Loneliness and Aggression: A Comparative Study on Vicenerians and Tricenerians Working in Multinational Corporations

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Abstract:

This study explores the relationship between loneliness and aggression among vicenarians and tricenarians working in multinational corporation. Grounded in psychological theories such as attachment theory and social learning theory, the research examines different types of loneliness emotional, social, situational, existential, and chronic and their impact on various forms of aggression, including physical, verbal, hostile, and anger aggression. Using a quantitative research design, data was collected from 266 employees through standardized measures like the Emotional/Social Loneliness Inventory (ESLI) and Aggression Questionnaire (AQ). Results indicate a statistically significant positive correlation ($r = 0.175$, $p = 0.004$) between loneliness and aggression, suggesting that while loneliness may contribute to aggression, other workplace factors such as job stress and leadership styles likely play a greater role. Additionally, independent t-tests revealed no significant differences in loneliness or aggression between the two age groups, indicating that generational differences alone do not account for these workplace behaviours. The findings highlight the need for workplace interventions, such as mentorship programs and social support initiatives, to mitigate loneliness and reduce aggression among employees. While the study contributes to industrial-organizational psychology by identifying the psychological impact of loneliness in MNCs, future research should expand on causal relationships, explore cultural influences, and assess the long-term effects of workplace loneliness on employee well-being.

Keywords: Aggression, Loneliness, Multinational Corporation, Tricenerians, Vicenerians

1. INTRODUCTION

Loneliness and aggression are critical psychological and behavioural concerns in the workplace, particularly in multinational corporations (MNCs), where employees from diverse backgrounds interact daily. Workplace loneliness can stem from various sources, including lack of social connections, stressful environments, or organizational culture, and may manifest in emotional, social, or existential forms. Aggression, on the other hand, is often a response to frustration, workplace stress, or perceived social isolation. Understanding how these factors interact is essential for fostering a healthy work environment. The focus of this study is on vicenarians (20-29 years) and tricenarians (30-39 years), as these two age groups represent different career stages—early career development and career consolidation. Previous research has explored workplace aggression and loneliness separately, but limited studies have examined their relationship within these specific age groups in MNCs. This research aims to fill that gap and provide

insights into whether loneliness influences aggression and if there are significant differences between these two generational groups.

As multinational corporations (MNCs) increasingly bring together employees from different age groups and cultural backgrounds, understanding how loneliness and aggression affect vicenerians and tricenerians is essential. These age groups face distinct challenges related to professional integration and career progression, which can influence their emotional and behavioural responses. Addressing these issues is crucial for improving employee well-being and enhancing workplace dynamics.

This study will provide valuable insights into how loneliness and aggression differ between vicenerians and tricenerians, helping organizations tailor support and intervention strategies effectively. By identifying age-specific needs and challenges, the findings will assist HR professionals in developing targeted programs to enhance job satisfaction, reduce conflict, and improve overall employee retention. The research will also contribute to the broader field of organizational psychology by highlighting generational differences in workplace experiences.

Loneliness in the workplace manifests in various forms, each influencing employees differently. Emotional loneliness arises when individuals lack deep, meaningful relationships at work, leaving them feeling unsupported or disconnected. Social loneliness occurs when employees struggle to integrate into a broader social network, leading to a sense of exclusion from teams or workplace communities. Situational loneliness is temporary and results from significant changes such as job relocation, career transitions, or organizational restructuring. In contrast, existential loneliness is a more profound, philosophical feeling of isolation, where employees may struggle with a sense of purpose or belonging despite being surrounded by colleagues. Lastly, chronic loneliness is a persistent and long-term experience that continues regardless of workplace adjustments, often contributing to declining mental well-being and job dissatisfaction.

Aggression in professional settings is not limited to physical altercations; it often manifests in subtle yet impactful ways. Instrumental aggression is goal-oriented and strategic, commonly seen in competitive environments where individuals use aggression to gain professional advantages, such as promotions or recognition. Hostile aggression, on the other hand, is impulsive and emotionally driven, often resulting from frustration, workplace conflicts, or high-stress levels. Another form, relational aggression, involves social exclusion, gossip, and manipulation, where individuals seek to undermine colleagues by damaging reputations or limiting access to professional opportunities. Additionally, passive aggression is characterized by indirect resistance, such as procrastination, intentional inefficiency, or avoiding communication, making conflict resolution challenging. Understanding these different forms of loneliness and aggression is crucial for organizations to develop strategies that foster a supportive work environment and mitigate negative behaviours.

2. REVIEW OF LITERATURE

The previous research works examines the cross-cutting issues of loneliness, workplace aggression, job satisfaction, and employee well-being in varying organizational contexts. A number of studies, for instance, Bhumika K.T et al. (2024) and Swati Dhir et al. (2023), address the effects of workplace loneliness on employee well-being, workplace bullying, and how organizational climate and support can curb its effects. Other research, like Bekir Bora Dedeoglu et al. (2024), look at the psychological effects of office loneliness, including its effect on life satisfaction and emotional expression. Dr. Deepak Jahagirdar & Sarthak Patidar (2023) and Concha Anton et al. (2022) studies highlight the connection

between aggression and loneliness, illustrating that office aggression can have adverse effects on job satisfaction and wellbeing, especially within stressful environments such as in law enforcement. Research by Aaron Schat et al. (2011) and Neuman & Baron (1998) also examines the effects of psychological and physical aggression in the workplace, and it is found that aggression is usually a reaction to job stress, isolation at work, and perceived injustice. Furthermore, studies on differences between generations by Ng & Feldman (2010) and Ng & Burke (2006) illustrate that vicenarians (20-year-old employees) and tricenarians (30-year-old employees) perceive workplace stress, loneliness, and aggression differently, as young employees have adjustment problems and mature employees face work-life balance issues. Finally, O'Brien & DeLongis (1996) give a general view of how loneliness can serve as a precipitator for aggression, underlining the necessity for interventions that help develop social relations and lower hostility in the workplace. All these studies point together to the necessity of organizational support, leadership, and mental well-being programs to develop a less hostile and more inclusive workplace.

3. OBJECTIVES
- To study the relationship between loneliness and aggression among vicenerians and tricenerians.
- To study the difference in loneliness among vicenerians and tricenerians.
- To study the difference in aggression among vicenerians and tricenerians.

4. METHODOLOGY
A quantitative research approach was employed to ensure an objective measurement of loneliness and aggression. The study surveyed 200 employees across different MNCs, using stratified random sampling to include individuals from various departments and professional roles. Standardized tools such as the Emotional/Social Loneliness Inventory (ESLI) and the Aggression Questionnaire (AQ) were used to assess participants' loneliness and aggression levels. Statistical analysis was conducted using JAMOVI and Pearson's Correlation Test is used to identify relationships between the variables and Independent Samples T-Tests to compare differences between the two age groups. This methodology was chosen because of its reliability in measuring psychological traits through validated tools. The quantitative approach ensures that data can be analyzed statistically, minimizing subjective biases and enhancing generalizability.

5. OPERATIONAL DEFINITIONS
- Loneliness can be defined as a feeling of sadness or isolation due to a lack of social connections or meaningful relationships.
- Aggression can be defined as hostile or violent behavior or attitudes toward others, often resulting from frustration, anger, or a desire to dominate.
- Vicenarians are individuals in their twenties (ages 20-29) who are in the early stages of career development, exploring their identities, and adapting to adult responsibilities.
- Tricenarians are individuals in their thirties (ages 30-39) who typically have more career stability but face challenges like work-life balance, increasing responsibilities, and long-term career progression.

6. HYPOTHESES
- There is no significant relationship between loneliness and aggression among vicenerians and tricenerians.

- There is no significant difference in loneliness among vicenerians and tricenerians.
- There is no significant difference in aggression among vicenerians and tricenerians.
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7. RESULTS

Table 1 shows Pearson's correlation coefficient and P value of Loneliness and Aggression. From the table it is evident that the correlation for the variable loneliness and aggression is 0.175 which is positive but weak correlation. The p-value for the variables loneliness and aggression is 0.004 which is less than 0.05 which means the result is statistically significant.

Table 1

Pearson's Correlation Coefficient of Loneliness and Aggression

		Total loneliness	Total aggression
Total loneliness	Pearson's r	—	
	df	—	
	p-value	—	
Total aggression	Pearson's r	0.175	—
	df	264	—
	p-value	0.004	—

Table 2 shows the Independent sample t test of Loneliness and Aggression. From the table it is evident that there is no difference between loneliness and aggression between the two age groups. The p-value for the variables loneliness is 0.579 and aggression is 0.460 which is greater than 0.05 which means the result is not statistically significant.

Table 2

Independent Samples T-Test of Loneliness and Aggression

		Statistic	df	p	Mean difference	SE difference	95% Confidence Interval	
							Lower	Upper
Total loneliness	Student's t	0.555	264	0.579	0.479	0.864	-1.22	2.18

Independent Samples T-Test of Loneliness and Aggression

		Statistic	df	p	Mean difference	SE difference	95% Confidence Interval	
							Lower	Upper
Total aggression	Student's t	-0.739	264	0.460	-0.792	1.071	-2.90	1.32

Note. H_a $\mu_1 \neq \mu_2$

8. DISCUSSION

The aim of the study the relationship between loneliness and aggression among vicenerians and tricenerians working in multinational corporations and to study the difference between vicenerians and tricenerians on the variables loneliness and aggression. The results showed a statistically significant relationship between loneliness and aggression, meaning that as loneliness increases, aggression also tends to rise slightly. However, this relationship was not strong, suggesting that other factors, such as workplace stress and leadership style, may have a greater impact on aggression. Additionally, the study found no significant difference in loneliness levels between vicenarians and tricenarians, indicating that both age groups experience loneliness similarly. A study discusses how loneliness can lead to negative emotional outcomes, including frustration and aggression. It highlights that social isolation and perceived rejection can increase aggressive tendencies in some individuals (Peplau & Perlman,1982). It can be inferred that there is no difference in loneliness between the two age groups, which means that vicenerians and tricenerians does not differ in loneliness level which accepts the null hypothesis; stating there is no significant difference in loneliness among vicenerians and tricenerians. A study found that loneliness varies across individuals but does not always differ significantly between groups unless influenced by external factors (e.g., social exclusion, age, or personality traits). It supports the idea that loneliness is a complex psychological state rather than something that always differs significantly between groups. (Cacioppo & Hawkley (2009)). The findings also revealed that there were no significant differences in overall aggression levels or in specific types of aggression physical, verbal, anger, and hostility between the two groups. it can be inferred that there is no difference in aggression between the two age groups, which means that vicenerians and tricenerians does not differ in aggression level which accepts the null hypothesis; stating there is no significant difference in aggression among vicenerians and tricenerians. A study discusses various factors that contribute to aggression, such as environmental, personality, and social influences. It suggests that aggression differences between groups may not always be statistically significant unless specific contextual factors (e.g., provocation, stress, or social exclusion) are present, indicating that the group differences in aggression are not strong enough to be statistically significant. (Anderson & Bushman (2002)). This suggests that age alone does not influence aggression, and workplace conditions or individual personality traits may play a more crucial role. Previous research supports these

results, highlighting that aggression and hostility are often influenced by external stressors, personality traits, and situational factors rather than generational differences. These findings emphasize the need for workplace strategies that address loneliness and aggression through supportive leadership, social engagement initiatives, and mental health programs rather than focusing solely on age-related differences.

9. CONCLUSION

The study found a significant positive correlation between loneliness and aggression, meaning that loneliness can contribute to aggressive behaviors, but the effect is not strong. More importantly, there were no significant differences in loneliness or aggression between vicenarians and tricenarians, suggesting that workplace experiences rather than generational differences influence these behaviours. These findings indicate that organizational factors such as leadership style, workplace culture, and job stress play a more substantial role in shaping loneliness and aggression. Therefore, companies should focus on creating supportive work environments by implementing mental health initiatives, improving communication channels, and fostering social interactions to mitigate loneliness and reduce aggression in the workplace. Future research should explore these factors in greater detail and consider cross-cultural comparisons to better understand the global implications of workplace loneliness and aggression.

10. IMPLICATIONS

The study has discovered that there is a weak positive relationship between loneliness and aggression among vicenerians and tricenerians working in multinational corporation which suggest that research on contributing factors such job stress, corporate culture, and social support systems is necessary, as evidenced by the weak positive correlation between loneliness and aggression among tricenarians (30–39) and vicenarians (20–29) working for multinational firms. Future research should examine age-specific strategies to lessen loneliness and temper anger, such as mentorship programs and peer support. Cross-cultural comparisons may show how various organizational and cultural environments affect this relationship, while longitudinal studies may elucidate causal relationships. These results emphasize the significance of customized approaches to enhance worker satisfaction and workplace cohesion.

On the other hand, there is no difference in aggression among vicenerians and tricenerians working in multinational corporation which suggest that This suggests that organizational factors, including work environment, leadership style, and job demands, may be more important in influencing aggressive behaviour. Finding these workplace-related factors and studying the effects of organizational policies, stress management programs, and interpersonal relationships on aggression in all age groups could help develop universal strategies to promote a more collaborative and healthy work environment.

11. LIMITATIONS

- The sample of the study consisted of limited population.
- The data collection was restricted to a small geographical area.
- Simple random sampling was used to select the sample.
- The use of google forms might lead to higher chances of neutral responses.

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