

Chapter I

INTRODUCTION

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The thesis put forth in the present piece of research is that it is plausible that the meanings individuals attribute to 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 and their personality orientation, as well as the joint status of the valence and the personality orientation. The thesis is examined by testing the validity of certain hypotheses deduced from expectancy valence analysis. Specifically, it compares two groups of long term unemployed male adults representing high and low levels of motivation to obtaining employment on their attributing meanings to certain concepts. The two criterion groups were divided on the basis of the strength of motivation of their individual members. The strength of motivation was assessed using a scale purporting to assess motivation to getting employment. The scale was constructed by the present investigator adopting Thurstone's scaling technique (Thurstone, 1931). The attribution of meaning is studied using Osgood Semantic Differential (1957). The concepts studied have relevance to employment (Jahoda, 1979), environment (Warr, 1987; 1990) and subjective well-being (Nagpal and Sell, 1985). The two groups are also compared on their personality in terms of probabilistic orientation (Narayanan, 1979). The findings of the study are interesting and are presented in detail in the pages that follow.

The research setting

Psychologists have been enthused to invoke various theories to explain the various attributes of the unemployed including subjective well-being and personality orientation (Jahoda, 1979; Warr, 1987; Narayanan, 1979). Cognitive motivational theories attempt to explain the cognitive changes under different conditions in terms of attitudinal dynamics (Heider, 1958, Festinger, 1959; Kelly, 1967; Jones and Nisbett, 1972 and Weiner, 1986; Peterson & Seligman, 1984; Abramson et al 1989; Bandura, 1986). Expectancy valence has been explicitly invoked to account for the various influence unemployment condition has on individual. Though each one of the theorists believes that his theory is unique, the facts of the cases often overlap giving scope for consensus among them. These theories have a general implication to explain the attribution of meanings to certain concepts by the long term unemployed male adults.

The attribution process

Heider (1958) has initially invoked attribution process to account for our expectations. It is likely that, the perceived causes of our success and failures, rather than the external events, directly motivate behaviour. Both behavioural as well as casual attributions to describe the causes of our behaviour and of our experiences are determined by the same processes.

Attribution process play a central role in determining our expectations and, thereby, our motivated actions. We examine our successes or failures to determine why we believe these events occurred and might attribute our experience to personal or internal causes or, on the other hand, to environmental or external factors. These expectations then determine our subsequent motivated behaviour.

Internal and external attributions seem to differ from internal and external expectations. For instance, a person might attribute failure to lack of ability (an internal causal attribution), which would lead to an expectation of being unable to succeed in the future (an external expectation).

There are two types of internal causal attributions: power and motivation (Heider, 1958). Power refers to our perceived level of such factors as ability, strength, attractiveness and motivation, to the level of exertion or effort which one thinks he/she has exhibited to reach his/her goals.

One is also concerned whether the factors to which he/she has attributed his/her successes or failures will or will not continue to influence our ability to reach his/her future goals. Some factors are stable, while others are unstable. When one attributes his/her success or failure in a certain task to a stable factor, he/she assumes that this factor will continue to determine his/her future successes or failures in this specific task. In contrast, since the influence of unstable factors can change as time progress, one is uncertain whether or not these factors will continue to influence his/her being able to reach a desired goal.

The dimension-stability-influences both internal and external attributions and power is typically assumed to be a stable factor; motivation is often thought to be unstable. For instance, most people do not believe that their ability will change much in the course of time, But, it is likely that our level of motivation will fluctuate. Environmental forces can also be stable or unstable and while one might believe that some environmental forces which promote or prevent success will remain effect, other external factors may cease to have influence. For instance, one might assume that the difficulty of a task will not change. However, luck can change; good luck can become bad luck or vice-versa.

Nature of attitude

As an hypothetical construct, attitude refers to a “mental and neural state of readiness organized through experience, exerting a directive or dynamic influence upon the individual’s response to all objects with which it is related” (Allport, 1935,p,5). The aspect of readiness for motive arousal of an attitude is highlighted in Newcomb,et.al.,(1965). Distinguished from abilities, capacities, or intelligence (Scott,1968) cognition or belief and habit (Doob, 1947) it is regarded as “an enduring organization of motivational, emotional, perceptual, and cognitive process with respect to some aspect of the individual’s world” (Kretch and Cretchfield, 1948,p,152). The summum bonum of the implications of the definitions of attitude is that the motivational components are the essential ingredient of attitude. In the absence of motivational components, no psychological event could be called an attitude.

Thus, an attitude may be regarded as a subclass of the construct motive. This is because, it embodies both an affective component and an action tendency. Attitude may be distinguished from other subclass of motives by the presence of a cognitive (and perhaps, also an evaluative) component. Some consider values as a sub-class of attitudes (Jacob and Flink, 1962; Kluchohn, 1951; Scott, 1965). Others regard that attitude could include the belief that the focal object is desirable or undesirable, independently of the person’s own appraisal of it. Opinion may be regarded as one kind of verbal manifestation of an attitude in terms of expression of an evaluative appraisal or prediction concerning the object (Hovland, Jains, and Kelly, 1953; Scott and Withey,1958).

Values may also be regarded as fraternal to attitude in the cognitive realm (Kluckhohn,1951; Jacob and Flink,1962; Scoot,1958) and link the attitude with ideology (Eysenck,1954).

The presence of affect in the person who entertains the concept distinguishes attitude from cognition and belief. In some languages, affect connotes valence in the phenomenal object. Affective component distinguishes attitudes from abilities, capacities and intelligence. This distinction also subscribes to the conventional assumption that the mere presence of the relevant object is enough to trigger the prepared response, which does not require additional motivation.

An attitude has ‘orientation’ (Smith,et.al.1956), ‘action orientation’ (Katz and Scotland,1959) or ‘saliency’ (De Fleur and Westie, 1958). Favourable attitudes are progressed towards those social contents which satisfy an individual’s demands and unfavourable attitudes to contents which frustrate or block related fulfillment (Katz,1960). Social adjustment function of attitude (Smith, et.al.1956) can help in

permitting association among people (Newcomb,1961). Attitude has a duty in facilitating identification with certain significant others (Kelman, 1958). Favourable attitudes are developed towards objects which facilitate the attainment of an individual's needs (Katz, 1960).

Attitude serves as an instrument in achieving satisfying personal relationships, personal goals and values and ego defensive functions (Smith, Bruner and White, 1956), (Rosenberg,1956; Carlson,1956), (Katz,1960), (Sarnoff,1960), (Katz, McClintoch and Sarnoff,1957; McClintock,1958). Attitudes provide standards or frames of reference a set of categories for organizing a stimulus domain, and also in the construing functions which are inherent in personal constructs (Katz,1960; Sherif and Sherif,1969; Kelly,1955).

Various investigators have focused on different properties of the attitude. Such properties relate to :direction (Hartley, and Hartley, 1952), magnitude (Hartley, and Hartley,1952), intensity (Gantril, 1946; Suchman,1959b), ambivalence (Scott, 1966a), salience (Hartley and Hartley,1952; Strn,1938; Krech and Crutchfield, 1948)), affective salience (Scott,1966a), cognitive complexity, (French,1947; Lewin, 1936; Zajonic,1960; Krech and Crutchfield, Ballachey,1962; and Scott, 1962,1963a), overtness (Krech and Crutchfield and Ballachey, 1962), embeddedness, (French,1947; Krech and Crutchfield, 1948; and Scott,1959),flexibility (Scott,1966b), and consciousness (French,1947, Jains and Kelley,1953). Of the various authors emphasize on the properties attributed to attitude. The attributes highlighted in the work of Osgood and his followers (Spider and Osgood, 1989) seems to deserve special mention. Attitude has several attributes : intensity, direction, extensity and duration. The intensity of an attitude is proportional to its ability to motivate an individual's behaviour. In other words, it is the strength of the response. The direction of an attitude is observed in behaviour as a force that repels, attracts or fails to motivate the person in a proper direction. Whereas behaviour in a given direction frequently indicates a directly related attitude, there are numerous occasions when the opposite interpretation is in order. An individual having a negative attitude, towards a given group may join them outwardly, seeming to have a positive attitude but by very subtle means bring about disruption and chaos in the group or divert it from its goal: Extensity is observed in a broad survey of the patterns of attitude within the individual. Some attitudes seem to have broad and pervading influences. The duration of an attitude denotes the continuation of an attitude over a period of time. The modification of existing negative attitudes and the formation of new ones that are positive and more enduring come under the major function of education. Attitudes get modified through experiences. New experiences change the existing attitudes. School experiences play a significant role in the formation and transformation of attitudes.

The dimensions of Attitudes may also be classified in terms of intensity, centrality, salience and consistency. Here, intensity is the strength of an attitude,

centrality the closeness of the attitude to the individual's system of attitudes,
 salience the degree to which an attitude is given prominence by its holder and
 consistency the extent to which various attitudes and attitude systems fit together
 and are related.

Measurement of attitudes

A number of attempts to assess attitudes are found in literature. All the tests that attempt to measure attitude tacitly assume the following:

Attitude tests are based upon many assumptions

- (i) The scale should deal with a controversial question
- (ii) An individual's feelings and insights with regard to the different statements that are made for and against, and
- (iii) The statement can be scaled regarding the degree to which they are for or opposed to the question under consideration.

A plethora of techniques are available to assess attitudes. The Equal Appearing Interval Scale (Thurstone, 1931), the method of Summated Ratings (Likert, 1932), Cumulative Scaling (Guttman, 1950), The Scale-Discrimination Technique (Edwards and Kilpatrick, 1948) and The Semantic Differential (Osgood et al., 1957) represent the most popularly used techniques for scaling a variable. Of these, the methods developed by Thurstone (1931) and Osgood have a special appeal to the present investigator; they provide effective means to assessing the valence of an attitude and its semantics.

Expectancy-Valence approach to unemployment

Feather (Feather and Davenport, 1981) has developed the expectancy-valence theory to account for actions to perceived attractiveness or aversiveness of expected outcomes. An individual's actions are related to the expectations he holds and to the subjective valences of the outcomes that might occur following the action. The strength of the motivation to seek work may be related both to a person's expectations that his or her efforts will result in employment and to the perceived attractiveness and aversiveness of the nature of the employment itself, (Feather & Davenport, 1981).

The expectation-valence theory of motivation may be applied to many fields like war and performance, achievement behaviour, decision making, level of aspiration, social learning, helping behaviour, animal behaviour and information seeking behaviour (Feather and Davenport, 1981).

Needs and values have the power to induce subjective values (or valences) on objects. They can be assumed to influence a person's subjective definition of a situation so that objects, activities, and states of affairs within the immediate situation become linked to the affective system and are seen as having positive valence (they become aversive). The valences also depend upon the perceived characteristics of the goal region itself. Perhaps, other factors may also contribute to valence (Feather, 1990, 1992).

Expectations of an unemployed individual about getting a job would be related to such factors as his beliefs about the amount of competition for the job, his beliefs about his possessing the qualification required for the job, his knowledge about the success or otherwise, of his job applications in the past, the beliefs about his standing in comparison with other competitors for the job, his personality disposition and more transient moods and affective states that might shift his expectations upwards or downwards.

The subjective value (or valence) of a particular job would depend upon the perceived characteristics of the job and the unemployed individual's needs and values. For example a job might be seen as attractive, since it provides many of the environmental features that are associated with good employment. The specific features in the job may in turn fit personal needs and values that are important for the individual and dominant at the time. It is assumed that expectations and subjective values (or valences) combine to determine an individual's motivation to act in a particular direction.

The unemployed individual's motivation to try for a particular job, for example, would depend upon his expectation about how likely it is that he would be appointed as a result of an interview or other activity, and on the degree to which he sees action leading to the job and the job itself as attractive or aversive. There may be a number of competing motivational or action tendencies that relate to alternative goals and activities in any given situation. For example, the unemployed individual may have the choice to idle his time or go in search of job. The behaviour that occurs would depend upon which action tendency is dominant in the individual at the time. Strong motivational tendency to act in a particular direction do not arise from strong expectations or strong valences alone. For instance, an individual may perceive that being a medical doctor would be a very attractive occupation but may not actively pursue that alternative because of low expectations. On the other hand, he may seek a job that is less attractive but which is within the range of his or her realistic expectations.

The combination of expectations and valences is the important aspect determining one's job searching action. The various effects of unemployment on the mental health and well being of the individual could be explained as resulting from the valence the job has for him as well as the expectancies he holds for the same.

Functions of employment

Latent analysis of functions served by employment in the pioneering work on the unemployed community in Marienthal, an Austrian village, by Jahoda (1933) as well in her recent works (Jahoda, 1979, 1982, 1992), suggest that the employment lends scope to meet six non-material needs in society. The non material needs are reasonably human needs and are practically met adequately in institutional setting.

Employment imposes a time structure on the individual: an individual gains a time structure in the context of work. Time structuring helps planning and productivity and contributes to a sense of fulfillment.

Employment enforces activities : activities add to structuring of the time for the individual. Meaningful activities encourages the motivated behaviour and provides means of satisfaction to the employee.

Employment provides social contacts : the employed individual actively interacts with several individuals and institutions in society as a part of his carrying out his assignment in the job expanding his social net work.

Employment provides chance for collective purposes: an individual gets linked to goals and purposes that transcend his narrowed interests in his work

Employment defines personal status and identity : an individual achieves his status in social and economic classes thanks to the employment.

It is not that the primary enduring human needs be met only in an institutional context of employment. It is quite possible that other institutions such as organized religious activities or voluntary efforts may also provide one or more of these categories of experience. But, the ones provided by institutions other than the employment context are less entrenched, less regular, less controlled and not linked to the economic necessity for making one's living. Admittedly, some employment situations have such an objectionable quality that it can obscure in the mind of the employed other taken-for-granted positive aspects of employment. But, the enforced categories of experiences provided by employment meet fairly the enduring human needs. Human beings, of course, have many other needs as well, and employment can enforce other categories of experience that frustrate other needs. However, given the dominance of employment as an institution in the lives of the employed, exclusion from it usually leaves those needs which can only be met in organized, purposeful, institutionalized company of others, frustrated. That is why the large majority of the unemployed carry a heavier psychological burden even than those in the worst jobs. A minority of unemployed may find institutional support out of the frame of employment where they could work and may escape from the ill effects of employment. But, to expect that all the unemployed could do the same is psychological utopia (Jahoda, 1992).

Environmental features and employment

Attempts to account for the differences in mental health, both between unemployment and within employment, by other investigators have identified certain other functions that are served by employment. Specifically, Warr (1986) has identified certain aspects of the environment which together act to determine a person's mental health in the fashion of vitamins. Opportunity for control, Opportunity for skill use, Externally generated goals, Variety, Environmental clarity, Availability of money, Physical security, Opportunity for Interpersonal Contact and Valued Social Position are regarded to have relevance to employment. The level of the nine features primarily determines a person's mental health, both in a "context-free" sense and in "job-related" terms. But the relationship between an environmental feature and an aspect of mental health is not linear. The influence of the factors in human psychology bears an interesting analogy to the way vitamins function in human physiology. Across a broad range of middle values, changes in job content have no impact upon mental health.

Unemployed people are located in respect of the all nine features. The mental health of the individual in transition between employment and unemployment condition could be meaningfully explained. The unemployed person's environment is typically one which contains only limited amounts of each feature. The position of the unemployed in the environment determines his lowered state of mental health. In general, the unemployed has less chance than those in jobs to decide and act in his chosen way. The lack of opportunity to control may be due to lack of success in job-seeking, inability to influence employers, and increased dependence upon welfare bureaucracies. Low opportunity for control is likely to be harmful to the unemployed in its own right. It also entails powerlessness in respect of other conditions which are themselves damaging.

Secondly, opportunity for skill use is also likely to be reduced during unemployment. An unemployed is prevented from using skills he already has and also from acquiring new skills. The magnitude of a reduction in opportunity for skill use during unemployment depends in part on the level of that feature in the prior job held by the unemployed.

When one becomes unemployed, his externally generated goals are reduced. Opportunities for 'traction' and 'flow' are limited. An individual's experience may come to lack positive tone as well as being homogeneous. A general reduction in demands is often accompanied by a loss of temporal differentiation. After several months, even the active job-search may be abandoned.

The scope for variety is reduced during unemployment. During unemployment, the externally generated goals are reduced and the unemployed less often leave his home. Job activities and non-job activities differ and hence variety is affected.

Under unemployment environmental clarity is reduced. The unemployed person's environment is unclear as to informations about consequences of behaviour and information about the future. The unemployed do not have information required to make appropriate decisions and actions are unable to plan within predictable time schedules and are unable to reduce anxiety which is typically generated by uncertainty. Variations in clarity in the nine respects are expected to be significantly associated with indices of low mental health.

Availability of money is drastically affected during unemployment. Due to lack of money, the unemployed has to resort to taking loans from others. The cost of maintaining and repaying a debt is typically greater for the unemployed than the people whose living standard is higher. Physical security requires adequate space for doing daily chores and routines like preparation of food, relaxing and sleeping.

Opportunity one has for interpersonal contact suffers during unemployment. The unemployed may tend to have more social contacts but with fewer people. The valued social position of an individual also suffers during unemployment. The unemployed lacks the socially approved role and the positive self-evaluation that goes with it.

Subjective well-being

Well-being of an individual or a group of individuals have objective and subjective components. The objective components relate to such concerns as are generally known by the term "standard of living", with things much as level of education, employment status, financial resources, housing conditions and comforts of modern living. The "Standard of living" consisting of nine components : health, food consumption, education, employment and work conditions, housing, social security, clothing, recreation and leisure, and human rights. These objective characteristics are believed to influence human well-being. It is also believed that an individuals' satisfaction or happiness with his objective reality depends not only on his access to goods and services that are available to the community but also on his expectations and perceived reality.

It is this subjective component which links the concept of quality of life to subjective well-being, viz., as experienced by each individual". The individual is considered to be the best judge of his situation and his state of well-being. The subjective well-being is believed to be a function of the degree of congruence between the individuals wishes and needs on the one hand and environmental demands and opportunities, as the other (Nagpal and sell, 1985).

Warr et.al (1982) conducted a study of longer unemployment and well-being. It was found that lower well-being is uncorrelated to duration of unemployment for males and longer unemployment was associated with lower well-being for females, which

was shown to be due to women's withdrawal from the labour market because of pregnancy and child care. Additionally, they suggested that, the lower well-being and duration may be restricted to older samples and longer periods out of work.

The relationship between an individual's economic resources or other components of standard of living and his subjective well-being is sometimes considered to be curvilinear : up to a certain moderate level of living, the major determinant of the subjective well-being would be the matching between situational characteristics (demands and opportunities) and the individual's needs, abilities and expectations, as perceived by the individual.

Especially the unemployed individuals, at the lower levels, each decrease in the pleasantness of living would result in a direct decrease in subjective well-being. Unemployment is a major discouraging affect which maintains the individual's subjective well-being in lower level. This investigation would compare the 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 attributed to subjective well-being.

Probabilistic orientation

The quest for personality by the psychologists began when they were confronted with the problem of accounting for the wide and wild individual differences among individuals. Individuals differ in their modes of attending, perceiving, comprehending, categorizing, classifying, thinking etc. They also differ in their inclinations, aspirations, wishes, goals, attitudes, beliefs and values and a host of motivational characteristics. Further, astonishingly wide differences are found in temperamental characteristics like being sociable, emotional, aggressive, antisocial, egocentric, impulsive, assertive, carefree, anxious, depressed, shy, moody, tense etc. The summum bonum of the problem of personality theorists is to arrive at a succinct explanatory system that would describe the how, why and when of individual differences.

Western theorists have relied upon highly rigorous empirical statistical analysis committed to a psychophysiological explanation of personality as glaringly found in Eysenck and Cattell. A few psychologists have relied upon clinical observations to construct the picture of personality as found in the case of Freud and other Psychoanalysts. Yet other psychologists have preferred ideographic approach to arrive at personality conceptions as found in the case of Rogers and Maslow. The occidental philosophers have developed an ideographic phenomenological approach to appreciate the phenomena of personality based on rigorous appreciation of experiential facts applying logic and building upon it with intuition. One of the modules of personality developed by Kaniyan Poongundranar, a Tamil poet belonging to 3000 B.C., effectively elucidates a valid conception

of personality. Deriving the theoretical underpinnings from this module Narayanan has developed his theory of personality. The theory attempts to account for the phenomena of personality in terms of its origin, development and manifestation invoking evolutionary process.

It attempts to appreciate the relatively long enduring personality characteristics in a continuously evolving system perspective. The theory prefers to designate personality in terms of orientation adapted by an individual in a psychosocial environmental system at different points of time referring personality as probabilistic orientation rather than as a product.

The theory assumes that every individual responds to a phenomenological reality. The perception of an individual of the socio-cultural environment is essentially subjective to himself. The Gestalt theorists have demonstrated the validity of this assumption. The clinical observation augments this argument. The phenomenologists have adequately documented the significance of psychological reality as compared to that of objective environment. For example, Rogers alludes to phenomenal world which is reality as one experiences it (Rogers, 1959). During early childhood the child slowly learns to differentiate his 'self' from the other parts of his phenomenal world and thereby learns to see himself as 'I' or 'Me'.

Similarly George Kelly (1955) invokes personal constructs to explain the phenomena of personality. A similar approach can be seen in Abraham Maslow (1970).

Telenomy of Self: The subjectivism in perception and comprehension is further reinforced by the telenomy of self in which the influence of the self on perception and the perception on self is accentuated and perpetuated consistently and constantly through experiencing.

Human organism is embedded in a genetic code and it attempts to develop and establish autonomy of its own emancipating from the genetic instructions. This is achieved by evolving a "self".

In order to develop "self" the O needs to develop an informational system that could differentiate and choose among a variety of stimuli. After choosing, the O focuses selectively on a few chosen experiences and stores them in for future retrieval. This feature constitutes the consciousness that is the culmination of biological evolution.

Consciousness is composed of three sub systems. viz., attention, awareness and memory. The content of the consciousness is experience. Experience is the sum of all the information that enters the O as well as its interpretation by awareness (James, 1980).

Thanks to attention, awareness, and memory, consciousness could act as a buffer between genetic and cultural instructions on the one hand and on behaviour on the other hand. At a certain point in development, each individual begins to feel empowered enough to direct attention, to think, to feel, to will and to remember. A new agency also evolves within awareness at this point of time and is designated 'the self'. Thus, the self is simply an epiphenomenon of conscious process, i.e., the result of becoming aware of itself. Body awareness, past memories and future goals provide a shape to the structure of self. By this process, the self extends its scope and eventually cover the entire realm of consciousness. At this stage the entire conscious processes come into the preview of the self and self is regarded as a symbol of the entire conscious processes.

Once established in consciousness, the self strives to ensure its own survival. Hence, attention, awareness, and memory are directed to replicate these states of consciousness that are congenial to the self and eliminate those that threaten its existence. The Self admits achievement of its own interest as its goal. It also sets priorities of interest resulting in a hierarchy of goals. The hierarchy starts providing the structure for self.

Any new experience entering into consciousness is scrutinized with reference to the hierarchy of goals set by the self. When an information is congruent with the goals, it strengthens the structure of the self. When an information conflicts with the hierarchy of interests it would create disorder in consciousness and the integrity of the self is threatened.

When the content of the conscience are in harmony with the goals that defines the self, optimal experience or low nsures (Csikszentnichalyi and Csikszentnichalyi, 1993). Probabilistic orientation connects such a most congruent with its own hierarchy of goal directed structure. During the episodes of optimal experience it attempts to keep and experiencing the flow and regards to their central goal and purpose. Thus, the telenomy of the self i.e, the goal seeking tendency that provides the self with a structure of hierarchical choices has a relevance to probabilistic orientation.

The multifarious researches on probabilistic orientation are summarized in Devi (1995), Rao (1995), Sudha (1997), Brindha (1997), and Priya (1997) in recent past. The findings of a study by Narayanan (1990) provides a succinct description of components. The study shows that seven factors may be identified to construe probabilistic orientation.

Employment is a desired goal in industrialized society

The opinion of the various theories and approaches to the phenomenon of unemployment occupancy that employment is an attractive goal to every individual

in the modern industrialized societies. Unemployment essentially frustrate the overflow of the needs of the human being which could be served only in institutionalized, organized, cooperative attempts in an employment setting. Hence, unemployment is one of the problems in our society. Confounding of the important needs of the individual rewards variation demands contributing to need in the unemployed individual.

The long term unemployed

Current concern about the problem of long-term unemployment and the long-term unemployed arises for a number of reasons. The number of long-term jobless and their proportion among all of the unemployed have been higher in recent years than in the earlier postwar years. The financial impact of lengthy unemployment is likely to be much more severe than that of short-term unemployment. The longer a person is out of work, the harder it becomes to find a new job on his own initiative.

The measurement of Long-term and persistent unemployment

The major source of information : On the duration of unemployment is the household survey data published each month by the department of labour in the Monthly Report on the Labour Force (MRLF). The MRLF designates workers with fifteen or more weeks of continuous unemployment as "long-term" unemployed and those with twenty - seven or more weeks as very long-term unemployed. These designations are, to some extent, arbitrary, they are significant,. Unemployment of fifteen weeks or more probably signals the onset of a serious unemployment of over six months is especially significant because a six months duration is the usual limit of unemployment insurance benefits and they situation may require an additional kind of help other than the partial restoration of lost income.

A complete count of all the unemployed in state and local areas is provided by the population census early ten years. Data on the insured unemployed are provided by the state employment security agencies which publish weekly data for states, labour-market areas, and even smaller localities with respect to new claims, claimants drawing benefits, and the insured unemployment rate.

Who are the long-term unemployed

The long-term unemployed may be described from two points of view. We may view the long-term unemployed as a group and describe their composition, that is describe what proportion of them belong to various labour-force groups, such as young, old, men, women, nonwhite, manual-workers, and so forth or we may look at the unemployed in various labour-force groups- young, old, men, women, non white, manual workers, and so forth and describe what proportion of the unemployed in these groups are long-term unemployed.

Both descriptions produce information useful designing programs of aid for the long-term unemployed. For example, the composition of the long-term unemployed is an indication of their labour-force quality and their ability to fill potential of openings.

Trends in Long-term Unemployment

The phenomenon of long-duration unemployment is not new. In a history of the American worker, Irving Bernstein notes the concern with indispread and prolonged unemployment during the nineteen twenties. He cites a 1929 study in Buffalo which showed 10 percent of the labour force totally unemployed and an additional 6.5 percent on part time. Half of the men and almost two-thirds of the women had been out of work more than ten weeks". He also cites an estimate of unemployment due to automation in certain industries "Between 1920 and 1929 in manufacturing, railways, and coal mining, machines displaced 3,272,000 men of whom 2,269,000 were reabsorbed and 1,003,000 remained unemployed". Bernstein further points out that during the relatively prosperous nineteen-twenties older workers, Negroes, and other minority groups found it particularly difficult to hold or to find jobs.

It can be expected that in recent years of high employment the long-term and very long-term unemployed will constitute a small proportion of the total unemployed and the labour force, but that in years of high unemployment the long-term and very long term unemployed will constitute a substantial proportion of the total unemployed and of the labour force.

Long-term unemployment and the Extent of Financial Difficulty Appropriate Policies of aid to the long-term unemployed depend partly on the degree of hardship connected with long-term unemployment. Analysis of th relationship between long-term unemployment and hardship is hampered by the absence of any direct information available on a regular basis about the financial needs and resources of the long-term jobless. For the most part, it is necessary to infer the extent of hardship from the replay limited dated on the characteristics of the long-term unemployed. The most relevant characteristics are material status and sex, bread winner status, number of dependents, and to a lesser extent, age. The marital status of the very long-term unemployed appears to differ little from that of long-term jobless.

It is sometimes suggested that unemployment among married women, teen-agers , and workers over sixty five years of age is of secondary importance because these groups have either limited financial responsibilities or sufficient resources to maintain themselves without employment. Many workers in these groups do have irregular attachment to the labour force or are secondary earners, and they constitute substantial proportions of the long-term jobless.

Presumably, married man out of work for long periods of time sagger particular hardship because of their preliminary financial responsibility for the family. Some

families obtain help from the income of others in the family. Recent studies indicate that is more than a third of all families. Where the husband has been out of work fifteen weeks or more the wife is working. In about half of all husband wife families where the family head is unemployed another member of the family is in the labor force. Data on marital and breadwinner status provide only indirect clues to the hardship associated with long-term unemployment.

Case for the present study

The foregoing considerations suggest that it is plausible that a plethora of factors have significant bearing on behavioural attribution. The unemployed is subjected to subjective and socioeconomic conditions peculiar to him. The stress induced by the unemployment sets a motivational process and the resolution of the process leads to certain identifiable, predictable outcomes that have significance for psychologists.

Attribution of meaning is a significant behavioural process. When employment is regarded as an important ingredient of quality of life in an industrializing society and the sine qua non of male member of the society in the culture, the implication of lack of employment have significant impact on the semantic system of the individual male remaining unemployed for a longer duration in time.

The work of Jahoda (1982), Warr (1987) and others have succinctly shown that employment serves some important functions and unemployment thwarts them. When a valued object is denied, the denial might tend to increase the value and construe the meanings attributed to it.

The present study seeks to invoke the value attributed to employment by the long term male unemployed to account for the meanings he tends to attribute to certain concepts. The concepts herein studied include those that have a bearing on the phenomena of employment. The findings of this study, it is hoped, will clarify issues of motivational process at set in the unemployed and provide a pointer to attempt remedial measures that could help alleviate the stress faced by the unemployed and the de-humanization resulting from unemployment minimized.

The research questions:

The seminal research questions that arise, thanks to the foregoing considerations are as follows:

Does the cognitive map of meanings attributed by an individual remaining unemployed for a long term and strongly motivated, to obtaining employment differ from the cognitive map of meanings attributed by an individual remaining unemployed for a long term but, not strongly motivated to obtaining employment with regard to

- (a) concepts relating to needs served by employment.
- (b) concepts relating to needs served by the environment.
- (c) concepts relating to subjective well-being.

Does the cognitive map of meanings attributed by an individual remaining unemployed for a long term and highly probabilistically oriented, differ from the cognitive map of meanings attributed by an individual remaining unemployed for a long term but, less probabilistically oriented with regard to

- (a) concepts relating to needs served by employment.
- (b) concepts relating to needs served by the environment
- (c) concepts relating to subjective well-being.

Do the motivation to employment and probabilistic orientation interact significantly with regard to the meanings attributed by individuals remaining unemployed for a long term to

- (a) concepts relating to needs served by employment.
- (b) concepts relating to needs served by the environment.
- (c) concepts relating to subjective well-being.

Do the meanings attributed to different concepts by an individual remaining unemployed for long term and strongly motivated to obtaining employment discriminate themselves from the of meanings attributed to different concepts by an individual remaining unemployed for a long term but, not strongly motivated to obtaining employment.

In what hierarchical of order the meanings attributed to different concepts by an individual remaining unemployed for a long term and strongly motivated to obtaining employment discriminate themselves from the meanings attributed to different concepts by an individual remaining unemployed for a long term but, not strongly motivated to obtaining employment.

Do the meanings attributed to different concepts by an individual remaining unemployed for a long term and probabilistically oriented discriminate themselves from the meanings attributed to different concepts and an individual remaining unemployed for a long term but, not probabilistically oriented.

In what hierarchical of order the meanings attributed to different concepts by an individual remaining unemployed for a long term and probabilistically oriented discriminate themselves from the meanings attributed to different concepts by an individual remaining unemployed for a long term but, less probabilistically oriented.