The Role of Respectful Behaviour in the Relationship between Empathetic Tendencies and Conflict Resolution in Primary School Students

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ABSTRACT

Purpose: In this study, the hypothesis put forward is that empathetic tendency and respectful behaviour are related to conflict resolution skills and that the variable of respectful behaviour can play a role as a mediating variable between empathetic tendency and conflict resolution skills. Within the scope of the research, it is aimed to test these hypotheses.

Method: Relational survey model was used in the study. The study group of the research consisted of 324 4th grade primary school students studying in Diyarbakır province during the 2018-2019 academic year and designated through a random sampling method.

Findings: Within the framework of the findings obtained, predictably, it was found that there is a significant relationship between empathetic tendency and conflict resolution skills and that empathetic tendency can explain conflict resolution skills by 36%. As also suggested in the research hypotheses, in addition to the existence of a relationship between an empathetic tendency and conflict resolution skills through a model in which respectful behaviour is a significant partial mediator, empathetic tendency can explain conflict resolution skills at a level of 54%.

Implications for Research and Practice: In future research, it should be investigated, which skill, value, or demographic information etc. other than empathetic tendency and respectful behaviour may help explain the baffling variance ratio.

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Introduction

In all the curricula reviewed in 2018, the common aim was to get students to gain eight main competencies such as communication in the mother tongue, communication in foreign languages, mathematical competency and basic competencies in science/technology, digital competency, learning to learn, taking initiative and entrepreneurship, cultural awareness and expression, and finally social competencies and competencies related to citizenship. Social competencies and competencies related to citizenship are rather seen as competencies that can be brought in within the scope of the Life Science Course Curriculum (Ministry of National Education [MoNE], 2018a) and the Social Studies Course Curriculum (MoNE, 2018b) due to their nature, learning outcomes, and contents. One of the basic skills to be brought in the students within the framework of these competencies is conflict resolution skills. Within the scope of the Life Science Course Curriculum and Social Studies Course Curriculum, the aim is to have students gain respect value and empathy skills that will help them solve conflicts in communication processes by constructive means other than conflict resolution skills. Respect is emphasized in the Life Sciences and Social Studies Curricula, especially in cases of individual differences which may lead to conflicts. Besides, in the Social Studies Curriculum, again in cases of global connections or relations where conflicts are possible, it is suggested that students are made to gain the skill of empathy; on the other hand, in the Life Sciences Curriculum, attention is drawn to the necessity to use an empathetic language in situations where emotions, thoughts or objections are expressed, in other words, in cases that may lead up to conflicts. Therefore, the relationship of conflict resolution and empathy skills with respect value within the scope of the Life Science Curriculum and Social Studies Curriculum gains importance within the framework of the holistic understandings of the program in question.

The introductory paragraph outlines clearly the objectives and motivation for writing the paper. The introduction should provide a context for the discussion in the body of the paper and point the purpose of the article explicitly.

Literature Review

As a social entity, a human being communicates and interacts with his/her environment. This communication and interaction accelerate his/her adaptation to society. However, due to this interaction process and the nature of the human being, setbacks and problems may also be experienced in some cases. Conflicts are among the problems seen during the interaction with different groups and individuals. Conflicts may be defined as cases emerging as a result of the differentiation of the desire, purpose, need (Arslan, 2005; Macintosh and Stevens, 2008; Palmer, 2001), impulse, thought (Oner, 2004; Ates, 2014), value, interest, belief and communication skills (Bilgili, 2018) between two or more parties or because of limited resources to benefit from (Rahim, 2002), and which manifest themselves with tension, prevention, competition, change and interventions (Kavalci, 2001).
At microcosmic and macrocosmic levels, conflicts situated at the centre of global problems (Holt & DeVore, 2005), are perceived negatively by a significant proportion of people. Damirchi (2014) states that this may be due to past experiences or lack of adequate knowledge about the conflict. Park and Antonioni (2007) state that whether a conflict is defined as positive or negative depends on how the conflict in question is resolved. More precisely, it is not the reasons for the conflict or the conflict itself, but the nature of the responses given during this conflict and the results brought about by these responses that are used to qualify such a conflict as positive or negative.

Throughout the conflict resolution, there may be some reactions such as violence, avoidance, cooperation, acceptance and understanding (Carter, 2002). Of these reactions, especially the use of violence causes a conflict to be considered negative, while conflicts approached with cooperation, acceptance and understanding can be regarded as positive conflicts. Conflict avoidance cannot lead to any lasting solution. According to Bercovitch (2019), a negative conflict can be mentioned if a conflict has a destructive outcome such as violence, destructive behaviour, hostility, and stereotyping, resulting in supremacy, dominance, and withdrawal. However, it can be argued that there is a positive conflict process if this conflict can lead to beneficial outcomes such as adaptation, development and renewal and can provide peace, solution, or other acceptable agreements.

Yavuzer, Karatas and Gundogdu (2013), state that whereas resolving the conflicts destructively unveils the feelings of anger, rage, hostility, and violence, resolving them constructively ensures self-improvement by developing the skills of problem-solving, critical thinking and communication. In this respect, it can be seen that the strategies used in the resolution of conflicts can offer important opportunities. However, conflicts and disagreements, an indispensable part of life (Akbalik, 2001) are often solved through violence in the school environment (Damirchi, 2014). In this respect, it is important to provide students with learning experiences, skills and values that will contribute to constructive conflict resolution skills in the school premises. It is thought that within the scope of this study, the skill and the value that will contribute to constructive conflict resolution are empathy and respect.

Empathy is a skill that plays a particularly important role in the healthy functioning of human relations. Based on the various definitions previously made in the literature, empathy may be defined as understanding the emotions, thoughts and behaviours of the other party in the way s/he makes sense of them, becoming aware of the lives that shape this understanding and experiencing them at a representative level, and developing the ability to act in cooperation as a result of this experience (Budak, 2005; Cuceloglu, 1998; Tarhan, 2010). Within the scope of this study, empathy, from a functional point of view, should be treated as the ability to understand the conflict-driven emotions, thoughts and behaviours of the other party in case of a conflict within the framework of the motives of expectation, interest, value, purpose, impulse, etc. that will put him/her into the state of conflict.

Empathy has two dimensions as cognitive and affective (Ickes, 1997). According to Guttman (2001), cognitive empathy is the ability of an individual to recognize the
feelings of another person without experiencing them. Emotional empathy, on the other hand, is to approach the feelings of someone with sympathy and communicate with him/her deeply. Responding to the other party’s emotional experience with the same feelings throughout this communication process is called parallel empathy and responding with different feelings such as sadness and pity developed due to the state s/he is in is called reactional empathy (Stephan and Finlay, 1999). In brief, the individual’s understanding of what the other party thinks throughout the communication process is related to the cognitive aspect of empathy, and his/her response to the other person’s emotions with the same or different emotions is related to the affective aspect of empathy. These are also the two main elements of the empathy process according to Dokmen (2002). The last element of the empathy process is the transmission of the empathetic understanding that occurs in the mind of the person who shows empathy to the other person. Failure to pass on the empathetic understanding developed by the individual to the other person may leave the empathy process incomplete.

Empathy, whose definition, and elements are discussed above, has a function that prevents many problems and distresses in social adaptation and communication process before they emerge. Gokler (2009) states that empathy is at the core of many social cohesion skills. Salovey and Mayer (1990) and Goleman (1996) argue that empathy increases tolerance and solidarity, is effective in establishing and maintaining positive relationships, positively affects cognitive and moral development, and helps in solving problems and conflicts. Because empathy helps identify issues underneath anxieties, needs and interests; causing conflicts (Davidson and Wood, 2004) makes it easier to recognize the emotions of the other individuals in the course of conflict (Heydenberk & Heydenberk, 2007) and thereby acts as a peace catalyst in a conflict process (Halperin, 2014). Therefore, in this study, it is thought that empathetic tendency, which can regulate individual and social life by bringing people closer together and facilitating communication (Yuksel, 2004), can explain the conflict resolution skills in a meaningful way.

Within the scope of this study, it is thought that, other than an empathetic tendency, the value of respect and behaviours comprising this value are also important in terms of conflict resolution skills. This is because children need to mature socially and emotionally to advance in their conflict resolution skills and learn to respect others for this maturation to develop (McClure, Miller and Russo, 1992). In this context, respect can contribute to other values and good deeds (Yazici & Yazici, 2015) and build a favourable ground for a healthy communication process (Cuceloglu, 1999). It can bring people closer and lead them to understand each other (Senturk, 2008), to think and to accept each other as they are (with their virtues, weaknesses and mistakes, rights and needs) (Perese Character School Teacher’s Handbook, 2005; Pighin, 2005). In this respect, it is estimated that behaviours based on respect predict a constructive conflict resolution approach in conflict situations by helping individuals understand their conflicting interests, to think of each other’s wishes, goals and needs, or to accept each other with their conflicting values and beliefs.
In the present study, it is thought that empathetic tendency and respectful behaviour, each of which is predicted to be associated with conflict resolution skills separately, may also be related to each other because, according to the literature, the value of respect is seen as a value that empathy skill brings to the forefront (Ersoy & Kosger, 2016) and brings in individuals (Arslan, 2016). There is respect for the other party in the foundation of good empathy (Mnookin, Peppet, & Tulumello, 1996). Respect for others also makes it easier to empathize with them in terms of their concerns about a particular issue (Kelman, 1992). Therefore, in this study, the hypothesis put forward is that empathetic tendency and respectful behaviour are individually related to the conflict resolution skills and that the variable of respectful behaviour can play a role as a mediating variable between empathetic tendency and conflict resolution skills. Within the scope of the research, it is aimed to test these hypotheses with Structural Equation Model.

**Method**

**Research Design**

A relational survey model was used in this study. According to Karasar (2009), relational survey models are research designs that determine the existence and degree of co-change between two or more variables. The basic and mediator models aimed to be tested in this study are shown schematically in Figures 1 and 2.

**Research Sample**

The sample of the research consisted of 324 4th grade primary school students studying in Diyarbakır province in the 2018-2019 academic year and designated through a random sampling method. Whereas 369 primary school students participated in the study, the data obtained from 45 students not included in the extreme value ranges while the normality analysis of the data was performed were excluded from the data set.
Research Instruments and Procedures

"Conflict Resolution Skills Scale," developed by Gurdogan Bayir (2015), "KA-SI Empathetic Tendency Scale for Children" developed by Kaya and Siyez (2010) and "Respectful Behaviour Scale" developed by Erken (2009) were used as data collection tools in the research. Conflict Resolution Skills Scale consisted of two dimensions being Resort to Reconciliation and Resort to Violence and 22 items. The total score obtained from the scale showed how high the conflict resolution skills of the students were. KA-SI Empathy Scale for Children consisted of two dimensions as Cognitive Empathy and Emotional Empathy and 13 items and measured children’s empathetic tendency levels. As for the Respectful Behaviour Scale, it consisted of two dimensions as Not Disregarding the Ones Around and Not Exhibiting Rude Behaviours and 17 items. The EFA (Exploratory Factor Analysis) results included in the studies where these scales were developed revealed that the relevant scales explained 49.60%, 44.31%, and 43.88% of the total variance, respectively. CFA (Confirmatory Factor Analysis) results showed that the goodness-of-fit indices of the Conflict Resolution Skills Scale and Empathetic Tendency Scale for Children were acceptable and excellent. The CFA was not conducted for the Respectful Behaviour Scale in the study conducted by Erken. Within the scope of this study, Cronbach’s alpha values regarding the measurements made with the related scales were .847, .840 and .825, respectively. According to these values, the measurements obtained from all scales used in this research were reliable (Buyukozturk, 2012).

Before the data collection tools concerned were used in SEM, the measurement models used within the scope of the research were tested separately by CFA as suggested by Cokluk, Sekercioglu, and Buyukozturk (2012). Since valid results were not obtained when these measurement tools were analysed with second level CFA considering the sub-factors, they were employed unidimensionally with the first level CFA. Accordingly, t-values regarding the items in the Conflict Resolution Skills Scale were between 2.70 and 11.91. The t-values regarding the items in the Empathetic Tendency Scale ranged between 4.60 and 11.20. T-values for the items in the Respectful Behaviour Scale varied between 4.83 and 11.22. These values indicated that all items in each scale are significantly predicted by the implicit variable to which they are related (p <.01) (Simsek, 2007). CFA model fit indexes regarding measurement models are shown in Table 1.

As shown in Table 1, p value was significant (<.001) for all Conflict Resolution Skills, Empathetic Tendency and Respectful Behaviour Scales. In this case, other fit indexes were needed to be examined. Accordingly, whereas $chi^2 / sd$, RMSEA, CFI, I, IFI, AGFI, NFI, NNFI and SRMR values are within acceptable limits for the Conflict Resolution Skills Scale, the RMR value shows the perfect fit. While the NFI value for the Empathetic Tendency Scale is within the acceptable limit, $chi^2 / sd$, RMSEA, CFI, I, IFI, AGFI, NFI, NNFI, RMR and SRMR values indicate perfect fit. As for the Respectful Behaviour Scale, whereas $chi^2 / sd$, RMSEA, NFI and SRMR values indicate acceptable fit, CFI, I, IFI, AGFI, NNI, RMR and RMR values indicate excellent fit (Bentler, 1980; Bentler & Bonett, 1980; Brown & Cudeck, 1993; Byrne & Campbell, 1999; Cokluk et al.,
2012; Hu & Bentler, 1999; Ilhan & Cetin, 2014; Kline, 2011; Secer, 2013). Based on these results, it can be said that the validity of the measurement models to be used in SEM was ensured.

Table 1
CFA Goodness of Fit Indexes Regarding Measurement Models

<table>
<thead>
<tr>
<th></th>
<th>χ²/sd</th>
<th>RMSEA</th>
<th>CFI</th>
<th>TLI</th>
<th>GFI</th>
<th>AGFI</th>
<th>NFI</th>
<th>NNFI</th>
<th>RMR</th>
<th>SRMR</th>
</tr>
</thead>
<tbody>
<tr>
<td>CR</td>
<td>.000</td>
<td>497.08/208= 2.39</td>
<td>.065</td>
<td>.94</td>
<td>.94</td>
<td>.88</td>
<td>.85</td>
<td>.89</td>
<td>.93</td>
<td>.043</td>
</tr>
<tr>
<td>ET</td>
<td>.000</td>
<td>111.96 /65 = 1.72</td>
<td>.049</td>
<td>.97</td>
<td>.97</td>
<td>.95</td>
<td>.93</td>
<td>.92</td>
<td>.96</td>
<td>.033</td>
</tr>
<tr>
<td>RB</td>
<td>.000</td>
<td>243.67/119= 2.05</td>
<td>.057</td>
<td>.96</td>
<td>.96</td>
<td>.92</td>
<td>.90</td>
<td>.91</td>
<td>.95</td>
<td>.037</td>
</tr>
</tbody>
</table>

CR: Conflict Resolution; ET: Empathetic Tendency, RB: Respectful Behaviour

Data Analysis

Normality analysis was performed by looking at the Skewness and Kurtosis coefficients of the data to reveal the relationships between conflict resolution, empathetic tendency and respectful behaviour with the structural equation model. Accordingly, the data from 45 participants whose Z scores were not within the acceptable range were excluded from the data set. Thus, it was possible to ensure normal distribution with the data obtained from 324 students. The results obtained from the skewness and kurtosis test are shown in Table 2.

Table 2
Skewness and Kurtosis Scores of Data

<table>
<thead>
<tr>
<th>Variables</th>
<th>N</th>
<th>Skewness</th>
<th>Kurtosis</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Statistics</td>
<td>St. Error</td>
</tr>
<tr>
<td>CR</td>
<td>324</td>
<td>-.733</td>
<td>.135</td>
</tr>
<tr>
<td>ET</td>
<td>324</td>
<td>-.449</td>
<td>.135</td>
</tr>
<tr>
<td>RB</td>
<td>324</td>
<td>-.837</td>
<td>.135</td>
</tr>
</tbody>
</table>

CR: Conflict Resolution; ET: Empathetic Tendency, RB: Respectful Behaviour

As seen in Table 2, the Skewness and Kurtosis scores of the data are between +1 and -1 points. According to Buyukozturk (2012), the normality of the data within the ranges concerned was provided. After the normality of data was provided, the relationship between conflict resolution, empathetic tendency and respectful behaviour was examined by Pearson Product-Moment Correlation. The structural equality model was utilized to determine the common variance shared between conflict resolution, empathetic tendency and respectful behaviour. The data obtained from the study were analysed via SPSS 20.0 and LISREL 8.54 package programs. The
process suggested by Hair, Hult, Ringle, and Sarstedt (2014) was followed to understand whether respectful behaviour has an intermediary effect between empathetic tendency and conflict resolution skills, and to determine the level of effect (partial or full mediation) in case such an effect occurs. According to this process, whether the relationship between empathetic tendency and conflict resolution skills (total effect) was significant was tested before respectful behaviour mediating variable was included to talk about a partial or full mediator effect. When this relationship was found to be significant, respectful behaviour was included in SEM as a mediating variable; thus, the indirect effect between empathetic tendency and respectful behaviour (a), the indirect effect between respectful behaviour and conflict resolution skills (b), and the direct effect between empathetic tendency and conflict resolution skills (c) were examined. Based on the formula in which these values were used \[ VAF (Variance Accounted For) = \frac{ab}{ab + c} \] (Shaw, 2014), the mediation effect and level of respectful behaviour were tried to be estimated. Accordingly, \( VAF > 80\% \) result was interpreted as full mediation, \( 20\% \leq VAF \leq 80\% \) result was interpreted as partial mediation and \( VAF < 20\% \) result was interpreted as the nonexistence of mediation effect. To interpret the indirect effect of the mediator variable of respectful behaviour, PROCESS Macro, which works in integration with SPSS, was used and Bootstrap analysis was applied. This analysis was carried out at a 95\% confidence interval and the number of Bootstrap samples was adjusted to 5000. The absence of the "0" value between lower (BootLLCI) and upper (BootULCI) Bootstrap values (Hayes, 2018) has been interpreted as the indirect effect of the mediator variable is significant.

Results

In this part, initially, the correlations between conflict resolution, empathetic tendency, and respectful behaviour are presented. Then, basic and mediator structural equation models are illustrated to identify common variances shared between conflict resolution, empathetic tendency and respectful behaviour. Finally, Bootstrap analysis results are given.

Correlation coefficients between observed variables

Correlation coefficients between observed variables are shown in Table 3.

Table 3

<table>
<thead>
<tr>
<th>Variables</th>
<th>CR</th>
<th>ET</th>
<th>RB</th>
</tr>
</thead>
<tbody>
<tr>
<td>CR</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ET</td>
<td>.514**</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>RB</td>
<td>.504**</td>
<td>.395**</td>
<td>1</td>
</tr>
</tbody>
</table>

**p<.01

\[ \text{Correlation Coefficients the Relationship between Conflict Resolution, Empathetic Tendency and Respectful Behaviour} \]
When Table 3 is examined, it is clear that there are statistically significant relationships between each of the variables ($p < .001$). In this context, there is a moderate and positive relationship between conflict resolution and empathetic tendency ($r = .514$), and conflict resolution and respectful behaviour ($r = .504$). Similarly, it can be said that the correlation coefficient between empathetic tendency and respectful behaviour is moderate and positive ($r = .395$).

**Structural equation model**

Within the scope of the research, firstly the direct relationship between empathetic tendency and conflict resolution skills was tested, and then the mediating role of respectful behaviour was tried to be understood. In this context, goodness of fit indexes regarding the basic and mediation models tested are shown in Table 4.

<table>
<thead>
<tr>
<th></th>
<th>$p$</th>
<th>$\chi^2$/sd</th>
<th>RMSEA</th>
<th>CFI</th>
<th>IFI</th>
<th>NNFI</th>
<th>RMR</th>
<th>SRMR</th>
<th>PGFI</th>
<th>PNFI</th>
</tr>
</thead>
<tbody>
<tr>
<td>BM</td>
<td>.000</td>
<td>1069.21/559 =1.91</td>
<td>.053</td>
<td>.94</td>
<td>.94</td>
<td>.046</td>
<td>.061</td>
<td>.75</td>
<td>.83</td>
<td></td>
</tr>
<tr>
<td>MM</td>
<td>.000</td>
<td>2284.25/127 =1.80</td>
<td>.050</td>
<td>.92</td>
<td>.92</td>
<td>.050</td>
<td>.063</td>
<td>.73</td>
<td>.80</td>
<td></td>
</tr>
</tbody>
</table>

BM: Basic Model; MM: Mediation Model

When the goodness of fit indexes in Table 3 are examined, it is seen that $p$ values are significant but $\chi^2$ / sd and RMR values regarding the basic model reflect the perfect fit and RMSEA, CFI, IFI, NNFI, SRMR, PGFI and PNFI indexes are within acceptable limits. In terms of the mediation model, it is seen that $\chi^2$ / sd, RMSEA and RMR values reflect the perfect fit and CFI, IFI, NNFI, SRMR, PGFI and PNFI indexes are within acceptable limits (Bentler, 1980; Bentler & Bonett, 1980; Brown & Cudeck, 1993; Byrne & Campbell, 1999; Cokluk et al., 2012; Hu & Bentler, 1999; Ilhan & Cetin, 2014; Kline, 2011; Secer, 2013). These results show that there is consistency between the model tested and the data obtained.

The basic structural model regarding empathetic tendency and conflict resolution skills is shown in Figure 3.

![Structural Model regarding Empathetic Tendency and Conflict Resolution Skills](image)

Chi-Square=1069.21, df=559, $P$-value=0.000000, RMSEA=0.053

**Figure 3. Structural Model regarding Empathetic Tendency and Conflict Resolution Skills**
According to the basic structural model outputs shown in Figure 3, the empathetic tendency variable can explain 36% of the variance of conflict resolution skills \[ \text{Conflict Resolution Skills} = .60 \times \text{Empathetic Tendency}, \text{Error var.} = .64, R^2 = .36 \]. According to this model, the path coefficient pointing out the relationship between empathetic tendency and conflict resolution skills (total effect) is .60 and there is a significant relationship between empathetic tendency and conflict resolution skills \( p < .01, t = 7.61 > 2.56 \). According to Hair et al. (2014), this relationship provides the prerequisite for the inclusion of respectful behaviour variable in SEM to understand the mediation effect.

The mediator structural model regarding empathetic tendency, respectful behaviour and conflict resolution skills is shown in Figure 4.

![Figure 4. Structural Model regarding Empathetic Tendency, Respectful Behaviour and Conflict Resolution Skills](image)

The model shown in Figure 4 can account for 54% of the variance of conflict resolution skills \[ \text{Conflict Resolution Skills} = .47 \times \text{Respectful Behaviour} + .39 \times \text{Empathetic Tendency}, \text{Error var.} = .46, R^2 = .54 \]. According to this model, there are significant relationships between empathetic tendency and respectful behaviour \( p < .01, t = 4.82 > 2.56 \), respectful behaviour and conflict resolution skills \( p < .01, t = 4.71 > 2.56 \) and lastly, between empathetic tendency and conflict resolution skills \( p < .01, t = 5.75 > 2.56 \) with mediating role of respectful behaviour. With the addition of the respectful behaviour variable, the path coefficient between the empathetic tendency and conflict resolution skills in the basic model decreases from .60 to .39 in the mediation model. The relationship between empathetic tendency and conflict resolution skills decreases in this way in the mediation model but still indicates a significant relationship, which points out the partial mediating effect of respectful behaviour between these two variables (Baron & Kenny, 1986). At the same time, the value (35%) found out upon the calculation \([0.44 \times 0.47] / (0.44 \times 0.47) +0.39\] based on the mediation formula by Shaw (2014) is between 20% and 80%, proving that respectful behaviour has a partial mediator role between empathetic tendency and conflict resolution skills.

**Bootstrap Analysis**
The results of the Bootstrap analysis, used to determine whether the mediator role of respectful behaviour between empathic tendency and conflict resolution skills is statistically significant are given in Table 5.

Table 5
Bootstrap Analysis Results Regarding the Indirect Effect of Respectful Behavior

<table>
<thead>
<tr>
<th>Standardized indirect effect</th>
<th>Boot standard error</th>
<th>BootLLCI (Lower value)</th>
<th>BootULCI (Upper value)</th>
</tr>
</thead>
<tbody>
<tr>
<td>.255</td>
<td>.047</td>
<td>.1673</td>
<td>.3529</td>
</tr>
</tbody>
</table>

As can be seen in Table 5, the coefficient value for the indirect effect of respectful behaviour is .255. Standardized values are between .1673 and .3529. Since "0" is not between these two values, it can be said that the mediating effect of respectful behaviour between empathic tendency and conflict resolution skills is significant.

Discussion, Conclusion and Recommendations

In this research, the relationships between conflict resolution skill, empathetic tendency and respectful behaviour were examined with structural equality model. Within the framework of the findings, predictably, it was found that there is a significant relationship between empathetic tendency and conflict resolution skills and that empathetic tendency can explain conflict resolution skills by 36%. That empathetic tendency can explain conflict resolution skills with a positive relationship seems to be related to its reducing aggression, increasing social cohesion (Eisenberg & Fabes, 1990; Roberts & Strayer, 1996) and contributing to value-oriented moral behaviours (Early, 2009; Ersoy & Kosger, 2016). This supports the views that children who are more mature and sophisticated in understanding the perspectives and feelings of others can play a more constructive role in resolving a conflict (Dunn & Herrera, 1997) and those with a high level of emotional intelligence, including empathy skill, are more successful in managing (Kaushal & Kwantes, 2006) interpersonal conflicts. This finding also explains why educational programs including learning experiences related to empathy affect conflict resolution skills (Guner, 2007; Kadıvar, 2007; Karahan 2005; Karahan, 2008; Shapiro et al., 2002; Spears, 2004; Sunbul, 2008; Tapan, 2006; Uysal, 2003) in a positive way. Lastly, the finding coincides with some other findings stating that the security personnel with a high level of empathetic tendency rather use constructive conflict resolution methods (Koroglu, 2012), secondary school students with a low level of empathetic tendency exhibit more aggressive behaviours in conflict resolution (Rehber, 2007), empathetic tendency has a positive effect on problem solving skills in conflict resolution (de Wied; Branje, & Meeus, 2007), empathetic communication makes it easier to resolve conflicts (Cochran, Cochran, & Hatch, 2002), a positive relationship was found between secondary school students' conflict resolution behaviours and empathetic tendencies (Cakir, 2016), individuals...
showing more empathy utilize more positive problem solving approaches in conflict resolution (Perrone-McGovern, et al., 2014), affective empathy is related to more successful conflict management (de Wied et al., 2007), and that peaceful conflict resolution and empathy have a strong (Bjorkqvist & Osterman, 2000) relationship. The results of this research regarding empathetic tendency and conflict resolution skills also reinforce the research results that examine the relationship between personality and conflict resolution skills. This is because, according to the research in question, the agreeableness personality trait, comprising being empathetic, provides the tendency to pursue the relationship in conflict situations and to produce more fair solutions (Macintosh & Stevens, 2008) and agreeableness personality dimension predicts conflict resolution skills significantly. (Basim, Cetin, & Tabak, 2009; Wood & Bell, 2008).

Senturk (2008) states that respectful behaviours lead individuals to understand each other, and disrespectful behaviours damage the environment of agreement and thus may cause conflict. Akbalik (2001) mentions that people wishing to gain conflict resolution skills should have the value of respect. Alexander (2000) states that individuals need to develop the value of respect for others so that peaceful conflict resolution skills can be implemented. Arcaro-McPhee, Doppler, and Harkins (2002) argue that children can learn creative conflict resolution skills more easily in classrooms strengthening mutual respect between students and teachers. The results of this research also support these views and conclude that there is a significant relationship between respect and conflict resolution skills.

As also suggested in the research hypotheses, in addition to the existence of a relationship between empathetic tendency and conflict resolution skills, in a model in which respectful behaviour is a significant partial mediator, empathetic tendency can explain conflict resolution skills at a level of 54%. This research contributes to the literature by supporting a relationship that is already theoretically expressed in the literature with a quantitative finding. This finding also coincides with the view that empathy and respect for differences are essential for a constructive, peaceful, and healing conflict resolution in interpersonal relations (Turnuklu, et al., 2010). It also proves the rightfulness of including both empathy and respect in conflict resolution training programs (Garrard & Lipsey, 2007; Hakvoort, 2010). In brief, the results of both this research and othershow that for more qualified conflict resolution skills, it is necessary not only to understand or feel the desires, goals, needs, impulses, thoughts, values, interests and beliefs the other party may have in a state of conflict but also to respect them through understanding or feeling.

Cohen (2005) states that the most ideal system for conflict resolution is the absence of any conflict due to the supportive school environment. However, in the event of a conflict, he proposes that the students firstly resolve the conflicts by negotiating with each other. In this case, classroom teachers who conduct the Life Sciences and Social Studies courses, in which the skill concerned can be brought in students, have important responsibilities. Within the framework of these responsibilities, classroom teachers are recommended to add empathy and respect to their educational situations to bring in students the conflict resolution skills in Life Sciences and Social Studies courses. Within the framework of Life Sciences and Social Studies Curricula, essential
learning outcomes and contents should be included for teachers to guide students to empathize with the other party to understand his/her wishes, aims, needs, impulses, interests, thoughts, values and beliefs in case of a conflict, and after they understand and/or feel these through empathy, to respect all these.

In this research, independent and mediating variables that can explain conflict resolution skills were limited by empathetic tendency and respectful behaviour, respectively. Due to this limitation, the unexplained variance rate for conflict resolution skills appears to be at the level of 46%. Therefore, in future research, it should be investigated, which skill, value, or demographic information etc. other than empathetic tendency and respectful behaviour may help explain the baffling variance ratio.

Within the scope of the research, empathetic tendency and respectful behaviour were tested in SEM without sub-dimensions. In further research, the effect of cognitive and affective empathy (Kaya & Siyez, 2010), the sub-dimensions of empathetic tendency, which disregards the ones around which does not exhibit rude behaviours (Erken, 2009), which are sub-dimensions of respectful behaviour, on conflict resolution skills should be examined.

In the present study, the effect of empathetic tendency on conflict resolution skills through respectful behaviour was tested by a relational method within the limitedness of self-reports. As a result of this test, empathetic tendency through respectful behaviour was found to be an important predictor of conflict resolution skills. Nevertheless, action research and empirical research should be conducted on how effective conflict resolution programs including respect centred empathy and related learning experiences are on conflict resolution skills to be able to obtain more explicit information on this issue.

References


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İlkokul Öğrencilerinde Empatik Eğilim ve Çatışma Çözme İlişkisinde Saygılı Davranışın Rolü

Atıf:

Özet


Araştırmanın Bulguları: Araştırmanın yer alan gözlenen arasındaki korelasyon katsayılara göre çatışma çözme ile empatik eğilim arasında (,514) ve çatışma çözme ile saygılı davranış arasında (.504) orta düzeyde ilişki vardır. Yine empatik eğilim ve saygılı davranış arasındaki ilişki katsayısının orta düzeyde (.395) olduğu söylenebilmiştir. Araştırmada kapsamlı olarak empatik eğilim ile çatışma çözme becerileri arasındaki doğrudan ilişki test edilmiş, daha sonra ise saygılı davranışın araci rolü analiz edilmeyi çalışmıştır. Uyum iyiliği indeksleri incelendiğinde, R² değerlerinin anlamlı olduğu ancak temel modele ilişkin χ²/sd ve RMER değerlerinin mükemmel uyumunu yansıtır, RMSEA, IFI, NNFI, SRMR, PGFI ve PNFI indekslerinin kabul edilir bir sınırlarda olduğunu analiz etmiştir. Aracı model açısından ise χ²/sd, RMSEA ve RMR değerlerinin mükemmel uyumunu yansıtır, CFI, IFI, NNFI, SRMR, PGFI ve PNFI indekslerinin ise kabul edilir sınırlarda olduğu görülmektedir. Temel yapısal model çıktılara göre, empatik eğilim değişkeni, çatışma çözme becerilerine ait varyans %36 düzeyinde açıklayabilmiştir [Çatışma Çözme Becerileri = .60*Empatik Eğilim, Errorvar. = .64, R² = .36]. Bu modele göre empatik eğilim ve çatışma çözme becerileri arasındaki ilişkiyi (toplam etkiye) gösteren path katsayısı 0,60'tır ve saygılı eğilim ve çatışma çözme becerileri arasında anlamlı bir ilişki bulunmamaktadır. Aracı model, çatışma çözme becerilerine ait varyans %54 oranında açıklayabilmiştir. Bu modele göre empatik eğilim ve saygılı davranış arasında, saygılı davranış ve çatışma çözme çözme becerileri arasında ve son olarak saygılı davranışın araci rolü eğilimde empatik eğilim ile çatışma çözme becerileri arasında anlamlı ilişkiler bulunmaktadır. Saygı değiştirken eklenmesiyle beraber, temel modelde empatik eğilim ile çatışma çözme becerileri arasında 0,60 olan path katsayısı, araci modelde 0,39'a düşmektedir. Empatik eğilim ve çatışma çözme becerileri arasındaki ilişkinin, araci modelde, bu şekilde düşmesi, ancak halen anlamlı bir ilişkiyi işaret etmesi saygılı davranmanın söz konusu iki değişken arasında kısm olarak aracılık
etkisine sahip olduğunu göstermektedir. Bootstrap alt (1673) ve üst (.3529) değerleri saygılı davranışın, kısmi aracılık etkisinin anlamlı olduğunu işaret etmektedir.

Araştırmanın Sonuçları ve Öneriler: Elde edilen bulgular çerçevesinde, tahmin edildiği gibi empatik eğilim ile çatışma çözme becerileri arasında anlamlı bir ilişkinin olduğu, empatik eğilimin çatışma çözme becerilerini %36 oranında açıklamaktadır. Araştırmanın hipotezlerinde de ortaya atıldığı gibi empatik eğilim ile çatışma çözme becerileri arasında bir ilişkinin olması, saygılı davranışın kısmi aracı olduğu bir modelde empatik eğilim, çatışma çözme becerilerini %54 düzeyinde açıklayabilmektedir. Bu araştırma, söz konusu bulguya, alan yazında zaten teorik olarak dile getirilen bir ilişkiye, niceliksel bir bulguyla destekleyerek alan yazına katkıda bulunmaktadır. Bu bulguyu, aynı zamanda hem empatinin ve hem de farklılıkların saygı duyan kişinin karşılaştırması ilişkilerde yapıcı, barışçıl ve iyileştirmci bir çatışma çözümü için gerekli olduğunu genelde国民经济 durumunda sahip olabileceğini istek, amaç, ihtiyaç duştığı, düşüncü, değer, çıkar ve inançlarını sadece anlamının değil; aynı zamanda bunlar anlamaktan ya da hissetmekten sonra bunlara saygı duymayanın da gerekli olduğunu göstermektedir. Gelecek araştırmalarında empatik eğilim ve saygılı davranışın açıklanmadan bir çatışma çözüm becerilerini, hangi beceri, değer ya da demografik bilgi vb.‘nin açıklanamayan varyans oranını açıklamada yardımcı olabileceği araştırılmalıdır. İlerleyen araştırmalarında, empatik eğilimin alt boyutları olan bilişsel ve duyusal empati ile saygılı davranışın alt boyutları olan çevredekileri önemseme ve kaba davranışlarda bulunmanın da çatışma çözme becerilerine etkisi incelenmelidir.

Anahtar Sözcükler: Sosyal bilgiler öğretimi, hayat bilgisi öğretimi, yol analizi, empati, çatışma çözme, saygılı davranış.