SUMMARY AND CONCLUSION
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The present study was designed to investigate the relationship between Assertiveness, Locus of Control, Need for Social Approval and Personality (N, E, L), in Working, Non-working, North Indian and South Indian women. In India, there is a relative paucity of research on assertiveness in women. Further, the scales measuring assertiveness are primarily developed on the Western population and are unsuitable in the Indian socio-cultural context. Thus, it was essential to construct and standardize an assertion scale suited to the Indian ethos.

The study was, therefore, divided into two phases.

Phase I

In the first phase, an 'Assertion Scale for Women' was constructed and standardized. The construction of the scale involved two rounds of item preparation, revision and modifications. In the first phase, data was collected on a total sample of 785 subjects. In the first try out, a fifty-item scale was constructed and administered to 100 women. Item analysis was performed and biserial correlation coefficients were obtained for all 50 items. 36 items were found to be significant and these were used to prepare the revised assertion scale. The remaining 14 items were
rejected since they failed to reach any acceptable level of significance. In the second try out, this revised scale was administered to 572 women. Item analysis was performed by computing the point biserial coefficients of correlation. The results showed that:

(i) The values were highly significant for 35 items (p<0.01) and significant for one item (p<0.05).
(ii) Test-retest method was used to find the reliability on a fresh sample of 113 subjects. The Assertion Scale showed a very high degree of reliability.
(iii) The face validity of each item was also established with the help of 20 judges. The items of the scale were rated to be valid by the judges.

On the basis of these results, the revised scale was considered satisfactory for conducting the second phase of the study.

Norms were also established. For this purpose, the raw scores of the total sample (N=572) were classified into class intervals and the frequency of responses falling in each class interval was found. Then a frequency polygon was constructed which showed the distribution of scores to be fairly normal. An ogive was also constructed and the centile rank limits as given by Anastasi (1963) were interpolated to give the corresponding score points. These score points were then grouped to determine the scores in each scaled score interval. These scaled score intervals were read against the
given C-scale scores. The scores ranged from 4.0 to 35.8. The mean score of 23.7 fell in the 5th C-scale score limit.

Phase II:

Phase II of the study aimed at finding the relationship between Assertiveness, Locus of Control, Need for Social Approval and Personality (N, E, L), in Working - Non Working and North Indian - South Indian women. The data was collected on a total sample of 400 subjects. The test-retest reliability of Understanding the Need for Approval Inventory Sheet was established on an additional 108 subjects. 200 working and 200 non-working women were further sub-divided into North Indian and South Indian women. Correlation coefficients were obtained for all six variables, namely, Assertiveness, N, E, L, Locus of Control and Need for Approval for the entire sample (N=400). Correlation coefficients were also computed for working and non-working women and North Indian and South Indian women (n for each group was 200). Correlation coefficients for all 6 variables for the four groups of North Working, North Non-Working, South Working and South Non-working were computed. A 2x2 ANOVA was performed to see the existing differences between North Indian and South Indian and Working and Non-Working women. A sub-sample analysis of extreme groups on Assertiveness for Personality (N, E, L), Locus of Control and Need for Approval was also performed.
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Regression equation was computed. The overall results showed:

1. Working women to be more assertive than non-working women.
2. North Indian women were more assertive than South Indian women.

The relationship of assertiveness with the other variables under study was as follows:

1. Assertiveness in negatively related to Neuroticism (r value -0.277, p<0.01).
2. Assertiveness is positively related to Extraversion (r value 0.244, p<0.01).
3. Assertiveness and Need for Approval are negatively related (r value -0.365, p<0.01).
4. Assertiveness has a negative relationship with Locus of Control (r value -0.192, p<0.01).

The other results showed:

1. Neuroticism was positively related to Need for Approval (r 0.342, p<0.01) and Locus of Control (r 0.212, p<0.01) and negatively related to the 'Lie Scale' (r -0.233, p<0.01).
2. Locus of Control was positively related to Need for Approval (r 0.124, p<0.05) and negatively related to Lie scale (r -0.152, p<0.01).
The values for the step-wise regression equations were found to be highly significant indicating that all the variables significantly contributed to the development of assertion.

Suggestions For Further Research

This is a pioneering study of its kind aimed at making cross-cultural comparison between North Indian and South Indian women and also between Working and Non-Working women on the variables of Assertiveness, Locus of Control, Need for Approval and Personality (N, E, L). There is a lot of scope for further research and investigation in this area. The suggestions for further research can be made along the following lines:

1. The scale, in its present form, provides an accurate tool for discriminating between assertive and non-assertive people. However, if required, variations can be made in the ‘Yes’ - ‘No’ format, by changing it to a ‘multiple choice’ format to provide effective differentiation of assertive and aggressive behaviour.

2. The existing items of the scale can be modified to extend the applicability of the scale to men and unmarried women.
3. A longitudinal study can be conducted to study the influence of socialization in the development of assertive behaviour. For this purpose a comparative study can also be made on boys and girls.

4. A rural-urban comparison of assertive behaviour can be made. An investigation can also be made to determine the existing differences in assertiveness in different states of the country.

5. The differential assertiveness displayed by married couples and its impact on the marital interaction can be analysed.

Application Of The Study

Further, counselling can be provided to subjects low an assertiveness so that they can learn assertive skills. subjects who are aggressive can be trained to modify their responses so that they do not hurt or offend others and at the same time achieve their goals.

Assertive training can also be imparted to married couples to enhance the quality of the marital interaction.

In the context of familial transactions, assertive skills can help the members to spell out their own assertive difficulties, seek help from other family members in order to effect behavioural changes and work out common goals and interests.
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Assertive training is also helpful for managers, students, customers and even small children who can be taught to stand up for their rights, protect themselves against manipulative behaviour from others and also clarify their goals.

At the end, it must be emphasized that assertiveness is a skill and people can be trained to be assertive.