General Discussion

The Present research was an attempt to understand and investigate the nature of gender bias. This research has come up with a conceptually coherent definition of gender bias in socialization and a reliable measure of gender bias in socialization, and to study its relationship with values, self-concept and cognitive style of the participants. Gender bias was found to be negatively correlated with values of openness to change and self-enhancement, whereas positively related with values of self-transcendence and conservation.

Gender bias was found to be positively related with one dimension of self-concept (feeling of guilt and shame), and negatively related with other dimensions of the self-concept (self-acceptance, self-confidence, ability, worthiness, evaluation of present, past, future, health and sex appropriateness). There was a negative relationship between cognitive style and gender bias. This reflects that gender bias in socialization is a common and universal disposition which has a negative impact on self and values but its effect with each aspect and facets of these variables varies from one another.

Apart from showing its relationship with values, self-concept and cognitive style, the study has also revealed gender bias as a predictor variable along with self-concept and cognitive style for values. It has been proved that experience of gender bias in socialization process, self-concept of the person and cognitive style were able to produce some change to the person’s values of openness to change, self-enhancement, self-transcendence and conservation. However it has been proved in this research that these factors of our personality (values, self-concept and cognitive style) were strongly related
with our experience of gender bias and if the process of socialization was influenced by any type of stereotypical and biased practices it will definitely create a negative impact on our personality. This research also conclude that cognitive style and self-concept work as mediator variable between gender bias and values of the participants. Cognitive style was mediating between gender bias and values of participants in such way that values of openness to change and self-enhancement was positively mediated by cognitive style, negatively mediated the values of self-transcendence and conservation. Gender bias was negatively mediated by self-concept and values of the participants in such way that self-transcendence and conservation are negatively mediated; openness to change and self-enhancement was positively mediated.

**Implications:**

Review indicated a need to explore the relationship of gender bias in socialization with some of the psychosocial factors and a need to develop a scale which can measure gender bias in context of socialization. This research therefore explored the variables; values, self-concept and cognitive style as related to gender bias in socialization of late adolescent females in contemporary Indian context. The findings of the research have been summarized in conclusion. It shows that gender bias is the key factor for adolescent females to predict their values, self-concept and cognitive style.

The findings of the research indicates that term gender bias which is used very frequently in daily life can have a prominent relationship with females values or motivating belief of their independence, achievement, dependability and tolerance; their image of themselves as self-confident, worthy and ability and so on. Moreover our ability to process and filter environmental information, also known as cognitive style was also found to be related with gender bias.
Finally the findings of the research is also able to provide a better understanding for the complex relationship between gender bias in socialization of late adolescent females, their values, self-concept and cognitive style.

The findings of the research can be implicated to government policies to some extent which are made for saving and empowering Indian females, that how bias and discrimination faced by females can lead to prominent negative effect on their personality factors.

The clinical practitioners, counsellors and teachers can also be benefitted by this notion of gender bias that how in subtle and silent way it affects the functioning in dealing with females and other agents of socialization.

**Limitations:**

On methodological level there are some limitations of the research, firstly generalizability was not the explicit goal of the study, therefore the applicability of these findings to a larger population is limited. The sample of research was limited to educated college going adolescent females in order to understand the more generalized effect of gender bias uneducated females from rural area should also be included into the sample.

Another limitation of this research was that the information was only taken from the perspective of late adolescents female, parental or socialize’s perspective was not covered in this research.

After data collection it was realized that females do not want to share their experience of gender bias because they felt like if they share these personal information they might degrade their family or somehow they taking a step against their parents but after assuring the confidentiality of their responses finally they agreed to share their experiences. It shows a need to make them aware for being more open towards these kinds of problem.
**Future Directions:**

One significant contribution of this research has the factors that significantly relates to gender bias. By identifying the factors which occurs in gender bias with the process of socialization and manner in which these psychosocial factors and manner in which they are related with socialization, the study provides an insight and deep understanding to the issue of gender bias in socialization. But the sample of the this had focused only on females, it has limited the perspective of gender bias further research can also take the account of males perspective on gender bias.

The information was only taken from the perspective of late adolescent’s female, parental or socialize’s perspective was not covered in this research. Further research could be designed taking notes of these perspective, it will provide a multicover of information.

The definition and scale of gender bias in socialization developed in the present research can be used in future research. The applicability of the present scale in varying context can be used.

This research primarily dealt with three factors in relation to gender bias; values, self-concept and cognitive style. Perhaps the inclusion of other factors needs to be investigated.

The research can serve as basis for theorists and researchers who are interested in expanding knowledge and understanding the aspect of gender bias socialization to urban, educated and late adolescent females. It may produce a significant relationship with personality variables and socio-cultural factors.