



ORGANISATIONAL COMPASSION

Abstract

This dissertation focuses on Organisational compassion. The interest was to assess the applicability of compassion capability theory and compassion organising theories in explaining organisational compassion in a Ugandan context. These are the theories that informed our inquest and helped us develop the study objectives. The study had four specific objectives that sought to establish the relationship between climate for compassion and relational condition, emergent features and relational condition, emergent features and organisational compassion, and finally, the relationship between relational condition and organisational compassion. The study was informed by a combined Compassion capability and compassion Organising theories. The sample for this qualitative study was chosen by purposive sampling and snowballing selection techniques. An inclusive-exclusive criterion was used, where a respondent needed to be a witness of organisational compassion to be included. Point of saturation guided the interviews. A total of eleven participants were interviewed and nine of these interviews were analysed. The results supported the theories that had informed the study. The participants argued that some daily work-related and non-work related interactional points enabled high quality connections among the members of the organisations they represented, which in turn facilitated organisational compassion. Some symbolic features that emerge after a misfortune were also found to facilitate high quality connections. This also helped organisational compassion. Other emergent features directly facilitated organisational compassion. The respondents also viewed the concept of perceived justice and a victim's character as having an influence on compassionate response.

We therefore conclude that the mechanisms that have been found to foster organisational compassion elsewhere can also be applied in Ugandan context.