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Self-Development Strategies to Improve Interpersonal Relationships

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Abstract: Interpersonal relationships are how individuals interact and communicate between two or more people in an activity. Good interpersonal relationships will help and support individuals in making relationships with other people. The purpose of this research is to inform the public about self-development strategies that can improve interpersonal relationships. This article uses qualitative research methods with a literature review. From this article, we found that having good interpersonal relationship skills is very important in life. One of the key strategies for developing interpersonal relationships is effective communication. Therefore, interpersonal relationships cannot be separated from the personality that a person has.

Keywords: Self-Development, Interpersonal Relationships, and Strategies Interpersonal Relationships

1 INTRODUCTION

In everyday life, humans will always interact with other humans. This means that humans are social beings. By interacting, humans form relationships with family, coworkers, and schoolmates. To establish a good relationship with others, various strategies are needed. Using various strategies to establish good relationships with others will lead the individual towards more advanced self-development; on the other hand, if the individual is unable to establish good relationships with others, it will experience obstacles to growth. This suggests that relationships with others are a significant and important aspect of life. According to Ratnita (2019), interpersonal relationships are how individuals interact and communicate between two or more people, and in that activity, a psychological process can change the attitude, opinion, or behavior of the person who is doing the interaction. When interpersonal relationships are well established, it helps and supports individuals in their relationships with others in relation to fostering cooperation and building friendships with others. As for the explanation provided by Krisnawati (2016), a person's inability to establish interpersonal relationships will cause disruptions in her social life, such as being shy, being locked up, and breaking up with someone else. Therefore, individuals need good interpersonal relationships. The purpose of this study is to find out what strategies can improve interpersonal relationships.

Relationships between individuals can affect the quality of the individual itself and the individual's relationships with others. Increasing self-development can have an effect on the quality of the individual as well as on his or her mental health and academic field. Therefore, this study will give results on what strategies can be implemented to improve interpersonal relationships. This study used a qualitative outline, more specifically using a literature review method using various information ranging from articles, books, and research publications related to the study's title. The researcher will analyze various relevant sources to include in this study. Researchers organize these studies based on objectivity and data collection and then analyze them. The final results of this study will show that self-development strategies can improve interpersonal relationships. The method used to find the data will be explained in conjunction with the results. Furthermore, the implications of the collected data will be discussed. An interpretation of limitations will be given in the end.

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2   MATERIALS AND METHODS

Materials
Interpersonal Relationships
According to Effendi (Ratnita, 2019), interpersonal relationships are communications made by one person to another in all situations and all areas of life. Good interpersonal relationships will help and support individuals in making relationships with other people in relation to fostering cooperation and friendship with others. The inability of a person to establish interpersonal relationships will result in disturbing social life, such as being shy or feeling isolated.

There are four characteristics of interpersonal relationships: getting close, needing each other, openness, and collaboration. According to Krisnawati (2016), there are five aspects of the ability to establish interpersonal relationships:, initiative, which means an attempt to initiate interaction; negative assertion, which means the ability to refuse and ask; disclosure; emotional support; and conflict management.

Self-development
Self-development is about taking the steps you need to take such as improving yourself by learning new things or overcoming skills and bad habits (Anggraini, 2019). Self-development consists of aspects of self-awareness, self-confidence, interpersonal relationships, new skills, and motivation (Akhbar et al., 2018).

Methods
In compiling articles on self-development strategies to improve interpersonal relationships, researchers chose to use the literature review method by using various sources of information from articles and journals that are relevant to the research topic. The researcher will analyze the contents of the article to be studied and then conclude it to get the data results. In other words, researchers will make arrangements on the criteria and objectives, collect data, and analyze it. After the results of the data are obtained, then presented systematically. Findings from various sources were limited by inclusion and exclusion criteria. The inclusion criteria of this study are primary sources related to self-development strategies to improve interpersonal relationships and answer research, articles published in 2018-2023, articles in English and Indonesian, quantitative research articles that are evidence-based practice using experimental and randomized research methods, controlled trials, and full text in pdf format and free of charge. The keywords used in the search are self-development, interpersonal relationships, and strategies for interpersonal relationships.

3   RESULTS

Based on the results of the researcher's review of several research sources that are relevant and significant to this research problem. The following is a literature review from previous research, which is summarized in table 3.1 :

Table 3.1

No	Title	Author	Year	Purposes	Methods	Subject	Results
1	Associations between Adolescents' Interpersonal Relationships, School Well-being, and Academic Achievement during Educational Transitions	Noona Kiuru, Ming-Te Wang, Katariina Salmela-Aro, Lasse Kannas, Timo Ahonen, Riikka Hirvonen	2019	This study looked at how academic success during the transition from elementary school to lower secondary school was influenced by the nature of interpersonal relationships and school wellbeing.	Questionnaires were used to gather data on the perceived quality of interpersonal relationships and adolescent students' school wellbeing. Two trained research assistants	Subjects in this study were sixth and seventh graders. Data from 848 Finnish adolescents (54% girls, mean age of entry 12.3 years) were collected.	The findings are consistent with a transactional model that depicts the reciprocal correlations between interpersonal relationship quality and academic success as students migrate into lower secondary school. Therefore, high school well-being encouraged greater subsequent academic achievement through enhanced interpersonal relationships, whereas the existence of high-quality

The 2nd International Conference on Psychology and Education (ICPE 2023)
Department of Psychology, Faculty of Education
Universitas Negeri Surabaya, Surabaya, October 3rd, 2023

				were present at all times, and trained testers delivered all of the surveys. The school registers provided data on the participants' academic performance (i.e., school grades).		interpersonal relationships promoted higher academic accomplishment through increased school well-being. Overall, the findings indicate that boosting school wellbeing and the development of excellent interpersonal relationships requires promoting learning outcomes and assisting adolescents with difficulties during educational transitions (Kiuru et al., 2020).
2	The Relationship between College Students' Interpersonal Relationship and Mental Health: Multiple Mediating Effect of Safety Awareness and College Planning	Yujin Sun	2023	The goal of the study is to identify the internal mechanisms by which interpersonal relationships affect the mental health of college students. Students in college frequently experience mental health issues, which can quickly result in extreme situations.	The study employed the GHQ, WHOQOL-BREF, SWBS-CC, LSIB, and TSCS scales. The study was conducted using SPSS 26.0 and Process V4.1, and the nonparametric Bootstrap technique was utilized to determine the significance level of the mediating effect.	The Yangtze River Delta region of China's L University, which can be considered a typical representative of regional institutions, underwent a questionnaire survey. L University is a full-time general undergraduate institution. Representative sampling gives questionnaires their scientific validity.In this study, the	Between the groups with high and low mental health, there are large disparities in interpersonal relationships, safety awareness, and college plans. The consciousness of safety varies between the sexes. Interpersonal relationships, safety awareness, college planning, and mental wellness are all positively correlated. The quality of interpersonal relationships positively predicts mental wellness. There are three paths that mediate the effects of interpersonal relationships on mental health: the independent pathway through safety awareness, the independent pathway through college planning, and the chain pathway through safety awareness and college planning (Sun, 2023).

The 2ⁿᵈ International Conference on Psychology and Education (ICPE 2023)
Department of Psychology, Faculty of Education
Universitas Negeri Surabaya, Surabaya, October 3ʳᵈ, 2023

						cluster sampling approach was used. 2000 questionnaires were sent out to freshmen at L University, and 1675 of them were recovered, yielding an 83.75% recovery rate and ensuring survey quality. The data was cleaned, and 1661 valid samples were kept.	
3	Interpersonal Competencies of Students, Their Interpersonal Relations, and Emotional Intelligence	Waldemar Klinkosz, Justyna Iskra, and Małgorzata Artymiak	2021	The purpose of the study was to determine whether interpersonal skills, forms of interpersonal contact, and emotional intelligence are related.	The data collection method in this study was by questionnaire. There are 3 types of questionnaires that respondents must complete, namely the Interpersonal Competence Questionnaire, the Interpersonal Adjective Scales, and	173 psychology students from three universities in Poland (92 women and 81 men) volunteered to participate in the study and filled out three questionnaires.	The findings revealed a strong relationship between the students' emotional intelligence and interpersonal skills. The study has validated the usefulness of the techniques used and the significance of social skills in the growth of favorable interpersonal relationships and the capacity for environmental adaptation (Klinkosz et al., 2021).

The 2nd International Conference on Psychology and Education (ICPE 2023)
Department of Psychology, Faculty of Education
Universitas Negeri Surabaya, Surabaya, October 3rd, 2023

					the Popular Emotional Intelligence Questionnaire.		
4	A Review of Effective Communication and Its Impact on Interpersonal Relationships, Conflict Resolution, and Decision-Making	Dr. Ali Ahmad, and Dr. Dababrata Chowdhury	2022	This research study will examine effective communication and how it affects workplace decision-making, interpersonal relationships, and conflict resolution.	This study used a qualitative approach to address the research question. Ten semi-structured interviews with a duration of 25 to 30 minutes each were part of the qualitative research.	The average age range of the participants, who were chosen from a variety of organizations, was 18 to 45.	As a result of this research study, perceptions of interpersonal connections, effective decision-making, and conflict resolution were linked with possible applications in both academic and practical sectors. Making logical decisions, developing interpersonal relationships, and speedy dispute resolution were prioritized in the practical sector. Humans analyze information with inherent bias and flaws. One of the most crucial tasks carried out by a business leader is decision-making, which is largely dependent on the quality of the information. The decision-making process will be of greater quality if a person receives more precise and pertinent information (Ahmad & Chowdhury, 2022).
5	Adolescents' Interpersonal Relationships, Self-Consistency, and Congruence: Life Meaning as a Mediator	Jinhui Ye, Xiaoting Ye	2020	Researchers investigated the connections between adolescents' interpersonal relationships, life meaning, self-consistency, and congruence.	Online questionnaires on interpersonal connections, life meaning, self-consistency, and congruence were filled out by participants. SPSS 22.0 was used to analyze the questionnaire data. To examine	In Jiangxi, China, teachers at two junior high schools, two senior high schools, and two universities recruited 900 youths (ages 13 to 25) to	The findings reveal a significant correlation between interpersonal relationships with others, life meaning, self-consistency, and congruence. The links between interpersonal relationships, self-consistency, and congruence were further mediated by life meaning. Interpersonal interactions also had a direct impact on participants' self-consistency and congruence, in addition to this indirect effect. Adolescents'

The 2ⁿᵈ International Conference on Psychology and Education (ICPE 2023)
Department of Psychology, Faculty of Education
Universitas Negeri Surabaya, Surabaya, October 3ʳᵈ, 2023

					the relationships between the three components, researchers utilized analysis of variance, regression, and mediation analysis.	participate in the study.	self-consistency and congruence may be enhanced by school- or individual-level interventions that support their quest for meaning in life and the enhancement of interpersonal connections (Ye & Ye, 2020).

4 DISCUSSIONS

Throughout life, each individual will continue to build relationships with other people that facilitate their progress towards their desired goals (Orehek et al., 2018). Interpersonal communication refers to the activity of sharing information between two or more people as well as the ability to talk, connect, and interact with other people (Rachidi & Yangzom, 2022). Good interpersonal relationships are very important in the personal and professional lives of every individual. The need to establish relationships with other people and with every environment they encounter will lead individuals to greater personal development, while those who cannot establish good relationships will encounter obstacles in the process of personal development (Ratnita, 2019). Carmeli & Gittell (2009) explain that high-quality interpersonal relationships have been conceptualized as a multidimensional construct (Lee et al., 2020). It means that researchers and psychologists consider multiple dimensions or aspects when assessing the quality of interpersonal relationships, as opposed to viewing them as a single, one-dimensional concept. The multidimensional nature of high-quality interpersonal relationships allows for a more comprehensive understanding of what contributes to healthy and fulfilling connections with others. Recognizing that high-quality relationships are multidimensional underscores the importance of investing time and effort in nurturing these connections for personal and collective well-being.

Interpersonal relationships related to the development of students' academic skills. If interpersonal support needs are met, it can reduce student stress during learning, which will increase student motivation for good behavior and concentration during learning. The transactional model (reciprocal interaction) that occurs between the quality of interpersonal relationships and school welfare can influence adolescent academic performance. The main point of this transactional model lies in the interdependent influence between adolescents and their environment (Kiuru et al., 2020).

Research conducted by Sun (2023) shows that interpersonal relationships are related to students' mental health. Interpersonal relationships that are built in a friendly and happy manner are part of one of the criteria for mental health. According to Maslow's hierarchy of needs theory, people will seek spiritual security, which is mental health, after obtaining physical security. Therefore, the existence of a friendly interpersonal relationship will build their safety awareness.

The process of learning social skills can influence their development through the promotion of psychological training and workshops. More attention is paid to developing the character of students who achieve aspirations in the social dimension since interpersonal competence is recognized as the driving force behind the encouragement of students in the social dimension. Emotional intelligence in processing information related to the emotions of oneself and others by building an attitude of mutual understanding will facilitate students in interpersonal relationships related to personal and professional life and overcome conflicts in everyday life (Klinkosz et al., 2021).

Inappropriate decision making results in complex problems because of the many factors that influence decision-making. One of them is the presence of bias in information processing when undergoing interpersonal relationships with other people. Interpersonal relationships that experience failure are associated with suicide, whereas individuals who have good interpersonal relationships live longer, have greater life satisfaction, and have fewer physical illnesses. This is where interpersonal relationships play an important role. To maintain interpersonal relationships, effective communication is needed, resolving conflicts or problems and increasing careful decision-making (Ahmad & Chowdhury, 2022).

Positive responses from other people when adolescents can handle their interpersonal relationships well result in adolescents being convinced that their social experience is consistent with their inner expectations, which will encourage consistency and harmony. Self-consistency is related to some behaviors in accordance with their

The 2nd International Conference on Psychology and Education (ICPE 2023)
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self-concept. Students who have better interpersonal relationships tend to have a higher meaning in life (Ye & Ye, 2020).

Therefore, interpersonal relationships cannot be separated from the personality that a person has. When interpersonal relationships can be maintained properly, humans will not become extinct. As we know that humans are social beings who need others, interpersonal relationships must always be maintained and cared for. Interpersonal relationships require self-development. Someone who can develop himself for better, harmonious interpersonal relationships is also established. The other way around, someone with low self-development can trigger disharmonious interpersonal relationships. There are several strategies that can be used to improve interpersonal relationships, namely: 1) using a transactional model (reciprocal interaction); 2) being friendly with others; 3) having emotional intelligence by building mutual understanding; 4) effective communication; 5) precise in decision-making; 6) consistency and alignment; and 7) has the meaning of life.

5 CONCLUSIONS

Having good interpersonal relationship skills is very important in life. One of the key strategies for developing interpersonal relationships is effective communication. The ability to listen empathetically, speak clearly, and express thoughts and feelings honestly are important skills in building healthy and harmonious relationships. Fostering trust and cooperation in interpersonal relationships is another important strategy. Trust allows people to feel comfortable and safe sharing thoughts, feelings, and personal information. The ability to feel and understand the feelings of others (empathy) is an effective strategy for building strong interpersonal relationships. By showing empathy, meaning that individuals show concern for and understanding of the needs and experiences of others, this can strengthen bonds and build mutually supportive relationships. By implementing these strategies, individuals can build strong relationships and connect emotionally with others.

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The 2nd International Conference on Psychology and Education (ICPE 2023)
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