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A Social Network Approach for Improving Job Performance by Promoting Colleague Intimacy

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Abstract. The workplace is fast changing ins modern days. Occupational stress may be more hazardous to an employee's health than ever before. This stress has a negative impact on both employee health and job performance. Each person has distinct abilities. It really is incumbent on the organization's leaders to achieve their potential. When a group of individuals works efficiently and collaboratively toward a common objective, team members can develop great intimacy as they become more acquainted with one another, which helps them align their goals and motivates them to work harder for one another. As just a basis, the purpose of our study is to use social network analysis to determine how successful mutually supportive teamwork is in the workplace and how effective it gets as the number of people who aid each individual rises.

Keywords: Social network analysis · workplace stress · coworker closeness · job performance

1 Introduction

Recent years have seen a sharp increase in interest in social network analysis. A network is defined by a collection of nodes (actors) connected by links (relationships). Social networks are interactions between people, organizations, or other groups. They exchange social contacts, friendships, ideas, and other things just like that. Social network analysis (SNA) is a network science that uses networks and graph theory to study social systems. We are able to comprehend the relationships between nodes in great detail by using the measures used in SNA. Sociograms, which depict people as nodes with connections between them as links, are used to graphically portray networks. Recently, the field of social network analysis has developed more. Because of their pervasiveness in the world, networks have piqued the interest of researchers from a wide range of disciplines. SNA is enriched by several statistical, mathematical, economical, biological, psychological, sociological, and anthropological measures; as a result, this topic has evolved into an interdisciplinary research area. Since the middle of the 1930s, social network analysis has been used to improve research. Freeman et al. [1] showed the fundamental forms