CHAPTER-III

AIMS AND HYPOTHESIS

As discussed in Chapter I, it is clear that females are inferior than males on a variety of problem solving tasks (Bedell, 1934; Billings, 1934; Sweeny, 1953; Terman and Tyler, 1954; McNemar, 1955; Maier and Burke, 1967; Priested and Hunsaker, 1969; Roll, 1970; Constantinople, 1974; Felen, 1975; McWay, 1976; Johnson, 1984; Kumar and Kapila, 1987; Kumari, 1988; Hasija et al., 1989 and Monga, 1989). These sex differences may be attributed to various environmental and psychological factors. Although researchers have shared this concern for the poor performance of women in comparison to men, psychologist have focussed most frequently on sex-differences, rather than focusing on the factors responsible for inhibiting the performance of women. Because our main orientation should be towards improving the performance of women, we must focus on the environmental and cultural factors responsible for their poor performance and the mechanisms by which we can build up and develop some strategies to make the women contribute nearest to their potentialities in a trying and challenging situation.

The researches in the area of problem solving undertaken upto date either have studied the process of problem solving in terms of some theory or in terms of some determiners such as past experience, set, transfer, age, sex, intelligence etc. So far very few attempts have been made to see the effect of tempramental aspects on problem solving and these studies too have taken one sided view of the complex situation, neglecting its interaction with cultural and environmental factors.
In the present study, only women samples have been taken because sex-differences are well known as the majority of research evidence suggests. The major aim of the investigation, undertaken currently, is to see whether temperamental factors (especially neuroticism), cultural factor (fear of success) and environmental factor (induced motivation) multiplicatively and interactively hold the key to success in women. Hence, present investigation is a multifactorial study to see the combined effect of temperamental and cultural variables on problem solving behaviour of women and the motivational mechanisms by means of which the performance of women could be improved.

The present study aims at studying the differences in extreme groups of neuroticism (personality) and fear of success (cultural variable) under induced motivation in university and working women.

HYPOTHESES:

In the preceding chapter, the effect of neuroticism/anxiety and induced motivation on variety of problem solving tasks have been discussed. On the basis of this review of literature, following hypotheses have been formulated:
1. **Neuroticism/Anxiety and Problem Solving:**

A review of literature clearly indicates that neurotics/high anxiety individuals are poorer in their problem solving behaviour as compared to stables/low anxiety individuals on variety of problem solving tasks. Spence and Spence (1966) and Eysenck (1977) on the basis of Yerkes-Dodson law (Yerkes and Dodson, 1908) stated that moderate levels of arousal are optimal for performance, and this optimal level of arousal varies with task difficulty. Eysenck (1977) and Darke (1988) found that working memory capacity is reduced under high anxiety. Wine (1971), Morris et al. (1977), and Zorantonello et al. (1984) suggested that high anxiety leads to worry and task irrelevant thoughts. Number of researchers suggested that high anxiety acts as a psychogenic stressor (Spielberger, 1966; 1972; Liebert and Morris, 1967; Wine, 1971; Sarason, 1975; and Hamilton, 1983). Large number of researches indicate the better performance of stables over neurotics on variety of tasks (Denny, 1966; Nijhawan and Cheema, 1971; Nijhawan, 1972, Sarason, 1972; Kumar, 1975; Kianoosh, 1977; Mayer, 1977; Nottleman and Hill, 1977; Mohan and Kumar, 1979; Carver et al., 1983; Covington, 1983; Upadhayay, Ghadha and Bhagat, 1985; Rishi and Kumar, 1986; Sharma and Bhartiya 1987; Sharma and Gupta, 1988 and Sharma and Sud, 1989).

On the basis of above mentioned researches it is hypothesized that stable women may perform better than women
high on neuroticism dimension.

2. **Fear of Success and Problem Solving:**

   The review of literature presented in Chapter-II indicates that fear of success among women in a generalized inhibitor of achievement (Horner, 1968, 1970, 1974). In achievement situations a person with high fear of success is less likely to strive for success than a person with low fear of success (Zuckerman, Larrance, Porac and Blank, 1980) especially on tasks with low and medium levels of difficulty, on which the probabilities of success would be perceived to be high (Griffore, 1977). Zuckerman and Allison (1976) found that subjects with high fear of success scored low on anagram task than subjects with low fear of success.

   So it may be hypothesized that low fear of success women may perform better than high fear of success women on variety of problem solving tasks.

3. **Induced Motivation and Performance:**

   A review of literature presented in Chapter-II indicates that induced motivation presented in the form of ego-oriented instructions and verbal persuasion, i.e., telling the subjects that the task is an important personality or intelligence test, increase the self perceptions of competence and promote subsequent interest in an activity (White, 1959; Lepper, 1981; Deci and Ryan, 1985; and
Bandura, 1986). Number of researches have shown the positive effect of induced motivation on variety of tasks (Alper, 1946; Mohan, J., 1966; Angelini, 1966; Leibowitz, 1966; Kumar, 1975; Kumar, 1983; Hitt, 1988; Lou, 1988; Ohri and Malhotra, 1988; and Ruth, 1988).

In the light of the review of literature it may be hypothesized that women receiving induced motivation in the form of ego-oriented instructions and verbal persuasion whenever stuck inbetween may perform better than the women receiving task oriented instructions.

4. **Neuroticism/Anxiety x Fear of Success:**

Spielberger (1966) proposed that high trait anxiety and lower performance will be found in women with high fear of success. Horner (1968) made it clear that fear of success is also an anxiety associated with fear of succeeding due to the negative consequences of success.

Hence it is expected that fear of success coupled with high neuroticism scores may hinder the performance of women irrespective of the working status.

5. **Neuroticism x Motivation:**

Review of literature suggests that the induced motivation leads to the impairment of performance when the drive evokes stress which leads subjects to focus their
attention on task irrelevant information (Sara son, 1972, 1984). This stress may be magnified when coupled with certain personality traits (Kumar, 1975). Deffenbacher (1978) also found that ego involvement coupled with high anxiety leads to evaluative stress.

On the basis of above mentioned contentions it is expected that induced motivation when coupled with neuroticism may hinder the performance of women in a problem solving situation.

6. **Fear of Success x Induced Motivation:**

Ego oriented instructions, i.e., telling the subjects that the task is an important personality or intelligence test, should only enhance the performance of people who care about doing well. Achievement oriented individuals show strong interest in diagnostic ability assessment and become involved in activities where performance is evaluated (Trope, 1975; Harackiewicz and Manderlink, 1984). Those who are not achievement oriented avoid ability assessment and are less likely to value competence (Heckhausen, 1968). Therefore, high fear of success women who have low achievement motivation (Zuckerman and Allison, 1976) are expected to do less well and benefit less from the induced motivation as compared to women with low fear of success.

In the present investigation, it is expected that women with low fear of success may perform better than the women with high
fear of success under induced motivation.

7. **Neuroticism x Fear of Success x Induced Motivation**

   It is clear that induced motivation is perceived as a stress when coupled with neuroticism/anxiety (Deffenbacher, 1978; Kumar, 1975) and low achievement motivation (Heckhausen, 1968) especially when such subjects are high on fear of success, since females having more anxiety perform poorly because of strong relationship of anxiety with success in competitive achievement situation (Horner, 1968).

   Therefore, a three way interaction is expected to be obtained in the form of - that induced motivation in the form of ego involving instructions may have debilitating effect upon women with high neuroticism coupled with high fear of success.