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RESEARCH PAPER

Development and Psychometric Properties of Prosocial Behaviour Scale for Rescue Workers

[1]Alam Zeb Khattak* [2]Dr. Mazhar Iqbal Bhati [3]Sidra Tul Muntaha Wazir

1. Ph. D Psychology Scholar, International Islamic University Islamabad, Pakistan
2. Assistant Professor, Dept. of Psychology, International Islamic University Islamabad, Pakistan
3. MS Psychology Scholar, Department of Psychology, University of Haripur, KP, Pakistan

***Corresponding Author** masoomalam2016@gmail.com

ABSTRACT

Prosocial behaviour is a widely studied area in social and behavioral research. Aim of this current research was to develop and validate prosocial behavior scale for those responding to the emergency situations. Most of the earlier work and validated scales of prosocial behaviour are for children and adolescents. The scale was constructed in multiple phases including identification of relevant constructs, item generation, item selection for initial data collection, data collection and empirical analysis of the newly devised scale. Thirty items were finalized through committee approach. Sample of the current study include operational rescuers from four adjacent districts, Peshawar, Kohat, Hangu and Karak. Principal Component Analysis with varimax rotation was performed. KMO and Bartlet Test of Sphericity were found significant indicating adequate and appropriate values for factor analysis. Finally, 23 items and five different constructs were identified including, Emotional Behavior, Social Behavior, Empathetic Behavior, Helping Behavior and Caring & Sharing Behavior. This newly devised scale was validated with two different constructs (scales) of work engagement and Counterproductive Work behaviour respectively to check convergent and discriminate validity. Confirmatory factor analysis was carried out with excellent and acceptable values of model fit. CFA confirmed the same five factors and 23 items of the scale.

Keywords: Emergency Rescue Services, Emotional and Social, Helping, Prosocial Behaviour, Rescue Workers

Introduction

Imagine yourself injured in a road traffic accident or trapped in a house fire, and you are crying for help. There is no trained person or no one is ready to take risk and try to save your life. You have a very short time, known is the golden moments of life. Your golden moments are in someone others hand. If they care you properly, they can save your life or care improperly they can spoil your life. It's now depending upon the bystanders or your family members and neighbors to save your life without or minimum risk. Someone called emergency rescue service rescue 1122 about the situation and the hazards, a vehicle with a trained and professional crew of rescue workers arrived on the emergency spot. Are you need a person to provide you first aid only? Are you need an empathetic and helping individual to help and enthuse you softly, while giving you first aid? Your answer will be definitely the 2nd statement. Every victim of the emergency needs an empathetic, prosocial, professional and a cooperative person to help and minimize their pain and griefs. Emergency rescue services are contributing to the society by saving their lives and promoting well-being. Emergency rescue services are playing a vital role in the health sector of Pakistan. They are providing prehospital care in all medical cases and also responding in disaster, fire etc. In Pakistan there are many government and private organizations providing emergency services like Rescue 1122, Edhi, Red Crescent, Alkhidmat foundation etc. Instead of these all rescue 1122 has got huge attention of society due to their immediate, quick and professional services (Amin, Khattak and Khan, 2018). Rescue 1122 has now become the leading public sector emergency rescue service in Pakistan. It is the first ever

structured international standard emergency service at public sector in Pakistan. Rescue 1122 saves human life and property from possible hazardous situations like road traffic accidents, bomb blast, fire, floods and medical emergencies (Imran, Nasir & Zaidi, 2015; Waseem, Naseer & Razzak, 2011).

Prosociality is an automatic behavioral process while deliberate actions are related to payoff maximizing behaviour. Prosociality related domains are cooperation, honesty and altruism (Penner et al, 2005; Rand, 2016). Self-control and emotional competence are necessary for prosocial practices. Prosocial behaviours require the knowledge of social values and norms (Baumeister, Vohs and Tice, 2007; Tangney, Baumeister and Boone, 2004). Prosociality is needed for better relation engagement in the society and it is also said to be a best tool to avoid and relieve negative feelings. Prosocial behaviour is also a significant source of pleasure and happiness in life (Yang et al, 2017; Sonnentag and Grant, 2012). According to social psychological theories there are two types of forces or motivations behind prosocial behaviour, these are altruism and egoism. Altruistic motivation pulls us without expecting something. It is an individual's genuine desire, there is no chance of reward in retaliation. Empirical researches are needed to investigate existence of pure altruistic behaviours. Some of the researchers are binding altruism with egoism, that both are required for helping behaviour (Feigin et al. 2014). They don't have the ability to see someone in trouble feeling sad, guilt or anxious. They have the desire to feel good and improve their social standard (Penner et al. 2005). Prosocial behaviour in organizational setup is less researched topic in organizational psychology or social sciences. In organizational setup it is conventionally operationalized as organizational citizenship behaviour, good citizenship behaviors or extra role behaviors (Mitonga-Monga and Cilliers, 2016; Zellars, Tepper and Duffy, 2002). Prosocial behaviour in the workplace is associated with the phenomenon of socially desirable behaviour. All good works which benefits someone in the organizational boundary manifest as prosocial behavior. These actions are necessary for the creation of cooperative and coordinative organizational setup which leads to an inspirational organizational environment (Axelsson and Axelsson, 2009; Clarkson, 2014). There a number of studies on helping in emergency and bystanders' effects. According to Darley and Latane (1968) willingness to help and intervene in troubled situations is higher when an individual (bystander) is alone. If there is a large number of bystanders, there will be less willingness to help. The current research was conducted intending to develop an indigenous scale for measurement of prosocial behavior of those working in emergency situations, establishment of factorial structure, validity and reliability of the scale.

Sample

Sample for the current study was selected from four adjacent districts of Khyber Pakhtunkhwa including Peshawar, Kohat, Hangu and Karak. The sample was consisted of 300 rescue workers working on different positions of Emergency Medical Technician (n=180 %) and Fire Rescuers (n=120%). Sample for the current research study was selected through purposive sampling technique. Rescue workers responding to emergencies (working in the field, also known as operational rescue workers) were selected to participate in the study. Minimum age limit of the participants was 25 years (minimum age for recruitment in ERS Rescue 1122), qualification ranges from intermediate to MPhil and professional diploma like an associate engineer, health technology, and diploma in information technology. Socioeconomic background of almost all the employees was same due to salary range.

Table 1
Population and Sample

All Operational Rescue Workers (EMT and FR)		
Districts	**Population**	**Sample**

	EMT	FR	EMT	FR
Peshawar	193	109	102	44
Kohat	48	38	38	32
Hangu	40	28	23	21
Karak	50	32	22	18

EMT: Emergency Medical Technicians, FR: Fire Rescuers

Instruments

Work Engagement

The Utrecht Work Engagement Scale was developed by Schaufeli & Bakker originally the scale is composed of 24 items (e.g., 1. At my job, I feel strong and vigorous. 2. I am immersed in my work). The short version of the scale is consisting of 9 items, responses range from never (0) to always (6). The scale covers three domains of engagement including vigor, dedication, and absorption. Cronbach's Alpha for UWES-9 is 0.93 (Schaufeli & Bakker, 2003).

Counterproductive Work behavior Checklist

The counterproductive behavior checklist was developed by Spector and their colleagues in 2006. The checklist has several versions like 45, 32, and 10 items covering five domains of abuse, production deviance, sabotage, theft, and withdrawal. In the current study, we will use the short form of the checklist composed of 10 items (e.g.,1. Purposely wasted your employer's materials/supplies. 2. Came to work late without permission). Responses on the scale are from never (1) to every day (5). The alpha coefficient of the whole checklist is 0.90 (Spector, Bauer, and Fox, 2010).

Prosocial Behavior Scale for Rescue Workers

Scale was developed in multiple steps. Steps of scale development are elaborated in proper order below.

Step I: Identification of related constructs

Initial step of this study was consisting of identification of related theories and constructs. It was done by searching and reading relevant literature and existing scales. Different data bases like psych info, ResearchGate, SciHub, Academia, Publons and google scholars were searched for relevant recent research articles.

Step II: Generation of item pool

After searching and reading relevant literature, a pool of 30 items was generated. Items related to all constructs of prosociality were added. To check suitability of the items committee approach was adopted. A committee comprises of three subject experts were requested to check general layout of the scale. Suggestions of the committee were carefully considered. Twenty-five items were finalized by the committee. The generated items were specially devised according to the rescue services environment. Response categories were made in the light of reviewed literature and existing scales according to the nature of rescue workers' job. All the items were positively worded. No negative or reverse worded item was included due to researchers miscoding, careless responding and error of measurement (Sonderen, Sanderman, and Coyne, 2013). Language of the generated items was English because participants of the current study were educated 2nd the other instruments were also in English language. The items were also checked from English expert for possible linguistic or grammar mistakes. Due to suitability and widely using factors five-point Likert scale was selected for rating and response recording. The five-point Likert scale provide an opportunity to the participants to select level of agreement from the five rating choices and

2nd they produce reliable results (Boone and Boone, 2012). Response categories were selected like 1 for never true, 2 for occasionally true, 3 for sometimes true, 4 for often true and 5 for always true. 1 is for lowest response and 5 for highest response. High scores on the scale denotes high prosociality/prosocial behaviour among rescue workers while low score on scale denotes low level of prosociality/prosocial behaviour among rescue workers. Name of the scale was suggested as "Prosocial Behaviour Scale for Rescue Workers".

Step III: Data Collection

This step comprises of data collection on the Prosocial Behaviour Scale for Rescue Workers. Three hundred and fifty booklets including three questionnaires, Prosocial Behaviour Scale for Rescue Workers along with copies of Utrecht Work Engagement Scale and Counterproductive Work Behaviour Checklist were distributed in four adjacent districts Peshawar, Kohat, Hangu and Karak. Three hundred and nine booklets were received back with response rate of 88.28%. The basic aim of this study was to devise an indigenous scale named as "Prosocial Behaviour Scale for Rescue Workers".

Step IV: Empirical Assessment of the Newly devised Scale

All the questionnaires were thoroughly checked. Three hundred booklets which were complete from all aspects and demographics were selected for final analysis. Data from these questionnaires was put into SPSS data sheet. SPSS 24 and Amos 26 were used to analyze the data.

Step V: Analysis and Results

This step of the current research study was completely based upon item finalization for the scale "Prosocial Behaviour Scale for Rescue Workers" checking, testing and establishment of psychometric properties. Data collected was subjected to different statistical analyses including frequency distribution, exploratory factor analysis, descriptive statistics, reliability check and correlation for establishment of convergent and discriminate validity. Alpha reliability coefficient was computed to establish internal consistency reliability of the scale.

Results and Discussion

For the establishment of factorial structure of Prosocial Behaviour Scale for Rescue Workers and to check different constructs an exploratory Factor Analysis was run. Principal Component analysis was computed through varimax rotation by assuming factor independence contributing to this scale. Kaiser-Meyer-Olkin measure of sampling adequacy was found .83 (above the recommended value of .60 (Kaiser, 1974). Bartlett‟s test of sphericity was also found significant ($\chi^2 = 4719.252$, $p < .001$). Five factors are suggested and extracted by the scree plot and all the remaining items having loading less than .50 on their respective factors, were deleted (item 06 and item 20). The final factor loadings obtained from rotated factor solution are summarized with their respective loadings in table 3. Five factors were finalized including emotional, social, empathetic, helping and caring & Sharing. These five factors solution contributed 60.9% of the variance having total items (retained). Each of the factor was given a suitable title according to the theory and studied literature. Factor wise explanation of all the five constructs (subscales) are given below.

Factor I: Emotional Behavior

Subscale of Emotional is composed of 6 items 11, 12, 14, 15, 16 and 17. Items of the subscale emotional explained 17.97% of variance. This subscale is particularly associated with emotional strength and stability of those working in emergencies and are involved to save and rescue people in trouble. This is emotional strength which keeps the rescue

workers responding to the situations of crying and dying without any hesitation. High score on this subscale suggests high emotional stability and strength while low score on this subscale suggests decreased emotional strength. Reliability coefficient of the subscale was 0.92 (Cronbach's α). An example item includes "Emotionally stable individuals can do better help''.

Factor II: Social Behavior

The second subscale of this newly developed scale is "Social" comprises of 5 items 2, 3, 4, 7 and 10. This subscale explained 12.91% of variance. It is associated with the overall social competence of the rescue workers. Social competence is the ability of an individual to control their emotions and work in the stressful and horrific condition. This is social competence which keeps rescue workers doing their best in front hundreds of bystanders. High score on this subscale suggests high social competence while low score is associated to low social competence. Reliability coefficient of the subscale was 0.88 (Cronbach's α). An example item includes "My job is very close to social responsibility".

Factor III: Empathetic Behavior

The third subscale is titled as "Empathetic" composed of 5 items 1, 9, 13, 19 and 25. It explained 12.42% of variance. Items of this subscale are associated with empathy in rescue workers. It was assumed that the rescue workers must be empathetic beyond their job requirements. This is empathy which pulls rescue workers to help people in need beyond relation, race, gender and religion. High scores on this scale denotes high empathy while low score suggests low level of empathy. Reliability coefficient of the subscale was 0.88 (Cronbach's α). An example item includes "I get deep satisfaction after responding to a horrific emergency".

Factor IV: Helping Behavior

The fourth subscale titled as "Helping" composed of 3 items 5, 8 and 18, which explained 9.67% of variance. This subscale is associated with the helping behaviour of the rescue workers. Rescue workers are help beyond any discrimination. They don't ask about race, culture or religion. High score on this subscale suggests high level of helpfulness while low score is for low helpfulness. Reliability coefficient of the subscale was 0.91 (Cronbach's α). An example item includes "I help the people beyond religious discrimination".

Factor V: Caring & Sharing Behavior

The fifth and last subscale known as "Caring and Sharing" is composed of 4 items 21, 22, 23 and 24 explaining 7.95% of variance. This subscale is associated with the caring and sharing quality of the rescue workers. They not only the community but they are also help their colleagues and share knowledge with them to prepare them for unwanted emergency situations. High score on the scale suggests high caring and sharing ability while low score is for low caring and sharing ability. Reliability coefficient of the subscale was 0.77 (Cronbach's α). An example item includes "I immediately note my friend's discomfort".

Table 2
Descriptive Statistics of Demographic Variables

Demographic	Level	Frequency	Percentage
Age	25-29	109	36.3%
	30-34	141	47%
	35-39	50	16.7%
Category	Emergency Medical Technicians	181	60.3%
	Fire Rescuers (Fire Fighters)	119	39.7%

Duty District	Peshawar	146	48.7%
	Kohat	70	23.3%
	Hangu	44	14.%
	Karak	40	13.3%
Duty Shift	Morning	116	38.7%
	Evening	125	41.7%
	Night	59	19.7%
Socioeconomic Status	Average	269	89.7%
	High	31	10.3%
Qualification	Master & above	74	24.7%
	Bachelor	103	34.3%
	Intermediate/ Professional Diploma	123	41%
Marital Status	Single	125	41.7%
	Married	173	57.7%
	Divorced	2	.7%

Table 2 composed of frequency and percentage of all the demographic variables including age, designation, duty district, duty shift, socioeconomic status, qualification and marital status of all the participants.

Table 3
Exploratory Factor Analysis

Item	**Factor I: Emotional Behavior**	**Loadings**
16	I immediately got feelings of those in trouble	.899
17	I don't feel sexual attraction while working with female victims.	.879
15	I am always feeling discomfort, when I missed an emergency.	.879
11	High motivated individuals are more fit for rescue job.	.855
12	Emotionally stable individuals can do better help.	.796
14	I immediately put myself in the shoes of those crying for help.	.797
	Eigenvalues	1.809
	Variance (%)	36.2
	Cumulative (%)	36.2
	Factor II: Social Behavior	**Loadings**
04	I also present myself for voluntary activities.	.908
07	Prosociality is necessary among all rescue workers.	.826
10	My job is very close to social responsibility.	.845
03	I always try to console those who called rescue workers for help.	.795
02	I am always empathetic with those in trouble.	.767
	Eigenvalues	.992
	Variance (%)	19.8
	Cumulative (%)	56.0
	Factor III: Empathetic Behavior	**Loadings**
19	I am always trying for the better care of those in trouble.	.866
09	My ego goes down, when I reached on the spot of emergency.	.851
13	Socially competent individuals can easily control the situations.	.804
01	I get deep satisfaction after responding to a horrific emergency.	.754
25	I am always trying to save property of victims.	.752
	Eigenvalues	0849
	Variance (%)	17.0
	Cumulative (%)	73.0
	Factor IV: Helping Behavior	**Loadings**
08	I am always available to help those in trouble.	.905
05	I help the people beyond religious discrimination.	.896

18	I try to help others beyond my job timings.	.890
	Eigenvalues	0.738
	Variance (%)	14.8
	Cumulative (%)	87.8
	Factor V: Caring & Sharing Behavior	**Loadings**
24	I am not waiting my turn, when someone called for help.	.781
22	I immediately note my friend's discomfort.	.776
21	I also help my friends and colleagues in the office.	.743
23	I am always available to share knowledge and skills with colleagues.	.705
	Eigenvalues	0.612
	Variance (%)	12.2
	Cumulative (%)	100

Extraction: Principal component analysis; Rotation; Varimax

Table 3: To test the dimensionality of the scale exploratory factor analysis was done by obtaining principal component solution. Varimax rotation was used. Extraction of the items was based on eigenvalues and final scree plot. Five factors with loading more than .50 were identified by the SPSS including Emotional, social, empathetic, helping and caring & sharing. Factor loadings on subscale emotional ranging from 0.744 to 0.900. For social factor loadings ranges from 0.683 to 0.933. factor loadings on subscale empathetic ranges from 0.675 to 0.897. For helping the loadings ranges from 0.862 to 0.894 while on the subscale caring and sharing the loadings ranges from 0.591 to 0.745. The five factors accounted variance of 17.97%, 12.91%, 12.42%, 9.67% and 7.95%.

Confirmatory Factor Analysis

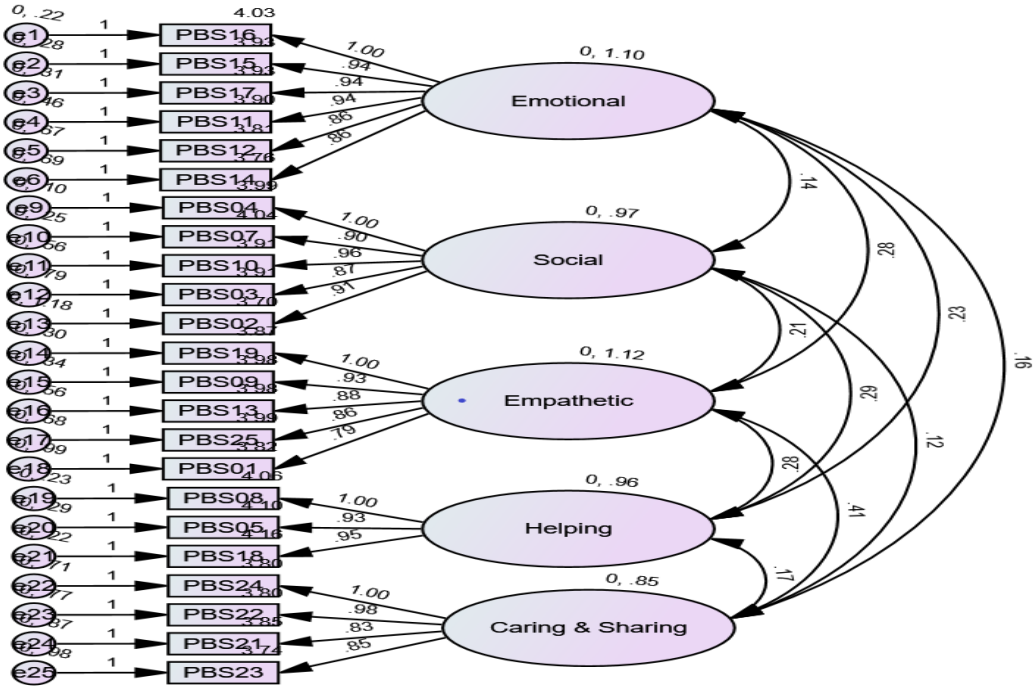

Figure 1 CFA model of Prosocial Behavior Scale for Rescue Workers.

Confirmatory factor analysis was performed to confirm factor structure of the newly developed scale. CFA was applied to the 23 items on 5 factors extracted and retained by exploratory factor analysis. Goodness-of-fit statistics was obtained for the mentioned 5 factors and 23 items. All the values were in excellent and acceptable range (showed in table

6). Value of Chi-square was significant it .001level, X^2 /df = 546.150/220, p < .001 (recommended value of X^2/df is 1-2 or 2-3 indicates good model fit), df: 220, Root Mean Square Error of Approximation value is 0.070 (less than 0.08 for good model fit), Values of RMR and SRMR are in acceptable range (recommended value for a good model fit is less than 0.08. values of CFI, GFI and TLI were higher than 0.90 indicating a good model fit.

Table 4
Goodness-of-fit indices for Prosocial Behavior Scale for Rescue Workers

Goodness-of-fit indices	X^2	df	RMSEA	RMR	SRMR	CFI	GFI	TLI
Prosocial Behavior Scale for Rescue workers	546.15	220	0.070	0.074	0.052	0.927	.865	.916

df: Degree of freedom, RMSEA: Root mean square error of approximation, RMR: Root mean square, SRMR: Standardized root mean square residual, CFI: Comparative fit index, GFI: Goodness of fit index, TLI: Tucker-Lewis index.

Table 5
Correlation I

Variables	M	SD	α	1	2	3	4	5	6	7
Emotional Behavior	23.4	6.05	0.92	-						
Social Behavior	19.6	4.90	0.88	0.145*	-					
Empathetic Behavior	19.6	5.03	0.88	0.207***	0.161**	-				
Helping Behavior	12.3	2.95	0.91	0.220***	0.237***	0.236***	-			
Caring & Sharing Behavior	15.2	3.84	0.77	0.138*	0.105	0.376***	0.164**	-		
Work Engagement	41.0	7.74	0.93	0.319***	0.251***	0.396***	0.433***	0.425***	-	
Counterproductive Work Behaviour	13.5	2.97	0.90	-0.364***	-0.323***	-0.141*	-0.292***	-0.112	-0.267***	-

Note: *p<.05, **p <.01, ***p<.001

Results in the above table 5 indicates that all the subscales of prosocial behaviour scale for rescue workers have positive relation with work engagement and negative relation with the Counterproductive Work Behaviour. Alpha values of all the subscales of newly devised scale are above acceptable range. The Cronbach alpha of subscales, Emotional: 092, Social: 0.88, Empathetic: 0.88, Helping: 0.91 and Caring & Sharing: 0.77. The Cronbach alpha for the whole scale was 0.86, which indicates that the newly devised scale is reliable.

Table 6
Correlation II (Overall)

Variables	M	SD	α			
Prosocial Behaviour (Total)	96.7	14.65	0.86	-		
Work Engagement	41.0	7.74	0.93	0.580***	-	
Counterproductive Behaviour	13.5	2.97	0.90	-0.429***	-0.267***	-

Note: *p<.05, **p <.01, ***p<.001

Results in the above Table 6 denotes that prosocial behaviour scale for rescue workers (total) has positive association with work engagement while negative association with counterproductive work behavior. Therefore, the newly devised scale has revealed convergent validity with Work Well-being Survey (Schaufeli and Bakker, 2003) and discriminate validity with Counterproductive Work Behavior Checklist (Spector, Bauer and Fox, 2010). Values of alpha for all the tree instruments are acceptable.

Discussion

For the validation of the newly developed scale, it was hypothesized that prosocial behaviour of the rescue workers is positively associated with work engagement. Results of

the current study confirmed the hypothesis and prosociality was positively associated with rescue workers work engagement. No research with these variables was found in the emergency rescue services domain however to study the association between these two variables, it was important because engaged employees are reported to be more committed, productive and satisfied (Amin, Khattak and Khan, 2018). The current study explored this association. All those rescue workers who scored high on prosocial behaviour scale also scored high on Utrecht Work Engagement Scale. Earlier studies suggested that prosocial tendency may work as an indicator of work engagement (Abid et al., 2018). Theoretically and empirically prosocial behaviour is associated with a number of positive life outcomes including cognitive, social, emotional and psychological (Alessandri et al., 2014: Carrizales, Perchec and Lannegrand-Willems, 2019). Literature reported association among prosocial behaviours and different psychological constructs like caring, sharing helping feeling social and emotional. All these constructs are related to actions (padilla-Walker, Carlo, 2014: Caprara, Steca, Zilli & Capanna, 2005). While the second hypothesis states that there is a negative association between prosocial behaviour and counterproductive work behaviour among rescue workers. Results of the current study also proved that prosocial behaviors are negatively correlated with counterproductive work behaviour among rescue workers. No relevant study was found during literature search which have studied these variables in the same sampling. The second hypothesis also establish the discriminate validity of the scale.

After carrying EFA the newly validated scale has explored five sub domains of the prosocial behaviour among rescue workers. Literature search, review and working experience in rescue department suggests that there are some factors through which some of the rescue workers are working hard and both workers and clients are satisfied. Most of the prosocial behaviour's measurement scales are designed for adolescents while this scale is designed to measure prosocial behaviours of those adults working in emergency situations.

The most important sub domain of prosocial behaviour is "Emotional". Individuals working in rescue services need to be emotionally strong because they are responding to situations which are very difficult for a common person to see. They are directly the witnesses of death and dying situations (Gartner, et al, 2019). Prolong exposure to these horrific situations leads to physical, psychological and emotional issues. Rescue workers are using different emotional regulations strategies to cope with the situations. Emotionally and socially competent individuals can help people in trouble more efficiently (Donelly et al., 2016; Gartner et al., 2019; Bunanno and Burton, 2013). Emotional self-control is an important quality of those working in emergency situations. It is their ability to overwhelm personal feelings and emotional responses related to the event (Boyatzis, et al., 2017).

Another important sub domain of prosocial behaviour is the "Social". It is also important like emotional. Rescue workers who have the ability to bear the pressure of society and bystanders on the spot of emergency are said to be socially competent (Wascher, Scheiber and Kotrschal 2008). It is a type of social skills, attitudes and knowledge which keeps an individual ready for immediate adaptation and preparation accordingly in the situations they are facing by taking social perspectives. This construct include relationship with coworkers, victims and relatives of the victims. Self-identification, belongingness and interest in work with coworkers etc. are the related sub factors. Another important phenomenon is making decisions in the emergency. Decision making is also tied with understanding and expressing emotions, social awareness and intellectual ability, ability to communicate and skills to plane immSaediately (Kapucu & Garayev, 2011).

Empathy is the third sub-domain of prosocial behavior scale. It is ability of someone to be aware regarding others feelings and emotions which is most critical to those working in emergency situations. It is a type of response which is generated due to another's emotional state or condition involving cognitive and emotional progressions. It is composed

of biological and genetic components. Empathy is the natural human ability to perceive, note and acts others emotional states (Decety et al, 2016). The rescue workers must be able to immediately understand feelings and emotions of those crying for help, attentive to relevant cues, reading and understanding of these cues and then planning how to respond the situation in a way of minimum harm.

Another important sub-domain is the helping behaviour of rescue workers. Cooperation, coordination and effective communication is necessary for rescue workers working on the emergency spot. Secure relationships, coordination and collaboration with teammates leads to effective coping strategies (Luthar, Crossman and Small, 2015; Baruch et al 2004). These competencies become more important while working in groups or teams. Helping behaviour is not limited to the victims only but it also includes respect of their senior officers, incident commanders etc. coordination and collaboration is a type of ability and skill which keep the rescue workers motivated towards a common goal of responding and accomplishment of emergency without or less physical or economical public harm. If we are helping others, Allah promises to help us in return. This is a Devine quality which will make us prominent in the society.

Caring and sharing is the next sub-domain of prosocial behaviour of rescue workers. Caring of victims and coworkers and sharing of knowledge, skills and personal protective equipment's with the coworkers is also needed while responding emergencies. Caring and sharing may also be coded is relationship skills in future researches. This behaviour may be utilized by senior rescue workers while working with junior teammates. Dunfield (2014) identified three sub domains within the general construct of prosocial behavior including helping, caring and sharing. Development of these behaviours are dependent upon individual differences, age, gender, race and culture (Dunfield and Kuhlmeier, 2013; Brownell, Svetlova and Nichols, 2009; Svetlova, Nichols and Brownell, 2010).

Conclusion

It is concluded that prosocial behaviour leads to variety of acts like helping, comforting, donating something, volunteering activities and sharing in social and emotionally loaded situations. This research study was conducted to develop a valid and reliable scale for those working in the emergency situations like bomb blasts, road traffic accidents, fire and disasters etc. working conditions of all the organizations are different from one another. Some are working beneath the roof with facilities of air conditions like bankers etc, while some are fighting against flames of the fire like fire fighters. Health status, life style, social implications and job outcomes of both the employees of the organization will be different. Rescue workers are facing a lot of issues during the services. This study is a trial to highlight some of the factors.

Recommendations

The current research study may be utilized for all those who are working in the emergency situations including disasters, medical emergencies, terrorists' attacks, violence etc. Armed forces, police, rescue workers, civil defense comes under this phenomenon. All mentioned variables of the study are examined in this context.

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