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Effect of cognition on work perception of working and non-working women

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ABSTRACT

Cognition is the mental process of acquiring knowledge and understanding through thought, experience, and the senses. It is in essence, the ability to perceive and react, process and understand, store and retrieve information, make decisions and produce appropriate responses. Intelligence plays a very determining role in the adjustment of an individual. An individual with higher intelligence is more likely to perceive his environment more accurately and respond properly to the stimuli present there and thus making his adjustment to the environment in a better way than does individual of lesser intelligence. The present study investigated the effect of cognition/ intelligence on all aspects of work perception of working & non-working women of Muzaffarpur District by applying incidental cum purposive sample on 240 women, half of them were working and the rest half were non-working (housewife). The result indicated that working women were found superior in intelligence and better in work orientation.

Keywords— Cognition, Intelligence, Work orientation, Work perception

1. INTRODUCTION

Cognition is defined as ‘the mental action or process of acquiring knowledge and understanding through thought, experience, and the senses.’ Psychologists perceive cognition as the mental processes relating to the input and storage of information and how that information is then used to guide our behaviour. It is in essence, the ability to perceive and react, process and understand, store and retrieve information, make decisions and produce appropriate responses. The modern word ‘cognition’ actually has its roots back to Latin, the word ‘cognoscere’ which is to ‘get to know’. With that in mind, cognitive functioning is therefore critical for day-to-day life, governing our thoughts and actions. We need cognition to help us understand information about the world around us and interact safely with our environment, as the sensory information we receive is vast and complicated: cognition is needed to distil all this information down to its essentials. Cognition is a term referring to the mental processes involved in gaining knowledge and comprehension. These processes include thinking, knowing, remembering, judging and problem-solving. These are higher-level functions of the brain and encompass language, imagination, perception, and planning.

The field of psychology concerned with the study of cognition is known as cognitive psychology. One of the earliest definitions of cognition was presented in the first textbook on cognitive psychology published in 1967. According to Neisser, cognition is "those processes by which the sensory input is transformed, reduced, elaborated, stored, recovered, and used."

“Intelligence, as a hypothetical construct, is the aggregate or global capacity of the individual to act purposefully, to think rationally and to deal effectively with his environment” (Wechsler, 1944) More recently, Wechsler (1975) defined intelligence, as “the capacity of an individual to understand the world about him and his resourcefulness to cope with its challenges. “Intelligence comprises the mental abilities necessary for adaption to, as well as shaping and selection of, any environmental context”. (Sternberg, 1997, p.1030). Here the cognitive ability refers to intellectual ability which is a vital constituent of the present research work and which requires elaboration here. It is a hard fact that no-universally accepted definition of intelligence is found in psychology and education as yet, although attempts have been made by different psychologists in this regard.

Intelligence plays a very determining role in the adjustment of an individual. An individual with higher intelligence is more likely to perceive his environment more accurately and respond properly to the stimuli present there and thus making his adjustment to the environment in a better way than does individual of lesser intelligence.

2. WORK PERCEPTION /ORIENTATION

Orientation to work or work orientation has been recognized as an important factor influencing workplace behavior (Indiresan, 1986). In any workplace an individual behaves in a definite way. His way of behaving in a particular way depends on certain significant factors like his understanding of work value, his expectation of achievement, or for his subsistence social prestige, self-identity, etc. Of these innumerable extrinsic and intrinsic factors leading to the definite behavior of the individual in a particular workplace like a factor or in an educational institution, work orientation is most significant. From a sociological point of view, the concept of work orientation or orientation to work is the phenomenon by which individual works with deep interest in order to achieve certain goals, whether the individual works with complete satisfaction.

2.1 The Sample used in the Present Research

The present study was conducted on an incidental cum purposive sample consisting of 240 subjects drawn from working women and the rest half from Non-working women (N=120) of Muzaffarpur District.

2.2 Objectives of the Study

- The main objective of the study was to see the impact of cognition (intelligence) on work perception of Working & Non-working women.
- There would be a correlation between intelligence and work perception of Working & Non-working women.
- The present comparative study would try to investigate the influences of intelligence on all the aspects of work perception among both the categories of women of Muzaffarpur District.

2.3 Hypotheses of the Study

- In light of the above objectives of the present study and the review of the relevant literature, the following hypotheses have been framed for empirical verification:-
- High intelligence scores would be expected to have positive correlation with work perception.
- There would not be a significant difference in intelligence scores (cognition) of working and non-working women.
- Working women would have a positive correlation with intelligence and work Perception.

3. RESEARCH TOOLS

- a) Ravens Progressive Matrices: Raven's Progressive Matrices also called
- b) Standard Progressive Matrices, a non-verbal intelligence test was conducted and developed by Revenue J.C., J.H., and Raven Join 1930. But it is very commonly called SPM (Standard Progressive Matrices) or RPM (Ravens Progressive Matrices). This test is being used as a group test or as an individual test.
- c) Work Orientation Inventory: It was developed by Indiresan (1986), used to measure the work orientation of Secondary School teachers after establishing its reliability and validity. The original inventory was developed for managers. Hence, the investigator modified it for the present study.
- d) Interview Schedule: A four-part interview schedule was constructed the first part dealing with family background, the second part dealing with education, third part dealing with work style and the last part deals with social relationships of the person.
- e) There are 24 items and four (4) Choices for each item in this Work Orientation Inventory.
- f) Personal Information Blank:-Information Blank (PIB) was developed by the researcher herself to collect necessary information about the respondents.

4. RESULTS AND DISCUSSION

In the present study, intelligence was taken as an independent variable to see its effects on the work perception of working & non-working women of Muzaffarpur District. The mean value on intelligence score of working women is 58.2500 and with the Non-working women 23.2167 when the N=120 which is clearly indicative of higher mental level and superiority over non-working or housewife. ANOVA of intelligence Between the Group 3040.133, with in Group 17337.733 Total 20377.867, showed the superiority of working women over non-working women. Men's value on work orientation score of working women is 44.99 and the Mean value of non-working women is 41.74 which clearly indicated better work orientation of working women as compared to non-working women. ANOVA of work orientation of working and non-working women Between Groups =1264.252, and Within Group=34916.946, Total=36181.198 which is found significant at 0.01 level. The result of Correlation of intelligence & work perception is on intelligence=1 when N=120 and work orientation=.370 when N=120 in both the cases. 2tailed Pearson correlation was found significant at 0.01level.

5. CONCLUSIONS

Out of the total sample of Working and Non-working Women 240, the working women were found high on intelligence levels in comparison to non-working women. Working women were found high on work orientation /perception in comparison to Non-working women. A significant correlation was found between intelligence and work orientation. There was no significant difference on IQ level of working and non-working women; it was merely a chance factor that the study conducted on working - women they were intellectually high and they were in white colour job. Naturally the working women who were superior on intelligence were also found superior in their work orientation in comparison to their counterpart.

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