The results presented in the previous chapter are critically examined in the present chapter. The meaningfulness of the empirical evidences are rechecked in this chapter with regard to the theoretical formulations. An attempt is made to search and seek similarities and dissimilarities of the findings obtained on different variables in the study with regard to the differences possible between Housewives and Career Women and Women Entrepreneurs.

THE BIOGRAPHICAL DATA:

The age composition of the samples show that Housewives, Career Women and Women Entrepreneurs may be regarded to be peers. The data on educational qualification show that more entrepreneurial women than others have diplomas. This is expected since more entrepreneurs than others in general population normally possess technical qualification. The pattern of migration suggests that migration has occurred among all the category studied. The data thus confirm that in South Indian culture essentially the women migrates since marriage to settle with her husband. The Career Women has a least rate of migration; this is because that the institutions normally do not disturb a woman by way of transferring to other places if both husband and wife work
in the same place i.e., city. The data further reveal more Women Entrepreneurs than Career Women and more career women than House Wives belong to other castes, while more House Wives than Career Women and more Career Women than Women entrepreneurs belong to backward castes. It is often found in literature that when the husband has a greater salary and status the wife prefers to confine herself to home. This is observed to be true in the case of the backward castes in this investigation. Almost equal number of individual Ss in this study from each category hail from nuclear as well as joint families. The data on filial position show that more women entrepreneur than the other two categories are found to be second born; it is likely 'the rebellious second child' (Alder) has become the entrepreneurs; the least number of Ss are found to be the first born child among entrepreneurs. The data born on the number of children show that possibly the families in South Indian Culture have accepted and practice small family norm. The biographical data on the whole suggest that the three groups of women herein compared are quite comparable not only with one another but also with the 'general population' in the South Indian Culture. The relative homogeneity of the three groups may be partly explained by the purposive sampling method used in the study.

LOCUS OF CONTROL:

As expected, the House Wives are found to be less internal compared to career women as well as Women Entrepreneurs. With regard to 'powerful others' the results are
in the expected direction only in the case of the difference between the housewives and the Women Entrepreneurs. The same pattern of results is seen in the case of 'Chance'.

Lefcourt (1984) observed, 'Locus of control will continue to be a valuable theoretical construct in the future if future investigators continue to ask new questions of the construct, use it to work on problems of their own interest, and develop assessment tools appropriate to their populations and tasks' (Lefcourt, 1984, p. 110). The hypotheses of the present study are encouraged in the observation of Lefcourt.

Locus of control connotes the relatively stable beliefs of the individuals concerning their abilities to effect their experiences. Some persons with extremely fatalistic outlooks (externality) may not believe that there is anything that they can do which will effect the happenings in their lives, given extreme fatalism, one might anticipate seeing higher risk behaviour ("what is their to lose"?) easily succumbing in the face of obstacles ("why bother?, There's nothing I can do about it.") or simple apathy ("What will happen, will happen, so why should I get worked up?"). On the other hand, persons with an internal locus of control, are more apt to persist in the face of obstacles ("There must be something I can do") and to remain energetic in their pursuit of goals. Since they regard themselves as able to effect their outcomes they will therefore strive to make those outcomes turn out
The findings of the study, in general are in line with the findings of other studies which investigated similar problems. Individuals with feminine sex role identity are reported to be external (Rao & Murthy, 1984). Whether it is Barron's independent judgement scale (Odell, 1959), Asch type conformity situations involving betting (Crowne & Liverant, 1963), or group behaviour (Singh, 1984), externals tend to be more conforming. It is possible that the housewives tend to conform to the pattern of expectations generally prevalent in the South Indian culture viz., that the best place for a women is her home.

Midgley & Abrams (1974) report a relationship in women between the motive to avoid success and feelings of being controlled externally. Their findings suggest that the achievement motivation is blocked or lowered by feelings of external control in the situations of arousal of achievement motivation in young women. Subjects scoring high on External are also found in the study to be less autonomous and less likely to penetrate the social barriers that serve to obstruct the social feminine achievement. The findings of Midgley & Abrams (1984) and the findings of this study relating to the housewives who could be reasonably
assumed to be entertaining a fear of success are in agreement. Task oriented teacher leaders are found to be internal while personal oriented leaders are externals (Basavanna & Usha, 1984). The chances are, the career women are more task oriented. This augments the findings of this study relating to housewives and career women.

Career women and women entrepreneurs function in a rational organizational structure in their place of work. They have membership in associations and unions that promote their interests. Housewives do not have similar opportunities to join associations and unions. Unionized workers tend to be more internals than non unionized workers (Seeman, 1986). Internals have high n_ach. (Campbell et al., 1965). A few studies show that internality is a better predictor of entrepreneurial predominance than need achievement (Boreland, 1975; Brockhous, 1975); both craft and opportunistic entrepreneurs have high scores higher than that of the general population (Scanlan, 1979); entrepreneurial ventures are repeatedly associated with internality (Durand & Shea, 1974; Rao, 1975; 1983; Crowne & John, 1983). Only in negligible number of studies entrepreneurs have not been found to have high internality (Brockhous, 1975; Hull et al., 1980). In one study it has been reported that differences between traditional and non traditional occupational choice are not related to locus of control (Wesson & Sue, 1983).
The overwhelming number of studies have reported that internality is more associated with entrepreneurs. The finding of the present study is in line with the findings just cited. A study of attribution processes suggest that in the case of success, the subjects view it solely as a function of internality. In the case of failure mixed category of internality and externality attributes emerge as explanation (Tiwari & Misra, 1984). Only in the case of difference between housewives and the women entrepreneurs the expectations relating to 'powerful others' and 'chance' have been conformed in the present study that it is a likely success is distinctly perceived in entrepreneurship. The organizational structure and climate of the institutions where the career women work could not be readily compared with the structure and climate of small scale enterprises. The nature of climate of the institutions may contribute to the results of the findings which state that the career women have more 'powerful others' and 'chance' orientation. Rotter has explicitly pointed out that internality and externality need not necessarily be identical with positive or negative connotations and that the housewife is less internal does not cast aspersions on her capabilities. The conclusions should be taken only in a descriptive sense without any implication of 'pathology' found associated with individuals having problems of mental health. The housewives included in the study are fully functioning individuals and their externality should be understood from this perspective.
PROTESTANT ETHIC:

The protestant ethic originally evoked to account for the growth of capitalistic enterprises of rational organization by Weber (1930) has been implicated in the explanations of a variety of phenomena such as cognitive dissonance effect (Lewis, 1965; Bacon, 1967; Siegalman, 1968), endorsement of negative attitudes towards poor and opposition to a guaranteed annual income (Mc Donald, 1972), and first generation and second generation entrepreneurs and (Venkatapathy, 1984), employed and unemployed (Michael 1985).

The present study has explored one more avenue where protestant ethic could meaningfully discriminate between groups.

As expected, the findings show, housewives have significantly lesser protestant ethic compared to Career Women as well as Women Entrepreneurs.

Protestant Ethic has been distinguished by Marx Weber (1930) from Hinduism. According to Weber Hindism emphasizes Karma or the faith that an individual is born because of the sins and virtues he had committed in his previous births. Weber regards Hinduism as cultivating a belief in destiny or fate. On the other hand he conceives protestant religion to provide a disciplined work ethic which emphasizes a belief that the every protestant is a chosen person by God and that his life is a calling and that he should be worthy of the calling by leading a virtueous and successful
His worldly success in making profit and accumulation of wealth is not shunned, rather constitutes the protestant drive.

All the women included in the present study are Hindus and yet the prediction that housewives may have lesser protestant ethic than career women as well as the women entrepreneurs was formulated in the study. This is done because in the present study protestant ethic is conceived as a dispositional variable. The protestant ethic being measured using the questionnaire by Mirels and Garrett, (1971) does not involve all the assumptions made by Marx Weber (1930). Here, the protestant ethic is regarded as an objective observable behavioral pattern which could be identified from subjective reports. It is in this respect the results of the present study should be appreciated. Though it is not within the scope of the study, it is possible to comment that the protestant ethic which was originally identified with the ideology of the religion of protestant set by Weber need not necessarily be considered to be a religious ideology. The results also suggest that protestant ethic as a set of beliefs contribute to the behaviour of the Career Women and Women Entrepreneurs.

That the Housewives have less protestant ethic need not indicate any deficit in the personal efficiency of Housewives. The nineteen items that measure protestant ethic emphasise success, profit, importance of time and hard work. It is likely that a housewife does not give priority in her life style.
PROBABLISTIC ORIENTATION

Probabilistic Orientation is claimed to be a personality variable derived from a cultural analysis of Indian population (Narayanan, 1979). It emphasizes a system perspective. A probablistically oriented individual regards the universe as preordained and considers every event in the perspective of the preordained system characteristics of the universe. Probablistic Orientation is said to involve a wider cognitive breath and serene perception.

In the present study the result shows as expected, that the housewives have less probabilistic orientation than the career women, and the women entrepreneur, however only the difference between the housewives and the career women is found to be statistically significant. It is likely that the career women require more cognitive facility and interpersonal relations than housewives and the women entrepreneurs. It is also possible that the women entrepreneurs have a typical response strategy similar to the 'defensive external' identified on I-E locus of control (Rotter, 1966). Another way of interpreting the score of entrepreneurs could be suggested. The materialistic orientation of the women entrepreneurs could have nullified the superiority they might have over housewives on probabilistic orientation.
Investigations purporting to explore the nature of probabilistic orientation in relation to a number of already well identified psychological variables are still in progress (Ganesan, 1985; Natarajan, 1985; Indumathi, 1985). And this stage of development the writings on probabilistic orientation could not be regarded as well articulated theory. Probabilistic orientation shall be regarded to provide an approach to addressing the problem of differences among groups of individuals in the present context. Taken at their face value the findings suggest that housewives are less probabilistic oriented than career women.

ENTERPRISING, CONVENTIONAL AND THREE LETTER CODES OF HPI

Holland & Goltfredson (1975) holds that the six personality types based on vocational choices are mediated through learning principles. A number of investigation on male entrepreneurs report that enterprising dimension of personality go with entrepreneurs (Scanlan, 1979; Padmanabhan, 1982; Venkatapathy, 1984 and Balakrishnan, 1985). The findings of the present study relating to the difference between housewives and women entrepreneurs are in the line with the findings reported in literature. The results further show that the housewives are significantly lesser enterprising when compared to the career women. This is in line with expectations. The findings of the study relating to
the scores of the Ss on conventional scale of HPI show that the housewives, as expected, are having a C-Score which is higher than that of women entrepreneurs. But that is not significantly different from that of the career women. This semblance between housewives and career women can be intrinsic. Possibly the career women may be under a double binding condition. Firstly, they emancipate themselves from the role as housewife which is typically feminine in the cultural stereotype and take up a career but sooner they find themselves to be regarded more masculine in terms of cultural stereotypes and as a result of it try to emulate a conventional characteristics attributed to women in general in the culture. The present explanation may be regarded to be tentative at this stage of our knowledge. More research is required to obtain a convincing solution to the paradox in question. The means of the groups on the six scales of Holland personality inventory lead to varying description of the groups studied in terms of three letter codes.

Holland has specified rigorous procedures for developing his three letter codes for each occupation. The three letter codes are obtained on his vocational preference inventory and in the present study a deviation is made both in terms of instrument used and also in arriving at the three letter code. In the present study the three highest means of the groups compared on the six scales of Holland Personality
inventory was visually scanned and reconed as three letter codes connoting the groups. Hence, it is difficult to readily compare the descriptions of the groups obtained in the study with the descriptions of groups obtained in terms of three letter codes on Holland vocational preference inventory in other studies.

The obtained descriptions in the study suggest that CAR dominate the personality of housewives, CRI dominate the personality of career women and the ERS dominate the personality of women entrepreneurs. The possession of the first two letters in each of the descriptions of the groups appeal to logic and reasoning. The descriptions could be accepted on their face value. Further research is needed to identify three letter codes for different groups studied using HPI.

ANDROGYNY OF SRI:

The distinction between instrumental and expressive role made by Parsons and Bales (1955) has been made use of Brim (1958) to sort the characteristics to connote task orientation and emotion or feeling orientation Bem (1974) has challenged the conception of masculinity and femininity as mutually exclusive dimensions and has emphasized the possibility that a few individuals could be highly masculine and highly feminine not one and the same time. The concept
of androgyny developed by Bem and others (Jackson, 1967 (1975) Spence, et al., Heilbrun, 1976;) generally emphasizes a greater behavioral flexibility on the part of androgynous individuals. Professional successful women earning top salaries and working in jobs considered non traditional, mostly have an androgynous self concept (Siegel, 1980). The proportion of androgynous men in management is significantly higher than that of androgynous men in the general population (Stevens, 1983). A variety of studies emphasize the greater flexibility of androgynous individual. Androgynous person who is said to be adaptive, flexible and effective, particularly in the interpersonal context (Bem, 1974; 1975; 1976), tend to assume a nurturant role than the very feminine individual (Bem, 1975; Bem et al., 1976) tend to willingly engage in a variety of tasks irrespective of the sex typed, stertotypes attached with tasks (Bem & Lenney, 1976), tend to make fewer distinctions in roles and attempt to integrate all aspects of their lives (Siegel, 1980), tend to have personal orientation(Nevill, 1975; Dean, 1976) tend to be less conventional and less constraint by sex role identification (Jones et al. 1978).

The results of the present study show that housewives are less androgynous than career women as well as women entrepreneurs. Taken along with the results of the various studies just recaptured, the findings of the
present study would mean that the housewife has less flexibility and/or more given to sextyped stereotypes when compared to Career Women and Women Entrepreneurs.

The SRI used in this study to assess androgyny of the Ss is modelled after BSRI (Bem, 1974). Wiggins and Holzmuller (1978) contend that Bem's definition of androgyny ignores possible sex role stereotypes related to undesirable interpersonal behavior and that the flexibility associated with Bem's definition of androgyny is a more general personality characteristics that subsumes sex-role stereotypes. Jones et al. (1978) have made extensive investigation to test the hypotheses that psychological androgyny i.e., balance of masculine and feminine characteristics permits greater behavioral flexibility. Their findings obtained on a number of measures question the validity of assuming greater behavioral flexibility on the part of the androgynous. In view of these considerations it is considered feasible to interpret the findings without assuming the general superiority of androgyny reported in many of the studies. The results of the present study as they are, show that the housewives have varying proportion of characteristics considered to be desirable to women in general and men in general. And the proportion of characteristics just cited do not vary to significant extent in the case of Career Women and Women Entrepreneurs.
GRAPH 1: DISCRIMINANT FUNCTIONS OF HOUSE WIVES AND CAREER WOMEN

Points in the graph refer to scores of the groups on various instruments.
Graph 1. A visual inspection of the graph shows that the F-score of SRI and I score of HPI provide maximal separation between Housewives and Career Women. Next in order, the C-score of HPI, score of POQ and the score of AQ provide separation between housewives and career women to a marked extent. The I, P and C scores of I-E I poorly separate the groups.

The discriminant function established for the Housewives and Women Entrepreneurs is plotted on graph 2. A visual examination of the graphs reveals that the F score of the SRI and I score of HPI provide maximal separation between Housewives and Women entrepreneurs. Next in order, R score of HPI, score of POQ provide separation between Housewives and Women Entrepreneurs. The I, P and C score of I-E I do not provide separation between Housewives and Women Entrepreneurs. The information displayed in the graphs taken together suggests that F-score of SRI, I score of HPI, and score of POQ distinguish housewives from the other groups with which they are compared in this investigation.

SUMMARY AND CONCLUSIONS:

The biographic data presented in the first section show that the three groups of Ss herein studied are relatively homogenous with regard to their general biographic characteristics and meaningful comparison could be made of them. The findings of the present study are discussed with reference to their meaningfulness and relevance to the hypotheses formulated in this study. The finding
GRAPH: 2 DISCRIMINANT FUNCTIONS OF HOUSE WIVES AND WOMEN ENTERPRENUERS.

POINTS IN THE GRAPH REFER TO SCORES OF THE GROUPS ON VARIOUS INSTRUMENTS.
show that as expected, the Housewives are less internal compared individually in the Career women as well as Women entrepreneurs. The results relating to 'Powerful others' and 'Chance' provide mixed support to the hypotheses of the present study. The reasons for the deviations have been speculated and stated. The findings show that Housewives have lesser protestant ethic when compared to Career Women as well as Women entrepreneurs. The findings reveal that the Housewives have less probabilistic orientation when compared to Career women. The hypotheses that the housewives will have lesser score on POQ when compared to Women entrepreneurs is not borne out in the findings. The possible reason for this deviation has been considered and advanced. The findings, as expected show that the housewives are less enterprising when compared to Career women as well as Women Entrepreneurs. The finding relating to the conventional dimension shows that housewives are more conventional than Women Entrepreneurs and less conventional than Career women. The finding relating to the difference between Housewives and Career women is not in the expected direction. This deviation of the finding from the hypothesis has been discussed. The findings disclose different three letter codes for the groups compared. The letter codes established in the case of Housewives, Career women and Women Entrepreneurs are CAR, CRI and ERS. The scores
are quite meaningful. The findings of the study relating to androgyny are consistently in the expected direction. The Housewives are less androgynous compared to Career women and Women Entrepreneurs. The finding of the study relating to alienation is in line with the hypotheses. The Housewives are more alienated than Career Women as well as Women entrepreneurs. The Discriminant analyses reveal that a few of the variables provide adequate separation between housewives and Career women, and Housewives and Women entrepreneurs in a discrimination situation. The femininity, the investigative dimension of personality and the probabilistic orientation consistently provide maximal separation between the Housewives and Career women and Housewives and Women entrepreneurs. The findings are regarded as providing an empirical description of the Housewives, Career women and Women Entrepreneurs, on the set of 15 variables presumed to have relevance in this investigation. The results are to be taken in an affirmative sense.