DISCUSSION, SUMMARY AND CONCLUSIONS
Discussion

Youth, throughout the world, are important for all those, who have to manage them, lead them, control them, teach them and sometimes use them. This might take the shape of movements, educational and constitutional changes or strategies to appease them. Undeniably their energy, commitment and choice of method to express themselves, bring about changes, and attain power could become challenge to the establishment. The handling of such upheavals could be through repression by armed forces or by involving them in a positive long-term exercise of involvement in activities directly related to social action, gainful economic improvement and organized control of political power. There could be many reasons why individually or collectively nations decide to develop programmes for them. It could be said that this weakens the revolution or it helps the establishment. But the positive meaning of youth work can never be denied because it attempts to solve major youth issues like unemployment, drug abuse, alienation, crime, health and education. Youth worker is the key person, totally involved in such an activity at voluntary or non-voluntary basis. To understand such individuals, psychologically, has academic worth equally matched by applied value because the information can help in developing a profile. This can work as a model or standard having implications for selection, training, evaluation and even revising a system if diagnosis tells about the shortcomings. The purpose of this study was to focus on the youth worker.

The XXIV International Conference of Psychology at Sydney in 1988 gave an opportunity to the psychologists involved in cross-cultural research to focus on "comparison of Psychological Data from Different Cultures: Issues and Pitfalls". The special issue at the forum was to know how to cross-cultural researchers should handle their data with a view to identifying valid cross-cultural differences and avoiding erroneous interpretations. The problems of comparison arise at various levels in cross-cultural research. The very notion of cross-cultural comparisons can be questioned. Though many psychologists do make cross-cultural comparisons since the
methodology is now experimental in character the validity could be criticized but the comparison as well extension of data to different cultures definitely provides variation in the phenomena under study. The cultural populations differ from each other. The data analysis provide another set of difficulties. The development of standard tools for cross-cultural rose and their interpretation along with the evolving of theoretical framework could be a challenge to those take up such issues. Poortinga and Berry (1989) provide excellent basis for such a debate which is encouraging to the cross-cultural researchers because of its openness, critical evaluation and possibilities for improvement.

This investigation takes up in its range of probing youth workers from nine different countries. The exercise was not a mere collection of data from different groups but an attempt to understand differences and similarities among youth workers. It has research importance but, if used properly, it does give information to the policy makers at national and international levels, to reanalyze and synthesize the youth work programmes and plans (Mohan, 1991).

This study has two distinct characteristics in terms of its being probably, the first of its kind in choosing youth workers as its population and secondly in selecting these variables (i.e. Personality, Values and Altruism), as no study with such constellations has been found in the review. However, some of the indirect academic background is provided by the studies, of Rushton et al (1981) and Rushton et al (1989), Mohan and Sheoran (1987), Mohan and Bhatia (1987) and Mohan and Sethi (1988) for the most important variable i.e Altruism. Studies of Rushton et al (1989), Eysenck (1983), Barret and Eysenck (1984), Mohan (1981) Mohan, Sehgal and Bhandari (1982), Mohan and Paramjit (1985), Mohan and Gulati (1989), Mohan, Eysenck and Eysenck (1989) and Mohan and Kaur (1990) provide comparable data on Extraversion, Neuroticism, Psychoticism and Social Desirability.
Some of the studies by Mohan and Jahangiri (1985), Mohan and Rattan (1987) and Mohan and Bali (1988) give enough information for making comparisons in terms of values.

However, cross-cultural studies by Barret and Eysenck (1984), Mohan (1980), Mohan, Eysenck and Eysenck (1989) and Eysenck (1986) and research reports with adolescents by Sheoran (1983), with university students, by Behl (1986) with Doctors by Kapila (1987) and on poets by Mohan (1981) and Mohan and Tiwana (1987) provide fair amount of comparable evidence to the present study. Considering the main focus of the study being Altruistic behaviour followed by an important set of dimensions of personality and thereafter values of the youth workers, the presentation of results as well as discussion will follow this order.

Altruism

It was hypothesized that the youth worker will score higher on altruism in comparison to the normal adults. Rushton et al (1981) in their basic paper have reported that university students obtained mean scores of 52.01 and 55.47 respectively. Compared with this data our youth workers scored (40.03) lower on altruism. In a study of university students Mohan and Behl (1986) found them to obtain a mean score of 32.48. In another study conducted on Doctors, Mohan and Kapila found them to obtain a mean score of 31.00 on Altruism. Mohan and Bhatia (1987) found Engineers to obtain a mean score of 27.64 and Teachers to obtain a mean score of 29.28 while Mohan and Sheoran found adolescents to obtain a mean score of 32.98. Compared to these averages youth workers score higher on altruism. Therefore, it may be concluded that youth workers are higher on altruism in comparison to normal adult population.

Psychoticism:Personality

It was expected that the youth workers would score lower on psychoticism in comparison to normal adults.
Eysenck and Eysenck (1975) in their norms for general population have reported mean scores on psychoticism (both for males and females) to be 3.21. Compared with this data the youth workers obtained mean score of 4.26, i.e., higher on psychoticism. However, several studies conducted by Mohan and associates have obtained contrary results to Eysenck and Eysenck (1975). Mohan and Tiwana (1982) found Creative Writers to obtain mean scores of 7.05 on psychoticism. Mohan and Behl (1986) reported the mean score on psychoticism of University Students to be 7.07. Mohan and Kapila (1987) found that Doctors obtained a mean score of 7.92 on psychoticism. Mohan and Rattan (1987) comparing the personality scores of IAS, IPS and IRS officers found that they obtained mean scores of 6.40, 4.60, and 8.64 on psychoticism respectively. Compared to all these studies conducted by Mohan and associates youth workers obtained lower scores on psychoticism. Therefore, it may be concluded that as expected youth workers were found to score lower on psychoticism in comparison to normal adult population.

**Extraversion**

Regarding the dimension of Extraversion it was expected that Youth Workers will score higher on it in comparison to normal adults. Eysenck and Eysenck (1975) have reported in their manual mean scores of 12.89 for normal population. Mohan and Behl (1986) have also reported that university students obtain higher means scores on Extraversion, i.e., 12.87. Similarly Mohan and Kapila (1987) also found doctors to obtain a mean score of 13.63 on Extraversion. Mohan and Rattan (1987) found IRS officers to obtain higher scores (12.32) but IAS and IPS officers to obtain lower scores (11.92, 11.32) respectively. Mohan and Sheoran (1987) also reported adolescents to score higher on Extraversion, i.e., 13.27 in comparison to the present sample. On the basis of the above researchers it may be concluded that contrary to our hypothesis Youth Workers were found to be lower on extraversion in comparison to other adult populations.
Neuroticism

Youth Workers were expected to score lower on the dimension of Neuroticism in comparison to normal adults. Eysenck and Eysenck (1975) in their norms for general population have reported the average scores 11.28 for Neuroticism. Mohan and Behl (1986) in University Students and Mohan and Kapila (1987) in Doctors have also reported that these groups score higher on Neuroticism (9.83, 9.82) in comparison to the Youth Workers of the present study. Mohan and Rattan (1987) found IAS, IPS and IRS officers also to obtain higher mean scores of 11.92, 11.32, 11.32 respectively in comparison to the extraversion scores of Youth Workers. Mohan and Sheoran (1987) reported that adolescents obtain higher mean scores on Extraversion i.e. 13.27. Summarizing the findings of the above mentioned studies it may be definitely concluded that Youth Workers are lower on neuroticism in comparison to other adult groups.

Social Desirability

On the Lie (Social Desirability) scale it was expected that Youth Workers would score higher in comparison to normal adults. Norms for general population given by Eysenck and Eysenck (1975) in their manual report the average scores for Lie (Social Desirability) scale to be 7.26. Mohan and Behl found university students to obtain a mean score of 11.33. Mohan and Kapila (1987) reported doctors to obtain a mean score of 11.37. Mohan and Rattan (1987) found IAS, IPS and IRS officers to obtain mean scores of 11.16, 12.68 and 10.44 respectively on Lie (Social Desirability) scale. Mohan and Sheoran (1987) found adolescents to obtain a mean score of 11.33. On the basis of the above studies it may be concluded that no definite conclusions can be made as to whether Youth Workers score higher or lower on Lie (Social Desirability) scale.

Values

It was hypothesized that youth workers will score lower on Theoretical Values in comparison to normal adults. Norms of general population given by Allport et al (1960)
give the average scores on Theoretical Values to be 39.80. In comparison to them the Youth Workers score much lower on Theoretical values. Mohan and Tiwana (1982) in their study on Creative Writers also found them to obtain higher mean scores of 41.89. Mohan and Rattan (1987) found IRS officers to obtain higher mean scores of 40.12 and IAS and IPS to obtain lower mean scores of 33.76 and 33.96 respectively. Mohan and Sheoran (1987) found adolescents to obtain higher mean scores of 38.56 on Theoretical Values. Comparison of results of the studies lend partial support to our hypothesis that Youth Workers are lower on Theoretical Values in comparison to normal adult subjects.

Regarding Economic Values it was hypothesized that Youth Workers will score lower on them in comparison to normal adults. The mean scores obtained by Youth Workers were found to be 38.68, i.e., lower than the norms (39.45) given by Allport et al. 1960 for general population. The comparison of the two data lends support to our hypothesis that Youth Workers score lower on economic values. Mohan and Tiwana (1982) found Creative Writers to obtain lower mean scores of 35.94 in comparison to Youth Workers. Mohan and Rattan (1987) found that all the three groups of senior executive officers in IAS, IPS and IRS obtained higher mean scores of 42.32, 41.0, 42.64 on economic values in comparison to Youth Workers. However, Mohan and Sheoran (1987) reported that adolescents score lower on economic values. Their mean score was found to be 35.94. Hence, it may be concluded that our hypothesis is partially supported because our results are supported by the findings of Allport et al (1960) and Mohan and Rattan (1987) but not supported by the findings of Mohan and Tiwana (1982) and Mohan and Sheoran (1987).

It was expected that Youth Workers will score lower on Aesthetic values in comparison to normal adults. The comparison of mean scores obtained by Youth Workers of 30.00 with the mean scores of 40.29 reported by Allport et al (1960) lends definite support to one hypothesis because in this study Youth Workers score much lower than the norms given by Allport et al (1960). Mohan and Tiwana (1982) have
also reported that Creative Writers obtain higher mean scores of 45.22 on Aesthetic values. Similarly, Mohan and Rattan (1987) found all the three groups of IAS, IPS and IRS officers to obtain higher mean scores of 34.16, 35.52, and 33.44 respectively on Aesthetic values. Mohan and Sheoran (1987) also found adolescents to be higher (33.48) on Aesthetic values. The results of all these studies lend clear and definite support to our hypothesis that Youth Workers score lower on Aesthetic values in comparison to normal adult populations.

It was hypothesized that Youth Workers would score higher on Social Values in comparison to normal adults. Comparison of mean scores obtained by Youth Workers with the norms provided by Allport et al (1960) again lends support to our hypothesis. Youth Workers were found to obtain a mean score of 46.62 which is much higher than the average of normal population of 39.34 reported by Allport at al (1960) in their manual. Mohan and Tiwana (1982) also found Creative Writers to score lower i.e. 41.60 on Social Values. Mohan and Rattan (1987) reported that IAS, IPS and IRS officers all obtained lower mean scores of 38.16, 40.04, and 42.20 on Social Values. Similarly, Mohan and Sheoran (1987) in their study on adolescents found them to obtain lower mean scores of 39.51. Hence, it may be concluded that our hypothesis is proved because in comparison to all the studies quoted above the Youth Workers score higher on Social Values.

Regarding Political Values it was expected that Youth Workers will score higher in comparison to normal adults. Allport et al (1960) in their norms for general population have reported average scores on Political Values to be 40.61. Compared with this data the Youth Workers score higher, i.e. 39.58 on Political Values. Mohan and Tiwana (1982) also reported Creative Writers to score lower (37.38) on Political Values. Mohan and Rattan (1987) found IAS and IPS and IRS officers to score higher 42.44 and 43.16 and 40.12 respectively on Political Values. Mohan and Sheoran (1987) found adolescents to obtain lower mean scores of 40.00 on Political Values. Summarizing the results of the above studies it may be concluded that the hypothesis
was supported when compared to the findings of Allport et al (1960) Mohan and Tiwana (1982) and Mohan and Sheoran (1987). However, Mohan and Rattan's findings on IAS, IPS and IRS officers failed to support results of present study.

On Religious Values it was expected that Youth Workers would score higher on them in comparison to normal adults. However, the mean scores obtained by the Youth Workers of 37.69 was found to be lower than the norms of general population (Allport et al 1960) according to which the average is 40.5. Mohan and Tiwana (1982) have reported that Creative Writers obtain lower mean scores of 32.07 in comparison to the Youth Workers in the present study. Mohan and Rattan (1987) also found that IAS, IPS and IRS executives scored lower on Religious Values, i.e., 32.16, 35.04, and 35.12 respectively. The findings of Mohan and Sheoran were also in a similar direction, i.e., adolescents obtained mean scores of 34.11 which are lower than that of Youth Workers. Therefore, the results of the studies conducted by Mohan and associates lend support to our hypothesis that Youth Workers will score higher on Religious values in comparison to normal adult groups.

Cross-Cultural Comparisons

It was hypothesized that the results would show definite differences among the different group of Youth Workers belonging to different countries. As stated earlier in the results the countrywise t-values on altruism showed significant differences between Bangladesh, Hong Kong, Bangladesh and Australia-New Zealand, Hong Kong and Sri Lanka, Hong Kong and Australia-New Zealand, Malaysia and Sri Lanka, Malaysia and Australia-New Zealand, Singapore and Sri Lanka and Singapore and Australia-New Zealand.

No significant differences were found among all the seven countries on the personality dimension of psychoticism.

Regarding the dimension of extraversion the countrywise t-values showed significant differences between Bangladesh and Hong Kong, Bangladesh and
Malaysia, Bangladesh and Australia-New Zealand, Hong Kong and India, Hong Kong and Malaysia, Hong Kong and Singapore, Hong Kong and Sri Lanka, Hong Kong and Australia-New Zealand, India and Malaysia, India and Australia-New Zealand and Sri Lanka and Australia-New Zealand.

On the personality dimension of Neuroticism the countrywise t-values revealed significant differences between Bangladesh and Hong Kong, Bangladesh and Australia-New Zealand, Hong Kong and Malaysia, Hong Kong and Singapore, India and Malaysia, India and Singapore, Malaysia and Australia-New Zealand, and Singapore and Australia-New Zealand.

The countrywise t-values on Lie (Social Desirability) scale showed significant differences between Australia-New Zealand and all the other six countries viz., Bangladesh, Hong Kong, India, Malaysia, Singapore and Sri Lanka. The countrywise t-ratios on Theoretical values showed significant differences between Bangladesh and Hong Kong, Bangladesh and Malaysia, Bangladesh and Australia-New Zealand, India and Malaysia, India and Australia-New Zealand, and Singapore and Australia-New Zealand. Some of the differences in Personality observed in different countries (particularly on the dimensions of Extraversion and Social Desirability) have been explained by Eysenck and Eysenck (1975) and Banet and Eysenck (1984) in terms of the inherent differences in social and cultural practices specific to these countries. The permissive verses highly controlled cultures could influence the development of personality resulting into pretentious self-report on social desirability.

Regarding the Economic Values the countrywise t-ratios showed significant differences only between Australia-New Zealand and five other countries viz., Bangladesh, Hong Kong, India, Malaysia and Singapore.

On the Aesthetic Values the countrywise t-ratios showed significant differences between Hong Kong and India, Hong Kong and Malaysia, India and Singapore, India and Australia-New Zealand, and Malaysia and Australia-New Zealand.
The countrywise t-ratios on Social Values showed that significant differences emerge between Bangladesh and India, Bangladesh and Sri Lanka, Bangladesh and Australia-New Zealand, and Singapore and Australia-New Zealand.

On Political Values, the countrywise t-ratios showed significant differences only between Bangladesh and five other countries viz., India, Malaysia, Singapore, Sri Lanka and Australia-New Zealand.

The countrywise t-ratios on Religious Values showed that significant differences emerged between Bangladesh and Australia-New Zealand, Hong Kong and Malaysia, Hong Kong and Singapore, Hong Kong and Australia-New Zealand, India and Malaysia, India and Australia-New Zealand, Malaysia and Singapore and Malaysia and Sri Lanka.

**Sex Differences**

Similarly it was hypothesized that the results would show definite differences among the male and female Youth Workers. Regarding altruism males were found to score significantly higher in comparison to females. These results are contrary to the findings of Midlarsky and Bryan (1972), Dlugokinski and Firestone (1973, 1974) and Bryant and Brophy (1976) who reported females to be more altruistic than males. Mohan and Behl (1986), Mohan and Sheoran (1987) have however reported no sex differences on altruism in university students and adolescents respectively. No significant differences between males and females were found on any of the Eysenck dimensions of personality viz., psychoticism, extraversion, neuroticism and Lie (Social Desirability) scale. On the test of values males were found to be higher on Theoretical values while females were found to be higher on Aesthetic values. Egan (1977) Greenfield (1977) and Rao (1978) have also reported males to be higher on Theoretical Values and females to be higher on Aesthetic Values. Mohan and Sheoran (1987) did not find any significant sex differences on all the six values for adolescents.
Government vs Non-Government Youth Workers

It was expected that the results would show definite differences between the Government and Non-Government officers (GO's and NGO's). Results of the present investigation revealed that GO's and NGOs differed significantly only on the personality dimension of Lie (Social Desirability) with GOs scoring significantly higher than NGOs. Interestingly no significant differences emerged on any of the other variables between the two groups.

Correlational Analysis

Although no specific hypothesis were framed regarding the relationship between Altruism, Personality and Values in Youth Workers. However, intercorrelations were computed separately for each of the seven countries, male and female groups and GOs and NGOs to see if significant relationships among these variables emerge. Keeping in view the aims and focus of the present study the discussion has been limited only to the correlates of altruism. Only the significant correlations have been discussed. The intercorrelations among other variables have not been included in the detailed discussion.

A systematic perusal of all the Tables of Intercorrelations showed that Altruism was found to be significantly and positively correlated with Extraversion in the following groups viz. Hong Kong, India, Singapore, Australia-New Zealand, Males, Females, Government and Non-Government Officers. Furthermore in the rest of the groups even though the results failed to reach an acceptable level of significance the direction of the relationship was positive. This is in accordance with the findings of several studies conducted by Marks et al (1982), Mohan and Behl (1986). Mohan and Sheoran (1987) Mohan and Kapila (1987) and Rushton et al (1989). According to Rushton et al (1989) Extroversion predisposes individual to good mood and happiness and mood and altruism are clearly related (Isen et al 1973, 1978, Rosenpan et al 1976; Chunningham, 1979).
Surprisingly the only other positive correlation to emerge was between Altruism and psychoticism and that too in the Non-Government Officers only. This is contrary to the findings of earlier researches. Mohan and Kapila (1987), Mohan and Sethi (1987), Mohan and Bhatia (1987), Rushton et al (1989). Interestingly Mohan and Behl (1986) have also reported a positive correlation between psychoticism and altruism.

This endeavour to probe into the psychological depths of the youth workers of nine different countries in terms of their altruistic behaviour, personality and values has provided quantified information about different measures. It has provided comparative profiles of the youth workers belonging to different countries, separately of male and female youth workers, and youth workers in Government agencies and non-Government agencies. It has given statistical analyses of the differences as well as correlations.

It could be, generally, concluded that youth worker has a profile which differs from other professional populations and further shows distinctiveness in relation to culture, job and personal specific conditions.

Summary and Conclusions

This cross-cultural study of Personality, Values and Altruistic Behaviour of Youth Workers of Australia-New Zealand, Bangladesh, Hong Kong, India, Malaysia, Singapore and Sri Lanka aimed at quantitative analysis of their behaviour in terms of these specific variables. A sample of 140 ss were administered Eysenck Personality Inventory (Eysenck and Eysenck 1975) to measure Extraversion, Neuroticism, Psychoticism and Social Desirability; Study of Values (Allport, Vernon and Lindzey, 1978) to measure six values i.e. Theoretical, Economic, Aesthetic, Social, Political and Religious; and the Altruistic Personality and the Self-report Altruism Scale (Rushton, Ronald, Chrisjoh and Fekken 1981) to measure altruistic behaviour.
This study had two special features in terms of its being probably the first one with youth workers as the population and secondly its cross-cultural character. These two aspects could be appreciated for their innovativeness and initiative in a new area and at the same time these could be considered handicap due to non-availability of comparable studies. So within the definitive range of this study, the following outcomes could be submitted:

The results were discussed in terms of the hypotheses of this study and compared with some of the relevant studies. The results warranted the following conclusions:

(1) The youth workers, as a group, were found to be more altruistic than the other comparable groups.

(2) Generally, the youth workers were found to be lower on Extraversion Psychoticism and Neuroticism showing them to be introverted stable as a group in comparison with some of the other groups.

(3) Since cultural differences influenced the social desirability response, the most of the results show divergence. Though social desirability is the major feature of this group.

(4) Generally, the youth workers were found to be higher on social and political values than the other groups, which is best understood in terms of their job and awareness. Comparatively, lower scores obtained by them on the Economic, Religious and Aesthetic Values fit into their work profiles and commitments.

(5) The results did indicate some differences between males and females; government youth workers and non-government youth workers.

(6) The cross-cultural differences among youth workers were interesting but cannot be used, as the data is not large enough, for specific conclusions.
Finally, it could be suggested that a study with a larger sample from each of the countries could be taken up to develop a cross-cultural profile of youth worker in Commonwealth. However, this investigation deserves serious consideration of all those who are involved in youth work as planners, administrators, trainers and field workers. Intensive and extensive research in this exciting field in future is bound to be important academically and practically.