

Attitude towards Androgynization of roles and emotional maturity among males and females working in male dominated professions

Gauri Kadam^{1*} and Yogita Ubhe²

¹Department of Psychology, Dr. D.Y.Patil Arts, Commerce & Science College, Pimpri, Pune, Maharashtra, India.

²Department of Behavioural Science, Dr. D.Y.Patil Dental College and Hospital, Pimpri, Pune, Maharashtra, India.

Correspondence Address: *Dr. Gauri Kadam, Department of Psychology, Dr. D.Y.Patil Arts, Commerce & Science College, Pimpri, Pune, Maharashtra, India.

Abstract

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

A sample of 130 male and female employees working in male dominated professions such as manufacturing units, state transport service, private cabs, petrol pumps, etc in Pune City, Maharashtra were selected. Their age range was 20 to 40 years and minimum qualification was 10th Std. They responded to Attitude Towards Androgynization of Roles Scale (ATARS) by Bisht (1987) and Emotional Maturity Scale by Singh & Bhargava (2012).

The result showed that there is gender difference ($t=6.88$) on attitude towards androgynization of roles among individuals working in male dominated professions, gender difference ($t=5.15$) on Model as dimension of ATARS, gender difference ($t=5.97$) on Prescription of Behaviour) as dimension of ATARS, gender difference ($t=5.61$) on Reinforcement of Behaviour as dimension of ATARS, gender difference ($t=5.74$) on Exposure to varied occupations (EVO) as dimension of ATARS, gender difference ($F=8.67$) on emotional maturity among individuals working in male dominated professions, gender difference ($F=4.84$) on emotional progression as a dimension of emotional maturity, gender difference ($F=4.18$) on social adjustment as a dimension of emotional maturity, gender difference ($F=6.70$) on personality integration as a dimension of emotional maturity, gender difference ($F=15.08$) on state of being independent as a dimension of emotional maturity, and no gender difference ($F=3.14$) on emotional stability as a dimension of emotional maturity; positive correlation ($r=0.247$) between attitude towards androgynization of roles and emotional maturity among males and females working in male dominated professions. All results are significant at 0.05 level.

Keywords: Androgynization, Emotional Maturity, Male dominated professions

Introduction

Society is dynamic. It has accepted the changing status of girl child, equality in education, sports and careers. Women have

been identified with their traditional roles at home and at work place. But now they are venturing in male dominant professions such as driving, conductors, petrol pump

attendants, machine operators, police personnel, post office personnel etc. Most of these professions require physical strength, vigilance, and continuous rigorous time, work in shifts. So women are facing a lot of challenges in the home front as well as work place. This study is an attempt to understand emotional maturity and attitude towards androgynization of roles of both men and women who are working in male dominated professions.

Concepts used in present study

Attitude towards androgynization of roles:

Mahajan et.al (2004) the term 'Androgyny' comes from the Greek word 'andros' which means 'man' and 'gyne' means 'woman'. 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 equality of opportunity and freedom to develop in whatever direction their activities and interests dictate. (Anthropologist, 2004).

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 prescribe 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:

Bhatia (2005) emotional maturity is having "Proper emotion at proper time and to

express it in proper form and in proper quality". Emotional maturity means what a person expresses or behaves in any situation (Indian Streams Research Journal, 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.

Male dominated professions:

Today though women have entered the top management jobs, there are some traditional male dominated professional areas such as petrol pumps, multiplexes, security services, post office, restaurants, transportation and police services which are still dominated by men. (Vieira et.al, 2008).

Statement of the problem

To study attitude towards androgynization of roles and emotional maturity among males and females working in male dominated professions.

Objectives of the study

- To study attitude towards androgynization of roles among males and females working in male dominated professions.

- To study emotional maturity among males and females working in male dominated professions.
- To study correlation between emotional maturity and attitude towards androgynization of roles among males and females working in male dominated professions.

Review of literature

Mahajan, Sharma & Sharma (2004) 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) 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) 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) 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) 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 effect.

Crick & Grotpeter (2008) 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) 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) 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) 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) 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 difference among males and females on attitude towards androgynization of roles (ATARS) among individuals working in male dominated professions.

- There will be no difference among males and females on Model as a dimension of ATARS.

There will be no difference among males and females on Prescription of Behaviour as a dimension of ATARS.

- There will be no difference among males and females on Reinforcement of Behaviour as a dimension of ATARS.
- There will be no difference among males and females on Exposure to varied occupations as a dimension of ATARS.
- There will be gender difference on emotional maturity among individuals working in male dominated professions.
- There will gender difference on emotional stability as a dimension of emotional maturity.
- There will gender difference on emotional progression as a dimension of emotional maturity.
- There will gender difference on social adjustment as a dimension of emotional maturity.
- There will gender difference on personality integration as a dimension of emotional maturity.
- There will be no gender difference on 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 males and females working in male dominated professions.

Materials and methods

Sample

The sample in the present study is selected by using purposive sampling method. Total 130 (65 males & 65 females) employees working in areas pre-dominantly assigned to males such as manufacturing units, state transport service, private cabs, petrol pumps, etc in Pune City are selected. Their age range is between 20 to 40 years. Their

minimum educational qualification is 10th Std.

Tools

Attitude Towards Androgynization of Roles Scale by Bisht (1987)

The Attitude Towards Androgynization of Roles Scale is devised by Bisht, 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)

The Emotional Maturity Scale is devised by Singh & Bhargava (2012). 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

Results and discussion

Table 1 shows Mean and S.D of males is 62.88 and 14.86, females is 80.82 and 14.86 respectively. The 't' value is 6.88, which is significant at 0.05 level. Hence, the hypothesis that there will be no difference among males and females on attitude

towards androgynization of roles (ATARS) among individuals working in male dominated professions is *rejected*.

Table 2 shows Mean and S.D of males is 20.40 and 6.42, females is 25.92 and 5.78 respectively. The ‘t’ value is 5.15, which is significant at 0.05 level. Hence, the hypothesis that there will be no difference among males and females on Model as dimension of ATARS is *rejected*.

Table 3 shows Mean and S.D of males is 20.42 and 5.43, females is 26.43 and 6.05 respectively. The ‘t’ value is 5.97, which is significant at 0.05 level. Hence, the hypothesis that there will be no difference among males and females on Prescription of Behaviour as dimension of ATARS is *rejected*.

Table 1: Mean, SD, ‘t’ values and df across gender on attitude towards androgynization of roles.

Variables	Gender	N	Mean	Standard Deviation	‘t’ value	df
ATARS	Males	65	62.88	14.86	6.88*	128
	Females	65	80.82	14.86		

*significant at 0.05 level of significance

Table 2: Mean, SD, ‘t’ values and df across gender on Model as a dimension of ATARS.

Variables	Gender	N	Mean	Standard Deviation	‘t’ value	df
Model	Males	65	20.40	6.42	5.15*	128
	Females	65	25.92	5.78		

*significant at 0.05 level of significance

Table 3: Mean, SD, ‘t’ values and df across gender on Prescription of Behaviour as a dimension of ATARS.

Variables	Gender	N	Mean	Standard Deviation	‘t’ value	df
Prescription of Behaviour	Males	65	20.42	5.43	5.97*	128
	Females	65	26.43	6.05		

*significant at 0.05 level of significance

Table 4: Mean, SD, ‘t’ values and df across gender on Reinforcement of Behaviour as a dimension of ATARS.

Variables	Gender	N	Mean	Standard Deviation	‘t’ value	df
Reinforcement of Behaviour	Males	65	11.40	2.86	5.61*	128
	Females	65	14.37	3.17		

*significant at 0.05 level of significance

Table 5: Mean, SD, ‘t’ values and df across gender on Exposure to varied occupations as a dimension of ATARS.

Variables	Gender	N	Mean	Standard Deviation	‘t’ value	df
Exposure to Varied Occupations	Males	65	10.66	3.45	5.74*	128
	Females	65	14.09	3.36		

*significant at 0.05 level of significance

Table 4 shows Mean and S.D of males is 11.40 and 2.86, females is 14.37 and 3.17 respectively. The 't' value is 5.61, which is significant at 0.05 level. Hence, the hypothesis that there will be no difference among males and females on Reinforcement of Behaviour as dimension of ATARS is *rejected*.

Table 5 shows Mean and S.D of males is 10.66 and 3.45, females is 14.09 and 3.36 respectively. The 't' value is 5.74, which is significant at 0.05 level. Hence, the hypothesis that there will be no difference among males and females on Exposure to varied occupations as dimension of ATARS is *rejected*.

Table 6: Gender difference on emotional maturity.

Table 6A

Variable	Gender	N	Mean	SD
Emotional Maturity	Males	65	118.46	26.84
	Females	65	106.14	20.45

Table 6B

	Sum of Squares	df	Mean Square	F
Between Group	4935.39	1	4935.39	8.67*
Within Group	72863.91	128	569.25	

*significant at 0.05 level of significance

The above table shows the F value (F=8.67) which is significant at 0.05 level. Mean and S.D. of males is 118.46 and 26.84, females is 106.14 and 20.45 respectively. Hence, the hypothesis that there will be gender difference on emotional maturity among individuals working in male dominated professions is *accepted*.

Table 7: Gender difference on emotional stability as a dimension of emotional maturity.

Table 7A

Variable	Gender	N	Mean	SD
Emotional Stability	Males	65	25.89	5.81
	Females	65	24.20	5.06

Table 7B

	Sum of Squares	df	Mean Square	F
Between Group	93.08	1	93.08	3.14
Within Group	3798.65	128	29.68	

*significant at 0.05 level of significance

The above table shows the F value (F=3.14) which is not significant at 0.05 or 0.01 level. Mean and S.D of males is 25.89 and 5.81, females is 24.20 and 5.06 respectively. Hence, the hypothesis that there will gender difference on emotional stability as a dimension of emotional maturity is *rejected*.

Table 8: Gender difference on emotional progression as a dimension of emotional maturity.

Table 8A

Variable	Gender	N	Mean	SD
Emotional Progression	Males	65	25.83	7.78
	Females	65	23.25	5.39

Table 8B

	Sum of Squares	df	Mean Square	F
Between Group	217.11	1	217.11	4.84*
Within Group	5739.20	128	44.84	

*significant at 0.05 level of significance

The above table shows the F value (F=4.84) which is significant at 0.05 level. Mean and S.D of males is 25.83 and 7.78, females is 23.25 and 5.39 respectively. Hence, the hypothesis that there will be gender difference on emotional progression as a dimension of emotional maturity is *accepted*.

Table 9: Gender difference on social adjustment as a dimension of emotional maturity.

Table 9A

Variable	Gender	N	Mean	SD
Social Adjustment	Males	65	24.42	6.60
	Females	65	21.94	7.19

Table 9B

	Sum of Squares	df	Mean Square	F
Between Group	199.39	1	199.39	4.18*
Within Group	6101.54	128	47.67	

*significant at 0.05 level of significance

The above table shows the F value (F=4.18) which is significant at 0.05 level. Mean and S.D of males is 24.42 and 6.60, females is 21.94 and 7.19 respectively. Hence, the hypothesis that there will gender difference on social adjustment as a dimension of emotional maturity is *accepted*.

Table 10: Gender difference on personality integration as a dimension of emotional maturity.

Table 10A

Variable	Gender	N	Mean	SD
Personality Integration	Males	65	22.89	6.24
	Females	65	20.34	4.93

Table 10B

	Sum of Squares	df	Mean Square	F
Between Group	211.97	1	211.97	6.70*
Within Group	4050.80	128	31.65	

*significant at 0.05 level of significance

The above table shows the F value (F=6.70) which is significant at 0.05 level. Mean and S.D of males is 22.89 and 6.24 and females is 20.34 and 4.93 respectively. Hence, the

hypothesis that there will be gender difference on personality integration as a dimension of emotional maturity is *accepted*.

Table 11: Gender differences on state of being independent as a dimension of emotional maturity.

Table 11A

Variable	Gender	N	Mean	SD
State of Being Independent	Males	65	19.43	4.79
	Females	65	16.42	4.03

Table 11B

	Sum of Squares	df	Mean Square	F
Between Group	295.51	1	295.51	15.08*
Within Group	2507.72	128	19.59	

*significant at 0.05 level of significance

The above table shows the F value (F=15.08) which is significant at 0.05 level. Mean and S.D of males is 19.43 and 4.79, females is 16.42 and 4.03 respectively. Hence, the hypothesis there will be no gender difference on state of being independent as a dimension of emotional maturity is *rejected*.

Table 12: Correlation between attitude towards androgynization of roles (ATARS) and emotional maturity (EMS) (N=130).

Variables	ATARS	EMS
ATARS	1	0.247*
EMS	0.247*	1

*Correlation significant at 0.05 level

Results show that a positive correlation is found between attitude towards androgynization of roles and emotional maturity among males and females working in male dominated professions, (r = 0.247) found significant at 0.05 level. Hence, the

hypothesis that there will be no correlation between attitude towards androgynization of roles and emotional maturity among males and females working in male dominated professions is *rejected*.

Conclusion

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

males and females working in male dominated professions.

References

- Andia, A., Zisook, S., Heaton, R., Hesselink, J., Jernigan, T., Kuck, J., Moravville, J., Braff, D., 1995. Gender Differences in Schizophrenia. *Journal of Nervous & Mental Disease*, 183, 8.
- Barry, H., Bacon, M., Child, I., 1957. A cross-cultural survey of some sex differences in socialization. *The Journal of Abnormal and Social Psychology*, 55(3), 327-332.
- Crick, N., Grotpeter, J., 2008. Relational Aggression, Gender, and Social-Psychological Adjustment. *Child Development*, 66(3), 710-722.
- Frank, F., Diener, E., Sandvik, E., 1991. Gender differences in negative affect and well-being: The case for emotional intensity. *Journal of Personality and Social Psychology*, 61(3), 427-434.
- Lynn, M., Ruble, D., 1997. A developmental perspective of self-construals and sex differences: Comment on Cross and Madson. *Psychological Bulletin*, 122(1), 45-50.
- Mahajan, P., Sharma, N., Sharma, S., 2004. Attitude Towards Androgynization of Roles, *Anthropologist*. 6(3), 181-183.
- Ones, D., Viswesvaran., Chockalingam., 1998. Gender, age, and race differences on overt integrity tests: Results across four large-scale job applicant datasets. *Journal of Applied Psychology*, 83(1), 35-42.
- Saini, R., 2012. Career maturity of adolescents in relation to their emotional maturity. *Indian Streams Research Journal*. 1(V), 1-4.
- Sharma, S., Sharma, N., 2012. Role of gender and various personal and familial variables in emotional maturity of adolescents. *Golden Research Thoughts*. 1(VII), 1-4.

Tedesco,J., 1982. Premature termination of psychology interns. Professional Psychology. 13(5), 695-698.

Vieira,C., Saavedra,L., Araujo, A., Silva,A., Loureiro,T., Faria,L., Ferreira,S, Taveira.M., 2008. Girls' perceptions

IJSAR, 3(9), 2016; 21-29
about what is required to have success in male dominated professional areas: gender stereotypes under vocational choices. International conference: The future of education, 35.