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Attitude towards Androgynization of Roles among Males Working In Socially Accepted Jobs For Men and Women

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Abstract: The paper was aimed to study attitude towards androgynization of roles among males working in socially accepted jobs for men and women. A sample of 115 male employees was selected by purposive sampling method. One group consisted of 65 males in socially accepted jobs for men such as manufacturing units, state transport service, private cabs, petrol pumps, with minimum education 10thStd and another of 50 males from socially accepted jobs for women such as nursing, unisex saloons, etc in Pune City with minimum education 10thStd, with age range 20 to 40 years. They responded to Attitude towards Androgynization of Roles Scale by Bisht. The statistical tool 't' test was used to find differences in attitude towards androgynization of roles. The results showed that there is difference ($t=5.25$) in attitude towards androgynization of roles, there is difference ($t=8.63$) in Model, there is difference ($t=2.70$) in Prescription of Behaviour, there is difference ($t=5.13$) in Exposure to varied occupations. All differences are accepted at 0.05 levels. There is no difference ($t=1.16$) in Reinforcement of Behaviour among males working in socially accepted jobs for men and women.

Keywords: Androgynization Of Roles, Model, Prescription Of Behaviour, Reinforcement Of Behaviour, Exposure To Varied Occupations, Socially Accepted Jobs For Men, Socially Accepted Jobs For Women.

INTRODUCTION

In the earlier centuries men and women had well defined roles. There was no confusion while selecting a career. Any kind of behavior that was not gender specific was not applauded but was frowned upon. Even the emotional expression was defined by society. Behavior that fell into the gender specifics was welcomed and other was frowned upon. But in current environment and in this era, the gap seems to be diminishing and people have developed more tolerance towards the changing scenario. The roles of men and women seem to be merging considerably. This study is an attempt to understand attitude towards androgynization of roles of men working in jobs which are socially accepted for men and those socially accepted for women.

Concepts used in present study:

Attitude towards androgynization of roles:

Mahajan et.al (2004) the term 'Androgyny' is derived 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) ^[3].

ATARS has four dimensions which are Model, Prescription of behavior, and Reinforcement of behavior and Exposure to varied occupations. Model (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". (Manual for Attitude Towards Androgynization of Roles Scale, 1987) ^[5].

Socially accepted jobs for men:

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) ⁽⁴⁾.

Socially accepted jobs for women:

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

Statement of the problem:

A study on attitude towards androgynization of roles among males working in socially accepted jobs for men and women.

Objective of the study:

To study attitude towards androgynization of roles among males working in socially accepted jobs for men and women.

Review of Literature

Mahajan, Sharma & Sharma (2004)⁽³⁾ in their study 'Attitude Towards Androgynization of Roles' found that there was no significant difference between the attitudes of male and female students.

Kadam&Ubhe (2016)⁽¹⁾ found in the study 'Attitude towards Androgynization of roles and emotional maturity among males and females working in male dominated professions' 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.

Kadam&Ubhe (2016)⁽²⁾ in the study, 'Attitude towards androgynization of roles and emotional maturity among individuals working in female dominated professions' results 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.

Hypotheses

1. There will be no difference in attitude towards androgynization of roles (ATARS) among males working in socially accepted jobs for men and males working in socially accepted jobs for women.
2. There will be no difference in Model as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women.
3. There will be no difference in Prescription of Behaviour as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women.
4. There will be no difference in Reinforcement of Behaviour as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women.
5. There will be no difference in Exposure to varied occupations as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women.

MATERIAL AND METHOD

Sample

A sample of 115 male employees was selected by purposive sampling method. One group of 65 males was selected from socially accepted jobs for men such as manufacturing units, state transport service, private cabs, petrol pumps. Another group of 50 males was selected from socially accepted jobs for women such as nursing, unisex saloons, beauty parlors, etc from Pune City. In both group samples' minimum educational qualification was 10thStd and age range was 20 to 40 years.

Tools

Attitude towards Androgynization of Roles Scale by Bisht

The Attitude Towards Androgynization of Roles Scale is devised by Bisht. It comprises of 60 items in total and is divided into four 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. It was used for adults. Scoring was done as per manual.

RESULT AND DISCUSSION

Table 1
(Mean, SD, 't' values and df across males in attitude towards androgynization of roles)

Variable	Category	N	Mean	Standard Deviation	't' value	df
ATARS	Males in socially accepted jobs for men	65	62.88	14.87	5.25*	113
	Males in socially accepted jobs for women	50	79.50	19.12		

*significant at 0.05 level of significance

Table 1 shows in Attitude towards androgynization of roles (ATARS), the Mean and S.D of males in socially accepted jobs for men is 62.88 and 14.87, males in socially accepted jobs for women is 79.50 and 19.12 respectively. The 't' value is 5.25, significant at 0.05 level. The males working in socially accepted jobs for women score higher in ATARS than males working in socially accepted jobs for men. Hence, the hypothesis that 'there will be no difference in attitude towards androgynization of roles (ATARS) among males working in socially accepted jobs for men and males working in socially accepted jobs for women' is *rejected*.

It shows that there is difference in both groups, in the mean score towards attitude towards the belief That there should be no gender bias in the selection of job.

Table 2
(Mean, SD, 't' values and df across males in Model as a dimension of ATARS)

Variables	Category	N	Mean	Standard Deviation	't' value	df
Model	Males in socially accepted jobs for men	65	20.40	6.42	8.63*	113
	Males in socially accepted jobs for women	50	29.38	4.07		

*significant at 0.05 level of significance

Table 2 shows that, the Mean and S.D in Model as dimension of ATARS of males in socially accepted jobs for men is 20.40 and 6.42, males in socially accepted jobs for women is 29.38 and 4.07 respectively. The 't' value is 8.63, significant at 0.05 level. The males working in socially accepted jobs for women score higher in Model as dimension of ATARS than males working in socially accepted jobs for men. Hence, the hypothesis that 'there will be no difference in Model as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women' is *rejected*. It shows that there is difference in attitude in both the groups towards gender specific role-model.

Table 3
(Mean, SD, 't' values and df across males in Prescription of Behaviour as a dimension of ATARS)

Variables	Category	N	Mean	Standard Deviation	't' value	df
Prescription of Behaviour	Males in socially accepted jobs for men	65	20.42	5.43	2.70*	113
	Males in socially accepted jobs for women	50	23.78	7.90		

*significant at 0.05 level of significance

Table 3 shows that in Prescription of Behaviour, the Mean and S.D of males in socially accepted jobs for men is 20.42 and 5.43, males in socially accepted jobs for women is 23.78 and 7.90 respectively. The 't' value is 2.70, significant at 0.05 level. The males working in socially accepted jobs for women score higher in Prescription of Behaviour than males working in socially accepted jobs for men. Hence, the hypothesis that 'there will be no difference in Prescription of Behaviour as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women' is *rejected*.

It shows that there is a difference in the attitude towards having gender specific behavior, which means that there should be specific demarcation of behavior among boys and girls.

Table 4
(Mean, SD, 't' values and df across males in Reinforcement of Behaviour as a dimension of ATARS)

Variables	Category	N	Mean	Standard Deviation	't' value	df
Reinforcement of Behaviour	Males in socially accepted jobs for men	65	11.40	2.86	1.16 (N.S)	113
	Males in socially accepted jobs for women	50	12.36	5.78		

N.S : Not Significant

Table 4 shows that in Reinforcement of Behaviour, the Mean and S.D of males in socially accepted jobs for men is 11.40 and 2.86, males in socially accepted jobs for women is 12.36 and 5.78 respectively. The 't' value is 1.16, not significant at 0.05 or 0.01 level.

There is no difference among males working in socially accepted jobs for men and males working in socially accepted jobs for women in Reinforcement of Behaviour. Hence, the hypothesis that ‘there will be no difference in Reinforcement of Behaviour as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women’ is *accepted*.

It shows that there is no difference in attitude that gender specific behavior should be reinforced and behavior that is not specific with the gender should be discouraged.

Table 5
(Mean, SD, ‘t’ values and df across males in Exposure to varied occupations as a dimension of ATARS)

Variables	Category	N	Mean	Standard Deviation	‘t’ value	df
Exposure to varied occupations	Males in socially accepted jobs for men	65	10.66	3.45	5.13*	113
	Males in socially accepted jobs for women	50	13.98	3.43		

*significant at 0.05 level of significance

Table 5 shows that in Exposure to varied occupations, the Mean and S.D of males in socially accepted jobs for men is 10.66 and 3.45, males in socially accepted jobs for women is 13.98 and 3.43 respectively. The ‘t’ value is 5.13, significant at 0.05 level. The males working in socially accepted jobs for women score higher in Exposure to varied occupations than males working in socially accepted jobs for men. Hence, the hypothesis that ‘there will be no difference in Exposure to varied occupations as a dimension of ATARS among males working in socially accepted jobs for men and males working in socially accepted jobs for women’ is *rejected*.

It shows that there is difference in the belief that males and females would be more efficient in work that is specific with their gender.

Qualitative analysis

Males working in socially accepted jobs for women reported that:

- They do not disclose that they work in areas which have women clientele.
- They received a lot of appreciation from the opposite sex and enjoyed working with them and also the work conditions were comfortable.
- They had to be more refined in their talk and mannerism than they would be in the socially accepted jobs for men.
- They preferred doing administrative jobs even though they were employed as male nurses.

CONCLUSION

1. There is difference in attitude towards androgynization of roles (ATARS) among males working in socially accepted jobs for men and women.
2. There is difference in Model as a dimension of ATARS among males working in socially accepted jobs for men and women.
3. There is difference in Prescription of Behaviour as a dimension of ATARS among males working in socially accepted jobs for men and women.
4. There is no difference in Reinforcement of Behaviour as a dimension of ATARS among males working in socially accepted jobs for men and women.
5. There is difference in Exposure to varied occupations as a dimension of ATARS among males working in socially accepted jobs for men and women.

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