

Women in Male Dominated Professions

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With the dawn of independence in our country, women have been presently absorbed into the main stream of economic life and in fact today, they are at the forefront in many areas of economic and social activity. From a situation when women have been usually confined to the roles of house wives and mothers or in traditional occupations like-teaching, nursing and other social work, now the modern women have entered all walks of life and branched out in to diversified sphere of activities which were earlier considered as exclusively male domains.

Due to modernization an increasing awareness and consciousness of women is evident which provide them a significant attitudinal change towards professions such as Engineering, Management, Chartered Accountancy, Company Secretary, Law etc. They are also successful in these professions. These professions demand male personality characteristics, hence a high percentage of males enter these professions, so these professions are called male dominated professions.

The women who are in male dominated professions, have got totally different type of personality profile from those who are in female dominated professions, if they don't have, they develop male personality characteristics, they are more outgoing, highly venturesome and more practical in nature.

Keywords: Profession, Personality, Men, Women and Characteristics.

Introduction

Many people perceive the differences between men and women to be large so large in fact that communication between genders may be difficult. Countless examples from popular culture reinforce this view of extreme differences between the sexes, but is it accurate? Men and Women have obviously different biological roles, when it comes to propagation of the species, but how much they differ psychologically is a more controversial question.

The study of personality is particularly useful in attempting to examine psychological differences between genders.

To study about the women in male dominated professions is the study about the personality profile of women in male dominated professions. Personality is often conceptualized as the extent to which someone displays high or low levels of specific traits. Traits are the consistent patterns of thoughts, feelings, motives and behaviours that a person exhibits across situations (Fleeson and Gallagher, 2009). That is, someone who scores high on a trait will exhibit psychological states related to that trait more often and to a greater extent than individuals who scores low on that trait.

Now in present era women have been absorbed in to the main stream of economic life and they are in fact today at the forefront in many areas of economic and social activity. From a situation when women have been usually confined to the roles of house wives and mothers or in traditional occupations like teaching nursing and other social work, now the modern women have entered all walks of life and branched out in to diversified spheres of activities which were earlier considered as exclusively male domains.

Need of the study

Due to sex difference, women have some different personality characteristics, they are always imaginative, submissive, rigid, emotional and shy in nature. They can not go always everywhere; they cannot spend much time outside. Just because of these personality characteristics they mostly like to go in such type of occupations as teaching, nursing and social work, so these professions are called as female dominated professions.

Whereas the personality of men is totally different, they are more outgoing, highly venturesome and more practical in nature. So they are successful in engineering, management, chartered accountancy, company secretary, law etc. These professions demand male personality characteristics. Hence a high percentage of males enter these professions. So these professions are called as male dominated professions.

Due to modernization an increasing awareness and consciousness of women is evident which provide them a significant attitudinal change towards professions such as engineering, management, chartered accountancy, company secretary, law etc. They are also successful in these professions.

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With this view in mind it is necessary to know appropriate personality profile of 'women in male dominated professions'.

Definitions of terms

Personality

Mark Sharman in his book, *personality: Inquiry and Application* (1979) has defined 'personality on the characteristics, pattern of behavior, cognitions and emotions which may be experienced by the individuals and or manifest to others'. Allport (1961) who devoted most of his time for research on personality defines 'personality is the dynamic organization with in the individual of those psychophysical system that determines his unique adjustment of his environment'. Cattell (1950) equated personality to the individual aspects of behavior focused his attention to all the behavior of the individuals and viewed that it should have a predictive power 'personality is that which permits a prediction of what a person will do in a given situation'.

Male dominated professions

The professions in which the percentage of males is more than the percentage of females are called as male dominated professions such as engineering, management, chartered accountancy, company secretary, law, banking etc. In this study chartered accountancy profession is considered as a male dominated profession.

Male and female students of Chartered Accountancy

To study the personality characteristics of women in male dominated professions, we have sampled final year students of chartered accountancy. The idea behind was that these students are almost prepared to serve these fields, so we can conclude about professional behaviour as well.

Objectives of the study

1. To study the profiles of personality of women opting male dominated profession "chartered accountancy".
2. To study the profiles of personality of men opting male dominated profession "chartered accountancy".
3. To compare the personality profiles of men and women opting male dominated profession "chartered accountancy".

Review of Literature

In any field of study the researcher first wants to be familiar with the research work that has already been completed only then an effective research for specialized knowledge is possible, the search for reference material is a time consuming but very faithful phase of a research programme. Up to date knowledge of the work which has already been done in the particular area, help the researcher in comparing his/her own investigation.

Seldin, D.R., Friedman, H.S. & Martin, L.R. (2002) studied 'Sexual activity as predictor of the life-span mortality risk' and found personality, psychological, and behavior variables, which were found to correlate with teenage sexual activity and married female frequency of orgasm, were then tested as potential mediators of the relationship. Childhood conscientiousness, adulthood alcohol use, and cumulative level of education were all found to be important in the explanation of the inverse relation between teenage sexual activity and longevity, particularly for males.

Denzine, M. Gypsy, Martin, E. William, Cramblet, D. Leslie. (2005) studied 'Do Teacher Education Programs have personality?' and addressed this question by quantifying the overlap of terminology and concepts between top selling undergraduate personality psychology text books and top selling terms, 55% did not appear in the indexes of any or the educational psychology text books examined and conceptually, the average percentage of conceptual coverage in the educational psychology texts was 5.08%.

Carly Magee, Jeremy C. Biesany, (Feb 2018) studied 'Is Personality Variability associated with adjustment'. This study replicated the major findings of Baird et al. (2006). In particular, They replicated their findings that intra-individual variability in personality states is not negatively correlated with adjustment. Individuals who varied more extensively in their daily lives were not less well adjusted, compared to individuals who were more stable. In fact, they found a small positive correlation between variability and adjustment in all number of cases.

Dirk H.M Pelt, MarisePh Born (2020) studied the 'General Factor of Personality and daily Social Experiences: Evidence for the social effectiveness hypothesis' and

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found that (1) GFP scores were related to daily social experiences and well being/mood, (2) daily social experiences partly mediated the relation between the GFP and well being/mood and (3) the GFP related to how individuals react to daily social events. To the best of our knowledge, this is the first time that the social effectiveness hypothesis of the GFP is studied using daily reports.

Desiree, Nieben, Daniel, Danner, Marion Spengler and Clemens M. Lechner (July 2020) studied 'Big Five Personality Traits predict successful transitions from school to vocational education and training: A large scale study' and found that understanding of educational transitions by identifying Big Five personality traits as a hitherto underappreciated source of individual differences in transition success as captured by a broad range of success indicators. Big five personality traits are Conscientiousness, Extraversion, Agreeableness, Openness and Emotional stability.

Hypotheses of the study

Research hypothesis

There is significant difference between personality of male and female students of chartered accountancy.

Null hypothesis

There is no significant difference between personality of male and female students of chartered accountancy.

Research Methodology

Sample

The sample consists of 100 students in which 50 male and 50 female students from different centers of chartered accountancy are selected. Simple random sampling technique was followed to select the sample.

Tools

Cattell's 16 Personality Factors test, Hindi version by S.D Kapoor.

Method

Survey method was followed for this purposes, Cattell's 16 Personality Factor test (hindi version by S.D Kapoor) was given to the male and female, final year students of "chartered accountancy"

Analysis and Interpretation

The main aim of present work is to study about personality of "Women in male dominated professions"

To study about the "women in male dominated professions" Cattell's 16 PF Personality Test was administered on the male and female students studying in vocational course chartered accountancy and then scored with the help of scoring key. The raw scores so obtained for each factor and for each male and female student of chartered accountancy profession were converted in to sten scores on the basis of 16 PF primary stens.

By the comparison of personality profiles of male and female students of chartered accountancy, we have found the personality of "women in male dominated professions"

Table-1
Mean and 't' value of male and female students of chartered accountancy on 16 PF

Personality Factor	MEAN		't' Value	Significant Level
	Male50	Female 50		
A	10.9	10.44	0.579	NS
B	12.42	10.51	1.219	NS
C	12.51	9.49	5.08075	P.05,.01
E	13.7	13.11	0.4785	NS
F	12.98	13.22	0.1746	NS

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G	13.02	11.12	2.1453	P.05 NS.01
H	11.77	8.61	3.885	P•05, •01
I	11.54	12.24	0.92092	NS
L	10.00	11.43	1.9288	NS
M	10.37	12.5	2.2054	P.05, NS.01
N	9.12	11.5	1.6511	NS
O	8.25	8.68	0.4846	NS
Q-1	10.9	8.33	2.5253	P.05, NS.01
Q-2	6.00	8.39	1.2546	NS
Q-3	10.87	12.5	1.214008	NS
Q-4	10.12	9.33	0.7675	NS

NS- Not Significant, Required level of significant P=.05

Comparison of Personality Profiles of Male and Female students of Chartered Accountancy

The results of statistical analysis of data are summarized in to Table-1. Table-1 shows 't' ratio of male and female students of chartered accountancy on 16 Personality Factors. The 't' ratio was computed to find out the significant difference of male and female students of 'chartered accountancy' on different personality factors.

It is evident from Table-1 that male and female students of chartered accountancy are different significantly on 05 out of 16 personality factors. So research hypothesis is accepted and null hypothesis is rejected on these factors.

These factors are as follows:-

1. Factors C - Affected by feelings Vs Emotionally stable
2. Factor G - Expedient Vs Conscientious
3. Factor H - Shy Vs Venturesome
4. Factor M - Practical & Imaginative
5. Factor Q1 - Conservative Vs Experimenting

However male and female students of chartered accountancy do not differ significantly on the remaining 11 factors of personality. So null hypothesis is accepted and research hypothesis is rejected on the factors stated below:

- 1- Factor A - Reserved Vs outgoing
- 2- Factor B - Less intelligent Vs More Intelligent
- 3- Factor E - Humble Vs Assertive
- 4- Factor F - Sober Vs Happy Go Lucky
- 5- Factor I - Tough minded Vs Tender minded
- 6- Factor L - Trusting Vs Suspicious
- 7- Factor N - Forthright Vs Shrewd
- 8- Factor O - Placid Vs Apprehensive
- 9- Factor Q-2 - Group dependent Vs Self sufficient
- 10- Factor Q.3 - Undisciplined Self conflict Vs Controlled
- 11- Factor Q-4 - Relaxed Vs Tense

It means that male students are outgoing, more intelligent, emotionally stable, assertive, happy go lucky, tough minded, conscientious, venturesome, trusting, practical, forth right in between placid Vs apprehensive, experimenting, group dependent, indisciplined and tense.

While the female students are also outgoing, more intelligent, affected by feelings, assertive, happy go lucky, expedient, shy, tender minded, suspicious, imaginative, shrewd, in between placid Vs apprehensive, conservative, self sufficient and relaxed.

Conclusion

On the basis of above results it can be concluded that- Female students of chartered accountancy are different in their personality profiles from male students of chartered accountancy on 5 factors out of 16 factors.

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The male and female students differ significantly on factors C,G,H,M, and Q1,

Personality of “Women In Male Dominated Professions”

1. The women, who are in male dominated professions tend to be good natured, easy going, emotionally expressive, ready to cooperate, attentive to people, generous in personal relations and less afraid to criticism, They are outgoing.
2. They tend to be quick to grasp ideas, a fast learner and intelligent.
3. They tend to be emotional, annoyed and active in dissatisfaction.
4. The women in male dominated professions tend to be assertive, self assured and independent minded.
5. They tend to be cheerful, active, talkative, frank, expressive and carefree.
6. They tend to be expedient, feels few obligations and evades rules.
7. They tend to be shy, withdrawing, cautious, and retiring.
8. The women in male dominated professions tend to be tender minded impatient, dependent and impractical, they dislike crude people.
9. They tend to be mistrusting, doubtful and self opinionated.
10. They tend to be imaginative, self motivated and sometimes lead to unrealistic situations.
11. The women in male dominated professions tend to be polished, experienced, worldly and shrewd. They have an intellectual approach to situations.
12. They tend to be in between placid and apprehensive.
13. They tend to be conservative and respecting established ideas.
14. They tend to be self sufficient and prefers own decisions.
15. They tend to be controlled and socially precise.
16. The women in male dominated professions tend to be relaxed, composed and satisfied.

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