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Attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions

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Abstract

The present study was aimed to study attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions.

The sample was selected by using purposive sampling method. Total 100 (50 males & 50 females) employees working in areas pre-dominantly assigned to females such as nursing, unisex saloons, beauty parlors, etc in Pune City were selected. Their age range was between 20 to 40 years. Their minimum educational qualification was 12th Std. They responded to Attitude towards Androgynization of Roles Scale (ATARS) by Bisht (1987) and Emotional Maturity Scale by Singh & Bhargava (2012).

The statistical tool Anova was used to find gender differences in attitude towards androgynization of roles (ATARS), Model, Prescription of Behaviour, Reinforcement of Behaviour, and Exposure to varied occupations. Anova was also used to find gender differences in emotional maturity, emotional stability, emotional progression, social adjustment, personality integration and state of being independent. Pearson's correlation was used to find correlation between attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions.

The result showed that there is no gender difference ($F=0.47$) in attitude towards androgynization of roles among individuals working in female dominated professions, there is no gender difference ($F=0.023$) in Model as dimension of ATARS, there is no gender difference ($F=1.33$) in Prescription of Behaviour as dimension of ATARS, there is no gender difference ($F=0.00$) in Reinforcement of Behaviour as dimension of ATARS, there is no gender difference ($F=0.36$) in Exposure to varied occupations (EVO) as dimension of ATARS. There is no gender difference ($F=0.48$) in emotional maturity among individuals working in female dominated professions, there is no gender difference ($F=0.39$) in emotional stability as a dimension of emotional maturity, there is no gender difference ($F=0.098$) in emotional progression as a dimension of emotional maturity, there is no gender difference ($F=0.21$) on social adjustment as a dimension of emotional maturity, there is no gender difference ($F=2.49$) in personality integration as a dimension of emotional maturity, there is no gender difference ($F=0.41$) on state of being independent as a dimension of emotional maturity, there is no correlation ($r=0.189$) between attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions.

Keywords: Androgynization, emotional maturity, female dominated professions

Introduction

In this era of change when the society has turned to accepting common roles for both the genders, it has become the need of the hour to see if the changing scenario is really true in nature. It is seen that females have received acceptance in professions which were so far dominated by males such as work at petrol pumps, factories, transportation, etc. Likewise nowadays males are also seen in female dominated professions as nursing, unisex saloons, etc. This area has been unexplored and hence there remains a void which has to be addressed.

Concepts used in present study

Attitude towards androgynization of roles

Mahajan *et al.* (2004) [6] the term 'Androgyny' comes from the Greek word 'andros' which means 'man' and 'gyne' means 'woman'.

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So an androgynous person has both masculine and feminine characteristics. Attitude towards androgynization of roles is a belief that male and female human being should not be differentiated in role-play on the basis of sex and should be provided with quality of opportunity and freedom to develop in whatever direction their activities and interests dictate. (Anthropologist, 2004) [6].

ATARS consists of four dimensions such as Models, Prescription of behavior, Reinforcement of behavior and Exposure to varied occupations. Models (M) consists of items related to role model such as female role models should be given only to girls. Prescription of behaviour (PB) includes items that prescribes the behaviour of boys and girls. Reinforcement of behaviour (RB) consists of items like "boys should not be scolded if they shy like girls and if boys behave like girls, they should be teased". Exposure to varied occupations (EVO) includes items such as "Boy's work efficiency is more than girls, girls have stereotypical vocations like teaching".

Emotional Maturity

Smitson (1974) [13] emotional maturity is 'a process in which the personality is continuously striving for greater sense of emotional health, both intra-psychically and intra-personally'. (Manual for Emotional Maturity Scale, 2012) The Emotional maturity scale has five factors such as Emotional Stability, Emotional Progression, Social adjustment, Personality integration, Independence. Emotional Stability means the emotionally stable person is able to do what is required by him in any given situation. Emotional Progression is the feeling of adequate advancement and growing vitality of emotions in relation to the environment. Social adjustment is the process of interaction between the needs of a person and demands of the social environment in any given situation. Personality Integration is the process of unifying the diverse elements of an individual's motives and dynamic tendencies into harmonious relation of inner conflict in the undaunted expression of behavior. The State of being independent is the capacity of a person's attitude to be self-reliant or of resistance to control by others. (Manual for Emotional Maturity Scale, 2012)

Female dominated professions

There are some traditional roles that are being assigned to females such as nursing, saloons, teaching, governess, etc.

Statement of the problem

To study attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions.

Objectives of the study

- To study attitude towards androgynization of roles among individuals working in female dominated professions.
- To study emotional maturity among individuals working in female dominated professions.
- To study correlation between emotional maturity and attitude towards androgynization of roles among individuals working in female dominated professions.

Review of Literature

Mahajan, Sharma & Sharma (2004) [6] in their study 'Attitude towards Androgynization of Roles' found that

there was no significant difference between the attitudes of male and female students.

Saini (2012) [8] found in her study 'Career maturity of adolescents in relation to their emotional maturity' found that male adolescents were better than female adolescents with regard their career maturity and emotional maturity. Sharma & Sharma (2012) [9] in their study 'Role of gender and various personal and familial variables in emotional maturity of adolescents' found that boys have significantly higher emotional maturity than girls.

Tedesco (1982) [10] in a study 'Premature termination of psychology interns' found that male students had a higher failure rate than females in completion of internship due to emotional instability.

Frank, Diener & Sandvik (1991) [4] in the study 'Gender differences in negative affect and well-being: The case for emotional intensity' found that women report more negative affect than men but equal happiness as men. Results showed women to be as happy as and more intense than men on affect balance and affect intensity. Thus, women's more intense positive emotions balance their higher negative affect.

Crick & Grotpeter (2008) [3] found in their study 'Relational Aggression, Gender, and Social-Psychological Adjustment' that girls were significantly more relationally aggressive than boys. And the relationally aggressive children may be at risk for serious adjustment difficulties (e.g., they were significantly more rejected and reported significantly higher levels of loneliness, depression, and isolation relative to their non-relationally aggressive peers).

Ones, Viswesvaran & Chockalingam (1998) [7] in the study 'Gender, age, and race differences on overt integrity tests: Results across four large-scale job applicant datasets' reported that women scored higher on overt integrity tests than men. Implications for adverse impact, test construction, and personality measurement were found.

Lynn & Ruble (1997) [5] in their study 'A developmental perspective of self-construals and sex differences: Comment on Cross and Madson' found that women and men differ in self-construals, with women as interdependent and men as independent.

Barry, Bacon, & Child (1957) [2] found in their study 'A cross-cultural survey of some sex differences in socialization' that in childhood there is, as in our society, a widespread pattern of greater pressure toward nurturance, obedience, and responsibility in girls, and toward self-reliance and achievement striving in boys.

Andia *et al.* (1995) [1] in their study 'Gender Differences in Schizophrenia' found that significant gender differences on social functioning such as marital status, independent living skills, and employment status were found, Women also were better educated and more often married, living independently, and employed.

Hypotheses

The following hypotheses were formed on the basis of review of literature:

- There will be no gender difference in attitude towards androgynization of roles (ATARS) among individuals working in female dominated professions.
- There will be no gender difference in Model as a dimension of ATARS.
- There will be no gender difference in Prescription of Behaviour as a dimension of ATARS.

- There will be no gender difference in Reinforcement of Behaviour as a dimension of ATARS.
- There will be no gender difference in Exposure to varied occupations as a dimension of ATARS.
- There will be gender difference in emotional maturity among individuals working in female dominated professions.
- There will be gender difference in emotional stability as a dimension of emotional maturity.
- There will be gender difference in emotional progression as a dimension of emotional maturity.
- There will be gender difference in social adjustment as a dimension of emotional maturity.
- There will be gender difference in personality integration as a dimension of emotional maturity.
- There will be no gender difference in state of being independent as a dimension of emotional maturity.
- There will be no correlation between attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions.

Material and Method

Sample

The sample in the present study was selected by using purposive sampling method. Total 100 (50 males & 50 females) employees working in areas pre-dominantly assigned to females such as nursing, unisex saloons, beauty parlors, etc in Pune City were selected. Their age range was between 20 to 40 years. Their minimum educational qualification was 12th Std.

Tools

Attitude towards Androgynization of Roles Scale by Bisht (1987) [12]

The Attitude Towards Androgynization of Roles Scale is devised by Bisht (1987) [12], which comprises of 60 items in total and is divided into 4 dimensions which are Models (M) Prescription of behaviour (PB), Reinforcement of behaviour (RB), Exposure to varied occupations (EVO). The reliability was chalked out by split-half method by applying S-B formula. It was .98 which is satisfactory. ATARS has construct validity. This scale was reliable and valid. Scoring is done as per manual. It is used for adults.

Emotional Maturity Scale by Singh & Bhargava (2012) [13]

The Emotional Maturity Scale is devised by Singh & Bhargava (2012) [13]. It contains 48 items under the five categories such as emotional stability, emotional progression, social adjustment, personality integration and independence. EMS is a self-reporting Five Point Scale. The answers are marked with scoring pattern such as for very much – 5, much-4, undecided-3, probably-2, never-1. So the total score on scale is indicative of emotional maturity while the greater the total score on scale is expressed in terms of emotional immaturity. The reliability of the scale was determined by Test-retest method is .75 and also by internal consistency is .98. The scale was validated against external criteria which is .64. It is used for adolescents and adults

Result and Discussion

Gender difference in attitude towards androgynization of roles

Table 1 A

Variable	Gender	N	Mean	SD
ATARS	Females	50	77.30	13.14
	Males	50	79.56	19.17

Table 1B

	Sum of Squares	Df	Mean Square	F
Between Group	127.69	1	127.69	0.47 (N.S)
Within Group	26452.82	98	269.93	

N.S: Not Significant

The above table shows the F value (F=0.47) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 77.30 and 13.14, males is 79.56 and 19.17 respectively. Hence, the hypothesis that there will be no gender difference in attitude towards androgynization of roles (ATARS) among individuals working in female dominated professions is *accepted*.

Gender difference in Model as a dimension of ATARS

Table 2A

Variable	Gender	N	Mean	SD
Model	Females	50	29.26	3.86
	Males	50	29.38	4.07

Table 2B

	Sum of Squares	Df	Mean Square	F
Between Group	0.36	1	0.36	0.023 (N.S)
Within Group	1543.40	98	15.75	

N.S: Not Significant

The above table shows the F value (F=0.023) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 29.26 and 3.86, males is 29.38 and 4.07 respectively. Hence, the hypothesis that there will be no gender difference in Model as a dimension of ATARS is *accepted*.

Table 3A

Variable	Gender	N	Mean	SD
Prescription of Behaviour	Females	50	22.12	6.94
	Males	50	29.38	4.07

Table 3B

	Sum of Squares	df	Mean Square	F
Between Group	73.96	1	73.96	1.33 (N.S)
Within Group	5458.00	98	55.69	

N.S: Not Significant

The above table shows the F value (F=1.33) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 22.12 and 6.94, males is 29.38 and 4.07 respectively. Hence, the hypothesis that there will be no gender difference in Prescription of Behaviour as a dimension of ATARS is *accepted*.

Gender difference in Reinforcement of Behaviour as a dimension of ATARS

Table 4A

Variable	Gender	N	Mean	SD
Reinforcement of Behaviour	Females	50	12.34	2.79
	Males	50	12.36	5.78

Table 4B

	Sum of Squares	df	Mean Square	F
Between Group	0.01	1	0.01	0.00 (N.S)
Within Group	2020.74	98	20.62	

N.S: Not Significant

The above table shows the F value (F=0.00) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 12.34 and 2.79, males is 12.36 and 5.78 respectively. Hence, the hypothesis that there will be no gender difference in Reinforcement of Behaviour as a dimension of ATARS is *accepted*.

Gender difference in Exposure to varied occupations as a dimension of ATARS

Table 5A

Variable	Gender	N	Mean	SD
Exposure to varied occupations	Females	50	13.58	3.26
	Males	50	13.98	3.43

Table 5B

	Sum of Squares	df	Mean Square	F
Between Group	4.00	1	4.00	0.36 (N.S)
Within Group	1097.16	98	11.19	

N.S: Not Significant

The above table shows the F value (F=0.36) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 13.58 and 3.26, males is 13.98 and 3.43 respectively. Hence, the hypothesis that there will be no gender difference in Exposure to varied occupations as a dimension of ATARS is *accepted*.

Gender difference in emotional maturity as a dimension of emotional maturity

Table 6A

Variable	Gender	N	Mean	SD
Emotional Maturity	Females	50	85.08	20.16
	Males	50	87.74	18.18

Table 6B

	Sum of Squares	df	Mean Square	F
Between Group	176.89	1	176.89	0.48 (N.S)
Within Group	36111.30	98	368.48	

N.S: Not Significant

The above table shows the F value (F=0.48) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 85.08 and 20.16, males is 87.74 and 18.18 respectively. Hence, the hypothesis that there will be gender difference in

emotional maturity among individuals working in female dominated professions is *rejected*.

Gender difference in emotional stability as a dimension of emotional maturity

Table 7A

Variable	Gender	N	Mean	SD
Emotional Stability	Females	50	19.78	6.02
	Males	50	20.58	6.74

Table 7B

	Sum of Squares	df	Mean Square	F
Between Group	16.00	1	16.00	0.39 (N.S)
Within Group	4000.76	98	40.82	

N.S: Not Significant

The above table shows the F value (F=0.39) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 19.78 and 6.02, males is 20.58 and 6.74 respectively. Hence, the hypothesis that there will gender difference in emotional stability as a dimension of emotional maturity is *rejected*.

Gender difference in emotional progression as a dimension of emotional maturity

Table 8A

Variable	Gender	N	Mean	SD
Emotional Progression	Females	50	18.56	5.88
	Males	50	18.22	4.94

Table 8B

	Sum of Squares	df	Mean Square	F
Between Group	2.89	1	2.89	0.098 (N.S)
Within Group	2892.90	98	29.52	

N.S: Not Significant

The above table shows the F value (F=0.098) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 18.56 and 5.88, males is 18.22 and 4.94 respectively. Hence, the hypothesis that there will be gender difference in emotional progression as a dimension of emotional maturity is *rejected*.

Gender difference in social adjustment as a dimension of emotional maturity

Table 9A

Variable	Gender	N	Mean	SD
Social Adjustment	Females	50	16.78	5.13
	Males	50	16.42	4.17

Table 9B

	Sum of Squares	df	Mean Square	F
Between Group	4.84	1	4.84	0.21 (N.S)
Within Group	2283.16	98	23.29	

N.S: Not Significant

The above table shows the F value (F=0.21) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is

16.78 and 5.13, males is 16.42 and 4.17 respectively. Hence, the hypothesis that there will gender difference in social adjustment as a dimension of emotional maturity is *rejected*.

Gender difference on personality integration as a dimension of emotional maturity

Table 10A

Variable	Gender	N	Mean	SD
Personality Integration	Females	50	15.16	3.80
	Males	50	16.42	4.17

Table 10B

	Sum of Squares	df	Mean Square	F
Between Group	36.69	1	36.69	2.49
Within Group	1560.90	98	15.93	(N.S)

N.S: Not Significant

The above table shows the F value (F=2.49) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 15.16 and 3.80; males is 16.42 and 4.17 respectively. Hence, the hypothesis that there will be gender difference in personality integration as a dimension of emotional maturity is *rejected*.

Gender differences on state of being independent as a dimension of emotional maturity

Table 11A

Variable	Gender	N	Mean	SD
State of Being Independent	Females	50	14.80	3.75
	Males	50	15.30	4.06

Table 11B

	Sum of Squares	df	Mean Square	F
Between Group	6.25	1	6.25	0.41
Within Group	1496.50	98	15.27	(N.S)

N.S: Not Significant

The above table shows the F value (F=0.41) which is not significant at 0.05 or 0.01 level. Mean and S.D of females is 14.80 and 3.75, males is 15.30 and 4.06 respectively. Hence, the hypothesis there will be no gender difference in state of being independent as a dimension of emotional maturity is *accepted*.

Table 12: ({Correlation between attitude towards androgynization of roles (ATARS) and emotional maturity (EMS) N=100}).

Variables	ATARS	EMS
ATARS	1	0.189
EMS	0.189	1

*Correlation significant at 0.05 level

Results show that there is no correlation between attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions, (r = 0.189) is not significant at 0.05 or 0.01 level. Hence, the hypothesis that there will be positive correlation between attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions is *rejected*.

Qualitative analysis

1. Male nurses had selected this profession due to pressures from the home front, and at a time when the parental pressure was high and decision making was not left to them. Hence, they were not in this profession by choice.
2. The male nurses found the work very messy and not to their liking. They preferred administrative jobs.
3. Due to the glamour associated with grooming, it was found that the men working in unisex saloons were highly satisfied with the work hours, women clientele, non-strenuous work and a good salary.

Conclusion

1. There is no gender difference in attitude towards androgynization of roles (ATARS) among individuals working in female dominated professions,
2. There is no gender difference in Model as dimension of attitude towards androgynization of roles.
3. There is no gender difference in Prescription of Behaviour as a dimension of attitude towards androgynization of roles.
4. There is no gender difference in Reinforcement of Behaviour as a dimension of attitude towards androgynization of roles.
5. There is no gender difference in Exposure to varied occupations as dimension of attitude towards androgynization of roles.
6. There is no gender difference in emotional maturity among individuals working in female dominated professions.
7. There is no gender difference on emotional stability as a dimension of emotional maturity.
8. There is no gender difference on emotional progression as a dimension of emotional maturity.
9. There is no gender difference on social adjustment as a dimension of emotional maturity.
10. There is no gender difference on personality integration as a dimension of emotional maturity
11. There is no gender difference on state of being independent as a dimension of emotional maturity.
12. There is no correlation between attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions.

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