

Chapter V

SUMMARY AND CONCLUSIONS

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The thesis put forth in the present study is that it is plausible that the meanings individuals attribute to certain concepts that have a bearing on the advantages afforded by employment is a function of the strength of the valence employment has for the individuals, their personality orientation as well as the joint status of the valence and the personality orientation. The motivation an individual has for obtaining employment contributes to his intensely valuing the needs usually satisfied by employment (Jahoda,1979), environment (Warr,1987,1990) subjective well-being (Nagpal and Sell, 1985) and probabilistic orientation (Narayanan,1994).

The hypotheses for this study are deduced from the expectancy-valence approach to studying unemployment (Feather,1986) and are tested empirically using data collected from a sample of unemployed young adults.

Objective of the Study

The objective of the present research is to examine the validity of propositions deduced from expectancy valence analysis developed by Feather (1986). The tasks leading to the objective in the present attempt consist of comparing two groups of long term unemployed young adults distinguished in terms of their strength of motivation to obtaining employment on their perception of needs that are usually attributed to employment, environment and also on probabilistic orientation. Of the two groups compared, one is strongly motivated while the other is not so motivated to obtaining employment as revealed by their attitudes towards employment.

Method

The sample for the study consists of one hundred and twenty young adults who remain unemployed for a long duration. The sample is divided into two groups based on their strength of motivation for employment i.e., the individual's felt need for getting employment expressed in terms of desire to getting employment. This has been assessed using an attitude scale adopting Thurstone's techniques of attitude measurement (Thurstone,1928).

The attribution of meanings and significance to the needs is assessed using Semantic Differential Scale (Osgood, 1957).

Probabilistic Orientation of the individual is assessed using self-report by the subjects using the Probabilistic Orientation Questionnaire (Narayanan,1983).

All the above instruments were validated scales which were tested for their reliability during a Pilot study conducted prior to the main one. In this process, the Thurstone Attitude Towards Employment Scale was standardized as an instrument for value measurement using Q-methodology. All respondents were met individually and administered the various instruments. In many cases the collection of data from individual respondents was spread over even four visits.

Nature of Variables used in this Study:

The needs related to employment herein studied include Time structure, source of activity, social contacts, sense of purpose, personal status, and identity. The needs related to environment investigated herein include are opportunity for control, externally generated goals, variety, availability of money, environmental clarity, physical security, inter-personal contacts, and valued social position.

The needs related to subjective well-being examine here include transcendence, perceived ill health, primary group concern, general well-being negative affect, social support, adequacy of social contacts, general well-being positive affect, expectation achievement discrepancy, inadequate mental mastery, expectation achievement congruence, family group support, deficiency in social contacts, and confidence in coping.

The needs related to a few other variables generally pertaining to the context of unemployment are also included for investigation in the present study. They include employment, unemployment, and self-employment.

Probabilistic orientation, a personality variable, of the Ss is also included for investigation.

The Experimental Paradigm and Statistical Analysis:

The experimental paradigm for this study involves one hundred and twenty young adult males who remained unemployed for a minimum period of one and a half years (or eighteen months) and for a maximum period of three years (or thirty six months). All the Ss belonged to Coimbatore, Tamil Nadu, India. The Ss' age ranges from seventeen to forty four years, with a mean and OSD of twenty nine point one two and seven point eight respectively. The educational qualification of the Ss ranges from matriculation to post graduation.

The hypotheses in this study necessitate identifying two groups of long term unemployed young adults distinguished in terms of their strength of motivation to obtaining employment.

The criterion groups representing high and low motivation were statistically identified using the median score of the whole group included in the sample. Those scoring above the median of the distribution of the scores on the Thurstone Attitude Towards Employment Scale (TATES) are recognized and labeled as 'highly motivated group' and the others in the sample are labeled 'less motivated group'.

The scores of the two groups on the Semantic Differential Scales and the Probabilistic Orientation Questionnaire are subjected to analysis of variance to test the hypotheses. Besides, discriminant analysis of the scores of the two groups on the different measures is also done to appreciate the composite picture of the variables distinguishing the groups from one another.

A basic experimental paradigm was conceived to involve a 2 X 2 Factorial arrangement representing two levels of motivation to employment and two levels of probabilistic orientation.

Salient Findings

The findings of the present study show that the unemployed with high motivation towards employment and the employed with low motivation towards employment differ from one another in the way they attribute meanings to the concepts of employment, variety, environmental clarity, physical security, perceived ill health, adequacy of social contacts, general well-being positive affect, family group support, deficiency in social contacts and confidence in coping. The Highly motivated unemployed perceives all these concepts in a more positive manner attributing greater significance compared to the Less motivated unemployed.

The findings also show that high and low probabilistically oriented unemployed differ from one another in the way they attribute meanings to the concepts of self-employment, availability of money, primary group concern, social support, and expectation achievement discrepancy. The highly probabilistically oriented unemployed perceives all these concepts in a more positive manner attributing greater significance compared to the Less probabilistically oriented unemployed.

It is found that attitude to employment and probabilistic orientation interact significantly with regard to attributing meanings to the concept expectation-achievement congruence. The unemployed having Low attitude to employment and high probabilistic orientation perceives the concept expectation achievement congruence most positively compared to the group having high attitude to employment and low probabilistic orientation.

The findings show that the highly motivated unemployed on attitude to employment adopts patterns of attributing meanings to the concepts confidence in coping, deficiency in social contacts, environmental clarity, physical security, transcendence, opportunity for control, availability of money, adequacy of social contacts, variety, family group

support, inadequate mental mastery, and social contacts that distinctly differ from the pattern of meanings attributed by Less motivated unemployed on Attitude to Employment.

It also revealed in the findings that the highly probabilistically oriented unemployed adopts patterns of attributing meanings to the concepts confidence in self-employment, expectation achievement discrepancy, social support, primary group concern, Time-structure, availability of money, sense of purpose, expectation achievement congruence, transcendence, employment, identity, and source of activity that distinctly differ from the patterns of meanings attributed by less probabilistically oriented unemployed.

The findings further show that the meanings attributed to the concepts, confidence in coping and deficiency in social contacts, have highest and higher discriminative power to discriminate the high motivated unemployed from the less motivated unemployed respectively. Interpersonal contacts, unemployment, personal status, environmental clarity, perceived ill health, self-employment, general well-being negative affect, physical security, and availability of money seem to have the least discriminative power.

It is also revealed that the meanings attributed to the concepts, social support, availability of money, and perceived ill health have highest, higher and high discriminative power respectively to discriminate the high probabilistic orientated unemployed from the low probabilistic orientated unemployed. Personal status, variety, inadequate mental mastery, source of activity, physical security, adequacy of social contacts, employment, expectation achievement congruence social contacts, primary group concern, family group support, and confidence in coping seem to have the least discriminative power.

Conclusion

The present study lends general support to the thesis that the strength of motivation an individual has for obtaining employment contributes to his intensively valuing the needs usually satisfied by the employment, environment, subjective well-being and probabilistic orientation in personality. Hence, the thesis is sustained.

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