CHAPTER IV

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There appear to be certain changes taking place in the status of women, the roles they are playing, at least on the surface level. The status of woman and her roles a century before, are definitely on the forward move due to the changed social scene. The changed social scene is due to vast technological and scientific changes, greater urbanization, spread of education, growing awareness and impact of middle class living. The modern woman is not only confined to her kitchen and babies but now is actively participating in many walks of life either through employment or social service.

The present research was focused on the three aspects or traits in a female sample with reference to the modern pattern of living. Has the modern woman become more assertive due to the changed roles, due to greater exposure to society? Has modern living produced tensions in her and pushed her towards neuroticism? Is she self reliant or still believes in fate? The discussion that follows in following few pages may throw light on some of the questions which have been raised; and is based on the results obtained (Chapter 3).
1: **Distribution of Frequency** :-

Figure No.1 shows the distribution of assertiveness scores among the sample of 340 women. The distribution is continuous. Largest number of women is concentrated in the middle region and very few are at both extremes i.e. as far as assertiveness is concerned the sample of 340 women shows normal distribution suggesting the homogeneity of sample.

Figure No. 2 shows the distribution of neuroticism scores among the women of whole sample. This distribution is also continuous. Very small number of women show greater neuroticism and also very few women show minimum neuroticism. Maximum women are concentrated at central area of neuroticism scale. These women can be said to be normal. Thus in case of neuroticism also scores are normally distributed.

Figure No.3 shows the distribution of locus of control scores among the women in sample. This distribution also shows the normal distribution of external locus of control scores. Very few women show minimum externality (i.e. internality) and very few show maximum externality. The data show the normality and homogeneity of sample.

From Table No.3, it is seen that standard error is very small with respect to scores in all the three tests. It also suggests the homogeneity of the sample.
Thus in present sample most women show normal tendency as far as three traits are concerned and very few show deviations on either side from normality.

Table No. 14 also indicates the Q1 and Q3 values in the three tests used; suggesting the concentration of scores in the middle range, rather than at the extreme. This may be a typical portrait of a middle class Maharashtrian woman, who is neither too assertive, too neurotic nor too external in control.

2: **Assertiveness and Neuroticism:**

Table No.1 shows the negative correlation between assertiveness and neuroticism (-0.2948) which is significant at 0.01 level of significance.

In employed and unemployed groups (Table No.2-A), at all educational levels (Table No.2-B), at all age levels except D (Table No.2-C) and in all regions (Table No.2-D) assertiveness is found to be negatively correlated with neuroticism as shown by the Table No.2. In many of these groups this negative relationship is significant at 0.01 level of significance.

Neuroticism is a broad dimension of individual differences in the tendency to experience negative, distressing emotions and to possess associated behavioural
and cognitive traits. Among the traits that define this dimension are fearfulness, irritability, low self-esteem, social anxiety, poor inhibition of impulses and helplessness.

Emotional stability and neuroticism were used as synonymous by Eysenck (1967). Emotionally unstable shows high neuroticism and emotionally stable shows low neuroticism.

Some of the dimensions of emotional stability are to have control over one's emotions, to reply boldly to a question in a group, to talk confidently with others, to face personal comments and criticism realistically to have correct accounts of merits and demerits (Sengupta and Singh, 1985).

Assertive person is one who feels free to reveal himself, he can communicate with people on all levels he has an active orientation of life, he acts in a way he himself respects. Thus we see that most of the characteristics of assertive individual and emotionally stable individual are similar.

We expect negative correlation between assertiveness and neuroticism (i.e. emotional instability) which, it seems to be supported in the present study. Other studies too support this finding. People rating themselves high in assertiveness reported fewer neurotic tendencies, less situational anxiety (Orenstein et. al, 1975), fewer fears (Morgan, 1974) and greater self-acceptance (Toler et. al, 1976). Assertive individual is more self-actualized, fully
functioning, psychologically healthy individual (Olzak and Goldman, 1981).

The neurotic frequently feels compelled to perform in some particular way even though past experience has taught him that such actions are likely to be followed by punishment rather than reward and even though the neurotic often knows the correct response for given situation (Maier, 1949). Nonassertive person also knows his own rights but he fails to express openly his thoughts and feelings and thus nonasserter often hates himself for behaving nonassertively. In case of a woman, due to her powerlessness her self-esteem withers and unexpressed anger and anxiety build-up inside her.

Women in transition frequently find themselves in ambiguous social roles where their rights are either ill-defined, in flux, or inadequate to meet the new demands placed on them. In addition, as women experiment with different behaviours and are exposed to new situations, it becomes evident to them that assertive behaviours that would be more effective and efficient in gaining her goals are likely to be absent from her repertoire. She experiences herself as having little effect on her environment and a feeling of helplessness may develop and when intense enough may lead to clinical depression (Seligman, 1975).

The person who is disturbed, has not learned appropriate ways to interact with others and to achieve goals without undue interference with and from the environment.
Most of the neurotics and psychotics are severely handicapped by lack of social skill i.e. the ability to produce the desired effects on other people in social situations (Argyl, 1980).

An educated woman is normally expected to be more effective, aware of happenings around her and capable of taking decisions. But these qualities are not appreciated in an educated girl in an average middle class family in India. Instead she is expected to be submissive, careful not to express her opinions but merely conform to the set pattern. While the girls need to be polite and respectful to their elders, this should not be confused with effacing oneself completely. So the educated girl feels frustrated when she is completely ignored and left out in the decision making process in the families. Quite often the opposition is from elderly women in the family, who view the daughter-in-law as competitors.

In case of working wife, as revealed in the study by Promila Kapur (1972) on the "marriage and working women", it was found that husbands like their wives to take up jobs but dislike them to change at all, as far as, their attitudes towards their roles and status at home are concerned and dislike their traditional responsibilities being neglected which results from their preoccupation with out-of-home vocation. Many times in-laws behaviour towards their daughter-in-law is also inconsiderate and demanding more
services than what she is able to give them. In situations like this if the woman is conscious of her rights, and claims her privileges, their marital harmony may get disturbed. If she always remains meek and submissive, she gets frustrated and tends to show more neuroticism. This is what was observed in the present study, as indicated by significant negative correlation between assertiveness and neuroticism.

3: **Assertiveness and external locus of control:**

From Table No.1 it is seen that assertiveness is negatively correlated with external locus of control (-0.2540) and that the negative correlation is significant at 0.01 level of significance. Thus it can be said that less assertive women are more externally oriented and assertive women are more internally oriented.

An individual's belief in internal control is based on his abilities, knowledge, personality characteristics, physical attributes or any other characteristics he identifies with himself. Thus an internal orientation seems to imply an active and controlling approach to life. From a common sense point of view, locus of control would seem to be strongly related to the ability to resist coercion. Internally controlled persons are more cautious about what they accept from others.
The assertive person is one who feels free to reveal himself, can communicate with people on all levels, has an active orientation of life and he acts in a way he himself respects.

Thus if a person is to be called assertive he must show, to a greater extent, internal locus of control and vice versa. Because, to be assertive or to be internally controlled, similar personality characteristics are required.

External individuals describe the events in their life as related to chance, luck or powerful others and beyond their personal control. They have less confidence in their own judgements, abilities and show greater conformity. Many studies show that externals are more readily persuasible, conforming and accepting information from others (McGinnies and Ward, 1974; Ryckman, Rodda, Sherman, 1972). Externals may be more susceptible simply because of their relatively low expectancy for the success of their own unaided efforts or in their unaided ability to control outcomes.

Nonassertive person's responses involve - taking into consideration power, authority or feelings of others while not standing up for their own feelings and beliefs. Nonassertive persons are more subservient, defensive, self-projecting and approval seeking. If the person is nonassertive then he may not have faith in his own abilities and can be easily persuasible, conforming and accepting
information from others indicating greater external locus of control.

As it was expected, many studies indicate that internal locus of control is positively related with assertiveness and negatively correlated with nonassertiveness. Some of the recent studies by Stenvens (1982), William et. al. (1983), William and Stout (1986) show this relationship clearly. The present study also substantiates the finding that external locus of control is negatively correlated with assertiveness at 0.01 level of significance.

From Table No.2 it is seen that under employed as well as unemployed group (Table No.2-A), at all education levels (Table No.2-B), under almost all age groups (Table No.2-C) and under all regions (Table No.2-D) there is negative correlation between external locus of control and assertiveness. Most of the time the correlation coefficients are significant at 0.01 or 0.05 level of significance indicating strong negative relationship between assertiveness and external locus of control.

This strong negative relationship is in accordance with our expectation, particularly in case of women, because the socialization of a girl in our culture is such that society (or culture) does not have a positive image of a woman on her own. She cannot be a main actor in her own life. Due to such social requirement women come to believe
that they are not important by themselves, have little effect on their environment. Girls from childhood are always trained to be more compliant, dependent, passive and so on. Thus she lacks assertiveness as well as possesses external locus of control.

4: **External locus of control and neuroticism** :-

From Table No.1 it is seen that external locus of control and neuroticism are positively correlated but the correlation is not statistically significant. If we refer to Table No.2-A, employed women show significant positive correlation between external locus of control and neuroticism; the unemployed women, though show positive correlation, it is not statistically significant. Table No.2-B shows significant positive correlation between these two traits in case of education groups M and N, but very low negative correlation in case of groups O and P. Age groups B and D show significant correlation while A shows relatively low positive correlation and groups C and E show very low negative correlation between these two traits (see Table No.2-C). All the regions (see Table No.2-D) show positive correlation between external locus of control and neuroticism but not statistically significant. Thus it seems that under certain circumstances external locus of control is strongly positively related with neuroticism, but not always. Positive correlation is expected between external locus of
control and neuroticism due to the nature of these two traits. Among the traits that define the neuroticism dimension are fearfulness, irritability, low self-esteem, social anxiety, poor inhibition of impulses and helplessness (Cattell, Eber and Tatsuoka, 1970; Norman, 1963). Individual neuroticism can be viewed as an index of emotional arousability which interacts with motivational pressures exerted by the environment. Emotional stability and neuroticism were used as synonymous by Eysenck (1967). Emotionally unstable shows high neuroticism. Some dimensions of emotional stability are to have control over one's emotions, to reply boldly to a question in a group, to talk confidently with others, to have correct account of one's merits and demerits (Sengupta and Singh, 1985). These characteristics also describe the internal locus of control and if the individual doesn't have these characteristics she may show high neuroticism scores and also high external locus of control.

Many of the traits which describe neuroticism dimension have positive correlation with external locus of control and it is supported by many studies in this field. External locus of control is positively related with neuroticism in the studies by Morris and Carden (1981), Garry (1982), Layton (1986), Sathyawati and Thomos (1984), Chaudhari P.N. (1986). Rudolf and Mcleod (1987) also found that externally oriented subjects scored higher on neuroticism, trait anxiety and score lower on social
adjustment.

But many times, as it is observed from the results of the present study, external locus of control and neuroticism are not significantly correlated and sometimes even negatively correlated. Possible explanation for this is given by Furby (1979). According to Furby, by neglecting to consider the role of uncontrollable events in our lives, locus of control studies have failed to examine a variable that may prove to be more important for psychological well-being. That variable is the ability to identify and discriminate between those environmental events one "can" control and those environmental events one "cannot" control. We have considerable control over some events and very little control over others. Nevertheless there are undoubtedly some events for which most of us would agree it is unrealistic to ever expect any internal control, and in these cases internal locus of control may do the individual more harm than good. An extreme internal orientation in which an individual erroneously attributes many events to his own actions may be associated with delusions of grandure, guilt-reactions and self-punitive behaviour (Lefcourt, 1972).

In Indian culture, free-moving / independence is not encouraged in women. What is most desirable and cherished is woman's "womenhood". There is overemphasis on the status of a man, and woman's status has generally been determined by the position of her husband or family. Her
individual achievements are rarely considered. Subordination is always expected by her and many times it seems that critical decisions in her life remain beyond her control, such as, planning one's family, further training or education, taking up or continuing a job etc. Women themselves also accept their inferior position in order to maintain harmony at the home. This suggests the possibility that a woman perceives the source of control to be external, and the way to obtain desired outcome is only to accept the control as external.

5: **Comparison between employed and unemployed women:**

(a) **Assertiveness:**

Employed women show more assertiveness than unemployed women, but at the same time show more external locus of control and greater neuroticism (see Table No. 4, and Figure Nos. 4-C, 5-C and 6-C). This is true irrespective of age (see Table No. 9-b and Figure. Nos. 8-A, 8-B and 8-C), education (see Table No. 8-B and Figure Nos. 10-A, 10-B and 10-C) and region (see Table No. 13-B and Figure Nos. 12-A, 12-B and 12-C) to some extent.
If social change affects one section of society more rapidly than the other, then the imbalance between the two sections in respect of the change, and all that follows the change, creates clashes, conflicts and confusion till the gap is bridged. The position of woman, specially in the urban middle class society has undergone a series of changes which are occurring far more rapidly than those taking place in the position of a man. The woman is getting equal legal and political rights, new opportunities for education and for widening her narrow social circle and outlook, new avenues to express and assert her equality and specially her economic independence. These factors have given her a new socio-economic status. It seems that there is no visible increase in the socio-economic status of a man like that of a woman. As there have not been much changes in his "roles" in society, his attitudes and personality, are less liable to be affected. His attitudes towards his own roles and status, as a man, and as a husband, remain unaffected as well as woman's privileges and obligations. They are continued to be coloured with traditional authoritarian ethos. This lag creates tensions in interpersonal relationships of husband and wife (Kapoor, 1970).

Although women show more assertiveness, it may be true that due to such tensions, there is an increase in neuroticism and also in external locus of control in case of employed women.
The regionwise analysis of the employed and unemployed women with reference to assertiveness scores (see Figure 11-A) indicates some curious findings. In some regions employed women are more assertive while in others unemployed women are more assertive. Employed women in Metropolitan cities like Pune and Bombay are more assertive. Curiously enough employed women from Khandesh and Konkan too are assertive. The possibility cannot be denied of the close bond between Konkan and Bombay. Employed women from Marathwada and Vidarbha were less assertive. This may be due to the so-called backwardness of these regions. But again, one fails to explain the lesser assertiveness in south Maharashtrian women who are not classified as backward. One possibility might be suggested is the problem of social status of employed women. Another significant observations are higher assertiveness scores in Khandesh, and south Maharashtra and Konkan area among the unemployed women. This means, in these three regions we find that employment or no employment does not affect the assertiveness scores. In general, the urban educated women, particularly in big cities, are not the victims of status-trap of status enhancing through non-participation in wage salary work. For them engaging in a career is status enhancing.

Women's employment can be considered as a means of economic independence, better household decision making and management through greater freedom and participating experience on the part of women. These are the positive
effects of their employment in many cases. It does not seem to be correct that employed women neglect their children. On the contrary, they have better understanding of their children's problems, are more free with their children and are less likely to overprotect them. Thus they maintain good and cordial relations with children. Perhaps this tendency of freely discussing family matters with family members gives boost to a working woman's assertiveness.

Secondly, it is not true that once a woman is married she gets secured all the time. Employment offers her greater security and safety in good as well as bad times.

(b) Neuroticism

Employed woman has to look after two fronts – one at her home and other at her job. At both the fronts there is lot of social interaction with the family members and colleagues respectively. If she will not be assertive, she is likely to be under pressure which will make her life miserable. Therefore, to some extent, she learns to be assertive at least in certain matters (see Table No.4).

One may expect that greater internal locus of control and assertiveness go together; and less neuroticism and more assertiveness go together. Figures 5-C and 6-C do not support these contentions. These figures show much more overlapping in the scores of employed and unemployed women. After all, the factors of socialization of women, their
social and family background, their self-concepts, their attitudes towards job and employment etc. are mainly responsible for the locus of control and the tendency towards neuroticism.

As they grew up, young girls often taught that they are weaker or delicate, that they should be less active and that they have less potentialities than boys. They are taught to serve the male members, even to the younger brother. The facilities and comforts of the boys are given preferences over girls. In families, where husband and wife both work outside and for almost the same number of hours, the male members can relax and take rest after returning home while the female members are expected that time to arrange for refreshments, to look after the children, to attend to urgent domestic duties.

The films in India more often than not depict and approve the submissive, sacrificing, tolerant and suffering woman. The independent, western educated working woman is degraded. Whether a woman is assertive or not does not help her to raise her position in the traditional society. What is most desirable and cherished is her "womanhood".

As a result, the attitude of woman towards her self is devaluated. One result of such type of socialization is that many women are not work-oriented as of men.

If a woman's major concern is marriage, she will probably neglect developing other aspects of her life.
In spite of being qualified or talented enough for the higher ranking position, these women still prefer being in the middle position. Being outstanding is regarded unfeminine, and this of course, no woman wants to be. Further, in a male dominated society, occupation of a higher position by women is resented by the men. The only motive behind their work is to improve financial position of the family and thus aid to their material possessions.

In spite of her education and independece a woman's status is still measured by the status of her husband and not by her own achievements and position as an individual (Godbole, 1984). A man is still considered to be a potential help. Husband-wife relationship consists of "male dominance and female dependence" and the husband enjoys a superior position over the wife.

Though she is earning, a woman has no more rights and privileges than that of a non-working woman. It is observed in the study by Kapoor (1970) that all major decision making powers are finally rested with the husbands or in-laws. So much so that she was not given the privilege of spending her own earned money without the prior permission of her husband.

Even though the woman is working outside, after her working hours she is expected, by and large, to carry out the duties as a traditional housewife by herself in the absence of any servant. If there are children, they are to be looked
after by her, as well as the in-laws. Husbands generally consider that their only duty is to earn the bread, forgetting that the wife is now sharing even this duty or responsibility equally with him. If the employed wife demands the assistance of her husband or in-laws in the performance of household duties, she is accused of being vain, inefficient.

In such circumstances, if a woman has to neglect one side of her life, it will be the professional commitments. Craig (1986) states that women may experience role conflicts as they attempt to find places for themselves in the working world, while at the same time trying to establish their identities as wife, mother and woman. Many women are actually aware that promotion in their jobs is dependent upon their research and publications, but feel that most of the time there is no time for these activities. The pressure of their triple role as wives, mothers and professional persons is onerous.

All these things create great tensions in the woman's mind. In addition to this there are some practical difficulties. Maid servants have become more scarce and as a result in nuclear families domestic problems arise. In big cities most women have difficulty in using the overcrowded public transport system in the peak hours.

Even from working women, expectation is that, once a girl is married she should break-off her associations with
her parental home. With more education, girls are now marrying late thus changing the picture. The result is bickering and disharmony. Quite often mother-in-law or sister-in-law are responsible for this situation.

All this put the woman in complicated situation in which external tendency is possible. Even if there is disharmony due to any reason in family, without any fault of a woman, society blames the woman by saying "it is up to the woman to make or break the home". Thus she may live always under tensions thereby indicating more degree of neuroticism.

(c) Locus of control

Figure 6-C shows that both employed and unemployed groups of women indicate normal distribution of locus of control scores, i.e. very few women are having greater internal control and very few are having greater external locus of control. Maximum women in the sample are concentrated in the middle part of the curve showing normal trend i.e. the locus of control is neither external nor internal.

To some extent these curves do show differences between employed and unemployed women. In both, the lower and upper parts of externality curves, the percentage of unemployed women was less than that of employed women i.e. though very slight, employed women show more external orientation. Table No.4 also shows that mean score of
external locus of control in employed women is more than that of in unemployed women.

It is expected that employed women are economically independent. These women go out and meet variety of people, experience more open and wider environment as compared to the restricted environment of the unemployed women. Thus, such women may be able to express themselves and try to solve their problems on their own. In doing so, they believe in their capacities or abilities and accept personal responsibility for what happens to them and take more active role in attempting to modify or control their environment i.e. show more internal locus of control.

However, it is observed in the present sample that, though slight, employed women definitely show more external orientation than unemployed women. Regionwise, age wise and educationwise analysis of data also substantiate this to a greater extent (Table Nos. 4, 8-B, 9-B and 13-B and Figure Nos. 6-B, 9-C, 10-C and 12-C).

These observations can be explained on the basis of social reasons or some individual characteristics.

It is observed that sex-role standards and stereotypes are very consistent across sex, age, religion and education (Broverman et al., 1972). Several reviews of reading books in elementary schools (Sario, Jacklin & Title, 1973; Lee and Gropp, 1974) report that the women are most often shown at home rather than either outdoor or at work.
When female characters are involved in the action of stories, most often things happen to them as a result of chance or factors outside her control; for males, good things happen because of male's own action. This is also portrayed on the T.V. serials especially for children. In effect, from childhood girls start to think that it is only natural or feminine to be at home. Getting an opportunity to work outside is a chance or fate factor.

Sometimes a situation arises wherein a woman's work becomes an important aspect of her life and yet those work experiences need not be crucial for her total identity of personality. Work in such cases appears to be central, because going to work may be a response to an externally imposed demand but not such that it's absence can threaten or constrict a person's core identity (Usha Kumar, 1986). The image of ideal women and working women were not be reconcilable in these women's gender frame-work and ambivalence of the family towards their working daughters/daughter-in-laws does nothing to dispel this conflict (Kapoor, 1970).

Many times working women's motive behind their work is only to add income to the family purse, or the extra needed for luxuries. Only secondarily they choose jobs in order to make use of their education.

Still many working women, find themselves no better than any other housewife in terms of possessing any real
authority in spending or using her earnings (Desai, 1986). Even to continue with work seemed to be dependent on the husband's approval. And, men would not accept equality except in terms that will be compatible with their dignity and authority (Mehta, 1975). If the woman is working without the need to do so, men feel threatened. In such a case the man would not allow his wife to continue her work.

Women themselves also feel that their status depends upon the status of their husbands. In case of boys, internal control expectancies are related to permissive and flexible maternal attitudes, and to maternal expectancies of early independence (Chance, 1965). This is not the case with girls. Thus the root of this feeling of dependence is in socialization of women. Several investigators report that while dependency in boys is discouraged by parents, teachers, peers and the mass media, it is more acceptable in girls (Kagan and Moss, 1962; Kagan, 1964; Sears, Rau and Alpert, 1965).

It is also observed that conservative attitudes toward women would be associated with unjust world and external locus of control (Furnham and Karani, 1986). Hamer (1983) found that the traditionally female group indicated a possibility of depending upon others for a career decision. Women, who defined their life circumstances as constraint, also exhibited a tendency towards greater externality in their locus of control orientation (More and Susan, 1984).
Thus a working and earning woman remains mentally dependent on others.

In our society, if employed wife demands the assistance of her husband or in-laws in the performance of household duties, she is accused of being vain and inefficient. When women are expected to assume an unequal portion of the household division of labour, they may be less effective on the job than they otherwise would be. Such women are the victims of conflicting role expectancies from professional and domestic sides. Many times such women have to face unexpected problems and then these women start believing or blaming fate, i.e. external tendency increases.

Here, the environment should be considered in which women live and the actual degrees of internal and external control, the woman experiences, should be emphasized.

There are some obstacles in many kinds of opportunities in case of women, which may be perceived as external but in practical sense not a matter of randomness or luck i.e. the individual may perceive the source of control to be external but also very predictable. In such cases, even if women want to improve their conditions, they have low expectancies for success - often realistically.

The possibility also exists that these women might be showing defensive externality. Defensive externals are defined as ambitious, achievement oriented individuals who
habitually back upon external attitudes and blame projection whenever failure occurs or seems imminent. In such a case, an individual has little need to repress, deny, or otherwise psychologically defend himself against failure experiences.

Rotter (1966) explains the concept of defensive externality as subject's endorsement of external expectancies reflecting a characteristic verbal defense more than a genuine set of beliefs. Thus external orientation may serve a defensive function by allowing the individuals to project the blame for failures and inadequacies on to bad luck or the molevolent influence of other people.

On the basis of this defensive externality, the wider gap between employed and unemployed women's external locus of control scores at age group A than at age group E (Figure 9-C) can be explained. As explained later, while considering E age group separately, it is observed that their overall mean score on external locus of control is more than other age groups. This is because of their greater inclination towards religion at this age. But this is not the case with age level A. If women in A group are employed and married, they have to look after two fronts—family and work—and may have to face various problems which make them start blaming luck, fate. Unemployed women do not have to face much problems, at least outside the home. Thus we see large gap between employed and unemployed women at age group A than at E though both age groups show large external tendency.
6. Education

(a) Education and Women

It is observed that assertiveness increases and degree of neuroticism decreases with the advancement of education up to O level. This is true in almost all age groups (see Table No. 10-B and Figure Nos. 9-A, 9-B), employed-unemployed groups (see Table No. 8-B and Figure Nos. 10-A and 10-B) and in many regions (see Table No. 11-B and Figure Nos. 12-A and 12-B). At the same time there is greater externality in educated women.

The reason behind women's more assertiveness with education lies in the fact that their status and social surroundings are changing.

Mahatma Gandhiji had stated that "educating a man is educating an individual, while educating a woman is educating a family". By the efforts of such eminent persons and social reformers like D. K. Karve, R. K. Gokhale, Mahatma Phule, Raja Ram Mohan Roy the usefulness and importance of education of women was understood by the society. Government also has given due attention to education of girls after independence. As a result the number of educated women is increasing nowadays. These women have capacities to enter in various fields which were wholly occupied by men in the past.

George (1978) concluded her report on "status of women and education" by stating that, various studies
conducted in India reveal that the social status of women is significantly related to their aspirations, opportunities for education and employment and improvement of their standard of living. Education affects employment opportunities and the decision-making role is influenced by the education and employment of wife. These are the factors which are most often related to the status of women. It is no doubt that the cultural progress of a country can be judged by the status accorded to the women in society.

Education and knowledge gives women the power to reason and in turn help them in their fight against injustice. An educated woman can convince others her points of view and can well argue with others, which, an uneducated woman cannot. They become more critical and analytical in the solution of day-to-day problems. Mass media (TV, newspapers etc.) make them more aware of their rights (e.g. Adhikar serial on TV).

In their school and college days women meet variety of people in institutions, read and listen recent literature and thus get acquainted with many current problems i.e. become aware of what is happening around them. Many times social problems, political problems, legal problems may be discussed with friends, class-mates, teachers. Through the discussion - even only by listening - woman can understand about the rights provided to them. They come to know various women organizations and their importance and so feel a kind of security that they will be supported by somebody if they
try to fight against injustice.

Education provides them knowledge of Biology, Nutrition, Hygiene, First-aid, some knowledge about banking, Insurance, Marketing, preparing monthly budgets to manage the household finances which is becoming increasingly a skill these days. As these women get facilities of district-libraries, college-libraries, University-libraries they may know something about child psychology and human relations. All this helps them in solving their day-to-day problems.

Employment and education are closely related. It seems that women admire and encourage their education to help supplement family income. It appears that education is an instrument through which social mobility for women is possible.

The woman’s getting legal and political rights, new opportunities for education and for widening her narrow social circle and outlook, new avenues to express and assert her equality and specially her economic independence has given her a new socio-economic status.

Mehta (1979) found in her study that though women show a deep sense of identification with their cultural conditions, they realize the fact that adequate education is an essential prerequisite for economic independence. The value of money is known to them. Economic independence raises their status in the family.
The married employed woman is economically independent and can survive hopefully in any eventuality of her married life. Better education provides her a better opportunity to seek a suitable job.

This, of course, does not mean that their education and employment leads to break down marriages. Some Indian studies clearly show that there is very little correlation between woman's employment and marital disharmony (Kapur, 1970; Dhirgra, 1972).

Many men, married to educated and sometimes employed women, admire the open-mindedness and the understanding of their wives for their husband's problems in his professional work, their knowledge enables them to give profound help and advice etc. Thus sharing with husband the problems and experiences of work, educated woman has become an equal partner of her husband.

All these circumstances show that changes are taking place in the status of women and thus with education they have started asserting themselves. The capacity to reason, critical and analytical view, knowledge and experience and favourable social conditions reduce undue tensions on them and as a result neurotic tendencies are also seen decreasing with education.

It was expected that educated women will show internal locus of control. But in present study it was found
that, with education external locus of control seems to be increasing (see Table No.5 and Figure 6-C).

Rotter (1975), Cellini and Kantorowski (1982) found that scores on the I-E locus of control scale are becoming more external. Social observers have concluded that society is becoming more complex and individuals do feel they have less control over their lives.

According to Schimberg and Smith (1982) the role expectations that have historically organized the relationships between male and female, in an industrial society, have changed and thus behaviour becomes subject to potential conflict, anxiety, uncertainty and problems.

More externality was found among close environment subjects, might be because of different kinds of restrictions, lack of opportunity to express themselves and also due to limited knowledge (Bhattacharya and Hussain, 1986).

The environment of women in India may be of close environment type. In Indian situation there is always overemphasis on the status of male or role of a son. There is lack of due recognition to the duties and responsibilities of daughter. Free moving, independence is not encouraged in these women.

In India, as well as in other countries, women are found to be less internal than men (Bhattacharya and
Hussain, 1986; Furnhan and Karani, 1986; More, Susan, 1984). Possible explanations given by these investigators are conservative attitudes towards women and restrictions imposed on them.

According to Brehm (1975) "When an organism is confronted by outcomes that are truely uncontrollable, the most adaptive response may be to give up". He emphasizes 'situation specific locus of control' and it's relation to 'actual control' in that situation. Thus it is unrealistic to expect internal control in some events.

The status of women is completely dependent upon the status of her husband or father. The ultimate goal of a middle class girl is marriage. A college degree is viewed as an asset in the marriage market more often than in employment. However, under the arranged marriage system the more education a women receives, the more highly educated a husband she will require. For this kind of husband, the cost of dowry frequently becomes prohibitive. If a woman has acquired her first degree and a mate is not found, a face saving alternative is to permit her to continue her education. Her requirements for a husband become even more difficult to meet and her own assets may be declining (Blumberg and Dwaraki, 1980). Because middle class insists upon arranged marriages within the caste group, this creates an artificial scarcity of educated and employed boys who resort to bargaining (Usha Rao, 1983).
If a woman is interested in developing her career even after marriage, the decision wholly depends upon the wishes of her husband or in-laws (Hite, 1972). Even today very few husbands tolerate intelligent dissent from their wives. The masculine ego of the man is nurtured by the mother in such a manner that no genuine companionship is possible between the husband and the wife.

In such circumstances, it is true, in case of females that education will not help them in internal orientation. Instead, uncertainties will be increasing and as a result we see more external locus of control in educated women.

Self-presentation may occur in many forms and might therefore, lead to attributions of success either to external factors (to appear modest) or internal ones (to appear competent) as found in investigations by Bradley (1978), Ross et al. (1974), Wortman et al. (1973), Zuckerman (1979). Generally women think to be attributed to external factors to appear modest.

Rotter (1966) explains the concept of defensive externality as subject's endorsement of external expectancies reflecting a characteristic verbal defense more than a genuine set of beliefs. Thus external orientation may serve a defensive function by allowing the individuals to project the blame for failures and personal inadequacies on to bad luck or the malevolent influence of other people. Those
women who are educated but are not able to develop their career accordingly may be defensive externals.

Zuckerman (1979) has indicated that the tendency to accept responsibility for success and failure is related to personality and situational factors. The finding suggests that externals on the I-E scale deny responsibility for failure in order to defend themselves and project blame on to others. High self-esteem individuals have a greater need to make protective attributions following failure.

(b) Professional Women

The professional women when they are unemployed show tendency towards less assertiveness, more external locus of control by the analysis of data (see Table No. 8-B and Figure Nos. 10-A and 10-C). Comparing with O group neuroticism score also seems to be increased (see Figure No. 10-B).

The causes may be traced in the socialization of women, employment opportunities available to them and obstacles in their way to get employment and also their personality built-up.

From childhood, a woman observes that her brother can go out wherever he likes, can order her and other women around the house, like her father does; he has more freedom of speech and action. Thus he can act on his own but she has to be dependent. These experiences of inferiority, dependence
and bondage become a part of her personality.

With more education there is more interaction with other people. She observes and finds that women also can gain respect or recognition by their education and work. Thus she starts thinking about raising her status.

In an orthodox surrounding there is a gap between what these women expect for themselves and what they really get from the society. Such women cannot work outside the home due to the orthodox views of people living around them about the working women.

Of course, there are many other reasons for nonemployment of women. First of all it should be mentioned that there is lack of vocational guidance, technical training, on-the-job training and supplementary education. Secondly, where legal protection is available, employees are shy of engaging women because of benefits of maternity leave and creches make them more expensive where her output of work allegedly lower. Further it is not possible to give them night-shifts. Thirdly, places at the top being extremely limited, men who fight amongst themselves for these, gang up against women as the common sex enemy.

In an extended family, professional women may have to face additional problems since they may not get any help from their husbands or in-laws. The problem may become more acute in a nuclear family due to the scarcity of domestic servants and maids.
There is one more possibility and that is orthodox husband (or in-laws) may stand in the way or family obligations may prevent some women from working. It is taken for granted that woman's career, no matter how bright and significant it might be, is of secondary importance. Women cannot divide their loyalty between family ties and occupational involvements.

Educated women from the well-to-do families need not be employed. However when they compare themselves with the educated employed women and find greater degree of freedom, autonomy in decision making and a more liberal life, creates a kind of self-reproachment in the sense that they are in no way different from less educated women. Their education had not helped them to better their status in the family.

It is also possible that these women do not take their career seriously and they try to prove their basic loyalties to domesticity.

Many times, though capable, such women are totally uncertain about almost everything in their lives. Though having abilities, these women seem to be lost in a flood of alternatives and decisions which threaten or overwhelm them. These women appear subdued, worried and embarrassed by their own tentativeness, but tends to be more traditionally feminine, most likely because it is an easy pattern of behaviour to fall back upon in times of doubts.
7: **AGE**

(a) Age group B

Table 10-B and Figures 9-A, 9-B and 9-C bring out strange fact. Women having professional education in age group B, as compared to A and C, show higher score on assertiveness, minimum score on external locus of control but considerably high score on neuroticism.

B age group indicates the age range between 26 to 35 years. In one study conducted by YWCA it is found that a woman (doctor) about 24 to 28 years old is as much (or sometimes even more) enthusiastic in her profession as much of a man when she is free to devote all her attention to her profession. But for her, at this age, neither possible nor advisable to postpone marriage and mother-hood further. This is where the conflict between career and family starts and is at it's worst.

It seems that professionally educated women realize that their education is an essential prerequisite for economic independence and professional training is the guarantee of a worthwhile career. This confidence makes them more assertive. At the same time, marriage and jobs are equally considered important - marriage to have emotional security and job to have economic security. But in reality they have to face conflicting expectations of the
multiplicity of roles of full time professional worker, wife, mother, and dutiful daughter-in-law. All this creates great physical and psychological strain on her, particularly at this age level, because this is the time in the beginning of her profession and at the same time this is just beginning of her married life and her children are too small and depend on her. If a woman pays more attention to her family, professional work is neglected; and if she is busy in her professional work she feels guilty for not paying much attention to household duties. In any case she experiences a hidden sense of guilt and starts blaming herself. The sense of frustration may increase.

It may further be stated that all the scores of neuroticism in education group P are within normal limits (i.e. below 181 as specified by Kundu) at all age levels; but mean assertiveness scores for age groups A and C are too much low and external locus of control much high than age group B. It seems that in age group A, she prefers to remain unassertive and in age level C circumstances make her to be less assertive. At age level B she is in a critical period where she has to establish herself as a woman and as a professional worker. Thus she speaks out her feelings but always tries to see whether "she" is right or wrong and in doing so she shows more internality.
(b) Age group D

Age-wise distribution of assertiveness scores represented in Table No. 6 show that age group D i.e. women in age range from 46 to 55 years show maximum nonassertiveness than other age groups. Figure 4-A shows that in case of group D there is lack of cases showing high assertiveness and though large number of cases are on the middle part of scale, there are many ups and downs at the lower end of the scale.

Table No. 6 also indicates that group D shows more neuroticism than all other groups. Figure No. 5-A shows the same trend.

From Table No. 6 it seems that though group D shows lesser degree of external locus of control as compared to group E, it shows more external locus of control than A, B and C age groups.

Thus group D, in general, shows greater tendency towards nonassertiveness, external locus of control and neuroticism than other age groups. Age versus region or education or employment status also show the same trend to some extent.

Age group D includes women of middle age and the characteristics of middle age, in particular, may be responsible for this finding.

Middle age is a time when people take stock and
look at their lives. Some may feel effective and competent at the peak of their powers (Chiriboga, 1981). But in some cases, age-graded influences such as graying hair, an expanding middle, or menopause may combine with non-normative events, such as a death of a spouse or unemployment, to precipitate a crisis. If any of these influences are anticipated or regarded as normal points in life, they may be less likely to lead to a crisis (Neugarten, 1980).

Cytrynbaum and his associates (1980) see a midlife crisis as a state of distress that comes about when a person's internal resources and support system are overwhelmed by tasks they cannot cope up with. When a middle-aged person is going through change, he or she is surrounded by a number of factors that form a framework within which the person reacts to the change and to the social systems he or she belongs to. These factors are:

(1) the person's personality and ability to cope up with change;

(2) the specific events—and the timing of those events—that precipitate change;

(3) the developmental tasks that must be mastered in mid-life—these include acceptance of death and mortality and of biological limitations, a reorientation to work, and a reassessment of primary relationships;

(4) significant personality change in mid-life;

(5) the order of the phases of mid-life change;

(6) an analysis of this developmental framework when dealing
with maladaptations to mid-life change.

Middle adulthood is marked by dramatic changes in appearance (Schlamberg and Smith, 1982):-

1. There is a tendency to gain weight.
2. There is a redistribution of body fat. The abdomen and hips become larger and the bust and chest become smaller (compared with the stomach and hips).
3. Changes in hair as graying of hair.
4. The skin becomes less elastic.
5. General posture and movements become less smooth.

Women react more strongly than men to growing older physically. In our society, women are usually judged by their looks, and in order to be considered attractive, they must appear youthful. For some women, lines on the face and other signs of aging are indications that they are no longer desirable and feminine.

A major adjustment that middle aged men and women may make is to changes in sexual capacity. Women experience the menopause or "change of life". At that time, menstrual periods cease and women are no longer able to bear children. Psychologically the menopause may produce varying reactions in women. Some women become depressed and unhappy at the thought that they are loosing their youth, their attractiveness, or "themselves". Researchers report a high incidence of depression in middle aged women (Boyd and Weissman, 1981).
Two more events in middle-aged adult's life are:
(1) Providing care for aging parents. At some point during middle adulthood, the couple is faced with providing some type of care for their aging parents. The middle-aged couple also begins to assume a role as a "middle" generation, trying to meet the needs of both aging parents and their own young adult offspring. (2) Becoming grandparents. This change involves a shift in roles as the middle-aged couples become more aware of their own increasing age.

For many couples in this phase of the family life-cycle, marriage no longer occupies the central position that it did earlier. Husbands may be heavily involved in occupational and community activities. Wives may be dissatisfied because they are "taken for granted" by both their husbands and their adolescent offsprings. Communication between the parents of adolescents appears to occur even less frequently than between the parents of younger children. A considerable amount of intellectual and emotional energy is apparently required to manage family affairs. Sometimes little energy is left for the husband-wife relationship i.e. their may be dissatisfaction or increasing tensions during this period in middle life as a result of which neurotic characteristics may appear in a woman.

It is generally during middle age that people receive the first clear reminders that their bodies are aging. These "warning signals" are more disturbing to some
than to others, depending upon individual attitude towards aging.

Some of the emotional changes in middle age are linked with the reality of death. It is a time when middle aged person becomes likely to suffer from the loss of parents, or other elderly associates, and the loss of colleagues who succumb to one or other of the disturbances or diseases which can come in middle life. According to Buller (1976) people begin counting "backward from death instead of forward from birth", i.e. an individual begins thinking of the amount of time left to live. People may begin sizing themselves up and evaluating what they have done, deciding whether they have achieved what they had hoped. This is often very painful.

The description of the patterns of life of the middle aged explains nonassertiveness, more external locus of control and more neuroticism found in age group D in general. However it should be mentioned that in certain education groups and in some regions and specifically in employed group, D age group does not always show the higher degree of external locus of control and neuroticism as compared with other age groups. The reason may be that during adulthood, the individual's experiences in work, in the family, and with friends interact to influence the adult's notion of self. For many adults, work provides a strong contribution to the individual sense of worth.
(c) Age group E

From Table No. 6, age group E shows more assertiveness than age groups B, C and D (see Figure No. 4-A). Mean neuroticism score is less in E group than all other age groups (see Figure No. 5-A). External locus of control is more than all other age groups (Figure No. 6-A). Education-wise (see Table No. 10-B and Figure Nos. 9-A, 9-B and 9-C), employment-wise (see Table No. 9-B and Figure Nos. 8-A, 8-B, 8-C) and regionwise analysis (see Table No. 12-B and Figure Nos. 13-A, 13-B and 13-C) is also in agreement with these results to a great extent.

It can be said that the age of these women itself is responsible for greater assertiveness and less neuroticism in case of age group E i.e. women in the age group of 55 and above. In traditional set up of Indian society, old age commands respect. Thus old women feel more comfortable than younger ones. A woman may be able to dominate when she is old because old people traditionally dominate the younger ones within specific limits (Dasgupta, 1978). Thus, their old age permits them to express their reactions and while being assertive they may not feel anxiety about negative consequences of assertiveness (because there is social support to their assertiveness). Research on older adults suggests that a positive sense of self-esteem is associated with making decisions for oneself (Longer and Rodin, 1977).
According to Atchley (1972) older adults depend less on feedback from others and more on their own inner standards. They continue to think of themselves in terms of former roles despite changes. This stability of self-concept is associated with positive adjustment. Older adults who perceive themselves as having done well in the past continue to think of themselves as doing well in later adulthood.

Traditionally women are not likely to be bothered to be dependent on their men folk. Further at this age most of the Indian women have shed their family responsibility and may become more religious, may participate in religious functions, going to temples, visiting shrines with their retired husbands. The removal of family burden reduces their stress and keep them away from neurotic tendencies. Greater inclination towards religion may enhance their externality.

(d) Age and assertion

Table No. 6 shows that assertiveness seems to be decreasing with higher age levels and thus indicating that younger women are showing more assertiveness i.e. women are becoming more and more assertive.

Remarkable changes in status and position of women in India are taking place. Since independence, all legal or constitutional rights regarding equal opportunity for women entering any profession or vocation have been ensured. Equal rights in social laws have been guaranteed for the women in India.
Various acts passed by the government, controversies on various social issues, influx of western liberal ideas, spread of western education, revaluation of Vedic Shastras created an atmosphere that kindled high regards for women.

In the present study assertiveness is found to be increasing with education also, indicating valuable role of education in improving the status of women. The number of educated women is increasing. In medicines, engineering and architecture, business, trade and commerce we find women gradually coming forward and playing a notable part. In public life also there is representation of women in Parliament, Municipalities, Local Panchayats and other bodies. Women are occupying highest position in politics like late Mrs. Indira Gandhi, Mrs. Margaret Thatcher or in sports like P.T. Usha, Shaini Abraham etc.

Education itself and the environment in the Colleges and Universities help women to know more about the world, current problems and their possible solutions. These facilities were rare for women in the past.

In addition, mass communication media (T.V., newspapers etc.) make them more aware of their rights. T.V. Serials like Adhikar, Aur Bhi Hai Rahen, Stree are examples.
Number of voluntary agencies like All India Women's Conference, Indian Council for Social Work etc. render useful services in the welfare of women. In Maharashtra there are some organizations like Nari Samata Manch, Stree-mukti Sanghatana, Feminist Network, Socialist Women Groups etc. Due to these organizations women feel a kind of security that they will be supported by somebody if they try to fight against injustice.

All these social circumstances and increasing importance of women's education and employment help younger women to become more assertive.

8: MALE-FEMALE COMPARISON IN ASSERTIVENESS

Table No. 15 shows the mean assertiveness score for the male sample to be 25.38 and for female sample 22.66, 't' value is 3.2 which shows that two means differ significantly at 0.01 level of significance and thus indicating male significantly more assertive than female.

Research so far also indicates the positive relationship between assertiveness and masculinity and no relationship with femininity (Lohr and Nix, 1982; Stevens, 1983).

The traditional feminine sex role dictates that the ideal women act in a basically non-assertive or positive manner.
Not only do sex-role standards assign assertiveness to the male, but the affectionate, dependent and yielding woman by definition, is constrained from acting assertively. The traditional model for women is clearly incompatible with the image of a person able to act in her own best interest, to stand up for her rights, or to express her honest feelings, opinions, and preferences comfortably, behaviours commonly attributed to the assertive individual.

The socialization process is such that from childhood girl's assertive behaviour is repressed.

It is contended that responses to assertive acts are information sources for the assertive child. The higher response rate to boy's assertive acts more often led to reaction from others while the lack of reactions to girl's assertive acts gave girls little reason to continue such acts (Fagot and Hagan, 1986). Sharp (1976) has argued that in the social construction of sex differences girls learn to adopt a female role which is traditionally unassertive. Women are more assertive in only positive assertive situations (Furnham and Henderson, 1981).

In the study by Plax, Kearney and Beatty (1986) it was found that subjects who reported that their parents were assertive and rewarded for assertiveness were more assertive than subjects who reported that their parents rewarded for nonassertiveness and punished for assertiveness. Females reported lower level of assertiveness.
In the areas of assertion, such as the expression of negative feelings, setting limits on demands made by other people, and self-initiation, or the expression of what a woman wants to do, Butler (1976) found that women report themselves as less assertive than men.

In Indian tradition man or husband is always considered as superior to woman. The concept of daughter as "other man's property" has done infinite damage to the process of establishing equal social status for women or even some status in society. Due to this, girls get many times very little schooling. The custom of "kanyadan" means the girl is a commodity to be given away to the bridegroom. Thereupon the groom becomes her master.

Marriage is not a voluntary contract to be carried out by both the partners under prescribed laws. Women are simply handed over to new masters, to whom they are to be bound forever (Roy, 1950).

With too little exception, all the films, most literature, even today's T.V. serials approve this submissive, sacrificing, tolerant, suffering roles of a woman. Man is always regarded as the master of her destiny. Woman is admired only for her patience and obedience. Thus, these media make an impact on the female: to be nonassertive, means to be feminine.
Marriage, in case of women, is equated with emotional and economic security. So marriage and setting a home appears to be the ultimate goal of a woman. It is psychological urge in women to seek security and integrity of affection that is provided by the family and by the cultural and social setting.

Indian women, even today, expect shelter, security and support from husbands not merely because they are not trained for any other occupation and have very restricted job opportunities, but because they have been taught to depend on their men folks. The woman of the new generation is not oblivious of the influences of the women of old generation like her mother or grand mother or mother-in-law etc. These older women indoctrinate her to become more submissive, more traditional and to play the so-called real feminine role.

An educated woman is normally expected to be more efficient, aware of happenings around her and capable of taking decisions. But these qualities are not appreciated in an educated girl in an average middle class family. Instead she is expected to be submissive, careful not to express her opinions but merely conform to the set pattern. Social pressure is so much, that many times these women have to be nonassertive.
Social circumstances affect the attitudes of men and women towards themselves. There is realization on the part of men that it is their position and wealth that brought real comfort and prestige to the women. This makes men more assertive of their rights. The unmarried woman is not envied, nor is the career woman. The married woman with a career is perhaps most admired. The men, therefore, feel that the women have to lose than the male in the event of divorce. Therefore they take it for granted that it is in her best interest to keep domestic harmony and make the necessary adjustments (Rama Mehta, 1975).

Thus the whole upbringing of the girl is such that she does not mind this sort of relationship. From her very childhood she is forced to comply to the commands of her brothers, her father and other male members of the family. More often than not she is also a silent witness to a meek, submissive mother. Even highly educated and qualified women say that for the sake of discipline and the smooth running of the family there should always be the well-defined and undisputed authority of the husband.

Indian social structure is such that women were and are always less assertive than men. The results of present study also support this fact.
9: Assertiveness and Women

Assertiveness involves standing up for personal rights and expressing thoughts and feelings and beliefs in direct, honest and appropriate ways which do not violate another person's rights.

In our society, the traits dominant in the roles prescribed for females basically relate to and facilitate social concerns and interpersonal warmth; for males the traits are basically related to personal competence and achievement. Women are expected to be gentle, sensitive to other's feelings and emotions; men are expected to be self-confident, independent and ambitious. Members of each sex expected to display appropriate traits. Socialization activity inhibits the development and direct expression of the attributes inconsistent with the roles. Thus parents behave differently with a son and a daughter. In addition, language, novels, literature, some of the T.V serials convey the message that women are less important than men and are expected to assist and admire the male. There is a pressure on girls towards nurturance, obedience, and responsibility.

The typical method of dealing with girls are more severe, inconsistent and restrictive than those of dealing with boys. This socialization style inhibits spontaneity and independent assertiveness and fosters continued attention to other people. Thus the content of feminine role encourages
patterns of overrelatedness and identification and discourage the development of a firm sense of self as separate entity. The women of such traditional feminity show worries and fears.

Due to such type of environment a woman does not become aware of her true rights and often mistakes assertion for aggression and thinks that to be assertive means to be aggressive or masculine or rude. By exaggerating her female roles she remains satisfied being polite and considerate. She may be fearful about negative consequences of assertive behaviour, such as losing people's affection or approval and rejection by them.

However nonassertion does not guarantee approval. People may pity rather than approve nonassertion. Specifically about modern educated women when they have to work outside and face variety of situations, assertiveness helps to increase their own self-respect with greater self-confidence. Others have to admire a person who respects self and others, have the courage to take stands and deal with conflict openly and fairly.

In modern times, even unemployed educated woman has to show executive skills in monitoring the household, in planning family expenditures, time budgeting, many coordinating tasks, supervising children's activities and so on in which assertiveness plays an important role in the family set up.
In the socialization process, differentiation in male upbringing versus female upbringing creates some problems, which can be adequately met with by the so called 'assertiveness training' about which information is available elsewhere in this thesis.

10: INTERNAL-EXTERNAL LOCUS OF CONTROL AND WOMEN

If the person perceives an event as contingent upon either his own behaviour or some characteristic of himself, he believes in internal control. If the person perceives the event as due to some factor other than himself such as luck, or chance or fate, he believes in external control i.e. the locus of control concerns the individual's perception of personal responsibility for events.

Both, theory and research, point to internal control as the more effective mode of functioning. The findings depict externals in constrast to internals, as being relatively anxious, aggressive, dogmatic, and less trustful and more suspicious of others, lacking in self-confidence and insight. From this, an assumption can quickly be made that it is "good" to be internal and "bad" to be external. However this statement is too far fetched and not true.

One's theories about control are not always identical to one's practice. We must consider the environment in which the individual lives and the actual
degrees of internal-external control the individual experiences. Thus the lower class child would believe in external control because he has very little chance of obtaining the rewards offered by culture.

Because of the sex-role expectations parents often consider female infants as more fragile and more in need of protection than males. The method of socialising little girls and the content of feminine role encourage patterns of overrelatedness and over identification and discourage the development of a firm sense of separate identity. In our society a wife traditionally acquires status and sense of worth vicariously through her husband and accepting it is relatively easy for woman because it avoids the necessity of framing an independent self.

In Indian society a woman is glorified for the unique capacity for patience, for suffering, for unselfishness and the ability to submerge her personality for the common good of the family. This glorified image is seen in Indian films, dramas, T.V serials, novels and literature. Thus majority women genuinely prefer domestic role and value themselves and what they do and are thus satisfied.

Further there is great deal of impact of religion on women. Even in big cities like Pune, Bombay we see many crowded temples in which women are in majority. They also attend to the preaching of Sadhus, Babas, Gurus and visit number of shrines. Generally Indian women believe more in
their destiny. Woman, if she does a good job, shows skill or ability in certain task, able to live in good condition, she feels that it is her "good luck".

The range of external locus of control scores in this sample as compared to Rotter's American sample is greater. American sample appears to be more internal than the Indian sample. This difference may be ascribed to the tradition and cultural heritage in these two cultures.

11: NEUROTICISM AND WOMEN

Individual neuroticism can be viewed as an index of emotional arousability which interacts with motivational pressures exerted by the environment. The neurotic dimension covers qualities with respect to which all varieties of neurotics tend to differ from the normal. "At the one end we have people whose emotions are liable, strong, and easily aroused, they are moody, touchy, anxious, restless and so forth. At the other extreme we have the people whose emotions are stable, less easily aroused, people who are calm, eventempered, carefree, and reliable. The majority of people fall somewhere in the middle."

In present sample majority of women found to be normal. Hardly 1.8% of women can be classified as truely neurotic. More than 70% of women are free from any neurotic
tendency. Even the remaining 28% of women exhibit a very low level of neuroticism.

Due to the efforts of eminent social reformers such as Mahatma Phule, Karve, Ranade the women in Maharashtra have achieved new freedom. Education has opened and is constantly opening new vistas for her; the support given by the law and the constitution of free India has helped her to move boldly forward.

In India, family ties still play an important role. Woman is respected as a mother, as a wife, gets central place in the family. She has to face much less competition and thus may have less tensions. Women feel great amount of security at home. This may be the reason behind majority of women showing lowest level tendency towards neuroticism.

12: WOMEN IN DIFFERENT REGIONS

The description of regional differences among women in the following few pages is based on my personal observations and my reading about them in Marathi literature and magazines.

Bombay

A typical Bombay woman is a busy creature right from early morning till late in the night. She is time bound: to catch a particular local train or a bus, to prepare
food for the husband and children and complete the household core before a particular time; to escort children in the school or on the school bus stop; to arrive in time in the office with a fresh look and return home as per her own schedule; after returning home again prepare food and perform other domestic duties. She is hardly free except on holidays and Sundays. In trains, buses, markets, everywhere she has to face crowds and may have to interact with variety of persons. Since she is most likely to be a member of nuclear family, she can hardly expect assistance from in-laws or other relatives. She depends heavily on her domestic maid. She has to take many of the decisions either individually or in consultation with her husband. She faces innumerable problems in the form of children's education, illnesses in the family, provisions like grocery, ration, cloths etc., water and host of other things. Except going to an office an unemployed woman faces similar problems. Such a kind of life which is typical of any metropolitan city is bound to have its impact on the personality of a person. She has to be active, smart and bold.

**Pune**

The typical Pune female leads comparatively a much more peaceful life. The place itself is unique in many respects- it is a seat of learning for pretty long time, it is a citadel of social reforms in this part of the country from where many social movements originated, dealing with
woman's emancipation, her education and so forth. It was once upon a time pensioner's retreat but now a fast growing industrial centre. It has a great historical past, the traces of which are found even today. Here many of the women may be working in the office, a school/college or may be busy in their household duties. There is no rush as in Bombay and the time schedule may not be too strict. Places of work are not too far away to reach so that saving in time is possible. She has enough time to be exposed to various forms of media like news magazines, TV, seminars, gatherings and so on. So many things (social, political, educational) are happening in and around Pune. Pune is a foremost town in Maharashtra in the field of literature, Drama. Vicinity to Bombay through road, rail and air have further changed the face of Pune. As compared to other parts of Maharashtra, people are much more conscious educationally since best educational institutions are available. No doubt this kind of social, educational and geographical (good climate, good water supply, moderate rains) environment affected people in this area including the women.

Konkan

Konkan is a generic name used for the area comprising the four costal districts in Maharashtra namely Thane, Raigad, Ratnagiri and Sindhudurga. It has its own geography- very heavy rainfall, mountainous terrain, more or less humid climate and paddy growing is the main agricultural activity. Mango, Cashew, Jackfruit, Pineapple are some of
the fruits in addition to Coconut and Betelnut. Fishing is another trade. Except these occupations there are no sizeable industries hence employment opportunities are very meagre. Therefore, high percentage of menfolk is found in Bombay as a clerk or a millhand. Plain lands are relatively less but the population growth is not restricted, hence very small plots are available for cultivation. Despite heavy rains there are no good water supply schemes leading to acute shortage of water in Summer. Land and property litigations in court are a common phenomenon leading to typical strained relationships in the family over a plot of land or some number of mango/coconut trees. Konkani female is free from the crutches of time table. They are free to use their time as they wish. They are mostly engaged in household cores and may not require to take important decisions. The area is backward industrially, economically and socially. However, they are relatively free from tension producing events.

Note: Although geographically Thane city is a part of Konkan, due to its urbanization it is almost a suburb of Bombay. Therefore for present study Thane city has been included under Bombay region.

Marathwada

This is the name of the region which consists of seven districts. It was part of the Nizam state till the states were reorganized in 1956. It is supposed to be
backward. Under the Nizam rule no attention was paid for the development of this area, resulting in its so called backwardness. It is not well connected by road or rail with other parts of Maharashtra. There were few educational institutions before 1950 and negligible number of industries up to 1975. Now the picture is fast changing: new educational and professional institutions are coming up, industries are being set up, road communication is improving; gradually this region is inching the distance with other areas in Maharashtra. The life pattern in this part is geographically not much different from Western Maharashtra but socially there is a vast gap.

A woman in Marathwada is traditional to some extent, orthodox in her religious outlook and far too away from the social reforms. The proportion of education and employment among women is quite low.

Vidarbha

Vidarbha is another region to the east which consists of nine districts. It was formerly part of old Central Provinces (now Madhya Pradesh), with Nagpur as its capital. After reorganization of States, Vidarbha was merged with Maharashtra. Due to the influence of erstwhile C.P. people still use Hindi too frequently. The region gets moderate rains, the land is fertile. Cotton, Paddy are the main crops in addition to Jawar. The region is also blessed with number of minerals like Coal, Manganese etc. The people
are relatively well-to-do type, courteous and very hospitable. They are relatively free of worries and tensions of the urban life. The spread of social reforms was slow as compared to rest of Maharashtra (except Marathwada). Places like Nagpur, Amravati and Akola are well developed urban centres but the remaining six districts are much backward economically, industrially and socially. As compared to Pune and Bombay the female population in Nagpur has less problems to face; the life is much more relaxed and easier. With the growth of Nagpur as an educational and industrial centre, it too is creating its own problems. In addition, number of important Central Government Establishments in Nagpur brought people from various parts of the country. Besides Nagpur is very well connected by road, rail and air with rest of the country.

Khandesh

Khandesh is a common name of a region in North Maharashtra consisting of two districts East Khandesh (now Jalgaon) and West Khandesh (now Dhule). National Highways and main railway lines to Delhi and Calcutta pass through this region. It is bordering with Gujarat and Madhya Pradesh. It gets moderate but sure rains, the land is fertile and Banana is the main product. Although better connected by road and rail it remained socially backward, perhaps due to the geographical distance from the centres of social reform. The people are more spiritually oriented and traditional.
The growth of educational institutions was slow in the past and is now getting momentum. Proportion of female education is quite low and thus employed women are also marginal in number, since people are relatively more affluent. However in the last 25/50 years the picture is rapidly changing.

South Maharashtra

South Maharashtra comprises three districts namely Satara, Sangli and Kolhapur. It is bordering Karnataka State. This region was mainly governed by the rulers before independence. Therefore the typical features of the princely State appear here too. Kolhapur is known as a famous centre of Art especially film making, painting and sculpture. The region is better irrigated, has a moderate rainfall and the soil is fertile. Sugarcane is a main crop. Some of the rulers were socially very advanced and tried to introduce and encourage social reforms in their states. Many of the families belong to the nobility or were part of the old state administration. Some of them are known as Jagirdars or Sardars. The social outlook is slightly orthodox. Employment among women is not very common, thus there are limitations to their social interactions. The heritage of princely state left some mark on the attitudes and behaviour of the people in this region.
The Map Showing Regions Covered in the Study

(1) Bombay - Thane
(2) Raigad - Mahad, Pen, Alibag etc.
(3) Ratnagiri
(4) Sinhudurg
(5) Kolhapur
(6) Sangli
(7) Pune
(8) Nashik
(9) Jalgaon
(10) Aurangabad
(11) Buldhana
(12) Nanded
(13) Nagpur