Chapter – V

SUMMARY
AND
CONCLUSIONS
Given the theoretical and empirical background and underpinnings on parental acceptance-rejection, dependency, achievement motivation and psychological well-being, the main concern of the present study is to understand the mechanisms by which parental acceptance-rejection affect achievement motivation, with an outcome in psychological well-being. It is hypothesised that an important mediating factor that explains the relationship between parental acceptance-rejection and achievement motivation would be dependency behaviour as a consequence of parental acceptance-rejection that in turn would affect the motivation to achieve.

The study was designed with manifold objectives to delineate the research problem envisaged above. The first objective aimed to elucidate Achievement Motivation (AchM), Psychological Well-being (PWB) and the three Dependency factors: Destructive Overdependence (DO), Dysfunctional Detachment (DD) and Healthy Dependence (HD) in relation to paternal Acceptance-Rejection (TTRF) and maternal Acceptance-Rejection (TTRM) separately with four subscales: Warmth/Affection (WA), Hostility/Aggression (HA), Indifference/Neglect (IN), and Undifferentiated Rejection (UR) among Mizo male and female young adults. The second objective was aimed to determine the predictability of Achievement Motivation, Dependency (3 types), and Psychological Well-being from the parenting variables (Total Rejection, WA, HA, IN, UR from mothers and from fathers), and the effects thereof, among Mizo male and female young adults. The third objective was to examine the mediating role of Dependency (3 types: DO, DD, HD) on the relationships between Parental Acceptance-Rejection (Total Acceptance-Rejection, WA, HA, IN, UR from mothers and from fathers) and Achievement Motivation among Mizo male and female young adults; and also on the relationship between Parental acceptance-rejection (Total Acceptance-Rejection, WA, HA, IN, UR from mothers and from fathers) and Psychological Well-being.
Further, gender differences were determined in the predictors, mediators and criterion variables of the study.

To achieve the objectives, 600 (300 male and 300 female) young Mizo adults with their age ranging between 19 to 39 years (mean age = 25.43) were randomly sampled from the different localities of Aizawl, with due consideration of suburban and central city areas. This yielded participants hailing from 74 different villages spread across the State of Mizoram with good representation from the rural (40%) as well as urban (60%) areas, presently residing in 91 different localities of Aizawl, the capital city of Mizoram. The background information of the subjects additionally revealed the following about the male sample: marital status (78.8% single), educational qualification (full time (30.7%)/part time (69%)), employment status (full time (65.7%)/part time (34.3% unemployed)), family structure (joint (10.3%)/nuclear (88%)), single or dual parenting (99.7% dual) with information on age of the respondent when the parent passed away, or age of the respondent at the time of the divorce in case of single parenting/parentless, and employment status of parents (60.7% housewives, 39.3% working mothers and 97% working fathers). Demographic characteristics of the female sample were: marital status (81.1% single), educational qualification (38.5%full time/61.1%part time), employment status (full time (77.7%)/part time (22.3.4% unemployed)), family structure (joint (13%)/nuclear (86.7%)), single or dual parenting (99.3% dual) with information on age of the respondent when the parent passed away, or age of the respondent at the time of the divorce in case of single parenting/parentless, and employment status of parents (49.9% housewives, 44.1% working mothers and 90% working fathers). Preliminary analyses revealed that all the extraneous variables were more or less uniformly distributed across the 2 samples: male and female.
Subject-wise scores on the specific items of Parental Acceptance-Rejection Questionnaire - Father (PARQ-Father - short form for adult; Rohner, R.P & Khaleque, A., 2005), Parental Acceptance-Rejection Questionnaire - Mother (PARQ-Mother - short form for adult; Rohner, R.P & Khaleque, A., 2005), Deo- Mohan Achievement Motivation Scale (Deo, P & Mohan, S., 2002), the Relationship Profile Test (RPT; Bornstein, R.F., Geiselman, K.J., Eisenhart, E.A. & Languirand, M.A., 2002) and General Health Questionnaire-12 (GHQ-12; Goldberg, D., 1992) were separately prepared and analysed to check their psychometric adequacy for measurement across the samples: male and female young Mizo adults. The psychometric adequacy of the behavioural measures was analysed by employing SPSS 20. Analysis included (i) item-total coefficient of correlation (and the relationship between the specific items as an index of internal consistency), (ii) reliability coefficient (Cronbach alpha), (iii) inter-scale relationships and (iv) predictive validity of the test scores by highlighting ‘gender’ (males versus girls) differences on the sub-scale/sub-factor measures of the variables.

Results of the psychometric checks of the behavioural measures of Parental Acceptance Rejection (PARQ-Father and PARQ-Mother; Rohner, R. P. & Khaleque, A., 2005), Deo-Mohan Achievement Motivation Scale (Deo, P & Mohan, S., 2002), the Relationship Profile Test (RPT; Bornstein, R. F., Geiselman, K. J., Eisenhart, E. A. & Languirand, M. A., 2002) and General Health Questionnaire-12 (GHQ-12; Goldberg, D., 1992) generally stood fast the test of psychometric checks of reliability and predictive validity for use in the population under study i.e. the male and female Mizo young adults. However, the reliability coefficients of Destructive Overdependence and Dysfunctional Detachment subscales of RPT were less than adequate for the statistically stricter mediation analysis, and only Healthy Dependency subscale of RPT was fit as a measure of mediating variable (> .70; Nunally, 19)
The predictive validity of the test scores highlighted by gender (males versus girls) differences on measures of the variables revealed significant ‘Sex’ effect on WAF, HAF, INF, URF, TTRF, HAM, TTRM, AchM, DO, DD and PWB: (i) men perceived their fathers as less warm, more hostile/aggressive, indifferent/neglecting, undifferentiated rejecting, and overall rejecting than women, (ii) men perceived their mothers as more hostile and also overall rejecting than women, (iii) men are more highly achievement motivated than women, (iv) women are more destructively overdependent and dysfunctionally detached than men and (v) men reported better psychological well-being than women, (vi) men and women were found not to differ significantly in their perception of warmth-affection, indifference-neglect and undifferentiated rejection from mothers, and healthy dependency. However, significant ‘Sex’ effects in majority of the variables of interest as cited above led to the decision to continue to analyse the data further separately for men and women. Non-significant (< .010 level for statistical diagnostic purposes of tests/scales) Levene’s test statistics, indicating the homogeneity of variance of data on each of the variables.

To study the contributions of Parental Acceptance-Rejection in Achievement Motivation, Dependency and Psychological Well-Being, and to determine the mediation of the relationship between Parental Acceptance-Rejection and Achievement Motivation by Dependency, and between Parental Acceptance-Rejection and Psychological Well-being by Dependency, several multiple regression models were envisaged for men and women separately (as gender differences were found in almost all the variables). First, the relationships between the major variables of predictors (Parental Acceptance – Rejection: perceived maternal and paternal WA, HA, IN, UR and TTR), potential mediators (Dependency: DO, DD, HD) and the criterion variables (Achievement Motivation and Psychological Well-being) were analyzed separately for men and women.
The results of the relationships between the major variables for **men** except for non-significant WAF correlations with URM and HAM, all other sub-factors of paternal and maternal acceptance-rejection (WAF, HAF, INF, URF, TTRF, WAM, HAM, INM, URM and TTRM) were significantly positively correlated with each other. It may be noted that the Warmth/Affection (WA) subscale of PARQ father and mother are keyed in the direction of rejection, ie, higher the score on WA subcale, the lesser the parental warmth/affection. ii) AchM was significantly negatively correlated with all the paternal and maternal acceptance-rejection sub-scales, iii) DO was significantly negatively correlated with AchM, iv) DD was significantly positively correlated with WAF, URF, TTRF, and DO, v) HD was significantly negatively correlated with WAF, INF, TTRF, WAM, HAM, INM, URM, TTRM and significantly positively correlated with AchM, DO and DD, vi) PWB was significantly positively correlated with all the paternal and maternal acceptance-rejection subscales, DO and DD, and significantly negatively correlated with AchM and HD. It may also be reiterated here that the higher the score on PWB, the poorer the psychological well-being.

The results of the relationships between the major variables for **women** revealed that i) all the subscales of paternal and maternal rejection were significantly positively correlated with each other ii) AchM was significantly negatively correlated with all the paternal and maternal acceptance-rejection subscales (WAF, HAF, INF, URF, WAM, HAM, INM, URM), iii) DO was significantly negatively correlated with AchM, iv) DD was significantly positively correlated with HAF, TTRF, HAM, URM, TTRM and DO, v) HD was significantly negatively correlated with WAF, INF, TTRF, WAM, INM, TTRM subscales and significantly positively correlated with AchM, and DD, vi) PWB was significantly positively correlated with almost all the paternal and maternal rejection subscales (WAF, HAF,, URF, WAM, HAM, INM, URM) except INF, positively correlated with DO and DD, and significantly negatively correlated with AchM.
Results of the significant relationships between the main variables for men and women lend support for further analyses in order to highlight the prediction of the criterion and mediator variables from the predictor variables, and the criterion variables from the mediator variables. As multiple regression analysis was envisaged, a rigorous check of the four principal assumptions which would justify the use of linear regression models for purposes of prediction, viz., 1. homogeneity of error variance, 2. linearity of the relationship between dependent and independent variables, 3. independence of errors, and 4. normality of errors, were first carried out at each level of the analyses. After satisfying these assumptions, multiple regression analyses were applied as presented in the ensuing sections to highlight the contribution of Parental Acceptance-Rejection in Achievement Motivation, Dependency And Psychological Well-being, as well as the contribution of Dependency on Achievement Motivation and Psychological Well-being, which would also set forth the stage for mediation analyses to highlight the mediation of the relationship between Parental Acceptance-Rejection and Achievement Motivation, and between Parental Acceptance-Rejection and Psychological Well-being by Dependency.

The overall results of multiple regression analyses to highlight the contribution of Parental Acceptance-Rejection in Achievement Motivation, Dependency and Psychological Well-being, as well as the contribution of Dependency on Achievement Motivation and Psychological Well-being revealed that, as hypothesized, a substantial proportion of variance in achievement motivation, dependency, and psychological well-being were explained by parental acceptance-rejection. Specifically, it was found that for men (i) paternal and maternal acceptance-rejection explained approximately 8% of the variance in Achievement Motivation in men, with Maternal Rejection more salient than Paternal Rejection. Of the sub-factors of parental acceptance-rejection, WAF and INM were found to be the significant predictors. The inverse relationships revealed that the higher the Parental acceptance-
Rejection the lower the Achievement Motivation;  (ii) Paternal and Maternal Acceptance-Rejection explained approximately 5% of the variance in Psychological Well-being in men, with TTRM as the more salient predictor. Of the sub-factors of parental acceptance-rejection, URF was found to be the significant predictor. The positive relationship revealed that the higher the scores on Parental acceptance-Rejection, the higher the scores on Psychological Well-being ie the higher the Maternal Rejection the poorer the Psychological Well-being in men as high score on Psychological Well-being (PWB) indicates poor Psychological Well-being; (iii) Paternal and Maternal Acceptance-Rejection explained approximately 2% and 4% of the variance in DD and HD respectively, with TTRF as the more salient predictor. Of the sub-factors of parental acceptance-rejection, WAF was found to be the significant predictor. The higher the score on WAF the higher the Dysfunctional Detachment in men, and the higher the score on WAF the lower the Healthy Dependency in men. It may be noted that WAF is keyed in the direction of rejection with high score indicating lesser warmth/affection or high rejection. (iv) The three dependency variables (DO, DD and HD) explained 11% of the variance in Achievement Motivation. DO and HD were found to be the significant predictors for men’s Achievement Motivation. The higher the score on DO the lower the Achievement Motivation and the higher the score on HD the higher the Achievement Motivation in men; and, (v) The three dependency variables (DO, DD and HD) explained 11% of the variance in PWB. The positive sign of the B coefficient in DO and DD indicates that the higher the score on DO and DD the higher the Psychological Well-being in men. The negative sign of the B coefficient indicates that the higher the score on HD the lower the Psychological Well-being. It may be noted that low score on PWB indicates good psychological well-being.

For women (i) paternal and maternal acceptance-rejection explained approximately 9% of the variance in Achievement Motivation in women, with TTRF more salient than
maternal Rejection. Of the sub-factors of parental acceptance-rejection, WAF and URF were found to be the significant predictors. The inverse relationships revealed that the higher the Parental acceptance-Rejection the lower the Achievement Motivation; (ii) Paternal and Maternal Acceptance-Rejection explained approximately 5% of the variance in Psychological Well-being in women, with TTRM as the more salient predictor. Of the sub-factors of parental acceptance-rejection, WAF and INF were found to be the significant predictors. The positive relationship revealed that the higher the scores on WAF, the higher the scores on Psychological Well-being i.e. the higher the paternal Rejection the poorer the Psychological Well-being in women as high score on WAF and PWB indicate high rejection and poor Psychological Well-being respectively, and higher the score on INF the lower the Psychological Well-being in women; (iii) Paternal and Maternal Acceptance-Rejection explained approximately 5% of the variance in HD. The negative trend of the relationship indicates that the higher the parental acceptance-rejection, the lower the Healthy Dependency. The sub-factors of parental acceptance-rejection explained 3%, 4%, and 7% in DO, DD, and HD respectively. HAF was found to be a significant predictor of DO and DD, with positive $B$ indicating that higher the paternal hostility/aggression, the higher the DO and DD. WAM was found to be a significant predictor of HD, with negative $B$ indicating that the higher the maternal warmth/affection, the lower the HD in women. (iv) The two dependency variables (DO and HD) explained 19% of the variance in Achievement Motivation. DO and HD were found to be the significant predictors for women's Achievement Motivation. The higher the score on DO the lower the Achievement Motivation and the higher the score on HD the higher the Achievement Motivation in women; and, (v) The two dependency variables (DO and HD) explained 10% of the variance in PWB. The positive sign of the $B$ coefficient in DO indicates that the higher the score on DO, the higher the Psychological Well-being in women. The negative sign of the $B$ coefficient indicates that the higher the
score on HD the lower the score on Psychological Well-being. It may be noted that low score on PWB indicates good psychological well-being.

These observations provided corroborative evidences supporting the view that parental acceptance-rejection plays a significant role in the development of offsprings, even into adulthood in terms of achievement motivation, dependency and psychological well-being (Rohner, 1986; Rohner, Khaleque, & Cournoyer, in press; Bornstein, et al., 2002; McClelland & Pilon, 1983; Winterbottom, 1958; Park, 2004; Bornstein, 2006; Collins, Maccoby, Steinberg, Hetherington, & Bornstein, 2000; Parke & Buriel, 2006). One of the main concerns of the present study is to understand the mechanisms by which parental acceptance-rejection affect achievement motivation and psychological well-being. It was hypothesized that an important mediating factor that explains the relationship between parental acceptance-rejection and achievement motivation would be dependency behaviour as a consequence of parental acceptance-rejection that in turn would affect the motivation to achieve and psychological well-being. The preceding findings of prediction of achievement motivation, dependency, and psychological well-being from the parenting variables set forth the stage for mediation analyses to highlight the mediation of the relationship between Parental Acceptance-Rejection and Achievement Motivation, and between Parental Acceptance-Rejection and Psychological Well-being by Dependency.

To test the hypothesis that dependency would play a mediating role in the relationships between parental acceptance-rejection and achievement motivation, and between parental acceptance-rejection and psychological well-being, the assumptions of General Linear Models were first checked as in the previous analyses using multiple regression, and data transformations were performed wherever required. Further, an important assumption of mediation analysis is the reliability of the measures of the main variables. Due to the less than adequate reliability level (<.70; Nunnaly, 1978) of the two
measures of Dependency (Destructive Overdependence and Dysfunctional Detachment), only the measure of Healthy Dependency was taken as the potential mediating variable. All other measures conform to the reliability requirement of mediation analyses.

As envisaged in the steps prescribed by Barron & Kenny (1986), the coefficients of correlation between the independent variables (Parental acceptance-rejection with four subscales of WA, HA, IN, UR from fathers and mothers), the mediator variable (Healthy Dependency) and the outcome variables (Achievement Motivation and Psychological Well-being) were first ascertained, and the regression analyses showing predictions of the outcome variables by the independent variables and the mediator variable were first checked between all possible permutations of the variables. This exercise indicated that for men, HD was a potential mediator in the relationships between the parenting independent variables (TTRF, WAF, INF, TTRM, WAM, HAM, INM, URM) and Achievement Motivation (AchM). However, Healthy Dependency did not significantly mediate the relationships between the parenting variables and Psychological Well-being. The results are summarised as below.

Results of the mediation analyses indicated that i) the relationship between Paternal Rejection and Achievement Motivation in men was mediated by Healthy Dependency. The standardized regression coefficients between the Paternal Rejection (TTRF) and Achievement Motivation (AchM) decreased substantially when controlling for Healthy Dependency(HD), with the significant Sobel’s Z value and the significant B weight for the basic relationship between Paternal Rejection (TTRF) and Achievement Motivation (AchM) indicating a significant partial mediation. In other words, failure to develop healthy dependency (or poor healthy dependency indicated by low score on HD) as a consequence of paternal rejection accounts for the low achievement motivation in men. Of the paternal acceptance-rejection factors, failure to develop Healthy Dependency due to lack of Paternal Warmth-Affection (WAF) and Paternal Indifference Neglect (INF) significantly partially
accounts for the low Achievement Motivation (AchM) in men. Likewise, failure to develop Healthy Dependency due to Maternal Rejection (TTRM), specifically lack of maternal Warmth-Affection (WAM) and maternal Indifference Neglect (INM) accounts for the low achievement motivation in men.

As per the mediation analyses carried out for men in the foregoing, mediation analyses were performed for women on the same variables, and it was found that for women, Healthy Dependency (HD) was a partial mediator in the relationships between the parenting variables (TTRF, WAF, INF, URF, TTRM, WAM, INM) and Achievement Motivation (AchM). In other words, failure to develop healthy dependency (or poor healthy dependency indicated by low score on HD) as a consequence of paternal rejection accounts for the low achievement motivation in women. Of the paternal acceptance-rejection factors, failure to develop Healthy Dependency due to lack of paternal Warmth-Affection (WAF), paternal Indifference Neglect (INF), and paternal Undifferentiated Rejection (URF) significantly partially accounts for the low Achievement Motivation (AchM) in women. Further, failure to develop Healthy Dependency due to Maternal Rejection (TTRM), specifically lack of maternal Warmth-Affection (WAM) and maternal Indifference Neglect (INM) accounts for the low achievement motivation in men. As it was for men, it was found that the relationship between the parenting variables and Psychological Well-being was also not mediated by Healthy Dependency.

In conclusion, the results of the study confirmed the mediation hypotheses set forth for the study that dependency is an important mechanism by which parental rejection affects achievement motivation, information much relevant to society, including the Mizo. Parental rejection impedes the development of healthy dependency, which is characterized by flexible, situation-appropriate help and support seeking behaviour and the ability to adjust behavior in response to situational cues and external demands (Bornstein, 1998, 2001;
Bornstein & Languirand, 2003; Pincus & Wilson, 2001), a set of behavioural responses which undoubtedly would have consequences on the motivation or acts to achieve. The findings also support the Parental Acceptance Rejection theory's personality sub-theory wherein immature dependence or defensive independence was predicted depending on the form, frequency, duration, and intensity of perceived rejection (Rohner, 1986; Rohner, Khaleque and Cournoyer, 2005) This study also provides corroborative evidences that although dependency does not mediate the parental rejection - wellbeing relationships, achievement motivation does go hand in hand with psychological well-being consistently in both men and women, a finding highly relevant to the overall mental health concerns of any society (Cooper, Goswami, & Sahakian, 2010; Diener, 2000; Huppert, 2005; Judge, Thoresen, Bono, & Patton, 2001; Kahneman, 1999; Layard, 2005; Marks & Shah, 2005; Mulgan, 2006; Oishi, Diener & Lucas, 1999; Seligman, 1991, 2002). The results also highlights and supports literature that the quality of parent–child relationships during the developmental period constitute a significant factor in later personality (Dozier, Stovall, & Albus, 1999; Green & Goldwyn, 2002; Greenberg, 1999; Weinfield, Whaley, & Egeland, 2004), and echoing fervently that either in culture specific or cross-cultural perspective, parenting is a challenging process made complicated by the interaction of individual characteristics and perceptions of parents with the behavior and development of the child into adulthood (Baumrind, 1991a & b; Collins, Maccoby, Steinberg, Hetherington & Bornstein, 2000; Crnic and Booth, 1991; Grusec & Lytton, 1988; Perris, Jacobsson, Lindstrom, von Knorring & Perris, 1980; Rohner & Khaleque, 2005; Singh & Fente, 2007, 2008; Steinberg, 2001; Vandell, 2000). It is suggested that the measurements of the psychological constructs, especially the components of achievement motivation and dependency variables, are desirable to be evolved and replicated with more psycho-social variables in a effort to bring about a deeper understanding of the mechanisms by which parenting can positively affect the
making of the individual into a wholesome being, from childhood to adulthood with far-reaching consequences on the society as a whole.