected in nAff is solved might be seen as the foundation for nAch or "mutual identification." Therefore, it is assumed that nAff is a catalyst working upon the interrelation between nAch and nDef.

Implications

In the Japanese sample, it may be inferred that the deviation from the consensus (identification) among members, with respect to human relationship, places a great amount of pressure on the individual's need system. It is also implied by the data that "psychological marginality" is caused by the pressure due to the deviation from the consensus (identification), which should be reflected in the discrepancy of psychological climate perception, namely the CD-score. The "psychological marginality" here means the concept of low degree of psychological adjustment of members in a group or an organization. This tendency seemed to be much more reflected in the TAT than in the Rorschach Test, Y-G, MPI, and MAS.

On the other hand, the findings in the American sample do not show such a tendency, and those seem to suggest that "psychological marginality" does not depend upon pressure due to the deviation from the consensus (identification) among group members with respect to human relationship.

In summary, it may be hypothesized that the CD-score represents an operational criterion for "psychological marginality" in the social-cultural background of Japan, but does not represent the criterion in U.S.A. In the future, a further operational approach will be developed by the use of the CD-score, which enables us to introduce characteristics of Japanese culture into studies of "psychological marginality."

Relationships between psychological climate and self-image

Overall in TABLE 3, the discrepancy score of climate perception (CD-score) is related significantly to the discrepancy score of self-image (SD-score) in the Japanese sample (male, $t = 2.44$, $p < .025$; female, $t = 3.99$, $p < .01$) (Adachi, 1981b; 1982). Specifically, the CD-score was found to be more significantly correlated with the SD-score of the dimension of "human relationship" (e.g., items 5, 6, 12, and 14) in the self-image questionnaire (SIQ) than that of the dimension of "self-acceptance" (e.g., items 8, 16, and 17) in SIQ (TABLE 4). In the American sample in TABLE 3, the CD-score was also related significantly to the SD-score (male, $t = 2.36$, $p < .05$; female, $t = 2.35$, $p < .05$), but the higher tendency observed in the Japanese sample was not found in the dimension of "human relationship" (Adachi, 1984) (TABLE 4).

In summary, these findings seem to indicate that the above-mentioned operational

TABLE 3 Relationships between the CD-score of PCQ and the SD-score of SIQ

CD-score	SD-score			
	Japan		U.S.A.	
	male	female	male	female
High CD-score				
sample size	18	28	11	14
mean	9.65	9.80	9.25	9.20
S.D.	2.94	2.59	1.45	2.06
Low CD-score				
sample size	74	101	49	58
mean	7.76	7.66	7.87	7.70
S.D.	2.56	2.03	2.52	2.16
t-value	2.44	3.99	2.36	2.35
df	23	36	25	20
significance level	p < .025	p < .01	p < .05	p < .05

The high CD-score group consists of the subjects of the CD-score ≥ 10 , and the low CD-score group, the CD-score < 10 .

approach concerning “psychological marginality” is based on the phenomenological self-concept of the dimension of “human relationship” in the “need-press system” of one’s personality, which has some validity in the Japanese sample.

Further issues

The CD-score was not related significantly to the ideal-actual discrepancies of the self-image in the Japanese sample (Adachi, 1981b; 1982). In general, the ideal-actual discrepancy has been referred to as one of the criteria of adjustment in the counseling area. It is necessary that this issue also be investigated by further research on “climate-self” perception. And if the climate-self relationship concerning “D-score,” TAT, and so on is investigated further with the Japanese sample and the American sample, studies of “psychological marginality” or adjustment may make additional progress from the above-mentioned cross-cultural standpoint.

From Chapter 2 on, more consideration on human relationship among Japanese people will be done, using the concept of “psychological marginality” represented by the CD-score.

TABLE 4 Correlation between the CD-score of PCQ and the SD-score of SIQ

item of SIQ	correlation coefficient			
	Japan		U.S.A.	
	male	female	male	female
1	0.281 ⁺⁺⁺	0.108	0.003	0.113
2	0.162	0.305 ⁺⁺⁺	0.297 ⁺⁺⁺	0.172
3	0.181 ⁺	0.134	0.084	0.182
4	0.308 ⁺⁺⁺	0.241 ⁺⁺⁺	0.042	0.214 ⁺
5	0.297 ⁺⁺⁺	0.336 ⁺⁺⁺	0.114	-0.002
6	0.225 ⁺⁺⁺	0.341 ⁺⁺⁺	-0.060	0.086
7	0.260 ⁺⁺⁺	0.079	0.097	0.210 ⁺
8	0.164	0.084	0.176	0.249 ⁺⁺
9	0.224 ⁺⁺⁺	0.129	0.107	0.147
10	0.189 ⁺	0.070	0.134	0.251 ⁺⁺
11	0.301 ⁺⁺⁺	0.256 ⁺⁺⁺	0.207	0.239 ⁺⁺
12	0.215 ⁺⁺	0.202 ⁺⁺	0.135	0.004
13	0.019	0.148 ⁺	0.081	-0.024
14	0.177 ⁺	0.176 ⁺⁺	-0.134	-0.066
15	0.270 ⁺⁺⁺	0.167 ⁺	0.303 ⁺⁺⁺	0.322 ⁺⁺⁺
16	—	0.129	0.139	0.236 ⁺⁺
17	—	0.141	-0.015	0.298 ⁺⁺⁺
18	—	0.253 ⁺⁺⁺	0.426 ⁺⁺⁺	0.070

1. ⁺ p < .05, ⁺⁺ p < .025, ⁺⁺⁺ p < .001

2. Number of subjects: Japan, male 92, female 129; U.S.A., male 60, female 72.

3. SD-score = | deviation value - 50 | of each item of SIQ.

4. The 15-item SIQ was administered to the male Japanese sample.

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Appendix 1 SCHOOL CLIMATE QUESTIONNAIRE

Please rate each of the following 18 items in terms of your overall opinion concerning the climate (atmosphere) in this school. On the left side indicate the actual climate, and on the right side, the ideal climate. Indicate your rating by circling one of the seven vertical bars.

[illegible]

SCHOOL CLIMATE QUESTIONNAIRE Page 2

	ACTUAL										IDEAL									
10. The school climate encourages me to accept responsibility:	Usually										Seldom									
11. The school climate is conducive to:	Success										Failure									
12. Evaluation in this school is based on:	Effort as well as results										Results only									
13. Individuals in this school are:	Very considerate and understanding										Not very considerate and understanding									
14. The climate of this school:	Encourages creative thinking										Discourages creative thinking									
15. The climate of this school encourages individuals to resolve interpersonal conflicts by individuals:	Trying to understand each other										Rigidly holding on to their own opinions									
16. The climate of this school is conducive to open communication:	Usually										Seldom									
17. In this school:	Groups are more important than individuals										Individuals are more important than groups									
18. The climate of this school encourages feelings of trust:	Usually										Seldom									

In the American sample, this questionnaire was administered to university students, and also to high school students in modified form.

Appendix 2 SELF-IMAGE QUESTIONNAIRE

Please rate each of the following 18 items in terms of your current thinking about yourself. On the left side indicate your actual self-image, and on the right side, your ideal self-image. Indicate your rating by circling only one of the five vertical bars.

	ACTUAL	IDEAL
	Definitely Agree	Definitely Disagree
1. It is easy for me to make friends in new surroundings and keep old ones.		
2. I usually blame myself for my failures.		
3. I usually make my point clear to others.		
4. I feel uncomfortable about other people talking about me behind my back.		
5. I believe that people are basically good.		
6. I can express myself frankly.		
7. I am not patient with insults.		
8. I sometimes dislike myself.		
9. Overall, my abilities are superior to others.		
10. I am afraid of being injured.		
11. I feel anxious when other people don't approve of what I am doing.		
12. I am a warm-hearted, kind person.		
13. I am an outgoing, cheerful person.		
14. I am a sincere person.		
15. I am a patient person.		
16. I am very aware of myself.		
17. I can accept myself as I am.		
18. I can accept others as they are.		