CHAPTER IX
SEX ROLE TYPING AND VOCATIONAL CHOICE

Sex typing and their attendant behaviour have received attention in the recent studies and the findings of the studies that have bearing on the problem of the present investigation are reviewed in this chapter. Firstly, the studies bearing on the conceptual frame of androgyny as a freedom from sex typing is reviewed. Secondly, a few studies relating to the sex type characteristics of the women in traditional and other roles are summarised. Thirdly, the various pattern of behavior associated with sex-typing and androgyny are described as reported in the recent studies. The last section of this chapter attempts a critical analysis of the studies on androgyny and derive hypotheses pertaining to the differences between House wives and Career Women, and Women Entrepreneurs on androgyny.

Parsons and Bales (1955) enunciated the concept of instrumental and expressive roles and regarded them as the two fundamental and distinct roles in all social groups. The instrumental role focuses on task orientation and how to get the job done, to accomplish a task and the expressive role is mainly concerned with emotions and social relationship. The theory just cited has been based on empirical studies of male subjects. However, investigators
readily identified the expressive role with 'women' and instrumental role with 'men'. Brim (1955) has made a classification of thirty one traits in terms of the task orientation and emotion or feeling orientation.

A critical review of the major psychological tests of masculinity femininity developed during the past four decades by Constantinople (1973) had provided a back drop for renewed interest in sex typing and androgyny among researchers. The conception of androgyny putforth by Bem interest (1974) has generated much among investigators in this field. The findings of the recent investigations question the traditional belief that high levels of sex typing contributes to adjustment (Kagan, 1964; Kohlberg, 1966; Musson, 1969) and suggest, instead, that psychological androgyny contributes to flexibility in social behaviour, and a better adjustment (Bem, 1975, Bem & Lenney, 1976, Bem et al., 1976).

The traditional measures of psychological masculinity were constructed by aggregating various items that show large endorsement differences between the sexes or between the persons of differing sexual preferences (Constantinople, 1973). Because of this assumption and practice in psychometry the score distributions obtained by the investigators gave rise to virtually nonoverlapping distributions of scores for men and women, and implied that the persons who score within the range typical for their
gender are 'appropriately sex typed', whereas the few who
score outside that range presumably exemplify sex role
confusion, devience, ambivalence, or maladjustment
(Berzins et al, 1978). When the psychological masculinity
and femininity are regarded as two independent dimensions,
the individuals have scope to be regarded as both masculine
and feminine, instrumental and expressive (Parsons & Bales,
1955), assertive and yielding (Bem, 1974), or a\textsuperscript{2}gentic and
communal (Bakan, 1966; Block, 1973; Carlson, 1971).

Bem (1974) has evolved a sex-role inventory that
treats masculinity and femininity as two independent
dimensions. She conceives androgyny as a function of the
difference between one's endorsement of masculine and
feminine personality characteristics. She has adduced
evidences to show that the dimensions of masculinity and
femininity are empirically as well as logically independent
and that highly sex-typed scores do not reflect a general
tendency to respond in a socially desirable direction, but
rather a specific tendency to describe oneself in accordance
with sex-typed standards of desirable behaviour for men
and women. Besides Bem (1974), other investigators have
also attempted to construct instruments to assess masculinity-
femininity characteristics. (Spence et al, 1975; Heilbrun,
1976; and Berzins et al, 1978 ).
Androgynous females are reported to be less conventional and less constrained by sex role identification (Jones, 1978). Androgynous individuals are reported to make fewer distinctions in roles and attempt to integrate all aspects of their lives (Siegel, 1980). Specifically, a study reports that professional successful women earning top salaries and working in jobs considered non-traditional have an androgynous self concept. Yet, they tend to project only the traits which they perceive to be appropriate behaviours in their work environment. The sex typed individuals distinguish between their personal and professional lives, while the androgynous individual make fewer distinctions in roles and attempt to integrate all aspects of their lives.

Androgyny is found to sex related to cognitive complexity. In industrial setting more proportion of androgynous men are found than the proportion of androgynous men in the general population. The relationship observed between the masculinity and cognitive complexity is reportedly significant (Stevens, 1983). Among women who have chosen Christian ministry as a career roughly one third of the women are androgynous and another one third are undifferentiated and another one fourth of the populations feminine and the rest masculine (Katherine Ann, 1983).
Androgynous individuals have been found to be more able actively to assume a nurturant role than the very feminine individuals (Bem, 1975, 1977; Bem et al., 1976).

Sex-role attitudes of husbands are reported to have a bearing on the time demand. Severe conflict is experienced by the female college student whose husband has traditional sex-role attitudes and traditionally oriented women tend to use reactive coping strategies to deal with intense conflicts (Beutell, 1983).

A study on the factors influencing retention of women students in a programme of business administration reveals that the student classification, marital status, feminine standard score, scholastic aptitude, difference standard score, employment status, age, grade point average and masculine standard score discriminate the students with regard to their majors (Carol Popejoy, 1981). Androgynous individuals are reported to have lowest composite maths verbal aptitudes while low masculinity or femininity or androgynous individuals have high maths verbal aptitudes. Androgynous men, in general, choose a wider variety of majors than sex-typed men, but, feminine women are more flexible than androgynous women (Knopp, 1983).
A number of studies have considered the characteristics of the androgynous. Androgynous and sex-typed traits are not significantly related to gender. Identity is found to be a significantly related to masculine and feminine personal traits. Those with androgynous traits are found to endorse more statements reflecting a commitment to values regarding politics, religion and occupation that they have carefully considered. Individuals with cross sex-typed traits are least likely of all the individuals to merely accept their parents' values (Behar, 1983).

Findings of a number of studies tend to reinforce the notion that androgyny is advantageous to the individual. The trend of the means of the groups on self esteem range in the order from high to low from the androgynous, high masculine-low feminine, high feminine-low masculine, and undifferentiated (Connor et al, 1978). In another study, androgynous individuals are found to be significantly higher on self-esteem than undifferentiated; no significant difference is found between androgynous and masculine (Bem, 1977). The relationship between androgynous and undifferentiated on self esteem receives further support in another study (Spence et al, 1975).

That the androgynous individuals have high self esteem and psychological health is repeatedly found in literature.
Androgynous individuals have been found to have higher self esteem and lower general maladjustment and psychosis score (Nevill, 1975). It is further found that balance of masculine and feminine traits is related to psychological health in terms of self concept and personal orientation (Nevill, 1977). The result relating androgyny and personal orientation just cited receive support in another study (Dean, 1976). It is also found in literature that androgyny and masculinity are associated with self-esteem, body satisfaction, and sexual satisfaction. Androgynous and masculine individuals are generally similar and well adjusted, whereas feminine and undifferentiated individuals are similar and less well adjusted (Kimlicka, 1983).

Healthiest individuals are not those who score at the extreme of the sex appropriate distributions of masculinity-femininity scales but are those who are androgynous (Carlson, 1971, Bem, 1975, Kaplan & Bean, 1976, Heilbrun, 1976). Androgynous males and some androgynous females are found to endorse the fewest negative self statements (Kelly, et al, 1977).

Androgynous individuals willingly engage in a variety of tasks irrespective of whether they are defined as masculine or feminine (Bem & Lenney, 1976). Undifferentiated individuals are reported to endorse least liking and
loving the same sex friends, compared to the other three sex-role groups (Small et al., 1980). In interpersonal context the androgynous individuals are found to be adaptive, flexible and effective. They could assume both instrumental and expressive roles depending on the situational demands (Bem, 1974, 1975, 1976). Highly masculine or feminine sex typed individuals may inhibit or suppress cross sex behaviour and sex typed females fail to maintain independence under external pressure to conform (Bem, 1975; Bem & Lenney, 1976; Bem et al., 1976).

Individuals who rate themselves low on both masculine and feminine attributes are found to have significantly poorer self concepts than both androgynous and masculine individuals; however, no significant difference between the masculine and androgynous individuals on self concept (Erdwins et al., 1980).

The findings of a few studies generally show that less traditional roles will be equally rewarding for both men and women. Androgynous female are reported to be less conventional and less constrained by sex role identification than their sex-typed counter parts. Compared to feminine females, androgynous females remain less traditional, inhibited, or restrained regarding occupational and educational objectives, marital and child bearing preferences,
sexual behavior and attitudes, willingness to discuss menstrual problems, and career versus family orientations (Jones et al., 1978). Wiggins & Holzmuller (1978) have attempted a model of interpersonal behavior and have specified two orthogonal vectors to classify items. Inspection of the items of Bem's masculinity scale reveal that virtually all the classifiable items fall within the dominant-ambiguous vector of the interpersonal model and most of the classifiable items of Bem's femininity scale fall within the warm-agreeable vector of the same complex. Bem's definition of psychological androgyny is based on only two of the eight major dimensions of interpersonal behavior and that it ignores possible sex role stereotypes related to undesirable interpersonal behavior. Wiggins & Holzmuller (1978) suggest that the flexibility associated with Bem's definition of psychological androgyny is a more general personality characteristic that subsumes sex role stereotypes.

Wiggins and Holzmuller (1978) report that when 16 variable interpersonal profiles of sex roles groups are compared on profile variability sex differences again emerge between androgynous groups. Androgynous males relatively have a flat profile in contrast to the profile of stereotyped males that spiked sex role stereotyped variables. Androgynous females had a variable profile that was a mirror image of the sex role stereotyped profile for
stereotyped females. A programme of study has attempted to test attitudinal, personality, and adjustment implications psychological androgyny. The variables studied include attitude towards women's issues, gender identification, neurosis, introversion-extraversion, locus of control, self-esteem, problems with alcohol, creativity, political awareness, confidence in one's own ability, helplessness, and sexual maturity. On feminist ideology all females regardless of sextype score significantly higher than males. Contrary to the expectation androgynous male shows greater externality of control, more problems with thinking, and a trend toward greater extraversion than masculine male. Similarly, the feminine male score more external, more neurotic, lower in self-esteem and have more alcohol problems when compared with masculine male. The Feminine males are also lower in self-esteem and more neurotic than the androgynous males. These results suggest that less sextyped males experience more rather than fewer adjustment problems. These results contradict the notion that androgynous contribute to a better adjustment. On political awareness androgynous male score lower than masculine male. Androgynous male also score significantly lower on creativity than the feminine male while no difference is found between feminine male and masculine male in creativity. Further, both androgyny female and masculine female score higher on political awareness than did feminine female they do not differ from one another on creativity.
The same trend is reported indicating apparent deficits in androgynous male in the areas of problem solving and acquired knowledge. In selecting a game of skill rather of chance than half of the feminine females select a game of chance rather than skill task and only one third and one fifth of the androgyny female and masculine female, respectively, choose to rely on chance rather than their own abilities. With regard to sexual maturity and heterosexuality traditionally sex typed males report fewer personal liabilities and limitations that might be expected to inhibit or constrain heterosexual involvement. Less found to traditional females on the other hand are less frequently report restraining personal characteristics (e.g., Shyness), and also greater heterosexual involvement.

The results further reveal that feminine subjects, independent of gender, would prefer to become more masculine were it possible. The results of the series of studies reviewed above, fail in general to support hypothesis that psychological androgyny permits greater behavioral flexibility and consequently leads to better adjustment.

RESEARCH QUESTIONS AND HYPOTHESES:

5.0.1. Will there significant difference between Housewives and Career women on androgyny?

5.0.2. Will there be significant difference between
House-wives and Women Entrepreneurs on androgyny?

The review of literature presented thus far suggest that psychological androgyny may be one of the differences between housewives and career women, and women entrepreneurs. The conceptual scheme of sex-roles and sex-types by Parsons and Bales emphasises that the social cultural norms enter into sextyping. Bem has made a contribution toward understanding the psychological nature of androgyny. The various studies in this factor show that masculinity and femininity may be validly regarded to constitute two dimensions of sex characteristics. And it is possible for a few individuals to be possessing the masculine and feminine characteristics in equal proportions. On the whole, several studies have consistently found that psychological androgyny lends scope for greater behavioural flexibility and contribute to adjustment and a better interpersonal relationship. However, findings challenging the notion just cited are also reported in literature.

Wiggins and Holzmuller (1978) contend that Bem's definition of psychological androgyny ignores possible sex role stereotypes related to undesirable interpersonal behaviour and suggests that the flexibility attributed to androgyny may be regarded to be a more general personality characteristics that subsumes sex role stereotypes.
Jones et al (1978) argues that the important issue is not whether one has internalized the traits and behaviours appropriate to one gender but the extent to which one has assimilated the tendency most highly valued by the society. In a society that prefers agentic role to the communality, individuals high in agentic tendency will not only be more successful within the context of such a society’s value but such persons will feel more confident to a history of differential applications or social rewards.

In the present study masculinity and femininity are considered to be distinct and androgyny is determined by the relative contribution of the feminine and the masculine characteristics contributing to the personality of the person. The house-wife is perceived to be a nurturant mother/wife/in law by other members of the family. The expectations of the family members emphasise an emotional or feeling orientation on the part of the house-wives. In the case of career women the expectations are not restricted to the family alone. The colleagues, subordinates and the superiors in the career world expect the career women to be less emotional or feeling oriented and more task oriented. In the case of women entrepreneur it is most likely that task orientation is expected by the society. Admittedly, when a women assumes dual roles she is expected to make a balance of qualities and characteristics required
by both the roles. This is more significant in the case of women entrepreneur. In response to the expectations by society and also propelled by other personal characteristics, women learn different characteristics which are generally classified into sex-types. The cultural learning and the individual role aptitudes seem to determine the ability of individuals to develop culturally typed characteristics.

In view of the socio-cultural prescription expectations and demands made on the roles of women in general and the relative degree of freedom available for different women in the society due to factors like status, economic power and peer group influences it is possible to expect that the housewives and career women, and women entrepreneurs would differ in their sex-typed characteristics in a consistent predictable manner. Hence, the following hypotheses:

5.0.1. The Housewives will have an Andro score that is lower than that of the career women as assessed by SRI.

5.0.2. The Housewives will have an Andro score that is lower than that of the women Entrepreneur as assessed by SRI.

SUMMARY AND CONCLUSIONS:

This chapter reviewed the conceptions of sex-typing
elaborated in literature. Specifically, it is concerned with reviewing studies bearing on androgyny. Based on the review of literature of studies linking androgyny to different behaviour outcomes, this chapter has developed research questions and hypotheses on the differences possible between housewives and career women and women entrepreneurs with regard to androgyny in the socio cultural setting of the population being studied.