CHAPTER V

SUMMARY
CHAPTER V

SUMMARY

5.1 Summary

5.2 Conclusions

5.3 Delimitations

5.4 Limitations

5.5 Suggestions for further Research
CHAPTER V

SUMMARY AND CONCLUSIONS

5.1 SUMMARY

Review of the literature revealed that numerous attempts have been made to study the coping strategies related with the stress associated with diseases or chronic illnesses (e.g. Sourkes, 1977; Mathews, 1977; Koch, 1985; Powers, 1985; Zarski, 1987). Demographic variables have also been investigated in relation to stress such as, age (e.g. Duncan, 1978; Leuine, 1983; and Harra, 1988) and Sex (e.g. Davidson, 1983; Smith, 1987). Stress and crisis situations have also been studied in connection with coping styles (e.g. Moloyd, 1972; Morris, 1976; Stephen's, 1988). Marital state situations and their coping links were also isolated (e.g. Cass, 1987; Jones, 1987). Academic failure and coping were also demonstrated (e.g. Snyder, 1988). And several other
factors such as personality (Gerber, 1978; Folkman and Lazarus, 1986), type A and B behaviour (Clark and Herrer, 1982) etc have also been investigated in relation to coping strategies. However, studies pertaining to the investigation of coping strategies adopted by entrepreneurs or business owners for reducing their stress have been found to be scanty. As such the present investigation was aimed at examining the relative preferences to especially three varieties of coping strategies: task-oriented (TO), defence-oriented (DO) and ailment-oriented (AO) of the entrepreneurs/business owners in reducing their stress in the light of well established personality dimensions namely extraversion, neuroticism, psychoticism and intelligence and also in the light of certain identifiable demographic variables like caste, sex, family history of business and size of the industry.

To materialize this purpose the operational characteristics of the dependent (e.g. TO, DO, and AO) variable and the independent (e.g. extraversion, Neuroticism, Psychoticism, Intelligence, Caste, Sex, business history and size of the industry) variables were taken into consideration and 15 hypotheses were formulated in a hypothetico-deductive fashion for their empirical verification.
To verify the hypotheses under reference a sample of 300 entrepreneurs/business owners were selected from the Chhattisgarh region on the random-cum-incidental basis giving representation to caste (e.g. Vaishyas, Gujratis, Sindhis, South Indians, Punjabis, unclassified), Sex (Male and female), business history (e.g. having business history vs. not having business history in the family) and size of the industry (e.g. small scale and large medium scale) while holding the range of education (e.g. Higher secondary to P.G.) and age (e.g. 25 to 55 years) constant as far as possible. The sample of 300 cases was further subjected to Mehrotra's (1984) mixed type group test of Intelligence, Mohand and Virdi's (1985) Hindi version of Eysenck Personality Questionnaire (EPQ) and Agrawal and Helode's (1991) Hindi measures of Stress Coping Mechanism (MSCM). Thus in the case of each subject four personality scores (e.g. E, N, P and Lie scale), one intelligence score (IQ) and three stress coping device preference scores (e.g. AO, TO, and DO) were obtained.

After warranting that distribution of continuously measured psychological variables are almost normal; parametric statistical treatment was given to the data. After noticing that the correlation of L scale scores with
the TO, AO and DO scores is negligible, the idea of dropping out the high lie scorers from the sample of 300 cases was dropped. And to verify the hypotheses the TO, DO and AO scores were subjected to one-way analysis of variance (repeated measures) followed by Newman-Keul's test, after warranting that homogeneity of variance was prevailing in the data. An exploratory attempt was also made to see the moderating effects of demographic variables (e.g. caste, sex, business history and size of industry) upon the relationships between personality variables (e.g. E, N, P and IQ) and the coping devices (e.g. TO, DO, AO) with the help of corelational approach. Likewise an exploratory attempt was also made to know the influence of caste, sex, business history and size of the industry upon the magnitude of TO, DO and AO and the intercomparisons within demographic groups were carried out with the help of 't' test. The obtained statistical findings were interpreted in the light of findings of the other investigators and also in the light of Eysenck's personality theory comprising of four dimensions.

5.2. CONCLUSIONS

The statistical analysis of the data and its interpretation led to the following conclusions:
Distribution-Oriented:

1. It has been found that the four personality dimensions namely extraversion, neuroticism, psychoticism and intelligence as well as a tendency to tell a lie (L-Scale Score) are by and large normally distributed in the case of entrepreneurs/business owners.

2. It has been noticed that the distributions of task-oriented (TO), defense-oriented (DO) and ailment-oriented (AO) scores are, by and large, normal in the case of entrepreneurs/business owners.

Relation-Oriented

3. It has been observed that the L scale scores have shown negligible correlations with TO, DO and AO scores in the case of entrepreneurs/business owners.

4. Extraversion as a dimension of personality has shown its insignificant relationship with TO, DO and AO scores. However, the moderating effect of caste has been noticed upon this relationship as in the case of Gujratis, the extraversion dimension has shown its significant positive relationship with TO and DO and in the case of "others" (unclassified caste group) E dimension has shown its significantly negative relationship with DO scores.
5. Neuroticism or emotionality as a dimension of personality did not show its significant association with AO, TO, and DO scores in general. However, when this relationship has been examined in the light of caste, in the case of Sindhis, it was noticed that neuroticism is significantly associated with TO scores in the negative direction but it is significantly associated with DO scores in the positive direction. In the case of "others" (Unclassified caste group) N dimension has shown its significant positive association with DO scores. In the case of small scale industrialists N has shown its significantly negative association with TO scores, while in the case of large/medium scale industrialists it has shown significantly positive association with TO scores. And thereby the moderating effect of caste and size of the industry has been noticed upon the overall relationship between neuroticism and coping scores of the DO and TO devices.

6. Psychoticism as a dimension of personality has failed in showing its overall relationship with AO, TO, and DO scores respectively. However, in the case of South Indians, Psychoticism has shown its significantly positive relationship with AO scores. In the case of Sindhis, this dimension has shown its significantly positive association with AO but significantly negative association with TO scores. In the case of "others" (Unclassified caste group)
psychoticism has shown its significantly negative relationship with TO. In the case of entrepreneurs with no business history, this dimension of personality has shown its significantly positive relationship with AO but significant negative relationship with TO scores. In the case of Small scale industrialists psychoticism has shown its significantly positive association with AO but significantly negative association with TO scores. Likewise in the case of male business persons it has shown its significantly positive relationship with AO but significantly negative relationship with TO scores. And thereby, the moderating effects of caste, sex, no business history and size of the industry have been noticed to the significant extent upon the overall relationship between psychoticism and AO and TO scores.

7. Intelligence as a dimension of personality has shown its overall positive association with AO to the significant extent but failed to show its overall association with TO and DO scores in either direction. However, in the case of Gujratis, intelligence has shown its significant positive association with AO, TO and DO scores respectively. In the case of "others" (unclassified caste group) intelligence has shown its significantly positive relationship with AO. In the case of entrepreneurs with no-business history it has shown a significantly negative relationship with DO; while in the
case of persons with business history it has shown its significant positive relationship with AO, but significant negative relationship with TO. In the case of male business owners it has shown its significantly positive association with AO. And thereby the moderating effects of caste, sex, business—no business history have been observed upon the overall relationship between intelligence and AO, TO and DO to the significant extent.

Difference-Oriented:

8. Extraverts have shown more preference to TO than to DO than to AO but introverts also have shown the same sequential pattern in their preferences and introverts and extroverts did not differ significantly pertaining to the magnitude of their preferences to TO, DO, AO coping devices. And, thereby hypothesis 1 received only partial confirmation.

9. Persons with high emotionality showed significantly more preference to TO than to DO than to AO. And thereby contradictory to hypothesis 2 their sequential preference was noticed. However, in case of persons with low emotionality the same sequential preferences to TO, DO and AO were noticed to the significant extent and these two groups also did not differ significantly with respect to the
magnitude of TO, DO and AO coping devices. Thus hypothesis 2 received an empirical rejection.

10. Standing at variance with hypothesis 3, persons with high psychoticism showed significantly more preference to TO than to DO than to AO. However, the same trend of preference was shown by persons with low psychoticism. But persons with low psychoticism showed significantly greater magnitude of TO than persons of high psychoticism, while persons with high psychoticism showed significantly greater magnitude of AO than the persons with low psychoticism and these two groups did not differ significantly from each other with respect to the magnitude of DO. Thus hypothesis 3 received an empirical rejection.

11. In accordance with hypothesis 4 high intelligent persons showed significantly more preference to TO than to DO than to AO but low intelligent persons also showed the same trend of differences which is contradictory to hypothesis 4. Moreover, these two groups did not differ significantly regarding the magnitudes of AO, TO and DO coping devices. Thus hypothesis 4 received only partial confirmation.

12. Female business owners showed significantly more preference to DO than to TO than to AO. And thereby provided
full confirmation to hypothesis 5. But male business persons showed significantly first preference to TO and last to AO which is slightly deviating from hypothesis 5. Male and female business owners did not differ significantly with respect to the magnitude of AO and TO but female showed significantly more magnitude of DO than the males. Thus hypothesis 5 received an empirical confirmation to the greater extent.

13. Vaishyas showed significantly more preference to TO than to AO. Thus hypothesis 6 received full empirical confirmation.

14. Contradictory to hypothesis 7 Gujratis showed significantly more preference to TO than to DO than to AO. Thus hypothesis 7 received an empirical rejection.

15. Contradictory to hypothesis 8 Sindhis showed significantly first preference to TO instead of showing it to DO but as hypothesized they showed significantly last preference to AO. Thus hypothesis 8 received partial confirmation.

16. As hypothesized Punjabis showed significantly more preference to TO than to DO but insignificantly more
preference to DO than to AO. Thus hypothesis 9 received partial support.

17. As hypothesized South Indians showed significantly first preference to TO but contradictory to hypothesis they showed significantly last preference to AO rather than to DO. Thus hypothesis 10 received only partial confirmation.

18. As hypothesized "others" (unclassified caste group) showed significantly first preference to TO second to DO and last to AO. Thus hypothesis 11 received full confirmation.

19. Contradictory to hypothesis 12 entrepreneurs of no business history showed significantly first preference to TO, second to DO and third to AO. Thus only the preferential position of DO was not changed; And thereby hypothesis 12 received only partial support.

20. As hypothesized persons with business history showed first preference to TO, second to DO and last to AO to the significant extent. Thus, hypothesis 13 received complete support.

21. Contradictory to hypothesis 14 small scale industrialists showed significantly first preference to TO
rather than to DO but as hypothesized they showed last preference to AO. Thus hypothesis 14 received only partial support.

22. As hypothesized large/medium scale industrialists showed first preference to TO, second to DO and last to AO to the significant extent. Thus, hypothesis 15 received complete confirmation.

23. It has been observed that significant first preference was given to TO by various caste groups comprising of male entrepreneurs/business owners. However, intercomparisons among various caste groups regarding their magnitude of TO revealed that Vaishyas, Gujratis, South Indians and "others" (unclassified caste group) showed significantly greater magnitude of TO than the Punjabis; while Sindhis did not differ significantly from Punjabis and Vaishyas, Gujratis, south Indians and "others" (unclassified caste group) who did not differ significantly from each other with respect to the magnitude of their TO.

24. The general observation revealed that the various caste groups of male entrepreneurs/business owners showed significantly second preference to DO. However, intercomparisons among the various caste groups of male
entrepreneurs/ business owners with respect to their magnitudes of DO revealed that Punjabis have shown significantly more magnitude of DO than South Indians and "others" (unclassified caste group); while Vaishyas, Gujratis, Sindhis and Punjabis; and South Indians and "others" (unclassified caste group) among themselves did not differ significantly with respect to their magnitude of DO.

25. The overall observation revealed that AO received significantly the last preference among the entrepreneurs/ business owners belonging to the various caste groups. However, the intercomparisons revealed that Punjabis showed significantly more magnitude of AO than the Vaishyas and Gujratis; and the Sindhis, Punjabis, South Indians and "others" (unclassified caste group) among themselves showed almost an equal magnitude of AO scores.

26. The male Ss with and without business history unequivocally register their significantly more preference to TO than to DO than to AO and when compared these two groups also showed insignificant differences pertaining to the magnitude of TO, DO, and AO respectively.

27. The small and large / medium scale male industrialists by and large showed significantly more
preference to TO than to DO than to AO; and the intercomparisons between these two groups also revealed that they did not differ significantly with respect to the magnitudes of TO, DO, and AO, respectively.

**Interaction-Possibility-Oriented:**

The correlational and differential approaches employed in the analysis of numerical data of the present investigation led to the following possibilities.

28. There seems to be a high possibility of getting significant interaction effect of caste x extraversion upon the preference to AO, TO and DO coping devices respectively.

29. The possibility of getting significant interaction effect of neuroticism x caste x size of the industry upon TO and that of interaction effect of neuroticism x caste upon DO cannot be ruled out.

30. The possibility of getting significant interaction of psychoticism x caste x sex x no business history x size of the industry upon Ao and to respectively can not be denied.

31. There seems to be a strong possibility of getting a significant interaction effect of intelligence x caste x sex
x business - no business history upon the magnitudes of AO, TO and DO respectively.

Theory Oriented:

Eysenck's theory of personality comprising of four dimensions namely, extraversion, neuroticism, psychoticism and intelligence seems capable of explaining individual differences among the entrepreneurs/ business owners pertaining to their magnitudes of preference to TO, DO and AO coping devices provided proper cognizance is taken of certain demographic variables like caste, sex, business history- no business and size of the industry, these being the strong factors in influencing the perception of the stress in Indian Industrial set-up.

5.3 DELIMITATIONS:

The sample of the present study has been delimited to small and large/medium scale industrialists, giving representation to certain demographic variables like caste, sex, business history- no business history. As such the findings of the present investigation are applicable only to the the variety of population represented by the sample.
The present study was aimed at studying the stress coping devices generally adopted by entrepreneurs/business owners. Hence the inferences drawn on the strength of the present study are applicable only to the population of business owners/entrepreneurs (industrialists) and that too to three varieties of coping devices, namely, task-oriented (Approach-oriented), defense-oriented (Avoidance-oriented) and ailment-oriented (Avoidance-oriented).

The representation given by the sample of the present study of the population of industrialists has been restricted to Chhattisgarh region. As such, the conclusions drawn may not be applicable to the industrialists situated in other parts of the country.

The study has been restricted to investigating the influence of four personality dimensions only namely, extraversion, neuroticism, psychoticism and intelligence upon the three coping devices namely TO, DO and AO. As such if somebody attempts to infer on the basis of this study regarding the role of other personality dimensions in influencing the stress coping devices; it will be an erroneous attempt amounting to over generalization.
5.4 **LIMITATIONS**

Due to limited number of women entrepreneurs / business owners inadequate representation has been received in present investigation to the women population of industrialists of the Chhattisgarh region. As such, the inferences drawn in the present study regarding the stress coping devices of female entrepreneurs/ business owners are to be viewed with great caution.

Due to limited number of cases of the industrialists studied in the present investigation the interaction effects of four personality dimension (namely E, N, P, IQ) upon three stress coping devices (TO, DO and AO) could not be investigated with the help of (2) factorial design while demographic variables constant.

Likewise the interaction effects of each one of the demographic variables (e.g. caste, sex, business history—no business history and size of the industry) with each one of the personality dimensions (e.g. E, N, P, IQ) either separately or in combination, have not been investigated upon the stress coping devices due to limited number of cases at hand.
The term entrepreneur has been used in a wider sense incorporating the business owners having business history also.

5.5 SUGGESTIONS FOR FURTHER RESEARCH:

A further study can be carried out to know more about the stress coping devices of the female entrepreneurs existing in the Chhattisgarh region by selecting a large sample and making it more stratified.

The tribal and non-tribal entrepreneurs can also be compared with respect to their stress coping devices.

A study to investigate the interaction effects of personality dimensions upon the magnitudes of stress coping devices can be carried out, while holding the demographic variables constant.

A study to see the interaction effects of demographic variable x personality dimensions upon the stress coping devices among industrialists/entrepreneurs of the Chhattisgarh region can be carried out to enhance the knowledge in this respect.