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Value Pattern of Bangladeshi Working Male and Female as a Function of Attitudes, Personality and Age

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VALUE PATTERN OF BANGLADESHI WORKING MALE AND FEMALE AS A FUNCTION OF ATTITUDES, PERSONALITY AND AGE

(Abstract)

*A Thesis Submitted
For The Degree of
Doctor of Philosophy*

Dr. Shawkat Ara

Rumi Saila Sharmin



**Department of Psychology
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Abstract

The present study attempt at investigating value pattern of working male and working female in Bangladesh. For this purpose, the similarities and differences of Value pattern of working male and working female in relation to sociopolitical attitudinal variable i.e. conservatism-progressivism, personality variable i.e. spheres of control personality and internal-external control factors within the frame work of socio-cultural background have been investigated. The study has been developed in the line of (i) Rokeach's Human Value Model (ii) Theoretical Approach's of Conservatism-Progressivism attitudes (iii) Theoretical Approach's to the Study of Cognitive Approach, Expectancy Value and Personality (iv) Role behavior: working male and working female and Intergenerational gap. All these approaches have been utilized in order to show similarities and differences of value pattern of working male and working female of older and younger generations.

The present study uses a correlational approach with a criterion group design. The study was conducted on two phases. In the first phase, criterion groups of working male and working female were selected for measuring gender differences on the basis of "personal information sheet". The criterion group of each working person was further subdivided in to two groups i.e. older and younger working generations were selected for measuring age differences. In the second phase, the criterion groups were given measures of (i) Rokeach's Value Inventory (Ara's Bangali Verson) (ii) Conservatism-Progressivism Attitudes (Ara's modified form and Bengali version) (iii) Internal-External Control of Personality. (Ara's Bengali Version) (iv) Paulhus Spheres of Control Personality (Ara's and Sharmin's Bengali version).

The study utilized two samples drawn from two cultural backgrounds. One from Dhaka and the other from Rajshahi in Bangladesh. Each sample was composed of 120 respondents equally divided into working male and working female. Again each sample was subdivided into older and younger generation. Thus, the sample was composed of 240 respondents. All the respondents were from Muslim, Hindu and Christian community.

The main objectives of the present study were to make an empirical investigation of value pattern as reflected in attitude and personality of working male and working female of Dhaka and Rajshahi. Thus, the specific objectives of the present study were as follows:

- 1. A comparative study of value pattern of differences and similarities of working male and working female of Bangladesh as related to terminal and instrumental values.*
- 2. A comparative study of value pattern of differences and similarities of working male and working female as related to some important socio-political attitudes (like religiosity, violence, nationalism, social change, democracy, minority attitudes and women emancipation) in the conservatism-progressivism continuums.*
- 3. A comparative study of value pattern of differences and similarities of working male and working female as related to the personality variables of I-E control and spheres of control.*
- 4. A comparative study of value pattern of differences and similarities of working male and working female of older male-female and younger male- female of Bangladesh related to values, socio-political attitudes and personality variables.*

5. A comparative study of the value pattern of working male and working female irrespective of age differences.

Five specific **hypotheses** were formulated for this study is given below:

H₁: It is hypothesized that working male would differ significantly from working female on some terminal values as well as instrumental values.

H₂: It is hypothesized that working female would be more conservative as compared to working male on C-P score.

H₃: It is hypothesized that working female would be more internally controlled as compared to working male on the personality variables of I-E control and spheres of control.

H₄: It is hypothesized that younger working male and female would differ significantly from older working male and female on values, sociopolitical attitudes and personality variable.

H₅: It is hypothesized that working female would differ significantly from working male on the pattern of value preferences.

Analysis of data has been divided into three parts. In the first part, inter group and intra group differences on values, sociopolitical attitudinal variables and personality variables has been computed by univariate method using t-test for each variable separately. In the second part, Pearson's product moment correlations were computed to find out inter group and intra group similarities of conservatism-progressivism attitudes, spheres of control and internal-external control. In the third part, factor analysis of value pattern were computed by using kaiser's principal method of oblique rotation for working male and working female

were computed separately. This multivariate correlational matrix intended to generate structural properties of values leading to the identification of similarities and dissimilarities of value pattern between gender differences. Similar multivariate correlational matrix intended to generate structural properties of values leading to the identification of some common and uncommon factorial pattern between two genders.

Results obtained strongly supported the hypotheses. It showed that value pattern were considerably moderated by conservatism-progressivism, spheres of control personality and internal-external control of personality factors. One of the important findings reflected through the factor analysis of values was the distinct value pattern for working male and working female, which might be assumed to be caused by cultural variations.

The findings of the present study are explainable by Rokeach's human value model, socio-political attitudinal approach, cognitive approach of expectancy value and personality, role behavior of gender and age differences approach.

An attempt has also been made to integrate all these approaches in to a new theoretical perspective in which value pattern have been moderated by attitude and personality. The study has emphasized political, cultural, and occupational environmental factors as the determinants of value pattern, which has enormous effect on attitudes and personality factors of working male and working female in the present context of Bangladesh.

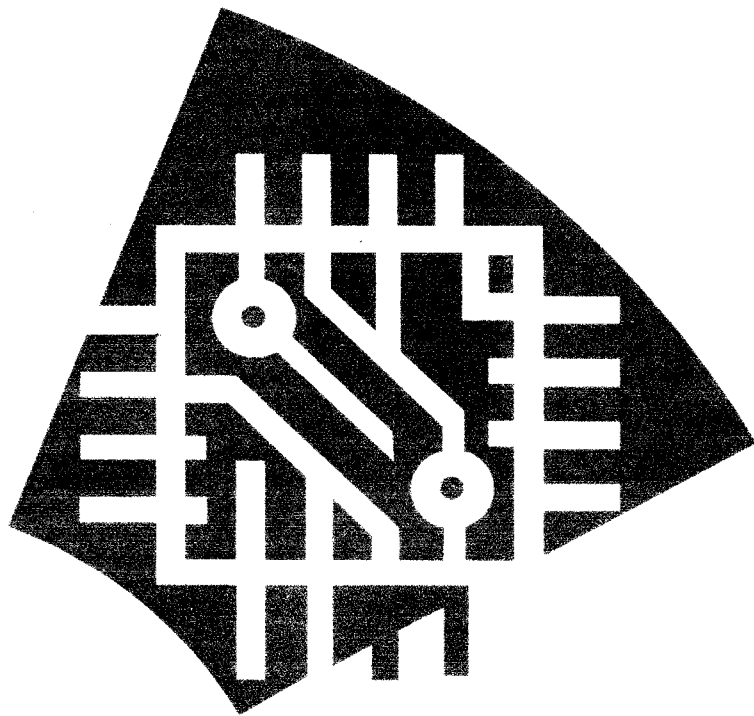
Dedicated

To,

My parents

My husband

My son



Declaration

I here by declare that the entire thesis is made on the basis of my own insight and investigation and this thesis has not been submitted or placed in anywhere for any award or degree or any profitable purpose.

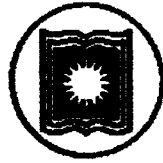
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Certificate

This is to certify that the dissertation entitled
**"VALUE PATTERN OF BANGLADESHI
WORKING MALE AND FEMALE AS A
FUNCTION OF ATTITUDES, PERSONALITY AND AGE"**

*submitted by **Rumi Saila Sharmin** for the degree of
Doctor of Philosophy in Psychology has been done under my
supervision and constitutes her own work.*

Now, I recommend it for evaluation.

Supervisor


19.03.08
(Dr. Shawkat Ara)

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Acknowledgement

This thesis paper has finally been come out and I could complete it with the kind of merciful and almighty Allah. This thesis is the result of continuous works of long six years. During this period many of my well-wishers helped me directly or indirectly. I took it as an opportunity to express my thanks and gratitude to all of them.

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Rumi Saila Sharmin

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WORKING MALE AND FEMALE AS A
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*A Thesis Submitted For The Degree Of
Doctor of Philosophy (in Psychology)*

Under the supervision of Dr. Shawkat Ara Professor of Psychology



DEPARTMENT OF PSYCHOLOGY
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March, 2008

Rumi

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LIST OF ABBREVIATION

SS	=	TOTAL SAMPLE
O.W.M	=	OLDER WORKING MALE
O.W.F	=	OLDER WORKING FEMALE
Y.W.M	=	YOUNGER WORKING MALE
Y.W.F	=	YOUNGER WORKING FEMALE
W.M	=	WORKING MALE
W.F	=	WORKING FEMALE
C-P	=	CONSERVATISM-PROGRESSIVISM
R	=	RELIGIOSITY
V	=	VIOLENCE
N	=	NATIONALISM
SC	=	SOCIAL CHANGE
D	=	DEMOCRACY
MA	=	MINORITY ATTITUDE
WE	=	WOMEN EMANCIPATION
SOC	=	SPHERES OF CONTROL
P.E	=	PERSONAL EFFICACY
I.P.C	=	INTERPERSONAL CONTROL
S.P.C	=	SOCIO-POLITICAL CONTROL
I-E	=	INTERNAL-EXTERNAL
SES	=	SOCIO-ECONOMIC STATUS
P.I.S	=	PERSONAL INFORMATION SHEET
P W B	=	PSYCHOLOGICAL WELL BEING

INTRODUCTION

CHAPTER ONE

INTRODUCTION

The study of gender differences on the differential value pattern as a function of attitude, personality and age factors has become a significant area of research in different social sciences disciplines in Western (Spranger,1925; Adorno et al., 1950; Eysenck, 1954; Rokeach, 1968; Feather, 1975; Eysenck and Wilson, 1978; Hanson, 1976; Strauss and Howe 1991; William and Mathew,2005) as well as in Eastern (Sinha, 1972; Ara,1983; Huq,1984; Sultana 1993; Islam, 2002; Rahman 2006; Mir,2008) countries. Most of these studies attempt to relate values to conservatism-progressivism attitudes, personality differences, generational gap, gender differences etc. In developing countries the study of values have been confronted with several complex phenomena due to the different occupational background, educational background, age variations, income background, urban-rural background of traditional pattern with newly adopted social systems and different types of socializing processes. Very few systematic researches have been attempted which take into account the combination of values, attitudes, personality, age differences of differential value pattern of working male and female in the present socio-cultural context of Bangladesh.

In the present study the broad objectives of this study is to identify the differential value pattern of working male and working female of older and younger generation in relation to certain personality, attitudinal differences of some selected variables. With this end in view, the present study would attempt to find out the similarities and differences between working male and working female, older and younger generation related to values, socio-political attitudes and personality.

An attempt has also been made to integrate all these approaches into a new theoretical perspective in which value preferences along with continuum of Conservatism-Progressivism attitudes, personality, characteristics of value preferences, which has enormous effect on gender difference between working male and working female. The present study has been carried out under the following theoretical framework. These approaches are given below.

ROKEACH'S HUMAN VALUE MODEL:

Concept of Human Values

Rokeach (1968) assumed a value to be enduring, it is not completely stable. Because values may change throughout life, but it is sufficiently stable to provide continuity to personal or social existence. The relatively stable characteristic of values also applies the way in which they are organized into hierarchies of importance that is a value system. The concept of value system recognizes that some values are more important to a person than are other values. Values do change in their relative importance over the life span. But they do fluctuate in importance. Rokeach, therefore, conceives of value systems as stable providing continuity amidst changing circumstances.

More specifically, Rokeach (1968) argues that values may be classified as prescriptive or proscriptive beliefs rather than as descriptive or evaluative beliefs. Descriptive beliefs are those beliefs, which can be tested in terms of their truth or falsity. These beliefs are behavioral components. A value, therefore, involves some knowledge about the means or ends considered desirable. It involves some degree of affect or feeling. Because values are not neutral, but they are held with personal feeling and generate affect when challenged.

Types of Human Values: Terminal and Instrumental

Rokeach's beliefs differing values may refer either to modes of conduct i.e., means or to end states of existence i.e., ends. So, the values referring to modes of conduct may be called as instrumental values. These values encompass such concepts as honesty, love, courage etc. The values referring to end-states of existence are called terminal values. They include such concepts as freedom, a world of peace and inner harmony. Rokeach suggests that there are two kinds of terminal values, those having a personal focus such as salvation and inner harmony and those having a social focus such as world of peace and true friendship among people. Similarly, he distinguishes two kinds of instrumental values that is a moral focus competence or self-actualization. Moral values are assumed to have an interpersonal focus. It would include such modes of conduct i.e., honesty and responsibility toward others. Competence values, on the other hand, are assumed to have a personal focus that would include such modes of conduct as behaving logically, intellectually.

Rokeach sees both terminal and instrumental values as important sentiments of person total system of attitudes and beliefs. The terminal values are regarded as more centrally located within this total system than are the instrumental values. Both are more fundamental than the many beliefs and attitudes about specific objects and situations that a person possesses. Thus when any change occurs in one or more values especially, terminal values within a person terminal values system, it is expected that many changes would occur in related beliefs attitudes and behavior. One can, therefore, conceive not only of a hierarchy of a importance within the sets of terminal and instrumental values but also of hierarchy of importance within the value attitude-belief system.

Rokeach argues that the terminal and instrumental value systems are not separated but functionally connected. The values concerning means or modes of conduct which is an instrumental act to the attainment of the values concerning goals or end-states of existence. Thus, behaving honestly may be instrumental to achieving a state of inner harmony. Means can be defined as ends in themselves and end as means toward some ultimate end.

According to Rokeach, an important function that values serve is to guide behavior in various ways. It rationalizes thought and action of the individuals. Rokeach (1973) argues that values may be assumed to express basic human needs. They serve adjustment, ego-defensive and knowledge functions. For example, for some people being 'obedient' may be seen as a highly desirable mode of conduct for utilitarian reasons. In other cases, a high value placed upon cleanliness, may express ego-defensive strivings. Values may serve more than one function but a fundamental striving underlying their emergence is assumed by Rokeach (1973) to be need to maintain therefore, all of a person's attitudes can be conceived as being value-expressive, and all of a person's values are conceived to maintain and enhance the master sentiment of self regard by helping a person adjust to his society, defend his ego against threat and test reality.

Attitudes, Values, Behavior and Personality. Rokeach (1968) distinguishes an attitude from a value. An attitude refers to an organization of several beliefs around a specific object or situation. A value, on the other hand, refers to a single belief of a very specific kind. It concerns a desirable mode of behavior or end state that has a transcendental quality to it. Rokeach (1968) defines values, as abstract ideals, positive or negative, not tied to any specific object or situation, representing a person's beliefs about modes of conduct and ideal terminal goals. Values thus are global beliefs that transcendently guide actions and judgments across specific objects and situations.

Attitudes, on the other hand, do focus on specific objects and specific situations. An attitude is an orientation toward certain objects (including people—others and oneself) or situations. An attitude results from the application of a general value to concrete objects or situations according to Theodorson & Theodorson, (1969). Katz & Stotland, (1959) indeed one of the functions of attitudes, being object-specific, is to allow expression of more global underlying values. According to Campbell (1950) behavior may be viewed as a manifestation of attitudes and values. Infact, attitudes have been defined interms of the probability of the occurrence of a specified behavior in a specified situation. As Newcomb notes such definitions of attitude, while relatively devoid of conceptual content, serve to remind us that the ultimate referent to attitudes is behavior. (Gouldj & Kolb,1964)

Two major approaches have emerge which attempt to integrate the diversity of beliefs and attitudes across social and political systems. The first major approach in human value model was formulated by Rokeach (1968). While the second major approach formulated by Eyschck and Wilson (1978) relates ideology and its psychological bases for the study of socio-political attitudes. The formulation of human value in Rokeach's analysis rests on five basic assumptions about the nature of human values, which has already explained in the introduction chapter in Rokeach's human Value Model. Rokeach distinguished attitudes and belief from values and attitudes refers to an organization of several beliefs around a specific object or situation.

A value, on the other hand, refers to specific belief. It concerns desirable behaviors for and state guiding actions, attitudes, judgments and comparison across specific objects and situations towards more ultimate goals. Thus, values occupy more central position than attitudes within individual's personality and cognitive systems. Thus, values are therefore, determinants of attitudes as well as

behavior and personality. A small number of human values were conceptualized, as the core of cognitive components underlying thousand of attitudes that people hold in socially relevant behaviors. Hence, the different subsets of 36 values should be significantly associated with any attitude or behavior.

In brief, values may be thought of as global beliefs about desirable end-states underlying attitudinal and behavioral processes. Attitudes are seen to constitute cognitive and affective orientations toward specific objects or situations. Behavior generally is viewed as a manifestation of values and attitudes. It is contended here that behavior in organizations is no exception; indeed, although he develops a conceptual scheme different from that presented here, Churchman (1961) has argued that the ideal setting for the study of human values is the complex organization.

Beliefs, Disbelief's, Attitudes and VAlues

Departing from the position of Adorno and his associates (1950) and conceptualizing authoritarianism in terms of the structure further than the content of belief-disbelief system, Rokeach was successful in putting the studies of authoritarianism on a broader footing. Since the term authoritarianism was found to denote one particular type of authoritarianism, which is defined in terms of the content of beliefs of a particular ideology rather than the form of opposite ideologies are structured and hence was not comprehensive enough to be used for authoritarianism in general. Rokeach introduced the term dogmatism in the vocabulary of psychology so as to denote authoritarianism in general defined in terms of the structural properties of the belief system. The dictionary meaning of the term dogmatism is "adhering rigidly to a tenet". However, Rokeach (1956) used the term to refer to certain characteristics of belief-disbelief system. To be

more specific, dogmatism is defined as: “(a) relatively closed cognitive organization of beliefs and disbelief’s about reality, (b) organized around a certain set of beliefs about absolute authority, which, in turn, (c) Provides a framework for the patterns of intolerance and qualified intolerance towards others”. For the conceptual clarification of dogmatism, one should be acquainted with the nature of organization of beliefs, the meaning of structure and the dimensions of which different belief-disbelief systems may be differentiated. In order to orient himself in the surrounding world, the individual has to acquire beliefs about physical objects. Thus the sum total of belief-disbelief systems would comprise verbalized and non-verbalized, explicit and implicit beliefs, sets and expectancies.

Here it seems important to mention that Rokeach (1960) talks of beliefs as well as of disbeliefs. He holds that disbeliefs are not just the views, which are excluded from beliefs, but they form a separate system of their own. Represented in the belief system of an individual are all the beliefs, sets, expectations or hypotheses, conscious or unconscious that a person at a given time accepts as true of the world he lives in. The disbelief system, on the other hand, is conceived to be consisting of all the beliefs, sets, expectancies, conscious or unconscious, that in some degree or the other a person at a given time reflects as false. Dealing with the structural aspects of the belief-disbelief system, Rokeach has enumerated a number of dimensions along which belief-disbelief are organized. These are as follows:

A. Organization along Belief-Disbelief Dimension: Represented in the belief-disbelief system of an individual are all the beliefs and all the disbeliefs. The disbelief may be assumed to be arranged in a continuum according to their similarity to beliefs. The belief-disbelief dimension has the following properties:

1. Isolation: The reluctance to see two intrinsically related beliefs or disbelief’s is referred to as isolation of beliefs or disbeliefs. The isolation is indicated by (a) *the*

coexistence of contradictory beliefs or disbelief's within the belief or the disbelief system. This is a well-known mechanism of compartmentalization. In every-day life we see that some persons are for democracy and at the same time advocate a government run by the elite some are against violence but at the same time believe that use of force is justified under certain conditions. *(b) The accentuation of differences and minimization of similarity.* It is a commonplace observation that some people have a tendency to insist on there being a difference between their beliefs and those of others. That is why two 'isms' or religion appeared to have much in common to neutral observers, seem to be poles apart to the believers. This accentuation of differences is structurally due to isolation of parts and dynamically it is an attempt toward off a threat to the validity of one's own system. *(c) The perception of irrelevance.* Most of the time but not necessarily, the judgment that some idea or argument is irrelevant to a particular issue is an expression of isolation between beliefs and disbeliefs. This is so when is so when what is considered to be irrelevant is in fact relevant by objective standards. The judgment of irrelevance plays an important part in the discussions when two opponents fail to see the relevance of one another's argument. *(d) Denial of contradictions.* When there is isolation between belief and disbelief systems any evidence contrary to one's own point of view is rejected out rightly on the ground of absurdity and exceptionality. **2. Differentiation:** This refers to richness of detail. Differentiation of belief-disbelief system is indicated by *(a) Relative amount of knowledge possessed.* People are found to vary in their knowledge about belief and disbelief systems. Although it is a general observation that most of the people have more information about the object of their own beliefs, some people have good knowledge about the objects of disbelief's while others have not. The discrepancy between knowledge about beliefs and disbelief's, may, therefore, be taken as an index of differentiation. *(b) The perception of similarity between adjacent belief sub-systems.* The lack of differentiation is also

indicated by the failure to see sub-disbelief systems as having any differences amongst themselves. 3. *Comprehensiveness and Narrowness of the System.* Another characteristic of organization along belief-disbelief dimension is narrowness or comprehensiveness of belief-disbelief system, which is indicated by the total numbers of disbelief system represented within a system.

B. Organization along Central-Peripheral Dimension: Rokeach conceives belief-disbelief system to be consisting of three regions: (a) *Central region.* The central region contains all the beliefs that are primitive in nature. The content of these beliefs is concerned with the nature of physical reality, social world and the self. These beliefs may be considered to the fundamental like axiomatic systems in mathematics and science, founded early in life, the primitive beliefs are of unquestionable validity in ordinary course of events. (b) *Intermediate region.* The intermediate region consists of non-primitive beliefs concerned with the nature of positive and negative authorities. Positive authorities are those that are considered to be true most of the time, while negative authorities are assumed to be untrue most of the time. Thus, individual differences in authoritarianism do not consist in dependence or lack of dependence on authorities but in the manner, the authorities are relied upon. Some people believe that an authority is absolute and infallible; to others authority may sometimes make mistakes and therefore one has to use his own mind in deciding when to follow the authority and when not to follow it. Since people are generally evaluated according to the authorities in whom they believe, a set of beliefs concerning people in general may also be conceived to be represented in the intermediate region. (c) *Peripheral region.* The peripheral region of the organization of belief disbelief system consists of each and every belief emanating from positive and negative authorities. The peripheral beliefs of an individual may

readily be deduced with knowledge about the positive and negative authorities he believes in.

C. Organization along Time Perspective Dimension: Time perspective refers to an individual's beliefs about the past present and future, and the manner in which they are interrelated. In a broader time perspective, the past present, and futures, all trees, are represented in an individual's beliefs system, while in narrow time perspective one of them is overemphasized. In our daily life we come across people who are so preoccupied with the memory of the past, or are so much concerned with the future that they do not give due attention to the present. One can see the reflection of narrow time perspective in political ideologies: Whereas extreme Rightist ideologies are much concerned with the revival of the glorious past, the extreme Leftist ideologies always have an eye on the future.

Beliefs refer to the probability dimension on attitude or concept, and differences between attitudes and beliefs have been specified in terms of the separate operations involved in each. Any systematic set of attitudes and beliefs, whether about the nature of the universe, family structure and patterns or family planning, can be 'explained' with reference to a wider ideological content which may, in its turn, be related to a deeper ideological stance (Brown, 1968). The assumed interaction between the content of an ideology and those who hold it has led to theories about the determining function of personality or cognitive structure in the development of ideology, and in the modes of attachment to a system of beliefs. Rokeach (1960) found a person's beliefs are to be inferred from all that he says others. Thus, the sum total of belief disbelief systems would comprise verbalized and non-verbalized explicit and implicit beliefs, set and expectancies. The disbeliefs system, on the other hand, is conceived to be consisting of all the beliefs, sets, and expectancies, conscious that in some degree or the other a person at a given time rejects as false. Thus belief-disbeliefs system, according to

Rokeach, is that the individual's thinking about their issues. So that a person's beliefs and disbelief relating to political, philosophical and scientific issues form an integral system of belief-disbelief and not belief-disbelief systems of these sets of issues separately (Hanson, 1976). Therefore, the hundreds and thousands of belief and disbelief system constitute attitudes and hundreds, thousands constitute a small number of values, and a small number of values constitute ideology (Rokeach, 1960).

Formal definitions of attitudes are either operational, or descriptive and interpretative. Operational definitions rely on the observed consistencies of behavior; (Green, 1954). Campbell defined an attitude as 'an enduring syndrome of response consistency with regard to a set of social objects'. Allport (1935), who defined five aspects of attitudes, as (a) a neural and mental state, (b) readiness to respond, (c) organized, (d) through experience, and (e) exerting a directive and dynamic influence on behavior. Thus, an attitude becomes a latent variable or an underlying process is a readiness to make actual responses or to construct and interpret the social world in characteristic ways.

Attitudes also influence social responses and control contact between groups. Krech and Crutchfield (1947) list the dimensions along which attitudes differ. These include direction and extremity, salience, differentiation and action orientation. Following the work of Heider (1958), it is now common for attitudes to be analyzed in terms of their balance, congruity or consistency (Abelson, 1968; Feldman, 1969). When the attitude elements are imbalance, implicit pressure to change is assumed. This imbalance may derive from actual inconsistencies between the elements or with related behaviors. The efforts to produce consistency produce a state in the person that motivates him to make changes in attitude elements or in his behavior. There are numerous examples in the everyday expressions of attitude and ideologies of apparently inconsistent statements being

tolerated and of an excessive strain towards consistency. Katz (1960), on the other hand, advanced a functional theory of attitudes and identified the four roles which attitudes fulfill as adjective or instrumental, ego-defensive, value-expressive and to give understanding or meaning through knowledge of the world. This functional analysis recognized the ambiguity in any expressions of attitudes, and the fact that they become integrated responses.

Beliefs, on the other hand, are influenced more by reasoning and experience than by indoctrination: Sarbin, Taft and Bailey (1960) list induction, construction, analogy and authority as the sources of beliefs. Doubt and disbelief are of course other states that emerge from similar processes. There can be no doubt of the importance of the actions that people will engage in as a consequence of their beliefs and attitudes yet these behavioral consequences are difficult to demonstrate under controlled conditions in experiments. Therefore, the objects of attitudes are other people, social issues and social groups. As an evaluative process, attitudes adjust to social objects and individual attitude result from the effects of social influences and from group memberships. Although attitudes and values can lead to complex behaviors like power seeking, authoritarianism, they are usually measured through verbal responses to particular objects. Attitudes simplify the making of social responses and, like concepts; they are linked together in coherent systems. Attitudes also link with social and personal factors to form the external and internal components of behavior.

Individuals, Societal, Institutional and Organizational Values

The value concept is an especially powerful one for all the social sciences because it can be meaningfully employed at all levels of social analysis. Values are as much sociological as psychological concepts; it is just as meaningful to speak of cultural, societal, institutional, organizational, and group values as it is to speak of individual values. If individual values are socially shared cognitive

representations of personal needs and the means for satisfying them, then institutional values are socially shared cognitive representations of institutional goals and demands. Thus, institutional and individual values are really the opposite sides of the same coin. This duality of values—its societal, sociological pole and its individual, psychological pole—has been noticed by Bronowski (1956) in his admirable essay on *Science and Human Values*. The concepts of value are profound and difficult exactly because they do two things at once: they join men into societies, and yet they preserve for them a freedom which makes them single men”. It is, thus, conjectured that the parallelism between societal and individual goal leads to a parallelism between institutional and individual values, and consequently that the universe of discourse will turn out to be the same, with the same array of ultimate goals and the means for achieving them meaningful when attempting to identify, describe, or measure both institutional and individual values.

There is a reasonably good consensus among sociologists that the most distinctive property or defining characteristic of a social institution is its values. Thus, Robin Williams defines an institution as a set of institutional norms that cohere around a relatively distinct and socially important complex of values. Eisenstadt (1968) observes that a basic approach to comparative typology takes off from the different types of major value orientations around which the different institutions tend to become focused or integrated. Eisenstadt (1968) If the most distinctive defining property of a social institution is indeed its complex of values, then its most distinctive functions can be suggested to be value transmission and value implementation. Parsons (1951) showed that the former implies that all social institutions can be expected to engage in value inculcation, and the latter implies that all social institutions can be expected to engage in behavior regulation and institutional maintenance.

The term 'values' has been used variously to refer to interests, pleasures, likes, preference, duties, moral obligations, desires, wants, goals, needs, aversions and attractions, and many other kinds of selective orientations. To avoid such excessive looseness, Williams (1970) insisted that the core phenomenon is the presence of criteria or standards of preference. The beginning point or substrate is preference. But preference alone leaves out the conceptual and directional qualities that are of greatest interest and importance for explaining human social behavior. Values emerge affect and concept. Persons are not indifferent to the world; they do not stop with a factual view of their experience. Explicitly or implicitly, they are continually regarding things as good or bad, pleasant or unpleasant, beautiful or ugly, appropriate or inappropriate, true or false, virtues or vices. A comprehensive initial view of the field of valuing must identify the generic characteristics; for specific purposes, conceptions that are more restrictive should be formulated as needed. All values have cognitive, affective, and directional aspects. Values serve as criteria for selection in action. When most explicit and fully conceptualized, values become criteria for judgment, preference, and choice. When implicit and unreflective, values constituted grounds for decisions in behavior. Individuals do prefer some things to others. They do select one course of action rather than another out of a range of possibilities. They do judge their own conduct and that of other persons.

Values are not concrete rules of conduct; nor can values be merged into the concept of institution. Rather, institutions must be conceived either as complex sets of rules (Williams, 1970) or as "value-integrates" (Parsons, 1951). In formulation, some consistent or systematic combinations of concrete criteria and objects of preference are implied. One must avoid the trap of confusing value standards with objects of catharsis; value cannot be assimilated to either existential

beliefs or to concrete evaluations. Then, values are defined by analytic constructs; they are not object-bound.

Rokeach (1973) has indicated that differences among individuals may be in the presence or absence of particular values as in the arrangement, hierarchies or priorities. Certainly, differences in values across total social systems and across major distinctive “cultures” or “civilizations” typically do not consist of the total absence of some values in one case as over against their presence in another. In every full-fledged society, every one of Rokeach’s 36 values will appear. Yet as total systems, societies differ radically in their patterns of values.

Values and Organizational Performance. The relationship of member values to ultimate organizational performance is considered, although many scholars have investigated organizational effectiveness.

Connor & Becker (1974) showed that, values may well be more parsimonious predictors of organizational phenomena than are such variables as attitudes, perceptions, and personality traits—all of which are currently used frequently and with little thought of their relationships to underlying value systems. Values may supply some critical missing variance. That is, it is not expected that values will always explain 100 percent of the variance of some other variable. To the contrary, Hall (1972) showed the evidence is clear that, even without considering values, there are strong relationships among some variables. It is contended, however, that such relationships may be more fully explained by including member values as a distinct variable in the analysis.

THEORETICAL APPROACH'S TO SOCIO-POLITICAL ATTITUDES: Conservatism-Progressivism Attitudes

The concepts of radicalism-conservatism usually have been associated with the arena of politics that is having political meaning. In this sense the terms conservatism-radicalism may be used to divide the vast area of political ideologies into two gross categories of right and left. In general, ideologies of right support the status quo and emphasize the importance of tradition, stability, and hierarchical social order. Ideologies of the left are critical of the prevailing system and seek major institutional change toward increased social and economic equality. In this study, the conservative and progressive terms are used to cover social attitudes, and otherwise also, political attitudes cannot be altogether dissociated from social attitudes.

Bogardus (1925) strongly believes in specificity of attitudes and says, "Attitudes are as numerous as the objects to which a person responds." People differ in their attitudes towards social change. One person may greet every change with joy, considering it a step towards a better society. He dreams of a future social order in which life will be entirely satisfactory for everyone and he is not skeptical of the measures proposed to realize his dreams. There are other types of people who dread changes. They look back to the good old days. These differences in attitudes tend to fall somewhere along a conservative-progressive continuum, somewhere between opposing and favoring social change. The present investigator feels that there are certain advantages to be gained from attempting to classify individuals as approximately radical or conservative and then wishes to raise the question, whether underlying these attitudes there are any who favor changes in social order. Progressivism generally has been held in the advocacy of ideas and beliefs at variance with those of the majority of the groups, community or society. Likert (1932) to be sure radicalism is a conspicuous departure from deeply established social habits, which have the stamp of social approval. More scientifically of course, progressivism designates social ideas,

which purport to go to the root of things and work there for drastic and sweeping changes in the existing institutions. In terms of the processes of social change, the frame and attitude of mind called radicalism is a style, which develops as a reaction to the diehard orthodoxy's of the past and the present.

The term conservatism connotes a disposition to preserve things as they are. Fairchild (1934) showed that, Conservative is a person who clings to the status quo, opposing all changes on the assumption that anything new is going to be worse. He reveres his past and does not believe that, nothing should be tried for the first time, who learns nothing and forgets nothing. A conservative tends to attach sacredness to tradition and form force of habit and economic reasons, gives logical idiom to his rationalizations for defending the past. In the words of Burke (1950), "A conservative outlook is that man's traditional inheritance is rich, grand, endlessly proliferated and mysterious, deserving of veneration and not to be cast away lightly in favor of the narrow uniformity." "Unless it is necessary to change, it is necessary not to change" (Hearnshaw, 1933). Thus, a conservative is a security-minded and cautious person, who likes to play safe. He feels at home with the traditional ways of life, which involve hardly any social risk. He likes to swallow in the warmth of his traditional self-walled up against the sea of social change around.

Keer (1952) concludes on the basis of his study Liberalism-Conservatism is shown to be not a unitary dimension of personality but a complex group, relatively independent continua, five of which are separately identified as political, economic, religious, social, and aesthetic.

Progressivism is a conspicuous departure from deeply established social habits, which have the stamp of social approval. More scientifically, of course, progressivism designates social ideas, which purport to go to the root of things and work there for drastic and sweeping change in the existing institutions. In

terms of the processes of social change the frame and attitude of mind called progressivism in a style, which develops as a reaction to the diehard orthodoxies of the past and the present. Hence a progressive on the other hand is a daring person whose flexibility stands him in good stead in welcoming and negotiating social change. He may innovate the companionate social change with ease. As a general rule, a progressive person is far more flexible than a conservative one. But a case can be made out to show that extreme radicalism is capable of degenerating into a sort of conservatism and dogmatism when, for example, progressive is sold on a particular ideology and is so deeply conditioned by it that he virtually becomes a prisoner of it; his mind gets closed and he refuses stubbornly to see another point of view however rational or relevant.

Levinson (1968) says, "A political ideology is an overarching conception of society, a stance, which is reflected in numerous sectors of social life. It deals not only with political issues in the narrow sense, but also with economic policy, social stratification, methods of social change, civil liberties, civil rights, international, review the above-mentioned. It seems reasonable to assume that a person with deep-seated attitude of radicalism will show this radical tendency by taking sides for or against on most new controversial issues as they appear.

The concept of conservatism- progressivism is associated with the arena of socio-political attitudes. It divides the vast array of political ideology into two opposite poles. Viewed from ideological standpoint conservatism refers to a disposition of mind. A conservative person is one who clings to the status quo, opposes all changes and believes that anything's new is going to be worse. He follows the principle as a distinguished feature between conservatism and progressivism. It may be said that the components of conservatism includes the belief that inequality is a natural and inevitable phenomena and as such they support the existing inequality. The constituent property of progressivism consists

in the explicit intellectualization of human action and experiences. Consequently, radicals tend to favor modification and reformation of existing inequalities. They think that large groups like social classes or ethnic congruities are the units of inequality. Thus, conservatism-progressivism constitutes a continuum of the ideology ranging from extreme support for conventionalism to extreme support for social change. Conservatism-progressivism is thus, identifiable with pattern of many interrelated variables encompassing areas of social, cultural, economic, religious and political phenomena. While there are numerous studies using C-R categorizations as reviewed in the literature in chapters II and I, very few studies in the Indian context utilize the C-R attitude dimension. Sinha (1972) developed a Likert-type attitude inventory to assess the subject's attitude to dress and fashion, family structure, marriage, religion, traditionalism, and conservatism-progressivism.

Ara (1983) conceptualizes in the context of Bangladesh and India conservatism-radicalism as follows: conservatism as (i) an extreme support of closed or authoritarian nationalisms (ii) resistant to freedom, equality and liberty for all citizens, irrespective of race, religion and sex (iii) a possession of negative or aggressive attitudes towards minority (iv) a possession of extremely extrinsic pro-religious attitude as against humanitarian secular feeling (v) resistant to support to democratic violence and (vi) resistant to social change, Radicalism, on the other hand, has been conceptualized as (i) an extreme positive support of modern nationalism (i.e. international friendship) against closed nationalism (ii) an emphasis on freedom equality and liberty for all citizens irrespective of race, religion and sex (iii) a possession of liberal or positive attitude towards minority group (iv) a possession of humanitarian secular feeling as against rigid pro-religious feelings (v) supportive of democratic violence and (vi) supportive of social change.

The present investigator decided to investigate sociopolitical attitude of working male and female of older and younger generations. Thus, on the basis of above literature and observations conflicting situations which prevail in the society of present Bangladesh, the investigator has been attempted to modify Ara's conservatism-radicalism scale. For the present purpose of the study, Ara's six dimensions were retained. In addition, one more dimension i.e., women emancipation was added to the C-P scale. The new adaptations of conservatism-progressivism scale contained 45 items. The final shape of new adaptative scale contained seven dimensions, which were operationalized as follows:

1. Religiosity

Religiosity has been operationalized as a belief in a form of religion, which places more emphasis on religious institutionalization and observance expressing prejudice attitudes in the neglect, which places more emphasis on religious institutionalization, and observance expressing prejudice attitudes neglecting of humanitarianism, scientific belief and social justice.

2. Violence

Violence-nonviolence has been operationalized as a democratic right of the people who are expressing their feelings of grievances against the misdeeds and undemocratic policy of the authority and nonviolence.

3. Nationalism

Nationalism has been operationalized as an extreme positive evaluation of one's own nation in which authoritarianism, militaristic and political ethnocentric feelings are more important as against democratic, anti-militaristic and internationality feelings.

4. Social change

Social change has been operationalized as a set of attitudes that approves modification of traditional social system and application of new technique for the benefit of society and well being of the members as against resistance of social change.

5. Democracy

Democracy has been operationalized as a set of socio-political attitudes relating to freedom, equality and liberty for all citizens irrespective of sex, religion and race as against authoritarian attitudes.

6. Minority attitude

Minority attitude has been operationalized as a set of attitudes held by the dominant religious group through which the religious minority group members are discriminated from majority members in respect of getting certain privileges in the same society.

7. Women emancipation

Women emancipation has been operationalized as a set of beliefs and positive attitudes for the freedom of women, possessing some rights as against curtailing of freedom and equal rights for women.

Relationships between Conservatism-Progressivism attitudes and personality.

The relationship of conservatism-progressivism with certain traits of personality has been studied by early investigators (Vetter, 1930-31; Murphy and Newcomb, 1937; Dexter 1938-39). Murphy et al. (1937) reasoned that radicalism requires a capacity to disengage oneself from the pressures of society. Unless one can do this, one cannot rebel. This capacity for disengagement might be inherent in the introvert personality. They used several measures to show that the introvert would be more likely to exhibit progressivism than the extrovert. They constructed progressivism scales based on common sense principle. Items being chosen from current social definitions of what were radical and what was conservative, items were retained in a battery on the basis of highly empirical techniques of item analysis. The Radicalism scale and two batteries of Introvert-Extrovert scale were administered to a student population of respondents. They concluded from the result of study that there is a high correlation between introversion-extroversion and conservatism-progressivism. Many of the early attitudes on conservatism-progressivism and personality traits carry little value in the context of modern political society. It might be said that these studies fail to identify crucial intervening events between a state of introversion and the adoption of progressive political views that had not been encompassed in simple correlation. Moreover, little recognition was accorded to the hierarchical organization of personality. They treated radicalism in generalized fashion and it was thought that progressivism would serve the same function in all personalities. There was thus a lack of perceptiveness among the early investigators and they failed to see that opposite extreme of an attitude continuum could be produced by common course.

The extreme submissiveness and extreme rebelliousness of attitude could both be traced for instance, to over severe parents (Smith, Bruner and White, 1956).

Murphy and Newcomb (1937) did a comprehensive study as to the conceptual structure of attitude and its correlation to personality. In essence the approach to personality was analytic and descriptive in nature which was called trait psychology. Traits were conceived to be highly generalized, dynamic and directive dispositions, hierarchically organized, subject of modification by experience and predisposition in nature. Hence, the assumption was made that the possession of certain traits could predispose the individual to the adoption of certain general attitudes towards the social and political world around him. The trait-attitude co relational approach attempts to combine personality characteristics to differential attitudes. Believing that conservatism-progressivism attitude in the individual derives from general principles of personality, different investigators advanced several approaches to its study.

There are another study Rambo (1973) where conservatism-progressivism attitudes have been found to correlated personality. The findings are strong to trace the existence of a continuum ranging from modern nations of progressivism to conservatism. Rokeach (1973) have also arrived at the some analysis when the postdates value 'equality' and 'freedom' to 'R' factors and 'freedom' corresponds to 'T' factors. Thus Eysenck, hypothesis was that the ideological orientation such as fashion, capitalism, socialism and communism could best differentiated in terms of the orthogonal traits or personality resembling of the two-value model of Rokeach. The investigation have been attempted to show that there is a close and vital relationships between conservatism-progressivism attitudes and personality. Eaves et. al. (1974) have emphasized the importance of genetic factors the determination of socio-political attitudes. Personality factors in large part mediate this aspect of attitudinal formation. Using the personality research, Joe (1974)

found radicals or progressive has high need for autonomy, change and impulsivity. Conservatives or conventionalist on the other hand, have a predilection for order, social recognition, and cognitive structure and harm avoidance.

Eysenck and Wilson (1978) found that tough-minded attitudes are related more or less closely to personality trends of dogmatism and authoritarianism personality have been found to be an important factor among them having the largest body of empirical knowledge. The inherited personality configuration makes people rather dogmatic or authorities in the way they expect attitude and choice. Accordingly, the individual tends to become authoritarianism, antiauthoritarian, dogmatic, anti-dogmatic. Thus, socio-political attitudes are combined with a certain personality structure, which predisposes a person to aggressive action, to dogmatic assertion and other practices (Eysenck and Eysenck, 1976).

The psychological basis of the common property of conservative or conventional ideology was found in Eysenck's tough mindedness as far as socio-political attitudes and personality variables are concerned. This tough-minded factor that have singled out in explaining authoritarian or dogmatic personality. (Eysenck and Wilson, 1978). Such opinions do not go beyond personal level and as such, they are not capable to through any life on the personalities. On the habitual opinions, on the other hand, are responsible for relatively constant part of the individual's personality. The third level designated by Eysenck as attitudes refers to the large number of opinions towards that issue. In the final state he observed that some attitudes are not independent and they are correlated with some attitudes that may be specifically called as super attitudes, which may constitute conservatism-progressivism attitudes or conventionalism-progressivism.

THEORETICAL APPROACHES TO THE STUDY OF COGNITIVE APPROACH, EXPECTANCY VALUE AND PERSONALITY

Cognitive Approach: Expectancy- Value Theory

The study of modern cognitive approach is the understanding of motivation known as expectancy-value theory. Expectancy-value approaches can be traced back to the theories of Tolman (1932) and Lewin (1938). The basic idea of underlying expectancy-value theory is that the motivated behavior results from individual needs and the value of goals available in the environment. Expectancy-value theories also stress the idea that the probability of behavior depends not only upon the value of the goal for the individual but also upon the person's expectancy for obtaining the goal. The general expectancy-value model provides an alternative to the stricter stimulus response explanations of incentive motivation.

Behavior Potential. Behavior potential refers to the potentiality of any behavior's occurring in any situation or situations as calculated in relation to any single reinforcement or set of reinforcements (Rotter, Chance, & Phares 1972). It should be noted that Rotter's definition of behavior is quite broad: Behavior maybe that which is directly observed but also that which is indirect or implicit. This nation includes a broad spectrum of possibilities swearing, running, crying, fighting, smiling, choosing, and so on are all included. These are all observable behaviors, but implicit behavior that can only be measured indirectly, such as rationalizing, repressing, considering, alternatives, planning and reclassifying, would also be included. The objective study of cognitive activity is a difficult but important aspect of social learning theory. Principles governing the occurrence of such cognitive activities are not considered different from those that might apply to any observable behavior (Rotter, Chance, & Phares, 1972). As we can see, the predication of behavior is a monumental task.

Expectancy. Rotter defines expectancy as cognition or belief about the property of some objects (s) or event (s) (Rotter, 1984). Expectancies can vary in magnitude between zero and hundred (from 0% to 100%) and are subject to modification by experience. There are three kinds of expectancy postulated in social learning theory, according to Rotter (1981). They are (1) simple cognition's or labeling of stimuli (2) expectancies for behavior-reinforcement outcomes and (3) expectancies for reinforcement sequences. According to Rotter, simply knowing how important a goal or reinforcement is to a person is no guarantee that we can predict his behavior. Expectancies also vary in their generality that is, we may acquire generalized expectancies or expectancies specific to a given situation (Rotter & Hochreich, 1975). Generalized expectancies operate across a variety of situation.

Reinforcement Value. Rotter defines reinforcement value as the degree of preference for any one of a group of reinforcements to occur, if the probabilities of all occurring were equal (Rotter, Chance, & Phares, 1972). In simplest terms, reinforcement value refers to the importance we attach to different activities. In addition to these differences between people, we can arrange our own activities in order to preference. Given the values associated with different reinforcers are versed on our past experiences.

Psychological Situation. Psychological situation that is the situation as it is defined from the perspective of the person. In general terms, believes that the compiled cues in a given situation arouse in the person expectancies for behavior-reinforcement out-come and also for reinforcement-reinforcement sequences (Rotter, 1981). Two other concepts, freedom of movement and minimal goal, play a lesser but nevertheless important role in Rotter's position. Freedom of movement is defined as the main expectancy of obtaining positive satisfactions as a result of a set of related behaviors directed toward obtaining a group of functionally related

reinforcements (Rotter Chance & Pharrs, 1972). The second concept, minimam goal is defined as the lowest in a continuum of potential reinforcements for simplify situation or situations, which will be perceived as a satisfaction (Rotter, 1954).

Rotter's Social Learning Approach and I-E Control of Personality

Basic Concepts and Principles. Rotter has constructed a theory of personality based on learning concepts and principles. It is an approach that focuses on learned behavior. The assumption is that it is acquired through our experiences with other people (Rotter, Chavce, & Phares, 1972). Rotter does not believe it is essential to sample the individual's past experiences in detail to predict behavior adequately. Instead, he argues that we should focus on these past events only to the extent that they help us to meet our predictive goals (Rotter, Chance, & Phares, 1972). To understand personality, Rotter also thinks that we must consider it to have unity, or interdependence (Rotter, Change, & Phares, 1972). One aspect of this belief is that a person's experiences or interactions influence one another. Past experiences influence current experiences and current experiences change the things the person has learned in the past. Personality is seen not only as involving change because the individual is continuously exposed to new experiences but also as having stability because previous experiences affect new learning (Rotter & Hoicherich, 1975). In Rotter's position, there is also the assumption that behavior is goal directed. This directional aspect is inferred from the effect of reinforcing conditions (Rotter, chance, & Phares, 1972). In short, Rotter considers human behavior motivated. People strive to maximize rewards and to minimize or avoid punishment. Some investigators have objected to this principle because it seems circular and because there is no attempt to define

reinforce independently of behavior. Rotter maintains that such a view would be correct if we studied only the behavior of people from other cultures, were able to identify cultures, and were, able to identify reinforcers only after they had occurred. In reality, the situation is quite different. We live in a culture in which it is possible to identify reinforcing events that have known effect both for groups and for individuals (Rotter, Chance & Phares, 1972). Thus, it is possible to use this knowledge to make predictions about behavior.

The process of Personality Development. Rotter believes that a person's development changes largely on the range, diversity, and quality of his or her experiences with other people. In Rotter's view, language acquisition also plays a critical role in the child's development. Words serve as cues in directing the person's behavior. Parents issue instructions that often help children solve problems in a few trials rather than in the hundreds of trials, it would take if they had to perform their actions in trial- and -error fashion. The parents thus direct their children to the relevant cues in given situations and show them how to avoid the irrelevant ones. Parents also use words as verbal reinforcers in statements of recognition, love, rejection, and same to shape their children's behavior (Rotter, 1954). Through these procedures, children learn different expectancies for success and failure in many different situations. These expectancies are also subject to modification using verbalizations. People can build up for that matter, by directing their attention to new and previously neglected consequences of performing given behaviors or people can change their expectancies by analyzing children's previous experiences and showing them how they are responding to the wrong cues and how to rectify the situation (Rotter, 1954). According to Rotter, the main importance of the school is to correct these views and help children attain a feeling of security and a realistic set of expectations for success that will serve them well when they assume adult responsibilities (Rotter, 1954). To help a child grow into

an effective citizen, then, Rotter believes that parents, teachers, and others should be warm, accepting, good natured, democratic, and consistent in their disciplinary practice.

Internal-External Control of Reinforcement. One of the key constructs in social learning theory is called internal-external control of reinforcement. According to Rotter, people acquire generalized expectancies to perceive reinforcing events either as dependent on their own behavior or as being beyond their control (Rotter, 1966). Internally oriented people tend to believe that reinforcers are subject to their own control and occur because of displaying their skills. Externals, in contrast, see little or no concretion between their behavior and various reinforcers. Instead, they perceive the occurrence of reinforcers as being determined by fate, luck or powerful others. Other investigators in psychology and sociology to describe the degree to which people can control important events in their lives have used all constructs such as competence, powerlessness, helplessness, hopelessness, mastery, and alienation have all been used by other investigators in psychology and sociology to describe the degree to which people can control important events in their lives. All these constructs are related to a belief in internal-external control. But Rotter's construct has the advantage of being an integral part of a formal theory from which relatively precise predictions can be made. Everyone's self-esteem is influenced by many factors (Osborne, 1997).

ROLE BEHAVIOR: WORKING MALE AND WORKING FEMALE AND INTERGENERATIONAL GAP

Working Individuals.

Role refers to the functioning of individuals in the larger society and it helps to explain the pattern of social behavior. It is a pattern of behavior corresponding to a system of rights and duties and associated with a particular position in a social group (Wilson and Kolb, 1949). Role behavior may be ascribed or achieved. It is ascribed when duties are assigned automatically by the society and it is achieved when an individual fits himself into a pattern of social norm because of his learning and experience. Role behavior however may exist in various forms. One of the most important aspects of role behavior may be attributed to sex differences. Our clothes, occupation's tastes, values, hobbies, and speech reflect the fundamental differences in male and female. Because of these obvious differences between men and women, numerous assumptions about psychological differences have arisen.

Gender differences are observable in the area of values, attitudes and personality. Several studies of spontaneous conversation agree that men are more likely to talk about business, movies, sports and politics, while women's interests run to men, cloths, decoration and social relationship (Terman and Taylor, 1954). Other kinds of data bear out these differences. Allport-Vernon (1931) showed that men are higher on theoretical, economic and political values, while women exceed the men on aesthetic, social and religious values (Terman and Mills, 1986). Males are interested in adventure and strenuous occupations in machinery, tools, science, invention and business. Females turn toward domestic affairs, charitable and humanitarian aspects (Terman and Mills, 1949). Males are more self-assertive, aggressive, hardy and fearless, rougher in manners, language and sentiments.

Females are more sympathetic, timid, sensitive, and moralistic and admit more weakness in emotional control. Another report found that boys are more aggressive, naughty and unruly, girls are more nervous, shy, anxious and jealous. Personality test studies of adolescents and adults show women to be more submissive and neurotic and less self confident than men. However, these differences between men and women are not always statistically significant. There is much overlapping between the distributions of the two groups. The range of individual differences within each group is almost always more striking than variations between the two groups.

From a strictly psychological standpoint, role taking is possible because the human organism can take and maintain a "mental set" that facilitates certain kinds of behavior and inhibits other responses. Such mental sets are illustrated in controlled association tests where the individual is told to respond to stimulant words by giving the opposite, the synonym, or the super ordinate, much experimental evidence shows that behavior is effectively limited and channeled in these ways, though no one has yet been able to describe this selectivity in neurological or physiological terms. Some psychologists point out, two persons occupy the same role when their behavior in respect of a given situation or subject of group members is controlled by the same norms. Criteria for norms may include, for one, the prescribed roles on which there is universal agreement, as opposed to more subjective roles. The degree of consensus on norms varies with the groups and for different positions or members within the group. The flexibility of different role behaviors depends on the perception of the norms governing the given role. Unfortunately, there has been no attempt to apply systematically the concept of generations to modern survey research techniques.

The Influence of Biology. Gender differences are undoubtedly affected by biology. Physical differences in height, in the ability to bear children and to

breastfeed them, and so on, are obvious. The impact of sex hormones, both on the unborn fetus and on adults, is a lively topic of investigation, as are possible sex differences in the brain. Some sociobiologists are even suggesting that genetic evolution contributes to gender differences in human behavior.

Childhood Socialization. This perspective emphasizes the ways in which people learn about gender and acquire “sex-appropriate” behavior during childhood. An important idea is that society has different expectations and standards for the behavior of males and females. Imagine a father whose young daughter enters the living room dressed in Mommy’s earrings, silk robe, and high heels, and climbs on Daddy’ knee. The father is likely to smile at his daughter, give her a big hug, and compliment her on being such a pretty little girl. Now imagine that a 5-year-old boy were to do exactly the same thing. Although a modern Daddy might not punish his son, it is likely he would communicate firmly that feminine clothes are not appropriate for boys. Through such experiences and the processes of reinforcement and modeling described in Chapter 1, children learn what society expects for boys and girls. The different social experiences of boys and girls lead to relatively enduring sex differences in attitudes, interests, skills and personality traits that continue into adulthood.

Social Roles. A person’s behavior is strongly influenced by social roles (Engly, 1978). The lives of adults are structured by their various roles as family members and workers. A key idea is that many important social roles are makers and childcare providers, and men as breadwinners. They influence the silks and interests people first develop in childhood and later refine as adults. Little girls often play with cooking sets and dolls in preparation for adult roles as wives and mothers.

Social Situations. Situational constraints can prevent people from acting in accordance with their own preferences and beliefs about gender. All things help to throughout the world have a similar experiences or have had to face similar situations at the same time, Because of this, it is possible, identify moments in the history of this century in different countries and cultures, where similar defining forces were objects to be on families, communities and societies. We are also able to generalize to a certain extent with regard to the possible influence. This may have had on the generation of young people growing up at the tie, it is thus possible to explain why many people who are similarly aged, and have been exposed to similar historical and cultural pressures, view the world in similar ways.

Intergenerational Gap

In today's society it is quite common to hear an older person commenting on the music, clothing, or lifestyle choices of this younger generation, Generation X. Times have definitely changed from when our grandparents were young, and even from our parents time as a child, these differences cause what people are calling a generation gap. This gap is causing clashing opinions and feelings on many of today's pressing issues among these different generations. Generation gaps have been parts of the social order for many, many years. Authors from past times have often mentioned that the younger generation is failing to live up to the expectations of the older generation.

A good number of studies were done in the field of social psychology to find out the generation gap (Lerner et al., 1975; Martin et al., 1995;) as well as generational similarities on behavior as related to values, social change and socio demographic factors. In the early 1970 there was serious

social psychological concern (Kanter et al., 1989; Guastello et al., 1992) about attitudinal generation gap in the field of social behavior where parents and adolescent hold different attitudes on contemporary issues. The attitudinal gap was found to be more severe in cases where college students and parents were studied. Some investigator found that students as well as their parents predicted greater discrepancy in attitude toward a broad range of topics and thus enhancing to perception of a generation gap. These investigators found some consistencies of attitudes among three generations due to either-environmental or genetic Influence. Cantril (1941) furnished another indication of the way changing social position, a correlate of increasing age, which can affect people's attitudes. They show that concern with social status grows more marked with age. Thus they find that as people grow older they become more likely to report themselves as middle class rather than working class, holding occupational position constant.

Not many studies have been conducted in this country, which provide reliable empirical data regarding intergenerational gap, it is often contended that the difference among the generations is not a new phenomenon present only in the modern times. It has always been there, and experienced in every generation. It is even contended that the newspapers, other electronic mass media communication, have emphasized the "gap" as well as identified by social scientists like psychologists and sociologists. However the veracity of such a point of view can be decided only on the basis of facts. The present investigation is largely focused on gathering facts of intergenerational gap and to locate areas where it is most articulate and likely to cause stress and strain among the generations. In a research thesis of this nature, it is not possible to encompass all the dimensions of intergenerational differences that are experienced. Certain specific areas have been chosen on which it was felt that the "gap" would be most manifest.

Gasset (1958) points out that at any point of time, there are three generations living in the same society, with each having its own perspective and outlook on life. Not all contemporaries are coevals. Contemporaries are those who "live at the same time, in the same atmosphere, in the same world," whereas only those are coevals who belong to the same generation. Belonging to the same generation means being of the same age and having "some vital contact" with one' another. Leaving aside those below fifteen, who are yet to enter life and play effective role in society, and those above sixty who are outside the mainstream of life, there are at any time three generations living in the same society. Each has its own perspective on life, its own attitude to the tasks that the business of living and flows. Gasset mentioned that if all of us who are contemporaries were coevals, history would be stopped "in a state of paralysis, petrified, having only one face, with no possibility of radical innovation." Since three generations live at any point of time in the society, the problem was to select those for study who were not "Coevals," and though living at the same time, could be called separate generations. As well as constituting those segments of society, this had a significant part to play in the mainstream of life.

Strauss and Howe (1991) refer to the similarity in worldviews of those similarly aged as a "cohort generation" effect. A cohort generation is a group of similarly aged people that has similarities in attitude and worldview, mainly due to shared life experiences at comparable ages. Groups of people born within a few years of each other will experience defining events at similar ages. Of course, in the modern world of this century, as the world has grown progressively "similar", events on one side of the world have been experienced globally, thus making geographic location an increasingly irrelevant factor in defining a cohort generation.

The main thrust of generational theory is that history repeats itself on a recurring cycle, spread over nearly a century, and encompassing four distinct phases. Strauss and Howe went right back to the beginning of American history and traced these four phases through the cycles of American history. They found remarkable similarities between related phases in different cycles. The structure of this theory is as follows: Life Stages: In all societies, there are certain phases of life. In many societies, there are rites of passage that assist in moving a person from one stage to another. These life stages are consistent in mapping out the normal lifestyle of an individual within society. However, they are not fixed for any generation, and can be extended e.g. due to unusual economic reliance on parents or shortened e.g. due to soldiering in most modern urbanized and industrialized cultures.

These life stages can be identified as (1) Youth: Age 21 is the age of legal maturity in most modern countries. The young people in the life stage of youth are attempting to discover the values by which their lives will be lived in their culture. The key task of youth is growing by acquiring these values and receiving nature within the culture (2) rising Adulthood: Age 43 is the age of the younger. Their key emphasis is on activity and personal development, and involves the testing of the values acquired in youth. (3) Midlife: Age 65 is the upper end of the age of retirement in most countries. These people have the task of passing on their life skills to the next generation. Thus, the role of those in midlife is to apply the values that were learnt in the previous life stage. (4) Elder hood: Age 80 is the upper limit of average life expectancy in America. The main task of someone in this age group would be stewardship and a passing on of values. Within the work, family and broader culture contexts. (5) Late Elder hood: From age 80 upwards the social role of these people is very often dependence, wherein care and comfort is received from institutions, and the values that have dominated throughout life

are remembered and cherished. In other countries, this will be different depending on the state of health of nation and accepted length of life. These life stages are different in developing countries like Bangladesh.

Therefore, it was felt that the use of older and younger occupational generations in the present study would be suitable strategy for investigation. In the present study, two different age group were used as the sample who had differential attitudes. But sometimes similar pattern of occupational characteristics were also found the older occupational generations were born just before or after the independence of Pakistan in 1947, whose age ranged from 46-65. These subjects were socialized in their attitudes, personality and value system at the atmosphere of socio-political condition of Pakistan, which was created on the basis of religious majority. This group when grown up realized the reality of their mother tongue and felt the independence of the concept of Pakistan was fault and day by day the independence of East Pakistan (Now Bangladesh) arrows in the minds of the intellectuals. Some of these intellectuals are now the older working male and female of Bangladesh.

On the other hand, the younger occupational generation have been born just before or after the time of independence of Bangladesh (1971). These younger working group have been socialized in the socio-political atmosphere of the post independence are of Bangladesh, whose age ranged from 25-45 could be regarded as the younger occupational generation who used to bring radical changed in political and social situations in present Bangladesh. Howe & Strauss (1991) and Hamblett et al. (2005) identified America's living five generations as follows:

(1) *The GI Generation* (was born in 1901-1924) The G.I. Generation is the generation of Americans that fought and won World War 11, later to become the establishment and the parents who had a generation gap with their Boomer

children. Their typical grandchildren were of Generation X and Generation Y. Their Great Grand Children are Generation Z.

(2) *The Silent Generation* (was born in 1925-42) grew up as the suffocated children of war and depression. The name silent generation was coined in the November 5, 1951 cover story of time to refer to the generation coming of age at the time. The generation is also known Generation. Their children are Baby Boomers and Generation grandchildren are of the Generation Y.

(3) *The Boom Generation* (was born in 1943-60) grew up as indulged youth during an era of community-spirited progress. They demanded inner visions over outer, self-perfection over thing -making or team-playing.

(4) *Generation "X"* (was born in 1961-81) survived a hurried childhood of divorce, latchkeys, open classrooms, devil-child movies. They came of age curtailing the earlier rise in youth crime. Generation X is a term used in demographics, the social sciences, and more broadly in popular culture. In continental Europe, the generation is often known as Generation E.

The western dimension of Generation x: As Coup land explained in a 1995 interview introduced Generation X as a group of flannel wearing, alienated, overeducated, underachieving stockers with body piercing. The version of Generation X in the developing world is characterized by: i) its incessant need to redefine social norms to newer socio-economic system, ii) the sheer pace at which they need to adapt to new social influences along with the need to integrate it to their native cultural context, and iii) the constant aspiration for a more egalitarian society in cultures that were long colonized and have an even longer history of hierarchical social structure. *Global factors defining Generation X:* The aspects and essence that binds the Generation X across economic levels and cultures are the defining points of the 1970s: the Bretton Woods system and its subsequent failure, the impact of the

contraceptive pill on social-interactive dynamics, and the oil shock of 1973. Other common global influences defining the Generation X across the world include: increasingly flexible and varied gender roles for women contrasted with even more rigid gender roles for men, the unprecedented socio-economic impact for an ever increasing number of women entering the economic workforce, and the sweeping cultural-religious impact of the Iranian revolution towards the end of the 1970's to 1979.

(5) *The Generation Y.* Generation Y, or the Millennial Generation, is a term used in demographics to describe a particular generational cohort in Western societies. In addition, Millennials born in the early 1980's still remember a time before widespread use of personal computers. DVD players, pods, cell phones, digital cable, books, and other now ubiquitous items associated with Millennials born in the early 1990's. Generation Y is sometimes considered a clone of Generation X because of the similar cultural traits adopted by Generation Y.

(6) *The Generation Z or the Millennial Generation:* *(was born in 1982 to present time)* Perhaps a good way to define the boundaries of this generation in the United States are by the September 11th attacks; people who were not yet born in 2001 or were too young to remember and/or understand what happened on that infamous day would be grouped into Generation Z, while people who were solidly of age, out of school, and in to adult life would be grouped in to Generation Y.

Intergenerational Mobility. Intergenerational transmission is a complex process that can be analyzed from widely divergent perspectives. One perspective is rather descriptive in nature and relates to the amount of movement that is present in the intergenerational process. From this perspective, the information that is available transition matrix is sufficient, if we restrict our notion of movement to jumps in the social rank order. There exist several mobility indices that capture this concern about movement.

However, researchers often calculate such a mobility index, and then implicitly or explicitly interpret their findings in the light of other more nonnative concerns related to the degree of inequality of life chances or to the degree of inequality of opportunity.

Thus According to Hamblett et al. (2005) 'A generation gap describes a vast difference in cultural norms between a younger generation and their elders. The generation gap occurs when older and younger people do not understand each other because of their different experiences, opinions, habits and behavior'. The term first came into prominence in Western countries during the 1960s and described the cultural differences between the baby boomers and their parents. Although history had always seen some degree of generational differences, during this area the differences among the three generations magnified significantly in comparison to previous times.

In the present chapter, the attempt has been made to provide a brief overview of the various approaches to the study of working male and working female relating to value pattern. A close inspection of these approaches reveals that for an adequate study and for the analysis of values as related to socio-political attitudes and personality. It is necessary to take in to account both individual; personality and socio demographic characteristics within which the investigation are to be conducted. The main objective of the present study would be similarity and differences of working male and working female of older and younger generations. Several relevant variables emphasized and reviewed in the present chapter have been utilized in the design and planning of the study. Hence, it is necessary to review the empirical studies available in the literature related to values, socio- political attitudes and personality in the next chapter. In chapter III development of the study and specific objectives with justification of the hypotheses have been given .

REVIEW OF LITERATURE

CHAPTER TWO

REVIEW OF LITERATURE

PART I

In order to substantiate the theoretical orientation of human value approach as related to socio-political attitudinal approach, personality approach, gender and age difference approach, a review of available literature through empirical findings corresponding to the different approaches described in chapter I has been put forward in this section.

HUMAN VALUE APPROACH

In recent years the value concept has been regarded as an important adjunct to the study of values as related to socio-political attitudes, internal-external personality, gender and age differences. A large number of studies have shown that value is an essential causative factor in the development of differential value preferences by the various groups of individuals. Smith (1949) conducted an early study in this direction. The purpose of this study was to specify a political attitude in relation to personal values. The data were drawn from a survey of attitudes towards Russia among adult male in a New England Community in May 1947. A cross-section of 320 men had been interviewed at length about Russia. After two months, 250 of them were interviewed. The second set of interview explored various features of personality and social attitudes in relation to values.

The data analysis showed that every fifth person stressed four values. These were economic security, home and family life, Liberty and freedom and health. Two of these values involved standards in term of which Russia could be perceived and judged. The relationship between the values of economic security

and attitudes towards Russia yielded consistently negative results. Very few respondents attributed their feelings about Russia to her social welfare policies. Men who gave economic security responses did not differ significantly from others. It showed of the two values are likely to have quite different consequences for his attitudes towards Russia. It was found that the older, less educated poorer and democratic persons were more prone to speak of economic security. The liberty group was found to have a special interest in the political world. On the basis of these findings Smith conclude that a person would perceive and judge an attitude in terms of his personal values to the extent that the value was important to him occupying a central position in his value hierarchy.

Allport Vernon (1931) Study of values Test showed that men are higher on theoretical, economic and political values, while exceed the men on aesthetic, social and religious values. Terman and Mills (1936) after their extensive research into sex and personality summarized as follows: Males are interested in adventure and strenuous occupations in machinery, tools, science, invention and business. Females turn toward domestic affairs and the arts; the occupations they prefer are more sedentary, instructive, and charitable or humanitarian. The extent to which student's values matched school values but the correlations were quite low. Satisfaction scores and happiness ratings were higher in Independent schools then in state schools. Girls also rated their happiness at school higher than did boys. Results were discussed in relation to the concept of person environment fit and discrepancy theory.

Another study of Smith (1947) is one of the few, which has attempted to examine the relation between the values of individual and his attitudes. The study was carried out to test the generality of the findings yielded by an intensive clinical study of the determinants of attitudes. A sample of 250 adult men in a New England Community was interviewed twice. The first interview was

designed to secure a description of each man's attitude toward Russia, specially the nature of the most salient beliefs incorporated in his attitude. The second interview yielded information about each man's personality, including his values. Smith found that the nature of the central values of the individual was important in determining the most salient cognitive components of his attitude toward Russia. For example, 36 percent of those respondents who held Liberty to be a central value stressed. The lack of freedom and democracy inside Russia as compared with only important difference between the two groups in their attitudes toward Russia.

In the early study Pugh (1951) tried to compare six values such as theoretical economic, aesthetic, social, political, religious of a group of ministers and two groups of laymen. The two groups of laymen are church members and non church members. Results show that religious interest of the ministers has the highest mean score and the political, economic, theoretical, social and aesthetic follow in the order named. The religious value also holds 'first place' for the church members, while the aesthetic value is 'last'. The order of the tow values is in agreement with the order of the same values for the ministers. The theoretical, social, economic, and political values are second, third, fourth and fifth. Findings also show that the religious value has the highest mean score for both groups.

Rokeach (1967) conducted a massive survey of various segments of American society-men and women, the poor and the rich, the educated and the uneducated, white and black Americans, the young and the old, the religious and non-religious and the politically conservative and the less-conservative. The analysis of his data revealed that 36 subjects of terminal and instrumental values differentiate in a meaningful and significant manner between cultures and within the American culture-between groups varying in various demographic characteristics. These small numbers of human values were conceptualized at the core cognitive components underlying thousand of attitudes that people hold in

socially relevant behaviors. Hence, the different subsets of 36 values should be significantly associated with virtually any attitude or behavior. These findings provide evidence consistent with the general proposition that common cultural and sub-cultural experiences and socialization are important determinants of values.

Rokeach (1968) explored the relationship that exists among values, attitudes and behavior. He used 12 instrumental values and equal number of terminal values in this study. The values were alphabetically arranged and subjects were asked to rank order them in order of importance. The findings were statistically significant concerning religious and political values. In respect of religious values, it was found that the subjects who attended church once a week or more ranked salvation first. But those who attended once a month or once a year or never, ranked salvation last among 12 terminal values. Two distinctive political values equality and freedom were found significantly correlated with the attitudes toward civil rights demonstration. The subjects who were sympathetic and at the same time have participated in civil rights demonstrations ranked Freedom First and Equality third. Sympathizers but non-participant subjects. On the other hand, ranked Freedom First and Equality sixth. The unsympathetic subjects ranked Freedom second and Equality eleven. In support of these findings, Rokeach (1968) in collaboration with James Morrison conducted a study on two-value model of Equality and Freedom to identify the nature of political ideology. They selected 25000-word sample from the political writings of Norman, Thomas and Eric From, Hither Goldwater and Lenin respectively. A content analysis of this sample showed that socialist ranked Freedom First and Equality second, Fascist ranked Freedom 16th and Equality 17th. Capitalist ranked Freedom First and Equality 16th and Equality 17th. Capitalist ranked Freedom First and Equality 16th and communist ranked Freedom 17th and Equality first.

Rokeach and parker (1970) conducted a study. The purpose of this study was to explore the usefulness of values as social indicators underlying social

problems. Using value choices of national sample, an attempt was made to determine the extent and nature of cultural differences between groups differing in socio economic status and race. Since the publication of the Negro Family, there has been lively debate about the issue of whether or not cultural differences exist between the poor and the rich and between Negro and White. The issue of whether those living in poverty, particularly the negro poor, are characterized by a distinctive Culture of poverty has policy ramifications for programs of poverty and community development. The findings reported here lend support to the idea that considerable value differences do distinguish the rich from the poor, but not Negroes from Whites. For the most part, differences found between the latter disappear when socioeconomic position is controlled.

Eckhardt conducted study (1970) to correlate values with ideology by employing white's method of value analysis main findings of these studies revealed that the fascists system of values was significantly different from that of communism, conservatism and liberalism, but these values were not significantly different from each other.

Feather (1977) conducted a study. The purpose of this study was to provide descriptive information about the strength of interrelationships between value importance, conservatism and age for each of the terminal and instrumental values from the Rokeach Value Survey (Rokeach, 1973), based upon the results of a social survey. The measure of conservatism used was the conservatism scale (C-Scale) developed by Wilson and Patterson (1968). The survey was designed with the main purpose of investigating similarities and differences in value importance and conservatism across generations. But the data obtained could also be examined so as to discover how value importance varied with difference in conservatism. In the survey, dwelling were used that included children of 14 years of age or more. An attempt was made to obtain completed questionnaires from all adult members in each dwelling, including children of 14 years of age or more

questionnaires were finally received from 587 respondents made up of 147 who described themselves as heads of households (117 male, 30 female). 145 wives, 152 sons, 126 daughters and 17 from other members of the dwelling. Names were not required on the questionnaires but code number could identify households. A trained interviewer conducted the survey. The measures of value importance for each value, total conservatism scores, and age were intercorrelated across respondents using product moment correlation. The Pearson r for the correlation of conservatism with age was .469 which was highly significant ($p < .001$). Thus, there was evidence that total conservatism scores tended to increase with age.

Feather (1980) conducted another study in Papua New Guinea to test the hypothesis that extent of social interaction will be positively related to the degree to which individuals of one group perceive that members of the other group share value systems similar to their own (perceived value similarity) and see each other to have something in common (perceived commonality). Indigenous and Australian students at Port Moresby high school answered a questionnaire that involved specially constructed items and that included the Rokeach value survey, Triandis and Triandis social Distance Scale and some other measures. Social interaction was assessed by using both direct measures (a specially constructed index, number of good friends in other group) and indirect measures (Knowledge and use of pidgin, social distance). Results for the Australian group showed that the direct measures of social interaction were positively and significantly related to perceived similarity in instrumental value systems and that both the direct and indirect measures of social interaction were positively and significantly related to perceived commonality. But the dependent variables were unrelated to perceived similarity in terminal value systems for this group. There was a general absence of significant relationships between the measures of social interaction and either perceived value similarity or perceived commonality for the indigenous used and

certain theoretical issues concerning the determinants of social interaction and the importance of field research.

Hogan (1980) administered Rokeach's value measure and the measure of authoritarianism on German sample (168 Male and Female students) German students who scored low on the authoritarianism measure rated higher on the value of 'Exciting life', 'World of beauty', 'Equality', 'Freedom', 'Imaginative', 'Independent' and 'Intellectual' higher than did the 'high' authoritarian scorers. The high authoritarian Germans ranked 'Sense of accomplishment', 'Happiness', 'National security', 'Salvation', 'Clean', 'Forgiving', 'Honest', 'Logical loving', 'Obedient', 'Polite', 'Responsible' and 'Self-controlled'. The American low underlying authoritarian students similarly ranked higher the values of 'Exciting Life', 'World of Beauty', 'Equality', 'Inner harmony', 'National security', 'Pleasure' and 'Self-controlled'. The values favored by "high" authoritarian Americans were 'Comfortable Life', 'Sense of accomplishment', 'Freedom', 'Happiness', 'Salvation', 'Broadminded', 'Clean', 'Honest', 'Intellectual' and 'Polite'. Thus, Hogan's findings indicated that value system has a corresponding pattern in the ideological orientation of the individual.

Howard et al, (1983) in the popular literature about the superiority of the Japanese inspired participative principles of management for business productivity. In response to this need, middle-aged Japanese and American business managers administered the Rokeach's values survey and a questionnaire measure of upward mobility desires. Results showed that the Japanese attached greater importance to 'Socially beneficial values' in contrast to the American emphasis on 'individually' and 'Straight forwardness'. Yet the Japanese also showed grater evaluation on 'Accomplishments' 'Motivational instrument', 'Advancement', 'Money' and forward striving. Since the latter characteristics tend to be those most associated with success. It is suggested that 'achievement' and

advancement motivation' may be the important factor for Japanese productivity and collective actions.

Fontaine et al. (2000) also translated this value pattern in terms of schowartz's value types. They hypothesized that, from this perspective, religiosity should correlate highest with security and conformity and lowest (even negatively) with self-direction and stimulation, with decreasing correlations going from security over power. Achievement and Hedonism to simulation and with increasing correlations going from self-Direction over universalism, Benevolence and Tradition to conformity. Security and conformity most clearly express the need direction expresses most clearly an independent attitude towards the existing social system, while stimulations-with its focus on a striving for novel experiences-indicates low uncertainty avoidance. Tradition implies acceptance of and reliance upon the existing social structure. The results of this study seem to suggest that it might be fruitful in the future to disentangle the transcendence/mutual care value pattern in a pure mutual care and pure Transcendence pattern in order to come to a better understanding of the association between religiosity and personable value orientation.

SOCIO-POLITICAL ATTITUDINAL APPROACH

Conservatism-Progressivism Attitudes

In the present study an attempt has been made to study between and within group of gender differences of older and younger generations as related to Values, Socio-political Attitudes of Conservatism-Progressivism, Personality Variable of Spheres of Control and Internal-External Control in the present socio-cultural context of Bangladesh. According to Park and Burgess (1921), assimilation is a process of interpretation and fusion in which persons or groups acquire the memories, sentiments, and attitudes of other persons or groups, and by sharing their experiences and history, are incorporated with them in a common cultural life. Sociological studies of social change do reveal the external factors and the process of change, but do not throw much light on the dynamics of human personality, that bring to bear on the process itself. There are innumerable releases and inhibitions, both in the conscious and the unconscious mind of an individual, which impede social change. It is not possible in this brief study to refer to all the forces of conscious and unconscious mind, bearing on the acceptance or rejection of social change. It will be to go into the whole range of the dynamic of human personality, which only in its totality completely answers the phenomena of social change. An attempt has, therefore, been made to select a small area of personality and study in relation to attitudes towards social change. The present study is connected with certain attitude and personality correlates of socio-political attitudes in the continuum of conservatism-progressivism.

Some investigators (Moore, 1929; Vetter, 1930-31; Dexture, 1938-39; McClosky, 1958) have studied the relationship of Radicalism-Conservatism with certain socio-political attitudes. These investigators require a capacity to disengage oneself from the pressures of society. Unless one can do this, one cannot rebel. This capacity for disengagement might be inherent in the inventory personality.

Linton (1936) once estimated that no culture owned more than 10% of its total stock to originations made at home. Communities themselves reach out to borrow time tested fragmentary traits from many cultures. These, they combine into unique forms to fill their needs. India's Constitution derives from the written or unwritten constitutions of Britain, Canada, and Ireland; our own bill of rights inspired those sections that cover fundamental rights. Economic, political, and religious institutions have traveled far and religious institutions have traveled far and wide through the process of diffusion, as is also true of conflicting ideologies such as democracy, socialism, and communism.

Breslaw (1938) in this field did an early study. He used 47 radicals and 41 conservatives as sample of the study. Breslaw concluded that political socialization leading to the formation of an ideological orientation is dependent essentially on the number of influences of the life cycle of the individuals. He further reported that the conservative or radical individuals' experience on the sequential ordering in their life cycle is the vital point of their political participation.

Moore (1952) used several measures to show that the introvert would be more likely to exhibit Radicalism than the extrovert would. Radicalism scale that they constructed were based on common sense principle, items being chosen from current social definition of what was radical and what was conservative. Items were retained in a battery on the basis of highly empirical techniques of item analysis. The Radicalism scale and two batteries of Introvert-Extrovert scale were administered on a student population of respondents, Moore concluded from the result of the study that there is a high correlation between introversion-extroversion and Radicalism and Conservatism.

In the word of Keesing (1965), "acculturation may be defined as that process of culture change, in which more or less continuous contact between two

or more culturally distinct group's results in one group taking over elements of the culture, of the other group or groups. It does refer to one broad type of process through which culture change is assimilation, which has led to many a social change.

Rosenbaum (1974) the study of attitudes of 46 undergraduate psychology students on the subject of United States involvement in Vietnam were measured prior to a televised address on this subject by the president. Following the address, it was way that both male and female students who were exposed to the president's talk had previously expressed a greater degree of support for a militant United States policy in victim than those who did not attend to speech. No sex differences in selective exposure were encountered suggesting that earlier findings of sex differences were in fact functions of initial sex difference in attitude.

Zailkind (1975) also conducted a study, which focused on the relationship between demographic variables and political attitudes. The study was conducted on samples of adults in the metropolitan New York City area. A questionnaire containing civil liberties and personality measures were administered on the sample in two different years. The aim of the study was to correlate age, social class, education with civil liberty attitudes were positively correlated with age, social class and education of the respondents. In dividable with better education higher socio-economic status and younger in age exhibited pro-civil liberty attitudes, but those individuals who were poor in education came from lower socio-economic status and comparatively older expressed anti-civil liberty views.

Eysenck (1975) in his study on the structure of social attitudes concluded that conservatism-radicalism ideology was related in different ways to social class the study was conducted on a total sample of 153 male and 215 female subjects. The subjects were drawn from upper middle class, lower middle class, killed working class, semi-skill working class and unskilled working class. All subjects

were administered a questionnaire containing 88 items covering a wide range of social, economic and political issues concerned with conservative and liberal/radical dimensions of attitudes. A factor analytic study was made describing the relationship among these 88 social attitude items. The analysis showed that middle class subjects were more radical with respect of general attitudes and more conservative with respect to economic attitudes than working class people were. When equated for political party allegiance, middle class, and subject's image as more radical and more tender minded than working class subjects. But when equated on economic issues middle class subjects were more conservative than the working class subjects.

Mostofa (2005) investigated the attitudes toward women managers in the United Arab Emirates to show the effects of patriarchy, age and sex differences. The result reveals that UAE students have significantly different attitudes toward women managers from those of the older generations. There are significant differences between males and females perceptions of women's roles and participation in society. The study predicts that modernity may diminish patriarchal attitudes toward women managers in the Arab world.

The Findings revealed two types of cluster groupings. One group included attitudes related to socialism, pacifism and libertarianism. Factors relating to these groupings were found to be significantly correlated with class, sex and age. Working class people were racist, less pacifist and in favor of reactionary individualism. Men in comparison to women were found more permissive, less pacifist and less religious. Younger group were found much more permissive than the older group. In this study, Eysenck found socioeconomic background factors to be an important indicator of political attitudes.

INTERNAL-EXTERNAL CONTROL OF PERSONALITY APPROACH

James and Rotter first started the research on internal-external control dimension at Ohio University in mid 1950. Internal control of personality refers to the degree to which an individual perceives that the events that happen to him are dependent on his own behavior. External control, on the other hand, has reference to the result of fate, luck, chance or powers which are beyond individual's personal control and understanding. Social learning theory has been found to be predictive of, and related to, a wide range of behaviors across numerous situations with diverse groups of people. Extensive reviews and studies are available related to locus of control (Strickland, 1965; Rotter, 1966; Lefcourt, 1971; Joe, 1974; Phares and Lamiell, 1974).

James (1957) attempted for constructing an I-E Scale. He prepared 26 critical and some filler items for a Likert-type format of the scale. In writing items for his scale, James gave due consideration to Phare's work and was benefited by the items that were found to be most successful in the latter's study. With the aim to make the I-E Scale, more comprehensive Liverant in association with Rotter and Seeman undertook to develop subscales for areas relating to achievement, affection, and general social and political attitudes (Rotter, 1966). On the basis of item analysis of 100 forced-choice type of items. 60 items were selected for inclusion in the test. However, the attempt to develop subscales was not successful because inter correlations among some subscales were much as their internal consistencies.

The I-E Scale in its present form is made up of 29 items including 6 fillers. In this scale, Liverant undertook the revision of Liverant's scale in collaboration with Rotter. They eliminated those items, which were highly correlated with social Desirability scale, and those items for which one of the two alternatives was endorsed by as many as 85% of the Subjects and those items, which failed to show

correlation with both of the following validation criteria. The two validation criteria were respectively: (1) greater self-effort by internally control of externally controlled patients, (2) differences in the number of trials needed by high and low scores on the Scale for the extinction of the conditioned response, internals requiring more trials than externals.

Rotter's I-E dimension has been used in several studies related to different areas. Gore and Rotter (1963) asked. Students to commit themselves to varying degrees of social activism ranging from doing nothing to signing petitions, to taking a "freedom ride" across the southeastern states. They found, as expected, intent students more likely to commit themselves to the more dramatic types of social action.

Strickland (1965) investigated the phenomenon of I-E control by using two personality inventories such as Internal-External Scale (I-E.) and Maslow Crown Social Desirability scale. The sample was a group of 53 Negroes who actively engaged in civil rights movements in the south and a control group of 105 Negroes who were not active, in this study a significant relationship was found between I-E scores and social action. Results comparison of the active and non-active groups in internal external control scores was found significant. Active group members were more internally controlled than the non-active group members were. Hsieh, Shybut, and Lotsof (1969) investigated the relationship between internal-external control and ethnic membership. They administered the I-E scale of American born Chinese and Hong Kong born Chinese high-School students. The results showed that American born Chinese subjects were significantly more internally oriented than the Hong Kong born Chinese Subjects. The investigators concluded that individuals raised in a culture that values self-reliance and individualism are likely to be more internally oriented than those brought up in a different set of values.

Gore and Rotter (1966) conducted an empirical study, which focused on the locus of 1-E control as personality correlates of social action. The sample, in this study was collected from southern Negro college students who preeminently participated in social protest movements. Sixty-two male and fifty four females constituted subjects. 1-E control of reinforcement scale and the Maslow-Crowney social desirability scale were administered concerning socio-economic status and religious preferences of the subjects were also collected. Subjects were divided into groups according to their category of social action taking behavior in the order of a, b, c and d from the highest commitment to the lowest. The results showed significant F relationship between the scores on 1-E scale and social action taking behavior. It was found that the individuals who were more inclined to see themselves as the determiners of their own fate tended to commit themselves to more personal and decisive social action. An analysis of the data obtained by female subjects indicated that the same trend was present for both males and females. On the basis of these findings Gore and Rotter concluded that individuals are conceived to vary along a locus of control dimension with two end points of "internals" and "external".

Several studies have been conducted which demonstrate a relationship between I.E. and social activism (Sanger and Alker, 1972; Ryckman, Rodder and Sheeman, 1972;). But Abramowitz (1974) cautions that with any investigation of social activism in relation to I-E beliefs one must consider the multifactor clusters within the I-E beliefs one must consider the multifactor clusters within the I-E scale, some of which may relate to socio-political activities and some of which may not. In addition to the I-E / Social action research, a number of experiments have been interested in the degree to which I-E expectancies may predict political beliefs or affiliation (Johnson, 1961; Rotter, 1966; Thomas, 1970; Garrett, 1971; Fink 1973). These researches suggest that internals do attempt to take responsibility for their lives and to change uncomfortable and aversive situations.

They appear to support political structures that emphasize individual responsibility.

If internals have more information about their situations and greater problem-solving ability than externals, it should not be surprising that they are more resistant to influence from others. In fact, many of the early studies in the I-E literature reported findings consistent with that view. They found that internals tended to make judgments independently of the demands of others, whereas externals were much more compliant in the same situations (Lefcourt, 1971).

Some interesting research has shown that internal and external students differ in the number and kinds of romantic heterosexual experiences they have (Dion & Dion, 1973). Internals were found to have proportionally fewer romantic attachments than externals. They also reported experiencing romantic love as less mysterious and volatile than externals. In addition, internals were more strongly opposed to an idealistic view of romantic love than were externals. In comparison with externals, they disagreed more with these statements: (1) there is only one real love for a person; (2) true love lasts forever; and (3) true love leads to almost perfect happiness. But why do internals and externals differ in their orientations toward romantic love? The investigators who conducted the study suggest a number of reasons, all compatible with previous research findings. Romantic love implies that both parties give themselves up to their partners; that is, they become vulnerable and pliable to the wishes of the partner. But we have already learned that internals do not like to be influenced by others. In addition, internals are often concerned with manipulating others so that strong feelings of attraction toward another may not serve their purposes; it is difficult to assume a calculating manipulative attitude toward someone you love. For these reasons, then, perhaps it was not surprising that many of the internal students did not become as involved in romantic liaisons as externals.

We have painted a general picture of internals as competent, responsible, and independent people who in comparison to externals, perform more effectively on a variety of skill-determined tasks. Furthermore, it should be clear that a person's willingness to strive for excellence in performance depends on the way in which he or she accounts for success and failure experiences. With only one two exception, a great variety of studies have shown that, unlike externals, internals tend to attribute success to internal factors, rather than to external factors. In other words, internals attribute their success to ability and hard work, whereas externals attribute into good luck or an easy task. Thus, internals experience more pride in their achievements and a greater willingness persist at tasks that do externals.

Locus of Control is the degree to which one believes that they are the cause of most events, such people have a highly internal locus of control. On the other hand those people who believe that most events are cause by luck, fact or powerful others, they have a highly external locus of control. Rotter (1966) explained the characteristics on internally controlled individual as more striving more self-confident and less anxious and less anxious and apathetic than externals. Palmore and Likert (1972) found that internality as measured by four locus of control question was the third most important variable to account for life satisfaction in the elderly.

Kuyper with an abbreviated locus scale, found internal elderly to be more competent in coping, less defensive, more cognitively complex and intellectually superior.

Sanger and Alker (1972) tried to show the relationship of I-E control and attitude towards women's liberation movement. 50 female subjects participating in the women's liberation, movement were included in the sample of this study. Another 50 women would not participate in this movement were used as a control group. Rotter's I-E scale and a series of questions concerning their background

and attitudes about the women's movement were administered on both the groups. Three dimensions emerged from factor analysis of the test item. These were personal control, protestant ethic ideology and demonist ideology. The result exhibited that participant of the women's liberation movements were more internally controlled in the sense of personal control and more external in protestant ethic ideology and feminist ideology. Rejection of the protestant ethic ideology was accompanied by an increased sense of personal internality of the feminist.

Thus the studies on personality factors and voting attitudes are based on the assumption that people may perceive the availability of certain advantages and take their own decisions. So the process of decision making regarding the voting intention is directly connected with the personality of the individual. It is because any decision about voting has a personal factor. The influences of external agents or the internal forces within the individuals is positively correlated with personality syndromes in terms of I-E control or in terms of ideological preferences. It is therefore important to note that the structural component in decision-making is the unique personality make up of the individual.

Abramowitz (1973) also conducted useful investigation into the internal-external locus of control in the context of social-political activism. The subjects were 166 college students. More than one third of them were the members of campus social action group. Personality inventories including Rotter's I-E measure and Kerpepman's political activity scale were administered on the subjects. The findings of these study showed that political and non-political items of the I-E scale were uncorrelated. Political items were the predictor of political commitment but non-political political actions are externally controlled.

Parsons and Schneider (1974) conducted another study using the concept of internal-external control. In this study, a cross-cultural comparison was made with

the samples drawn from some western and Eastern countries. Of Western, countries were drawn from United States Canada, West Germany, Italy and France. The sample of Eastern countries were taken from Japan, India and Israel. This study showed that Japanese subjects had significantly higher external control on the Rotter I-E scale than the subjects did from other countries.

Phares and Lamiell (1974) also found that externals employ defensive strategies before task performance as well as after it. These investigators gave internals and externals a choice of taking four kinds of intelligence tests. Two of the tests contained built-in rationalizations for subsequent failure. The other two did not contain such rationalization. Externals, more than internals, chose to take the tests that contained the excess for failure already built in. Research has also indicated that internals not only take responsibility of own actions but also assume that others are responsible for theirs. Externals, in contrast, assume that outside forces (Phares, 1976) control their behavior and the behavior of others. Although extreme and indiscriminate reliance on either internal or external factors to account for one's experiences may be unhealthy, it seems reasonable that an internals-factor accounting system would be necessary if individuals are to attain competence with its attendant feeling of self-worth. It has therefore been proposed that an internal orientation is necessary for adequate social adjustment and functioning.

Wolk (1976) found the internality on the Nowicki-Strickland Locus of control Scale correlated with adjustment, satisfaction, positive self-concept, and activity only in those elderly living in low-constraining environment.

Lachman and Leff (1989) examined whether control beliefs are related to individual differences in intellectual aging by administering a battery of intellectual tests and perceived control scales to 63 elderly adults in 1981 and in 1986. Results indicated that fluid intelligence was a significant predictor of

changes in intellectual control beliefs, but control beliefs did not affect performance.

Fry (1989) present conceptual frameworks delineating and interacting the treasure on mediators of stress in older adults. Self-efficacy and problem solving as moderator of stress and coping effectiveness and perceived locus of control are discussed. Nelson (1990) studied intrinsic/extrinsic religious orientation of the elderly. Result shows subjects with high self-esteem had more intrinsic religious orientation and were less depressed.

Murk and Addleman (1992) conducted a study to find out the relationship among moral reasoning, locus of control and demographic variables of college students. They found that students who had a high level of moral reasoning were also more likely to have an internal locus of control many religious organizations fed that it is their duty to teach moral values soon can assume that religious students are also likely to score higher on a moral reasoning scale.

Johnson, D.W. & Johnson, R.T. (1993) research on, impact of cooperative and individualistic learning on high ability student's achievement, self-esteem, and social acceptance. Osborne's (1997) study on Identification with academics and academic success among community college students. Clements (1999) studied intrinsic religious motivation and attitudes towards death among the elderly. Data provides some support for the hypothesis that people whose religious motivation tends to be primarily intrinsic fear certain aspects of death less than do people who tend to be more extrinsic in their religious orientation.

Elizabeth et.al (2004) found a relationship between higher intrinsic religiosity and lower Eysenck's psychoticism scores in adult populations. The present study examined the relationship between religiosity and Eysenck subscales in a psychiatric outpatient sample when age and sex were controlled. Findings suggest that a third variable such as age may be responsible for both the decrease

in psychoticism and concomitant increase in intrinsic religiosity. Results highlight the need to account for background and other status variables when examining relationships between personality and religiosity.

William and Matthew (2005) investigated the study of personality variation and age. There is controversy over the lifelong nature of personality traits, trait, non-stability being accounted for by the underlying trait varying by psychometric properties of the questionnaire used. The evidence suggests traits are less stable in younger adults than older adults are. This finding supports the notion that it is the underlying traits that are less stable in the young rather than the instrument having poor psychometric properties in younger people.

ROLE BEHAVIOR APPROACH: GENDER AND AGE GENERATIONS

A number of reviews and studies are available related to gender and generation. (Terman and Taylor, 1954; Keniston, 1968; Guastello et al., 1992; Weir, 2004; Hamblets et al., 2005) suggested that the concept of the "gender" and "generation" had to be added to such structural categories as role behavior, class or ethnic group. They argued that just as men's attitudes differ as a consequence of their being in a different position in the stratification hierarchy, so men also differ as a result of sex and belonging to different generations. Mannheim, a leading exponent of this concept, emphasized that common experiences at a given point—largely, in his opinion, late adolescence create a common frame of reference within which people of the same age group tend to view their subsequent socio-economic experiences

Terman and Mills (1936) also described gender differences as emotional disposition and direction. Males are more self-assertive, aggressive, hardy, and fearless, also rougher in manners, language, and sentiments. Females are more sympathetic, timid and sensitive. They are more moralistic and emotional and admit more weakness in emotional control. Another report found that boys are more aggressive, naughty and unruly; girls are more nervous, shy, anxious, and jealous. Personality test studies of adolescents and adults show women to be more submissive and neurotic and less self-confident than men. However, these differences between men and women are not always statistically significant. There is much overlapping between the distributions of the two groups. The range of individual differences within each group is usually more striking than variations between the two groups.

Other kinds of data bear out these differences from a strictly psychological standpoint, role taking is possible because the human organism can take and maintain a 'mental set' that facilitates certain kinds of behavior and inhibits other

responses. Such mental sets are illustrated in controlled association test, where the individual is told to respond to stimulant words by giving the opposite the synonym, or the super ordinate. Much experimental evidence shows that behavior is effectively limited and channeled in these ways, though no one has yet been able to describe this selectivity in neurological or physiological terms. It is thus clear that role behavior is an important variable in the study of Male and Female characteristics in a given societal context.

One of the earliest surveys on demographic variable was conducted by Lazarsfeld et al, (1948) at Erie county Ohio on the 1940 presidential contest between Roosevelt and Wilkie. In this survey, 600 respondents were interviewed several times between May and November 1940. This survey mainly focused on three demographic variables relating to religion, social class and urban or rural residence. From these findings, Lazarsfeld et.al concluded that demographic variables such as religion, social class, and urban rural residence have great impact on the formation of an individual's attitudes and thus value pattern.

Role refers to the functioning of individuals in the larger society and it helps to explain the patterning of social behavior. The role involves the performance of the rights and duties constituting a particular status (Linton 1936). It is a pattern of behavior corresponding to a system of rights and duties and associated with a particular position in a social group (Wilson and Kolb 1949). Role behavior may be ascribed or achieved. It is ascribed when duties are assigned automatically by the society and it is achieved when an individual fits himself into a pattern of social norm, because of his learning and experience. Role behavior, however, may exist in various forms. One of the most important aspects of role behavior may be attributed to sex differences. Our clothes, occupations, tastes, values, hobbies and speech reflect the fundamental differences in Male and Female. Because of these obvious differences between men and women, numerous assumptions about psychological differences have arisen. Sex differences are

observable in the area of interests, attitudes and personality. Several studies of spontaneous conversations agree that men are more likely to talk about business, movies, sports and politics, while women's interests run to men, clothes, decoration, and social relationship (Termen and Taylor, 1954).

Gasset (1958) points out that at any point of time, there are three generations living in the same society, with each having its own perspective and outlook on life. Not all contemporaries are coevals. Contemporaries are those who "live at the same time, in the same atmosphere, in the same world", whereas only those are coevals who belong to the same generation. Belonging to the same generation means being of the same age and having "some vital contact" with one another. Leaving aside those below fifteen, who are yet to enter life and play effective role in society, and those above sixty who are outside the mainstream of life, there are at any time three generations living in the same society, Each has its own perspective on life, its own attitude to the tasks that the business of living implies. This simultaneous presence of three generations provides, according to Gasset, the "essential anachronism" of history, thanks to which history "moves, changes, wheels and flows. If all of us who are contemporaries were coevals, history would be stopped "in a state of paralysis, petrified, having only one face, with no possibility of radical innovation".

Thibaut and Kelley (1959) point out, "two persons occupy the same role when their behavior in respect of a given situation or subject of group members is controlled by the same norms. 'Criteria for norms may include, for one, the prescribed roles on which there, is universal agreement, as opposed to more subjective roles. The degree of consensus on norms varies with the groups and for different positions or members within the group. The flexibility of different role behaviors depends on the perception of the norms governing the given role.

Keniston (1968) has observed that theories a complete new generation of students in the universities .A gap of three "student-generations" was considered sufficient to throw up intergenerational differences, if any. A time-gap of fifteen years was, therefore, taken to separate the older generation from its younger counterparts. Moreover, selecting such a group, i.e., above 40 years of age, also meant a group of persons who had passed their prime, and due to seniority and age were occupying places of authority, and were holding positions of varying degrees of importance, Besides, the group in question had its youthful days in the pre-independence era when conditions were certainly very different. Thus "significant" age-differential was used for constituting the two extreme generational groups for the study-Since the students represented the most vocal group of the young, it was decided to study a group of students who were below 25, as compared to their attitudes, perceptions and reactions with those of teachers above 40 years of age.

Feather (1972) conducted the study a total of 2.947 male and female students from the two senior years in 19. Adelaide secondary schools ranked sets of values from the Rokeach value survey, first in order of importance of themselves then in the order they thought their school would emphasize them. They then completed two measures of school adjustment: (a) A modified form of the Cornell Job Description Index and (b) A rating of happiness with school. As predicted, measures of school adjustment were positively related to the extent to which student's values matched school values but the correlations were quite low. Satisfaction scores and happiness ratings were higher in Independent schools than in state schools. Reported satisfaction with people in class was greater for girls than for boys and greater for students in co-educational schools than for students in single sex schools. Girls also rated their happiness at school higher than did boys. Results were discussed in relation to the concept of person-environment fit and discrepancy theory.

A comparative study between Norway and United State found that the sex difference in participation of politics was prominent in lower SES areas but this difference almost disappeared in urban, upper middle SES and well-educated back- ground. In both countries, men were found to participate more actively than women (Rokkan and Campbell 1960) did. Eysenck (1975)'s finding revealed that men in comparison to women were found more permissive, less fascists, less religious. Crude scale was found to be successful in predicting the individual's behavior in change and skill situations.

Zailkind (1975) also conducted a study, which focused on the relationship between demographic variables and political attitudes. The study was conducted on samples of adults in the metropolitan New York City area. A questionnaire containing civil, liberties and personality measures were administered on the sample in two different years. The aim of the study was to correlate age, social class, and education with civil liberty attitudes were positively correlated with age, social class and education of the respondents. Individuals with better education, higher socio-economic status and younger in age exhibited pro-civil liberty attitudes, but those individuals who were poor in education, came from lower socio-economic status and were comparatively older expressed anti-civil liberty views.

Eysenck (1975) in his study on the structure of social attitudes concluded that conservatism-radicalism ideology was related in different ways to social class. The study was conducted on a total sample of 153 male and 215 female subjects. The subjects were drawn from upper middle class; lower middle class, skilled working class, semi-skill working class, and unskilled working class. All subjects were administered a questionnaire containing 88 items covering a wide range of social, economic and political issues concerned with conservative and liberal/radical dimensions of attitudes. A factor analytic study was made describing the relationship among these 88 social attitude items. Ten meaning-full

correlated factors were extracted from the matrix of inter correlation. The analysis showed that middle class subjects were more radical with respect of general attitudes and more conservative with respect to economic attitudes than working class people. When equated for political party allegiance, middle class subjects emerge as more radical and tender minded than working class subjects. But when equated on economic issues middle class subjects were more conservative than the working class subjects. The findings revealed two types of cluster groupings. One group included attitudes related to socialism, pacifism, and libertarianism. Factors relating to these groupings were found to be significantly correlated with class, sex and age. Working class people were racist, less pacifist, and in favor of reactionary individuation. Men in comparison to women were found much more permissive than the older group. In this study, Eysenck found socio-economic background factors to be an important indicator of political attitudes.

Lippa (1995) found that masculinity was significantly associated with men's authoritarianism and social dominance (respectively 'r' were 0.33 and 0.30). Men's masculinity also was significantly related to negative attitudes toward gay people ($r=0.33$). Thus masculine men tended to be higher on authoritarianism, social dominance, and certain kinds of prejudice. Once again, however, it seems likely that authoritarianism and social dominance are associated with occupational masculinity for different reasons. Authoritarianism may express masculinity because of their traditionalism, conservative religious values, and abhorrence of homosexuality, whereas social dominators' masculinity may reflect their aggressiveness, dominance, and preference for hierarchy-enforcing roles.

Adrian and Cary (2004) tried to examine the role of parental gender and personality in self-estimations of their own overall and multiple intelligences and that of their children. Findings not only provide insight into the role of personality, but also draw attention to other potentially influencing variables such as sex, age, actual IQ and attitudes towards IQ testing self-estimations of IQ.

Weir's (2004) has attempted to contribute to the literature on externalities to schooling by considering two types of educational transfers, within-household and between-household. Interestingly, father's schooling was found to play an important within- household role in the enrolment of both boys and girls, whereas mothers' schooling seems to have a much stronger influence on boys' enrolment than on girls' enrolment. A different effect was found at the neighborhood level.

Gidi (2005) investigated Questionnaire has become an accepted instrument for the measurement of occupational propensities and includes scales for evaluating levels of Neuroticism, Extraversion, Openness, Agreeableness, and Conscientiousness. A Hebrew translation of its shortened version was administered to 320 Israeli male and female students of the natural sciences, law, the social sciences and art (mean age = 24.03 years). It was found that Neuroticism is negatively related to both Conscientiousness and to Agreeableness; the latter are negatively related to one another. Women are significantly more agreeable and conscientious than men. Law students are significantly less agreeable and open to experience than students of all other faculties, and more neurotic than natural science students. Female students of the natural sciences are significantly more agreeable than both their male counterparts in the natural sciences and than law students. The results are discussed in light of the specific characteristics of the different fields of study and in context of traditional gender role expectations from men and women.

PART II

REVIEW OF LITERATURE IN DEVELOPING COUNTRIES: INDIA AND BANGLADESH

The present section is the attempt to integrate the wide variety of studies conducted in India and Bangladesh context related to values, sociopolitical attitudes and personality. It may be stated at the outset that most of the studies do not represent sustained systematic line of investigation stemming from represent discrete attempts with some what limited objectives to understand values within restricted samples. The reviews are organized in the following categories:

- i) Values
- ii) Socio-political attitudes
- iii) Personality
- iv) Gender and generations
- v) Working behaviors

I) VALUES

Sinha et.al. (1980) did a cross-cultural value comparison on Rokeach's inventory with Indian and Bangladesh samples. Fifty male and fifty female students each from seven countries (N=700) i.e. Bangladesh, Hong Kong, India, Japan, New Zealand, Taiwan and Tasmania responded to the Rokeach's value Inventory encompassing 40 values. This paper presents the results with particular reference of the samples from India and Bangladesh. Analysis included a country x sex, univariate analysis of variance for age, months at the university and parental income separately. A multivariate analysis of variance (MANOVA) involving

country x sex, effects on values, and the canonical discriminate analysis was also done. This analysis indicated the means of value ratings in the two samples to be significantly correlated. A rank-order comparison of the value ratings in the two samples revealed self-respect, true friendship, cleanliness, courage, and ambition as the five most dominant values among the Indians. Peace, responsibility, cleanliness, politeness, and honesty were the dominant ones in Bangladeshi sample. The five least dominant values in the two samples respectively were imaginative, comfortable life, exciting life love and salvation in Bangladesh sample. The MANOVA yielded significant main and interaction effects showing that the country and sex of the respondents did make an overall difference to their value ratings. The canonical discriminate analysis yielded six canonical variates with regard to countries, one with regard to country X sex. The composition of the variates and the distances among the countries with regard to them (the variates) are discussed.

Sinha, Hussain and Sinha (1983) made a cross-cultural value comparison using Rokeach value inventory on India and Bangladesh samples. Originally, the study included seven countries: Bangladesh, Hong Kong, India, Japan, New Zealand, Taiwan and Tasmania, 50 male and 50 female University students in each country constituted the sample. Rokeach value inventory encompassing twenty terminal and twenty instrumental values were used. The purpose of this research was to study differences in value ratings that might occur due to the sex differences and national difference. Specific comparison between the value systems of samples from Bangladesh and India showed that the values like comfort, equity, obedience, national security, recognition, and peace were relatively more dominant in Bangladesh. The Indian subjects showed a much higher infirmity towards self-respect, true friendship, cleanliness, courage and ambition. The factorial analysis of the study revealed that in both Bangladesh and Indian sample the female Ss seem to have almost an equal amount of dominance

of the value freedom which was greater than that of male Ss. Bangladesh males, however, had comparatively greater dominance of freedom in comparison to Indian males. The study provided an insight as to the fact that the belongingness to particular culture can make differential impact on value preferences. Attitude of two generations on above dimensions. The conservatism progressivism subscale used in this study contained items with ranged to certain issues pertaining to society and its economic and political structure. The analysis of the result revealed that the younger teachers displayed higher progressive attitudes followed closely by the students and older teachers. The difference of mean between two groups of teachers was significant. On the sub-scale of traditionalism, the younger teachers exhibited least traditional attitude followed by older teachers and the students. The mean differences between three groups were statistically significant. Another dimension investigated in the some study with the same samples was on value orientation.

Ara (1983) did an extensive study. This study attempted a cross-cultural exploration in the value patterns of Bangladesh and Indian students. The study was conducted in two phases: The study I in Bangladesh and the study II in India. Ara's Bengali version of Rokeach's value Inventory was used for the collection of data in Bangladesh and that of Hindi version was used in India. The results were computed using factor analysis techniques. The factors extracted revealed certain similarities as well as differences in the structural properties of value preferences across cultural and national boundaries. Similar factors extracted from Bangladesh and India was describing nationalistic gratification, Strive for equality and less emphasis to universalistic peace and competitive striving. The dissimilar value clustering for Bangladesh were less importance for delayed gratification and preferring for Bangladesh were less importance for delayed gratification and preferring carrier aspiration, Self expansion for friendliness and autonomy. For

Indian sample these were emphasis on noble values mental serenity, generosity, integrity of self and self-constriction etc.

Rahman and Wadud (1983) did a study of effort to see the value differences of the incoming and outgoing students of Dhaka University. The results of the study show that there were significant differences between the incoming and outgoing students with respect to their economic, political and religious values.

A cross-cultural study was conducted by Ara (1985) in Bangladesh and India to explore the phenomena of rightists and leftists in India exhibited less differentiation on value preference in comparison to rightists and leftists in Bangladesh. Bangladeshi rightists and leftists differed significantly on some values such as "An exciting life A world of beauty" 'Equality' 'inner harmony', and 'Pleasure' But Indian rightists and leftists differed significantly on other five values such as 'Family security', 'Freedom', inner harmony', National security and 'Salvation'. This analysis of results categorically shows two distinct pattern of preference of rightists and leftists stemming from two national contests, Son one of the most crucial point in the study of value similarities and differences is the national history within which individuals take their shelter for the nourishment of the ideology of their own choices.

Moeed and Murshed (1986) did a this study aimed at measuring the effect of University education on some categories of values of the students studying in Rajshahi University These were the theoretical economic, aesthetic, social, political and religious. A random sample of 137 students of Rajshahi University representing all the Faculties was selected as the respondents of the present study. Of the total sample, 61 (30 male and 31 female) respondents were the students of the First year Honors Class and 65 (30 male and 35 female) respondents were the students of the Third year Honors Class. The Third Year Honors students had been studying in the University of more than Five years in place of the usual three years. A Bengali version of the questionnaire, the Study of values by Allport,

Vernon and Lindzey -1960 was used for measuring values on six categories. Standard procedure for administering and scoring was followed. Results indicated significant difference in aesthetic value only between the new and the old female students. In cases of other five categories of values, no significant difference was found between the new and old students. In the theoretical and aesthetic values, however significant differences was found between the male and female students.

Adhikari (1986) did a study of values in relation to socio-economic status in rural students and found that boys of higher SES had higher theoretical values than those of middle SES. The aesthetic value in rural boys was higher in the low SES in comparison to high and middle SES. Social and political values did not differ in three groups. Since very few studies have been done in this area, this produced a lacuna for study. Hence, the following hypothesis was assumed that there will be significance of difference between the values of senior and junior groups of the three socio-economic levels. The participants were drawn according to a 2×3 factorial design. There were two age levels (Senior/Junior) and three levels of socio-economic status (High/Middle/Low). The senior groups included men from 28 years to 50 years and the junior groups included men up to 28 years of age. Age and SES were taken as independent variables which values were taken as the dependent variables. For the study two questionnaires i.e. Value scale and SES scales were administered on men of the three SES groups i. e. on executives, clerks and artisans. Each participant was contacted individually during the office hours with the permission of the authorities. Proper instructions were given and the scales were administered on them. A good rapport was established and maintained with the participants. Both total value score as well as individual values score for the theoretical, economic, aesthetic, social, political and religious values were calculated. Then t-test was applied to find out the significance of difference between the values of senior and junior groups of the three SES levels

Another study Ara et al (1988) tried to differentiate political students from apolitical students using Rokeach's value inventory on both Terminal and Instrumental values. A sample of 320 male and female students from Rajshahi University served as subjects. Subjects (Ss) were divided into political and apolitical groups according to ideological stance revealed through a questionnaire. It was hypothesized that political Ss would differ significantly from apolitical Ss on some Terminal and instrumental values. The results were found in the expected direction.

In one study Ara, et al. (1988) tried to differentiate political students from non-political students using Rokeach's value inventory on both Terminal and instrumental values. In this study political students showed higher reference for the values a sense of accomplishment and self-respect in comparison to non-political students showed higher preference for the values a sense of accomplishment and self-respect' in comparison to non-political student.

Ziauddin (1989) did an extensive study in the field of voting attitudes. This focused on same psychological dimensions of voting behavior as related to political apolitical context of Bangladesh. Several theoretical approaches such as psychoanalytic theory, socio-political attitudinal approach, political participation, model of voting behavior and political socialization paradigm in voting behavior were utilized. The study was conducted in the real life at social setting in Bangladesh in order to show empirically the functional relationship existing among various dimensions of voting behavior, socio-political attitude, authoritarianism and locus of internal external control were also studied for understanding the mode of political involvement and political activism relating with the voting behavior of the people. In this study political subjects expressed significantly more favorable attitudes as compared to non-political subjects. Male Ss and urban residential background had more preference for voting attitudes in comparison to female and rural background respectively, for political group.

Urban female Ss expressed significantly more conservative socio-politically as compared to urban male and rural male Ss. Again, rural females Ss expressed significantly more conservative attitudes followed by urban female, rural male and urban male Ss. For apolitical groups, urban female Ss expressed significantly more conservative attitudes as compared to urban male Ss.

In one study Ara (1990) attempted to make a comparison between right left activism and Non Activism students in Rajshahi University of Bangladesh as related to some differential value pattern. The study used a students sample composed of 300 Ss equally divided into right activists, left activists and Non-Activist. Each group was sub divided into Male and Female in equal number. The right activists were collected from Bangladesh Jatiotabadi Chatradal (BJC) and left activists were collected from Jatio Samaj Tantric Dal (JSD), Bangladesh Chatra League (BCL), and Bangladesh Chatra Maitry (BCM). The objective of the study was to investigate the patterns of similarities and differences of terminal and Instrumental values of right left activists and non-activities were selected according to their responses on Ara's political activism criteria questionnaire (PACQ). The study used Rokeach's value inventory (Ara's Bengali version) statistical analysis such as mean, SD and t-test were computed. It has been found that right and left activist exhibited higher preference on some specific political values, but non-activists preferred some other specific values. Zaman made a comparative study between the values existing before and after the independence of Bangladesh and it aims at investigating whether values have changed as a result of the liberation struggle of Bangladesh. It also aims at finding out whether values held by younger ones. Two separate studies were made on the teachers and students of Dhaka University. The younger groups comprised 50 students and the other group comprised 50 teachers. The result of the present study has revealed that religious values, which were already low for the teachers as well as the

students in 1968 considerably, dropped in 1973 and that theoretical values for both teachers and students in 1973 have increased.

Sultana (1993) was made to investigate the study of value preference of activist and non-activists as related their ideological and gender differences. In this study it was observed that political values like 'equality' and 'freedom' were highly preferred by the left activists in comparison to right activists and non-activists. Moreover, both left 'accomplishment' than the right activists. These differential preferences seem to indicate that ideology plays an important role for value preference. Moreover, Political socialization and situational factors may also be for causing differential value patterns in activists as well as non-activist.

A study was observed by Khanam (1994) similarities or differences in interpersonal values between husbands and wives in 40 married couples. It also tried to find out whether similarities or differences in values in couples varied according to the length of married life. Results showed that husbands were more conforming than their wives were. Sex was also found to be a significant variable in Support. However, length of married life had no significant effect on interpersonal values.

Another study Sharma (1995) examines values in two age groups of there socio economic status (SES). This is based on a 2×3 factorial design with 2 age levels (Senior/Junior) and 3 Socio-economic levels (High/Middle/Low). The sample included executives, clerks and artisans (N=40 in each group). The results reveal that there is a significant difference in the values of the two age groups as well as in the values of the three socio-economic groups values that people hold as well as their order of prominence are impotent influences both in work as well as in other fields of life. A value in relation to age and socio-economic status has been deeply probed into by very few researchers. Even fewer researchers have probed in to the order of prominence of values in different socio-economic groups.

Karim (1996) the impact of age, sex and cross-cultural differences on social values of adolescents were investigated in the present study. A 3×2×2 factorial design was followed (three adolescence levels preadolescence, adolescence and post adolescence). Two sex groups male and female and two cultures India and Bangladesh were included. The sample consisted of 600 adolescents. Social value of these adolescents was measured by employing adapted version of Singh's Brief scale of Values (1977). Hindi version of the scale was administered on the Indian sample and Bengal version on the Bangladeshi sample. Sex and cultural difference have been found to make a significant difference on the social value while the impact of the three levels of adolescence in not significant.

Begum and Ahmed (1999) investigated the values prevailing among the residents of urban and rural areas in Bangladesh. The sample consisted of 300 adults drawn from each Divisional headquarter and one or two villages of each Division. Of the total sample, 150 were drawn from urban areas and 150 from rural areas. In order to identify the value preferences of the individuals a list of ten values achievement, power over others, security, self direction, other worldliness, fatalism, narcissism, inner directedness and conservatism was prepared. The first five values were functional while the rest five were dysfunctional in the context of national development. The results revealed that for rural people prevalence of dysfunctional values was hither than functional values. For urban people preferences for functional values were higher than dysfunctional values.

Dutta (1999) investigated the values prevailing among the students of Rajshahi University of urban and rural backgrounds. Random samples of 80 students of Rajshahi University representing the five faculties were selected as the respondents. Of the total sample 40 were drawn from urban and 40 from version of the questionnaire the Study of values by Allport Vernon and Lindzey (1960) was used for measuring the values on six categories: - the theoretical, economic,

aesthetic, social, political and religious. The results indicate that there were significant differences between urban and rural students in theoretical, economic, aesthetic, social, political and religious values.

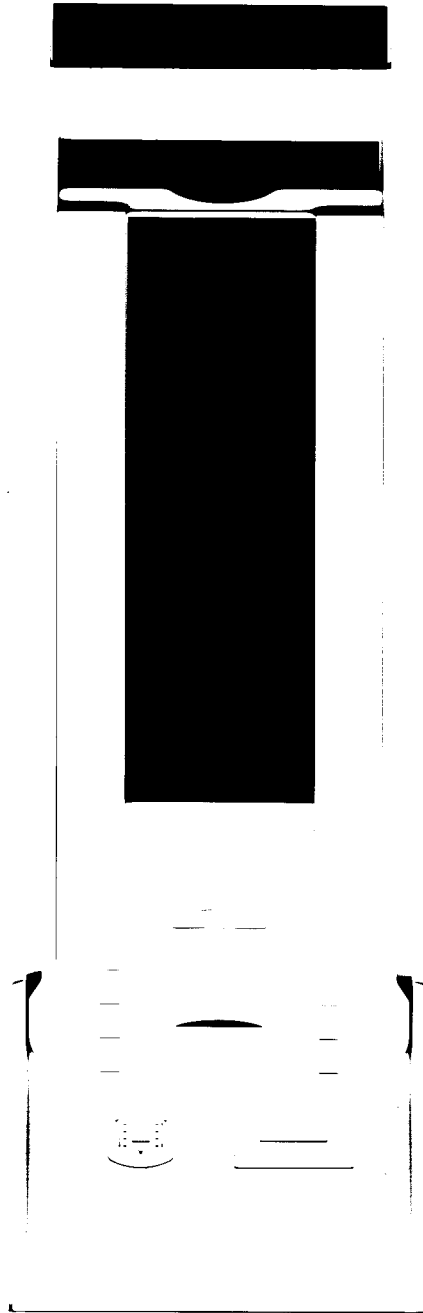
Sultana (2000) was conducted the moral values of male and female students of class nine in Rajshahi city. The hypothesis of this study was, that moral values of the male students will be more than that of female students. In this study 20 boys and 20 girls were selected by randomly as a subject. Their ages were 15 years. The differences of moral values of male and female students were obtained by using t-test. There was no significant difference in moral values of male and female students. The result did not support the hypothesis of the study.

Sharmin (2001) made a comparative study in the context of Bangladesh on Rockeach's terminal and instrumental values. In her study data were analyzed computing Mean, SD, t-value and rank order correlation. The result were analyzed in four categories. These were as follows: (i) Inter group comparisons on Terminal values. (ii) Inter group comparisons on Instrumental values. (iii) Intra group comparisons on Terminal values. (iv) Intra group comparisons on Instrumental values. In inter group comparison on Terminal values, U.M.F expressed significantly higher preference for 'A Comfortable Life, 'A sworld of Beauty' and 'Family Security' as compared to U.M.M. On the contrary, L.M.M expressed significantly higher preference for 'A World of Peace' and 'Wisdom' as compared to L.M.F. In Inter group comparisons on Instrumental values, U.M.F expressed significantly higher preference for 'Honest' and 'Responsible' as compared U.M.M. On the contrary L.M.M expressed significantly higher preference for 'Forgiving' as compared to L.M.F. in Intra group comparisons on terminal values IU.M.M expressed significantly higher preference for 'Pleasure' as compared to L.M.M. on the contrary L.M.M. expressed higher preference for 'Wisdom' as compared to U.M.M. But U.M.F. expressed significantly more preference for 'A Sense of Accomplishment' as compared to L.M.F. On the other hand L.M.F

expressed significantly greater difference for the value of 'Equality' as compared U.M.F. Intragroup compared Instrumental values U.M.M expressed significantly higher preference for the value 'Obedient' and 'Independent' as compared to their counter part L.M.M.

Kabir (2001) conducted the study of value pattern of male and female students of Rajshahi University. A Rokeach's value Inventory was applied on some student male and female students (N = 30) in each group. The Ss were measured along 16 Instrumental values continuously. It was a 9-point scale. The results showed that Female student Ss scored significantly higher than male student Ss in some Terminal values like family security, social acknowledgment. In all causes t value was found significant at <.05 level of significance. Again in cases of only Instrument values like Loving, the score was found higher for the male Ss unlike male Ss. The t value in all the causes was found significant at <.05 level of significance.

Enam (2003) showed that, human values in teachers of schools, colleges and university due to gender differences. An incidental sample constituted 60 respondents. They were equally divided into males and females. Each category was again equally divided into respondents belonging to schools, used for data collection. Two predictions were made. First it was hypothesized that female teachers would have higher preference for terminal values as compared to male teachers. Secondly, schoolteacher would have highest preference for terminal values followed by college teachers and least by university teachers. The Analysis of variance was used for the analysis of results. The findings provided empirical supports to both the hypotheses. Female teachers expressed more preference for terminal values as compared to male teachers. Schoolteachers showed highest preference for terminal values followed by college teachers and least by university teachers.



Sultana (2006) conducted a comparative study to investigating the differences between law students and commerce students on the Rokeach's terminal values. In her study data were analyzed computing mean, SD and t-value. The main objective of the study were to find out the two differential value patterns of law and commerce students. There was significant difference in values of law and commerce students. The result did support the hypothesis of the study.

II) SOCIO-POLITICAL ATTITUDES

Social political attitudes were studied by Sinha (1972) on the scores of traditionalism and conservatism-progressivism'. They study was conducted on a sample of 300 students, 950 younger teachers and 150 older teachers of Allahabad University. An attitude inventory consisting of 50 Likert-type items was developed to assess the subjects attitude to (a) dress and fashion, (b) family structure, (c) marriage, (d) religion, (e) traditionalism and (f) conservatism-progressivism. The study reflected the attitude of two generations on above dimensions. The conservatism progressivism subscale used in this study contained items with ranged to certain issues pertaining to society and its economic and political structure. The analysis of the result revealed that the younger teachers displayed higher progressive attitudes followed closely by the students and older teachers. The difference of mean between two groups of teachers was significant. On the sub-scale of traditionalism, the younger teachers exhibited least traditional attitude followed by older teachers and the students. The mean differences between three groups were statistically significant. Another dimension investigated in the some study with the same samples was on value orientation.

Eakin (1972) conducted an empirical survey with 280 student sample of Bombay in order to rate liberal conservative ideological orientation. Five separate questions were used in this study. In the first four questions, the respondents were

asked to indicate their liberal conservative attitudes on such issues as the equality of man, the role of government in the national economy and the feasibility of change itself. The result of this study indicated that most of the students rejected both an extreme left or extreme right ideology. 76% of the respondents were in moderate ideological category among which 34% were moderate liberal and 42% were moderate conservative. 14% of the respondents were identified as further left or liberal category and only 10% were identified as the further right or conservatives. The percentages of rightists and leftists were almost equal being 52 and 48 respectively. This finding differs from the popularly held feeling that most students are leftist's oriented. The investigator as on effect of demographic variables has explained this fact of equal division between left and right. The sample was constituted of a selected group of mainly middle and upper middle class students in the commerce oriented city of Bombay, which resulted in equal division between left and right.

Raina (1974) has also been studied The phenomenon of socio-political attitudes and party affiliation. A Hindi version of R-scale was administered on 251 B.Ed. student of the regional college of education, Ajmeer in 1972. Among them 130 male students were finally selected for the study. Final sample was comparable in age, education and socio-economic status. They were grouped according to their political preferences such as Congress New= 52, Jana Sangha = 33, Swatantra=27, and Communist =18. The result showed that the differences between the means of Congress New, Swatantra, and Jana Sangha were not statistically significant. But the Communists were found to differ significantly from the Jana sangha, Swatantra and Congress New. Thus, they study provided some empirical evidences regarding party belongingness and the development of political attitudes.

Chandidas (1975) found that female voter giving significantly more support of the congress parties than other parties do. Studies (Goyal, 1969 and

Goel, 1970) suggest that 15% less vote turnout among female than male and men were found more interested than Women were, Kini (1969) found female showing lower sense of political efficacy.

Huq and Ghosh (1975) have studied a differential attitudinal orientation due to in-group and out-group membership. They found that individual social identity is a function of group membership. They conducted a study to investigate the differential evaluation of self, in-group, and out-group leading to the development of ethnic attitudes. The findings showed that both Muslim and Hindu Ss evaluated self and in-group more positively, less negatively as compared to out-group indicating a positive social identity.

Vasudeva (1976) conducted a study to investigate the relationship between conservatism-radicalism and certain personality traits. She developed conservatism-radicalism scale, which contained six sub dimensions of education, women's place in Indian society, tradition, religion, technology and marriage. Personality traits studied in this investigation were intelligence, capacity for status, social presence, self-acceptance, responsibility, tolerance, and good impression, achievement-via conformance, psychological mindedness, flexibility, neurotic tendency, self-sufficiency, introversion-extraversion, dominance, submission, confidence, and sociability. Out of the preliminary sample of 1116 students, 112 conservatives and 112 radicals were included in the final sample. The findings of this study showed that conservatives differed significantly from radicals on all personality traits at 0.01 levels except sociability, which differed at 0.05 levels. The results also revealed that personality traits were predictors of attitudes and the higher the correlation. Between a personality trait and attitude, the higher would be it's for casting efficiency. The obtained correlation values in this study indicated that radicalism is positively correlated with fourteen personality traits except neurotic tendency, introversion-extroversion, and sociability.

Liberal-conservative ideological distinction is an important step for the understanding of socio-political phenomena. A person is able to fit himself in a political world only through his concept of an ideological left and right. Realizing that socio-political attitude is an offshoot of demographic background, it is thought logical to study parent's marital adjustment as a function of influencing children behavior. Thus, Begum and Khanam (1984) observed adjustment of forty-five students in terms of their parent's marital adjustment. Results showed that the boys whose parents had lower score on marital adjustment were significantly poorer in Home, Health, Social, Emotional and over all adjustment than those whose parents had higher scores on marital adjustment. This finding clearly supports the view that a good marital relationship between parents is a pre-condition for the healthy adjustment pattern of their children.

In one study Ara (1984) conducted an empirical investigation regarding the structural properties of values underlying political attitudes revealing common structural properties with a unique pattern of its own, in a cross cultural study Ara (1985) examined her earlier findings on value reference. In this comparative study with Bangladeshi and Indian samples, she found that the similarity and differences in value preferences are embedded in the national history within which individuals take shelter for the nourishment of the ideology of their own choices. The same line of investigation was followed in another study (Ara, 1986), which provided empirical supports to earlier finding. A look at the structural properties of values relevant for the Bangladesh and Indian students seem to indicate that the socio-political attitudes of a nation are conditioned by the value system that shape the ideology and culture of a particular country.

In another study, Huq (1984) investigated the relationship of linguistic differentiation and social identity. He found the language style as an important variable for the development of ethnic attitudes, which seem to have considerable influence in the formation of socio-political attitudes of the students.

In an extended work, Ghosh and Huq (1985) conducted a cross-cultural study reflecting certain salient features for the emergence of ethnic attitudes influencing political behavior of the students. It was found that specific socio-contextual experiences have considerable influence in the formation of differential pattern of social identity. They concluded that status comparability relations might assume different forms in varying inter-group context leading to the differential attitudinal constellation.

Ara et al. (1985) did an empirical investigation in to right-left ideology of male and female relating to certain socio-political attitudes in personality variables. In this study female rightist were found more conservative socio-politically as compared to male rightists. But male and female leftists were found socio-politically liberal, So it was found that conservatism as an ideological framework is comparatively less influenced by social reality as compared to radicalisms. They designed an empirical study for investigating functional relationship between ethnicity and socio-political attitudes in the national context of Bangladesh. They focused on such socio-political attitudes like nationalism. The findings provided confirmation to the hypothesis that individuals with high ethnicity would have conservative attitudes and low in ethnicity would exhibit radical attitudes.

Political participation in any society is reflected in the mode of power delegation, which is supposed to be culminated in voting attitudes. Realizing this aspect of socio-political attitudes and political behavior, Ara, Huq and Ziauddin (1986) made an exploration into the phenomenon of voting attitudes as related to partisan attitudes, party identification, leadership image, election campaign and issue oriented attitudes. The results showed that both male and female Ss were politically aware in their exercise of voting rights. However, both the groups exhibited marginality in political awareness. In addition, the study suggested that

the competing political demands are important factors for determining voting attitudes.

Ara (1998) conducted a study in investigating the factors of Social and political behavior relating to student unrest of different ideological group in the Universities of Bangladesh. This study was initiated to find out the structural properties of sociopolitical attitudes in the continuum of conventionalism and progressivism. The sample of the study were composed of five hundred students of both the graduate and post graduate classes of Rajshahi Universty, Medical college, institute of Engineering & Technology and Rajshahi Govt College. These subjects held from different ideological group of Bangladesh Islami Chattra Shibir, Bangladesh Charttra Dal and non-political students. The factors extracted through factor analysis revealed the structural properties of socio political attitudes. These factors were racial tolerance, resistant to family planning, pro religiosity, supportive of student movement; favoring feminism anti-ethnocentrism, open nationalism, secularism, freedom for mass media and disfavoring political democracy. The result supported the conviction that certain progressive and traditional sociopolitical attitudes similarities from the resent political economic cultural situation and religious conditions which might exerted enormous influence on the different ideological stance causing student unrest in the field of political behavior.

Ilyas (2000) conducted a study was to identify some demographic, socio-economic and psychological variables that determine attitude towards female employment (ATFE). For this objective, the study examined relationship of age, marital status, own education, father's education, mother's education. Own profession, father's profession, mother's profession, place of residence, family type, number of sons, number of daughters, total number of children, monthly income, female role perception (FRP), female independence training (FIT), and female participation in decision making (FPD) with ATFE by building a

regression model. The findings suggest that women who hold favorable ATFE and liberal in female role perception, active in decision making, reside in urban areas, have more independence training, and their mother's are technical and skilled labor, while women who hold unfavorable attitudes are housewives and have more children.

Nisho (2002) A scale of attitude towards student politics was administered on a sample of respondents belonging to different professional at Rajshahi University campus. The average scores on the scale for each group reveals their negative attitude towards students politics. Analysis of results through F-test revealed that there was no significant difference between student groups of different professional families with regard to their attitude towards student politics.

Islam (2002) Investigated the socio-political attitude towards present condition of the students of social science and law faculties of Rajshahi University. A questionnaire of socio-political attitude scale C-R continuum. Ara's modified form was administered on a sample of 120 students (60 students of social science and 60 students of law faculties). For this purpose, two hypotheses were formulated. These were as follows: H₁ both male and female students belonging to social science faculties would have higher scores on the dimension of socio-political attitude (C-R) as compared to both male and female students of law faculties. H₂ male students belonging to social science and law faculties would have higher scores on the dimension of socio-political (C-R) attitudes as compared to female students of social science and law faculties of Rajshahi University. Data were analyzed computing mean SD and t value. The results provided empirical supports and confirmation to these hypotheses. It was revealed from the present investigation that the students of social science possessed more radical attitude as compared to the students of Law. On the other hand, the female students of both

faculties expressed more conservative attitudes as compared to their male counter part.

Kabir (2006) Attempts at investigating the value pattern relating to intergeneration gap in Bangladesh. For this purpose, the similarities and differences of terminal and instrumental generations of older teachers, younger teachers and students of different educational institutions of Rajshahi in relation to socio-political radicalism and conventionalism progressivism, has been investigated. It showed that value pattern of three generations were considerably moderated by conservatism- radicalism, conventionalism- progressivism attitudes and personality factors.

Shahria (2008) attempts at investigating the similarities and differences of attitudes towards social change in the continuum of modernism-traditionalism of Dhaka women and Rajshahi women in Bangladesh in relation to national development attitudes, personality variables and socio-economic status differences within the framework of socio-cultural and political background. In this study the investigator found that national development attitudes were considerably moderated by social change attitudes, personality factors, SES and residential background. One of the important findings reflected through the intervariable correlation was that the highest correlations were obtained between social change attitudes and national development attitudes in two cities of Bangladesh.

Empirical studies on socio-political attitudes in Bangladesh societal context are also scattered, unsystematic and scanty. However, a few studies can be mentioned concerning people's attitudinal constellation, belief-system, political participation and ethnic attitudes. This seems to reflect the dynamic process of activist's behavior.

III) PERSONALITY

Seshadhary and Jain (1972) reflected on external and internal control in voting. He found that voters are influenced by election campaigns and the propaganda of the competing political parties. He reported that 35% of the rural respondents and 58% of the urban respondents in India use to advice from some body else in order to make their choice for voting. In such cases persons with external control personality are more vulnerable to political pressures for taking decisions in the act of voting.

Jahan (1979) attempted to examine the relation between locus of control and risk-taking in decision-making. Subjects were fifty male post-graduate students of Psychology Department of Dhaka University. A Bengali version of Rotter's (1969) I-E locus of control scale was developed. Risk taking was measured by a slightly modified Bengali version of Wallach and Kogan's (1967) Choice Dilemma Questionnaire. The results showed a significant negative correlation between risk-taking and I-E dimension of personality which indicates that internals who perceive an event as consequence of their own actions, take greater risk than the externals who perceive an event as determined by luck or chance.

Begum and Shams (1981) examined Internal-External locus of control (I-E dimension of personality) of Experimenters (E) and Subjects (Ss) as determinants of Experimenter Expectancy Effect (EEE), Twelve Es (6 Internals, 6 Externals) tested 120 Ss (60 internals, 60 Externals) on a color judgment task with induced expectancies of obtaining high (+5) and low (-5) ratings from Ss. Analysis of the mean ratings be a 2X2X2 Analysis of Variance showed that I-E dimension of personality of Ss interacted significantly with EEE. As predicted, External Ss showed greater EEE than Internals. However, the hypothesis that Internal Es would obtain greater expectancy effect than External Es was not supported.

Sultana and Gon (1984) studied the effect of locus of control on the adjustment problems of college students in Bangladesh. The results seem to support that the locus of control beliefs are important mediators of adjective functioning in students. The study revealed that the internals and externals differ in adjustment mainly due to the fact that they occupied different positions on the instrumental expressive dimensions. The findings showed that internals tend to induce greater self-regulatory functions leading to better adjustment in different areas of life as compared to externals. Thus the results suggest that the locus of control is not so much a personality trait, rather it represents a way of conceptualizing life or a "Psycho-epistemic study" which determines one's adjustment transaction.

Another study was conducted by Ara (1985) in Bangladesh to investigate the associative personality factors underlying student's activism. It was thought that psychoanalytic concept, belief-disbelief system, social learning theory would be adequate to explain the phenomenon of student activism within the framework of socio-cultural background. Underlying conviction of his was that certain particular patterns of personality are modeled by the history and culture of a particular nation. It was predicted that certain personality patterns have definite influences in molding the attitudes of the individuals. The result of this study clearly supports the view that the particular personality pattern of the individuals is related to their ideological orientations, which are the causative factors of activism. Personality measures of authoritarianism, dogmatism and internal external control were administered to the groups of rightists, leftists and non-activism. Personality measures of authoritarianism, dogmatism and internal external control were administered to the groups of rightists, leftists and non-activities to find out their associative effects on ideological differences. An analysis of data on authoritarianism revealed that the rightists were highly authoritarian and significantly differed from the leftists and non-activities.

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In another study, Huq, Rahman and Mahmud (1985) investigated the relationship between personality dimension and academic achievement. The results suggest the possible operation of some cross-cultural factors as moderator variables on the personality performance relationship.

In the similar line another study Islam (1988) was made to investigate the impact of certain psychological factors such as closed mindedness, open mindedness and internal external control and socio demographic variables on student activism within the socio cultural framework of Bangladesh. The main objectives of the present study were to find out a pattern of differences between activists and non-activists as related to personality variables and socio-demographic factors in the socio-political context of Bangladesh. The findings-of the present study revealed that both male and female activist subjects belonging to high and low socio-economic background differed significantly from non-activist counterpart of all groups in their attitudes of activism. This finding clearly of all groups in their attitudes of activism. Moreover, it is revealed from these findings that the activist characteristics of the students are the interplay of personality variables, socio-economic factors and gender differences, which accounted for their social action behavior.

Ara (1995) also empirically studied relationship between personality variables and student activism. The study focused on certain personality syndromes like authoritarianism, dogmatism, and internal-external control and found their associative effects on ideological differences.

Samad (2000) conducted a comparative study on the impact of certain personality factor such as Internal-External control of student political participation within the socio-cultural framework of Bangladesh. The study has been developed under the theoretical background of (i) Motives underlying the political opinion and (ii) social learning theory. The sample was divided into

political (N=50) and nonpolitical students (N=50) between the age range of 20-25. Again political and non-political subjects were subdivided into male (N=25) and Female (N=25). The following measures were utilized for the collection of data in this study (i) Ara,s political activism scale (2) Rotters Internal-External Control Inventory (Aras Bengali version). The main objectives of the present study were to find out a pattern of differences between political and nonpolitical students as related to personality and gender in the sociopolitical context of Bangladesh. The three specific by pottages formulated were as follows. 1. Political students would score higher as compared to non political students on political Activism. 2. Political students would be more internally controlled as compared to non political students on I-E personality variable. 3. Male political and non-political students would be more internally controlled as compared to political and non-political female students. Data were analyzed computing mean, SD and t-value. The results of the study provided empirical supports and confirmation to all hypotheses. It was revealed from the findings that political students were more political and more internally controlled as compared to non-political students Male subjects were found more internally controlled in comparison to female.

Karim (2000) conducted a study that has been attempted to investigate the pattern of differences between political and general students as related to personality variable that is internally-Externally controlled of Rajshahi University students of Science and Arts faculties. The measure of I-E control inventory (Ara's Bengali version) was utilized for the collection of data in this investigation. It was found from the findings that Bangladesh chattra league subjects of belonging to Ants and science expressed more internally controlled personality as compared to Liberal students belonging to Arts and science faculties respectively. Thus the present investigation revealed that the political students those who are deeply involved in politics have been found to be internally controlled because of their self-confidence and internal ability irrespective of Arts and science faculties.

Mir (2008) conducted a study attempts at investigating the similarities and differences of violence aggressive attitudes for student activists, non student activists and student non activists of different educational institutions of northern part of Bangladesh in relation to manifest hostility attitudes, personality variables and socio-demographic factors within the framework of socio cultural background of Bangladesh. In this study the criterion groups were given measures of (i) violent aggressive attitudes (ii) serial's manifest hostility attitudes (iii) Rotter's I-E control of personality (iv) Kools authoritarian personality and (v) socio-economic status differences. Result obtained strongly supported the hypotheses.

Shahria (2008) attempts at investigating the similarities and differences of attitudes towards social change in the continuum of modernism-traditionalism of Dhaka women and Rajshahi women in Bangladesh in relation to national development attitudes, personality variables and socio-economic status differences within the framework of socio-cultural and political background. In this study she found that Dhaka women, both of high and middle SES background expressed significantly more personal efficacy and socio-political controlled on SOC scale in comparison to Rajshahi women of both of high and middle SES background. On the other hand Rajshahi women both of high and middle SES background who expressed more interpersonal control on the personality variable of SOC scale in comparison to Dhaka women of both of high and middle SES background. High SES women of both Dhaka and Rajshahi expressed more personal efficacy and socio-political control on the personality variable of SOC scale in comparison to middle SES women of both Dhaka and Rajshahi. On the other hand, middle SES women of both Dhaka and Rajshahi expressed more interpersonal control on the personality variable of SOC scale in comparison to High SES women of both Dhaka and Rajshahi

IV) GENDER AND GENERATIONS

Regarding demographic background, Ara (1984) found in her study that rightists came from the family with higher parental income but lower educational background. Leftists, on the other hand, had their higher parental education but lowest parental income. In the similar line Ara (1990) explored the phenomenon of student political activism in Bangladesh as related to sex and socio-economic status (SES) differences. The result of the present study was considered keeping in mind the fact that participation of student community in politics is a common event in developing countries of the world including Bangladesh where student activism seems to have exerted enormous influence on changing the stream of politics to a greater extent. In recent years, Bangladesh has experienced great upheaval and student unrest resulting in the change of government. The present study was designed to explore these political activities of the students in terms of gender and SES differentiation. The findings of the study showed that both male and female subjects with high socio-economic background obtained higher scores of political activism in comparison to low socio-economic background. It was found that male Ss scored significantly higher on political activism as compared in female subject. Therefore, in Bangladesh politics gender variation and status differentiation had been playing major role.

Afroze and Choudury (1990) examined the study of role of age and sex as determinant of interpersonal values. The sample consisted of 80 adults divided in to 4 groups on the basis of age and sex. They found that older group was more confirming more benevolent and less independence seeking than the younger group. As parents and child, belong to two different generations. There may be differences in their social responsibility. Society expects different sex role behavior from male and female. Due to this expectation and differential pressure of socialization process, we observe sex difference in various aspects of life.

Afrose (1991) observed the role of age and sex as determinants of attitude toward old people, The sample comprised of 120 male and female subjects divided into 6 groups on the basis of age and sex. Results showed significant main effects of both age and sex. Middle-aged groups were found to have the least favorable attitude compared to other age groups. Besides, Females showed more favorable attitude than their male counterparts. In addition, significant sex and age interaction suggested that the difference in attitudes among three age groups was less among the females than it was found among the males.

Ramamurti and Jamuna (1994) examines how religiosity and externality are related to adjustment in old age. Findings indicate that religiosity and externality are positively associate with good adjustment.

Khanam (2000) conducted a study on two generations and showed that this study was designed to investigate the difference in social responsibility between parents and their children and also to see whether social responsibility differs as a function of gender. For this purpose, 30 parents and 30 of their children were selected. Of them 15 were fathers and 15 were their sons; 15 were mothers and 15 were their daughters. Fathers and sons belonged to the same family and mothers and daughters belonged to the other family. They were administered the Bengali version of social responsibility scale. The results revealed that the two main effects viz. of gender and generation have no significant effect on social responsibility while the interaction between these two main effects has been found to be significant.

Parvin (2002) conducted a study attempts at investigating the similarities and differences of authoritarian attitudes of Muslim and Hindu students of Rajshahi University as related to gender and socio-economic status differences within the framework of socio-cultural background in Bangladesh. The study utilized two samples from Rajshahi University consisting of Muslim and Hindu students. Each sample composed of 120 students. They were undergraduate and postgraduate students of Rajshahi University, In her study following results has been obtained are as follows. (1) Both Bangladeshi Hindu Male and Female of

high and low SES would have higher scores on authoritarianism as compared to Bangladeshi Muslim male and female of high and low SES combinedly. (2) Both Bangladesh Muslim and Hindu male and female of high SES would have higher scores on 'authoritarianism' dimension as compared to Muslim and Hindu male and female subjects of low SES respectively.

V) WORKING BEHAVIORS

Jahan et.al.(1992) conducted a study to find out if working women engaged in different occupations differ significantly in respect of job involvement. The subjects were comprised of 80 women, chosen randomly, from different occupational groups (Nurses=20, govt. schoolteachers= 20, private school teachers = 20 and govt. officers = 20). The results showed that the difference was significant beyond 05 levels. Mean job involvement score was highest for the nurses and lowest for the govt. schoolteachers. The results were interpreted in Bangladesh context.

In Another study Khanam and Parveen (1999) was aimed to investigate the influence of age and sex on attitudes toward working women and modernity values.. In order to measure attitudes toward working women and modernity values the Bengali version of Sultan Akhtar's attitudes toward working women scale and Malla Reddy's Values Scale were used respectively. Results showed that attitudes and values differed significantly as a function of age. The influence of sex was observed in case of attitudes toward working women but not in Urban rural difference in psychological well-being (PWB) was wider among males than among females, particularly at the low and high socio-economic status (SES). Low SES males had the least and high SES males had the most favorable PWB.

Goni (2001) explored the relationship between working and non working women's mastery and decision making. Results showed that women's mastery was positively correlated with decision-making when mastery of working and non-

working women was increased there decision was also increased); result revealed that mastery and decision making of working women were higher than non-working women. This result confirms the women lower status in patriarchal society.

Rahman (2006) has attempted to investigate intergenerational differences relating to attitudinal variables of open mindedness-close mindedness in relation to conservatism-radicalism and demographic factors in Bangladesh. For this purpose, the similarities and differences of open minded- close minded attitudes of younger middle aged, and older occupational generations in relation to conservatism-radicalism attitudes and socio-demographic factors within the frame work of socio-cultural background have been investigated. The study utilized three generational samples drawn from Rajshahi city. All the younger middle aged and older occupational generational samples were the high officials of different occupational institutions of Rajshahi city. They are all 1st and 2nd class officers. All the younger middle aged and older occupational generational sample was composed of 120 respondents equally divided into Gender and SES groups. Thus, the study composed of total 360 respondents. In this study the respondents randomly selected were Muslims and Hindus. No criteria were fixed for the Muslims and Hindus differences. Results showed that open mindedness-close mindedness were considerably moderated by conservatism-radicalism attitude. One of the important findings reflected through the factor analyses was the distinct open mindedness-close mindedness pattern of younger, middle aged and older generations, which might be assumed to be caused by cultural variations of these three generations.

All the different approaches cited above have talented to explore the region of value pattern from deferent angle of vision. In fact the study of value pattern a total entity and it cannot be separated in to different compartment of approaches. Viewed in this sense the study of value pattern is a join product of all the approaches taken together in this review chapter.

**THE DEVELOPMENT AND
BACKGROUND OF THE PRESENT STUDY
AND THE STATEMENT OF THE OBJECTIVES**

CHAPTER THREE

THE DEVELOPMENT AND BACKGROUND OF THE PRESENT STUDY AND THE STATEMENT OF THE OBJECTIVES

The present study was designed for investigating value pattern related to conservatism-progressivism, spheres of control and internal-external personality of working male and female in Bangladesh. The review of the theoretical approaches to the study of value pattern as related to sociopolitical attitudes and personality variables (chapter-1) and empirical studies in the area (Chapter-II) indicate the presence of several trends of the terminal and instrumental values, clustering of sociopolitical attitudes and personality. The review of the literature suggest that any attempt at understanding values of male and female cannot be separated from sociopolitical cultural context within which the study is to be carried out. It is therefore, necessary to give a brief introduction to the socio-political culture of Bangladesh, gender and age concepts prior to mention objectives and design of the justification of hypotheses of the study.

CULTURAL IMPACT OF DEVELOPED/TRANSITIONAL SOCIETIES AND DEVELOPING COUNTRIES

Political Culture in Transitional Societies

Almond and Verba (1963) serves to focus our attention on the concept of political culture as an aspect of political life, and such a focus of attention is useful. The concept makes it easier for us to separate the cultural aspect of politics from other aspects as well as the political culture from other forms of cultures. Political culture forms an important link between the events of politics and the behavior of individuals. Although the political behavior of individuals and groups

is of course affected by acts of government officials, environment of educational institution like administration, characteristic pattern of students, personality and attitudinal clustering, socio-economic background, it is even more affected by the meanings that are assigned those events by observers.

Political culture refers to all politically relevant orientations whether of a cognitive, evaluative, or expressive sort. It refers to the orientation of all the members of a political system; and it refers to orientations to all aspects of politics. Thus the empirical beliefs we are interested in this approach to political culture are the fundamental beliefs about the nature of political systems and about the nature of other political factors. Fundamental political beliefs are particularly relevant to the study of change. They play a major role in guiding the ways in which institutions develop and change. To a large extent these beliefs may represent stabilizing elements in a system; they may motivate the factors in a political system to resist change in the name of traditional beliefs or they may lead to fundamental modifications of innovative institutions so that they fit the traditional culture in which traditional belief systems have served to control and modify patterns of change.

The changeability of basic political beliefs is indeed a crucial question to the elites of the developing nations. It is customary to think that cultural dimensions are unchanging factors that form the setting within which politics is carried on; that culture conditions politics, but not vice versa. The focus on the relationship between basic belief structure and political beliefs is of great use in determining what political attitudes are important to consider in describing a political culture which Lane (1962) has pointed out forcefully. Though political cultures are closely connected with other aspects of the cultural system, the analytical separation from general culture of those values, cognition, and expressive state with political objects is useful. It is useful because it allows

concentrate on those areas of attitudes that are most relevant for politics. It is useful also because the connection between general culture and political culture is not one of complete identity. The relationship among the various beliefs that individuals are both political and non-political represents one of the most important topics of discussion for the students of political culture. Furthermore, when a relationship is found between political beliefs and general social beliefs, one cannot assume that general social beliefs affect political beliefs with no reciprocal effects.

Political beliefs play a major role in determining the operation of the political process. Since they set the culturally defined goals for that process; but though the over-all goals of the system are set by the third distinction involved in the ideological-pragmatic polarity is that between the stress on the expressive side of politics and the stress on the instrumental side. On the one hand, beliefs that stress political activity carried on for its own sake or political institutions that are valued for their own sake and on the other beliefs that focus on political activity or political institutions in terms of their usefulness for producing other satisfactions. On the other hand one's commitment to and identification with one's nation might be much more in terms of the instrumental performance of the system and in terms of the specific benefits that are perceived as deriving from being a member of that nation (Almond and Verba, 1960).

Socio-Politico-Economic Culture of Bangladesh

Political culture in Bangladesh is an extension of Bengali culture as developed during British period and culminated in the creation of Pakistan. It has been observed that political culture is not sharply differentiated from socio-cultural spheres in newly independent nations (Pye, 1962). Hence it is argued that

Bangladesh political culture is closely associated with social and political development of history. Thus Bangladesh as a part of Pakistan experienced two political cultures. These were mass political culture and elite political culture. The mass political culture is permeated with traditional elements. It includes national planners, political leaders, administrative cadres and military personnel. The culture is expressed in modern language and is mixed with elements of modern thoughts.

The political culture of Bangladesh is the product of political culture of India and Pakistan. So Bangladesh, Pakistan and India share some distinctive features of political culture in common. This distinctiveness may be summarized as follows: (1) Society is organized more around its culture than around its politics, (2) Politics is marginal to the self-image of people and traditional culture which provides national identity, (3) The concept of religion gives rise to the concept of ethics in society, (4) Traditional culture takes an authoritative center in society. As a result of these characterizations of social framework in politics in this country seems to underwrite the tradition bound culture and social division. This has promoted different types of a functional relationship between politics and certain special groups.

The political culture of Bangladesh may be conceived in similar fashion. Hence, the fusion of cultural forces and politics is very much conspicuous in Bangladesh. It is, therefore, arguable that political development in Bangladesh is determined by the dominant Muslim culture. Consciously or unconsciously Bangladeshi political culture is reorganizing the different facts of a people's culture. The nation brings a particular part in its consciousness depending on the needs of its ages. In this aspect Bangladesh cultural history is a projection in which present day needs are reflected. It incorporates with its fold adequate modalities of reaching, changing or rejecting some of the self defined political

values. Each of them has ensured the flexibility of nation's political culture (Rosenberg, 1960; Almond and Verba, 1963; Ara. 1988). Thus ultimately the concept of Bengali political culture incorporated within its fold language, culture and tradition over-powering the sentiments of religion (Murshed, 1978). As a result there was increasing demand for social identity as a separate nation based on language and culture. These attitudes were culminated in Bengali language movement in 1952.

In the seventies after independence of Bangladesh ideas of elite accommodation and democratic consolidation in the formation of democracy were introduced. It was recognized that as elite groups learn to compromise and negotiate, pragmatic as well as cultural considerations of the institutionalizing of behavioral norms of the elite, political trusts, and other values conducive to the maintenance of democracy, are developed. It was recognized that this learning allows the formation of an elite political culture, or way of doing politics, which then diffuses out to the masses. Thus the political culture of elites and that of the masses can be seen as reinforcing each other in a continuing reciprocal relationship.

Compared to most little developed countries Bangladesh is religiously, ethnicity and language have been at the fore in the formation of a national identity, and the ideology of national identity has been a source of political division. The contested nature of national identity provides fuel for the fire of partisan politics. There is a history of using linguistic, ethnic, and religious identity to mobilize support against repressive regimes. From the late nineteenth century until the creation of Pakistan in 1947, religion played a dominant role in shaping identity. An Islamic identity played a critical role in the creation of Pakistan in the face of the perceived threat of the majority Hindu community. Later, during the 1947-71 Pakistan periods, religious nationalism was superseded by a heightened awareness

of linguistic, ethnic and cultural identity, as west Pakistani co-religionists came to be perceived as exploiters and competitors. Ethnicity and language became the dominant sources of identity.

Ideas of Bengali nationalism, seen as a composite of Bengali culture, language, folklore, mores, and the general Bengali environment were emphasized to inspire and motivate socioeconomic development. Emphasis on secular ethnicity attracted support of Hindu minority and the leftist political parties, but ended to alienate non-Bengali, Bangladesh.

After 1975, a concept of Bangladeshi nationalism developed, that is distinct from Bengali nationalism with roots in both Bengali culture and Islam. There was a concern to differentiate between Bangladeshis and people from West Bengal. This Bangladeshi nationalism became a core element of one political group. These different emphases continue to contribute to division in society. Another political group continues to stress the secular, Bengali nationalism, whereas the other emphasizes Islam and Bangladeshi nationalism. These ideologies influence attitudes towards issues such bilateral relations with neighboring India and Pakistan and the treatment of religious and ethnic minorities. Polarization over such fundamental and emotive issues between the two major political parties tends to lead to an oversimplification of policy issues and a reduced ability to negotiate and compromise. These two types of ideology Bengali nationalism and Bangladeshi nationalism look serious shape among the different ideological group. These groups were involved to express aggression and violence against each other and created chaos in the educational institution.

The socio politico culture of Bangladesh is mixed with traditional and modern elements. After Pakistan achieved-independence the socio-political culture of East Pakistan was dominated by the Muslim tradition and heritage inspired by their own culture (Ahmed 1977). Bengali life and customs had tremendous impact

on the development of Bengali nationalism, which in its turn gave rise to the emergence of independent Bangladesh (Ara, 1983).

In conclusion it can be said that Bangladesh is predominantly a cultural society as well as a political society. The social values and religious dogmas are more important to the masses than political values. Infact political culture is highly concerned with rights and privileges between different classes of people. It is characterized by co-operative interdependence the inter-class level. In the absence of democratization of power, political culture cannot flourish. In Bangladesh there is clearly a vacuum, of political teaching in absence of democratic system of government. In a word, it can be said that Bengali history and tradition, Bengali life and customs and Islamic religion have tremendous impact on the development of political culture in Bangladesh. Moreover, culture is a dynamic process on political culture of Bangladesh, as it were in formative stage, contingent upon social change and development.

CULTURE OF WORKING INDIVIDUALS:

OCCUPATIONAL GENDER AND GENERATIONAL CONCEPT

Occupational generation by sex is extensive in every region, at all economic development levels, under all political systems, and in diverse religious, social and cultural environments. It is one of the most important and enduring aspects of labor markets around the world. There are several reasons to be concerned with occupational generation. It is a major source of labor market rigidity and economic inefficiency. Excluding a majority of workers from a majority of occupations, as at present, is wasteful of human resources, increases labor market inflexibility, and reduces an economy's ability to adjust to change. With the globalization of production and intensified international competition,

these factors have assumed greater importance. Furthermore, occupational generation by sex is detrimental to women. It has an important negative effect on how men view women and on how women view themselves. This in turn negatively affects women's status and income and consequently, many social variables such as mortality and morbidity, poverty and income inequality. The persistence of gender stereotypes also has negative effects on education and training and thus causes gender-based inequalities to be perpetuated into future generations. The generation of occupations on the basis of workers' sex is thus an important labor market phenomenon deserving greater attention from policy makers and lay persons concerned about equality, efficiency and social justice.

The world's population has experienced a rapid improvement in mortality in the second half of this century. Life expectancy has increased dramatically, particularly in the past thirty years. This rapid improvement in the developed world was accompanied by an increase in the gap between male and female survival. This widening sex difference is due mainly to the higher place of improvement for females rather than to a decrease in life expectancy for males. This increased disparity is obvious in both France and Denmark, where male mortality is twice as high as that of females for some age groups. The first at young ages (20-35), which is the result of increased death rates from accidents and violence among males, and the second in late adulthood and at the beginning of old age, where the cardiovascular and cancer rates are much higher for males than females. The gaps between the two sexes for these major causes of death have been increasing in most of the developed countries since World War II.

Behavioral factors. such as smoking, diet, as well as medical care, account for some of the male female differences in mortality at adult ages. The diseases that contribute most to the widening mortality gap between the two sexes, such as cardiovascular diseases and lung cancer, are linked to cigarette consumption. It is

known that, in almost all populations studied, more men than women smoke and that, among smokers, men tend to have more hazardous smoking habits than women. Evidence from various studies in different countries suggests that from the 1950 to the present smoking has been a major contributor to sex differences in cardiovascular mortality and consequently, to overall mortality differences between the sexes. Independent studies suggest that about 50% of sex differences in heart disease mortality are attributable to differences in smoking behavior (Waldron, 1995).

Socio-economic factors. Various studies show that socio-economic condition of men and women, their needs and role differ greatly. Women play productive, reproductive and community role, but men mostly play productive and community role. The reproductive role comprises biological reproduction (child hexing and hexing responsibilities) as well as all other household chores that require to guarantee the maintenance of household and work force of the past, present and future.

Occupational socialization. Behaviors persist as long as the attitudes, beliefs, perceptions, habits, and expectations of organizational members remain constant. Criminal justice agencies are particularly subject to this issue. Law enforcement officers and corrections officers seem to be more resistant to change. Organizations are best understood as systems of roles. These roles link the individual to the organization and assure its continuity. The assumptions, values and beliefs create language, symbols and folklore and ultimately serve to direct the behaviors of the organizational members, especially in response to work related problems, Common meanings interactions, rituals, norms that evolve in working groups. Dominant values espoused by an organization such as rehabilitation, crime prevention, and the philosophy of the organization toward employees or clients, rules for getting along in the organization's social system and the feeling or

climate created in organization are the way employees are managed or interact. A pattern of basic assumptions- invented, discovered, or developed by a group as to means to cope with its problems of external adaptation and internal integration that has worked well enough to be considered valid to be taught to new members as the correct way to perceive, think, and feel in relation to those problems. The term occupational ideology is an emotional set of beliefs that allows members of an occupation to make sense of the world in which they work. The occupational ideology differs from the knowledge base that separates one occupation from another.

Occupational cultures refers to solve common problems employees develop a series of solution, some may developing new words or new meanings for lode words, language is the framework of any culture. Occupations develop norms for acceptable behavior and sanctions for those, which violate such norms. Organizations can be seen as micro societies where unique cultures emerge. Reoccurring problems lead to solutions, these solutions are then proposed and transferred to the newer members and become part of the organization's culture. New cultural components are generally a reaction to problems from the organization's environment. Cultural awareness can be important to consider in occupational therapy practice because occupational performance for a person experiencing chronic pain.

Positive Outcomes of an Intergenerational Workforce: For the most part, human resource professionals witness positive outcomes of an intergenerational workforce occurring more frequently and negative outcomes less frequently. The most common outcome is workers from different generations learning from one another and indicated that they frequently see a better quality of work due to a variety of generational perspectives. **Negative Outcomes of an intergenerational workforce.** The most common negative impact of another inter generational

workforce is a conflict regarding acceptable work hours between workers of different generations. Human resource professionals witnessing this conflict frequently and indicated that they frequently hear reports of employees believing that co-workers from other generations do not respect them.

Generational Concept: It is an established fact that history creates generation and generation creates history (Strauss and Howe, 1991). When any sort of dogmas reached extreme phase, a new generation is borne to take leadership for breaking up the status quo of the society and rebel for social change and national development. In undivided India Muslim League took leadership for the creation of Pakistan for the social change in favor of the Muslims of this region. But after independence the East Pakistani people were found to perceive as neglected less beneficiary and underprivileged. As a result, in 1971 the then East Pakistan achieved independence after nine months fighting with the Pakistani army. Because the then East Pakistani people who were mostly the Bengali (Bangladeshi) came to learn that they have been deprived in every sector in development.

In fact, single biggest factor like globalization has been discovered in the modern worldview as the most important dimension of modernization in the national and international educational sector of development. The greatest effect of these defining historical moments will be seen in the young people who experience them. Young people are much fascicle becomes something altogether new, fundamentally changing the entire society's mould in behavior.

Characteristics and Opportunities of the Two Generations:

Older Participants:

- Remain society, apply the skills of a lifetime to new challenges,
- Live more fulfilled lives as a result of using their skills
- Dispel inaccurate stereotypes about young and middle age people, particularly adolescents.
- Learn from young and middle age people and forge new friendships and experiences,
- Develop or rekindle sense of community responsibility.
- Pass along the value of volunteerism and community involvement to young and middle age.
- Convey cultural information to a new generation,
- Learn new technology like computers and e-mail, from young and middle age people, and
- Decrease loneliness and social isolation.

Young Participants:

- Be recognized and valued as productive, useful, and contributing members.
- Share their unique talents and skills with middle age and older adults,
- Gain awareness and appreciation of aging,
- Dispel inaccurate stereotypes about middle age and older adults,
- Develop a stronger sense of community responsibility and personal contribution as a whole,
- Form interpersonal relationships with middle age and older persons who can provide support, and friendship, and
- Learn about and develop an appreciation for rich cultural heritages, tradition

THE APPROACH, OBJECTIVES AND DESIGN OF THE PRESENT STUDY

The literature related to the study of value pattern as related to attitudes, personality and age differences in (Chapter-1) offers a wide area of different theoretical approaches. These approaches ranged from human value model of terminal and instrumental value, socio-political attitudes and personality approach incorporating role behavior and gender differences approaches and working generational approaches. The present study represent an effort to utilize existing social psychological theoretical approaches in the context of working behavior of gender differences in Bangladesh. Hence, it was decided to use a multi dimensional approach consisting of five major theoretical approaches for this research. These five theoretical viewpoints were utilized in the design of present study. These are as follows:

- i. Terminal and Instrumental Value Approach
- ii. Conservatism-Progressivism Attitudinal Approach.
- iii. Spheres of Control and I-E Control Personality Approach,
- iv. Role Behavior: Gender and Generational Approach
- v. Occupation: Gender and Generational Approach

These choices of utilizing these above stated theoretical approaches was guided mainly by the consideration of their relevance and applicability to the male and female of older and younger working generations selected for the study. It is thus necessary to provide a brief justification for the five approaches separately understand to manner in which they have been utilized.

i. Terminal and Instrumental value Approach

As stated in introduction (Chapter-1) and review of literature (chapter-II) systematic value pattern have been found closely related to prediction of working male and working female differences towards divers issues. In this study, therefore it is proposed to investigate terminal and instrumental values related to socio political attitudes, personality and different age as moderated by gender differences popularly used in literature. Working male and working female of older and younger generation received consideration support for their value preferences in the literature (Rokeach, 1960, 1968, 1973; Feather, 1973, 1975; Ara, 1983; Sharmin, 2001) According to Rokeach, the total number of values a person possess is relatively small. All men everywhere posses the same values to different degrees. These values are organized into value system and the antecedents of human value can be traced into culture, society, occupational, institutional attitudes and personality. Thus the consequence of human values will be manifested virtually in all phenomena that social scientist might consider worth investigating and understanding. The study, therefore proposed to utilize Rokeach's terminal and instrumental value approach to account for the identifying two different patterns of values between working male and female of older and younger generations in the present contexts of Bangladesh.

ii. Conservatism-Progressivism Attitudinal Approach

The review of the theoretical approaches and the empirical study conducted in the areas of gender differences as presented in chapter I and II shows that socio-political attitudes play a significant role in moderating and molding gender differences. As Fairchild (1934) states that conservatism attitudes can notes a disposition to preserve things as they are and conservative or conventional person usually clings to the status quo opposing all changes on the assumption that anything new is going to be worse. He prefers traditional ways of life, which

involve hardly any social risk. On the contrary, radical or progressive persons favors changes in the social order and welcome anything new (Kerr, 1952; Ara, 1983; Haque, 2002). The study therefore proposes to utilize Ara's conservatism-Progressivism socio-political approach to make a difference between working male and working female of older and younger generations on their socio-political preferences.

iii. Spheres of Control and I-E Control Personality Approach

The review of the theoretical approaches and the empirical study conducted in the gender differences between working male and working female as presenting in chapter I and II shows that personality factor play a significant role in identifying gender differences. The diver's area of research in the area of gender differences can roughly classify into a broad categories. Psychological studies, which attempt to develop typological literature which are best represents by the works on spheres of control (Paulhus, 1983) and internal-external control (Rotter 1966). The study therefore proposes to utilize Paulhus spheres of control and Rotter's internal-external control scale for investigating personality differences between working male and working female. It would therefore, be observed whether the relationship of their personality are also found in the context of working male and working female of older and younger generations study.

iv. Role Behavior: Gender and Generational Approach

Role behavior has been shown to be closely related to gender differences and social behavior. The role involves the performance of the rights and duties constituting a particular status (Linton, 1936). It is a pattern of behavior corresponding to a system of rights and duties and associated with a particular position in a social group (Wilson and Kolb, 1949). Role behavior may be

ascribed or achieved. Role behavior however, may exist in various forms. One of the most important aspects of role behavior may attribute to gender differences.

It is thus clear that role behavior is an important variable in the study of male and female characteristics in a given societal context. As Thibaut and Kelley (1959) point out, two persons occupy the same role when their behavior in respect of a given situation or subject of group members is controlled by the same norms. The flexibility of different role behaviors depends on the perception of the norms governing the given role in the present study it was therefore decided to investigate the gender differences of older and younger occupational generations to identify the different roles as the criterion group for the study.

v. Occupation: Gender and Generational Approach

A large number of social scientists like Sociologists, Anthropologists, Social Psychologists and Occupational Psychologists have investigated to find out the relationship of working male and working female in the field of values, sociopolitical attitudes, personalities as related to differential generational concepts (Neumaann, 1939; Gerth, 1951; Lazarsfeld et al., 1948; Gerth, 1951; Cantril et al., 1941; Gasset, 1958; Keniston, 1968; Marias, 1970; Sinha, 1972; Strauss and Howe, 1991, 1997).

Gasset (1958) pointed out that there are older and younger generations with its own perspective and outlook on life. Not all contemporaries are coevals. Contemporaries are those who live at the same time, same atmosphere, and same world. Whereas, only those are coevals who belong to the same generation. Belonging to the same generation means being of the same age and having some vital contact. Since, older and younger generations live at any point of working generations live at any point of time in the society the problem was to select those who were not coeval, although living at the same time could be called separate

generations as well as constituting those segments of society, which has a significant part to play and maintain life. Therefore, it was felt that the use of extreme working male and working female would be a suitable strategy for the study.

Since the youngest working generations seemed to be mostly involved regarding the needs and demands of the youth, it was, thus decided to utilize here the same as the youngest occupational generation representing the working generations. On the other hand, the older and the younger occupational generations were the most intelligent matured occupationally aware-working persons of different Govt. or Non- govt. Organizations in Bangladesh who have strong contribution in the occupational, social and political field of Bangladesh. Thus, in the present study the younger and older working generations were also selected. The present study, were, therefore, decided to investigate the differences of working male and working female who involved to play some selected important role in the service organizations were as the criterion groups for the investigations.

Considering above materials subject was selected as a sample of the study particularly working male and female of Bangladesh and their age differences were taken in to consideration. It also follows from above discussion in Bangladesh context that the choice of using sample offers two fold advantages for the study of value pattern. Firstly, it has a significant theoretical advantage. Since working people represents the more articulate and expressive section of the society. Secondly, among the population of the society working people are the most important elements for setting the pattern of values, attitudes, and personality of social life of community. Socially and culturally, they are can the reform, designed to study a value pattern with differences and preferences of male and female of older and younger individuals using working sample from Bangladesh.

OBJECTIVE OF THE PRESENT STUDY

The purpose of the present study was to make a comparative analysis of the phenomenon of values, attitudes and personality factors on working male and working female in the present context of Bangladesh. The main objective was therefore, to find out the differences and similarities in the values between working male and working female, older male and older female, younger male and younger female as related to attitudinal variables and personality variables.

The specific five objectives may be stated as follows:

1. A comparative study of value pattern of differences and similarities of working male and working female of Bangladesh as related to terminal and instrumental values.
2. A comparative study of value pattern of differences and similarities of working male and working female as related to some important socio-political attitudes (like, religiosity, violence, nationalism, social change, democracy, minority attitudes and women emancipation) in the conservatism-progressivism continuums.
3. A comparative study of value pattern of differences and similarities of working male and working female as related to the personality variables of I-E control and spheres of control (like, personal efficacy, interpersonal control and socio-political control).
4. A comparative study of value pattern of differences and similarities of working male and working female of older male-female and younger male- female of Bangladesh related to values, socio-political attitudes and personality variables.
5. A comparative study of the value pattern of working male and working female irrespective of age differences.

DESIGN OF THE STUDY

In this investigation the criterion group design has been utilized. The study was conducted on two phases. In the first phase criterion groups of working male and working female were selected on the basis of their personal information Sheet (P.I.S). The criterion groups of working male and working female were subdivided in to older and younger samples on the basis of their responses also to personal information sheet. The details of the criterion group selection are given in chapter IV. It should be pointed out that the use of criterion groups has considerable advantage in highlighting the differences between working male and working female; older working male and older working female; younger working male and younger working female in relation to the values, attitudes and personality dimensions. Groups design affords the opportunity of studying differences in values, attitudes and personality more effectively in a natural state field setting and thus offering greater generalizability of findings in comparison to casual experimental design using a restricted range of variables.

In the second phase, the criterion groups were given four measures on selected variables for analyzing differentials on values, sociopolitical attitudes and personality factors. The measures used were as follows:

- I- Values and Attitudes
 - (i) Rokeach's Value Inventory
 - (ii) Conservatism –Progressivism scale
- II- Personality
 - (i) Rotter's Internal-External control personality scale
 - ii) Paulhus spheres of control personality scale

The description and the rationale underlying the selection of these measures are given in chapter IV.

FORMULATION AND JUSTIFICATION OF HYPOTHESES

The present investigation has been designed to explore value pattern between working male and working female of older and younger generations in Bangladesh. Chapter-1 contains important theoretical interpretation and Chapter-II contains relevant review of literature, which provides substantial guideline for formulating specific prediction for the study consequently. The following hypotheses were formulated on the basis of Chapter I and II.

H₁: It is hypothesized that working male would differ significantly from working female on some terminal values as well as instrumental values.

This hypothesis may be explained by the theory of role behavior and sex differences, which explain in the functions of male and female patterning in larger social behaviour. The role of male and female involves the performance rights and duties consisting a particular status (Linton 1936). It is a pattern of behavior corresponding to a system associated with a particular social group (Wilson and Kolb, 1949) role behavior may be ascribed and achieved. It is ascribed when assign automatically by the society. It is achieved when an individual feet's himself or herself in to a pattern of social norm because of their learning and socialization in the family, institution and in a grater society. Because of the socialization process in a family a male child is differentiated in the field of their play, work, dress even sometimes food. From their childhood they develop differential value pattern. Some cultural position to the male and female individual in a society differentiate between these two-sex individual in different way. Their cloth, taste, occupation. values, hobbies and speech reflect the fundamental difference in male and female. Terman and Taylor (1954) agree that male are more likely to talk about business, sport and politics. Women interest runs to cloths decoration domestic affair, child rearing and social relationship. Allport and

Vernon (1931) study of value tests showed that male often assigned higher on theoretical, economic and political values while women achieved higher scores on aesthetic, social and religious values. The hypotheses that working male would differ significantly from working female on some terminal values as well as instrumental values, is justified and explainable through the theory of role behavior and sex differences principle.

H₂: It is Hypothesized that working female would be more conservative as compared to working male on C-P score.

The concept conservatism-progressivism divides the vast area of sociopolitical attitudes into two gross categories. In one category the person who clings to the status quo opposes all changes in the society and believes that nothing should be tried for the first time (Fairchild 1934, Burke 1950). They are called conservative person. Progressivism on the other hand believes the ideas of democracy leading to the liberal distribution of social political and economic resources. . Some findings (Vetter, 1938-39; Murphy, et. al,1937; Smith, 1949) supported that a conservative individual is one who prefers-traditional attitudes and poses all changes in the socio-political attitudes. In the present study working females were found more conservative as compared to working male. The present findings supported by the literature that progressive attitude properly consists of those political attitudes, which prefers social changes for the development of the progress in every sector. These literatures and findings supported the hypotheses that working females would be more conservative as compared to working males on conservatism- progressivism score.

H₃: It is hypothesized that working female would be more internally controlled as compared to working male on the personality variables of I-E control and Spheres of control.

In order to investigate personality differences between working male and female the concept of role behavior is very important factor. According to Linton (1937); Lazarsfeld et. al (1948) role refers the functioning of individual in the larger society and holds to explain the patterning of social behavior. The role involves the performance of the rights and duties constituting a particular status. Role behavior may be ascribed or achieved. It is ascribed when duties were assigned automatically by the society and it is achieved when individuals fit himself into a pattern of social norm because of the learning and experience (Ahmed, 1977; Ara et al, 1988, Rahman, 2006). One of the most important aspects of role behaviour may attribute to gender differences. Belief, attitudes, personalities, culture reflect the fundamental differences which are also observable in the area of value pattern personality manner and different contemporary issues like occupational system in developing societies the females predominates. The female in making decisions in comparison to males and these decisions are hardly changed. But the males have to cope with the every situation to make adjustment with the families and thus have to play flexible role. In the present study working females were found more internally controlled as compared to working male in their personality pattern. This pattern of personality may be explained through the theoretical interpretation by Rotter's social learning theory and value expectancy theory. Thus, it is hypothesized that working female would be more internally controlled as compared to working male on the personality variables of I-E control and spheres of control.

H₄: It is hypothesized that younger working male and female would differ significantly from older working male and female on values, sociopolitical attitudes and personality variable.

Age differences is an important variable in the study of normal personality characteristics attitudes and value system in a given societal context in every area. Since the dawn of mankind some kinds of gap have existed between older and younger working generations. The older of every area has regarded as out dated, old fashioned, conservative and lacking in progressive understanding. On the other hand, the younger generation is ascribed as lacking in respect of conservative value systems (Sinha, 1972). A value has a behavioral component in the sense it is intervening variable that lead it action when activated. It is established fact that value changes take place not only during a adolescent but throughout life value development has been continuing through process of change from birth to death and does not stop in any age from childhood to old age (Rokeach,1960). From their child hood they develop differential attitudinal constellation, values on their personality paltern. It is evident from the literature for older individuals usually do not take any risk and they are supportive of conservative attitudes (Levinson, 1968). It is also found that younger generations do not support status quo but want social and economic equality, liberty and participation in the democratic possess of politics (Lipset, 1968-69; Ara, 1983)

Adorno and Collaborators (1950) started from the fundamental assumption that personality in the organization of needs as the main determinants of socio-economic, political attitudes in according to them personality dynamically plays a major role in determining that what a person believes and how he believes: This theme is also supported by Rokeach (1960). In the present findings younger working male and female would differ significantly from older working male and for values socio-political attitudes like conservatism-progressivism, personality like internal-external control and spheres of control is justified and explainable through the theory of generation gap (Straw and Howe 1991,1999)

H₅: It is hypothesized that working female would differ significantly from working male on the pattern of value preferences.

Gender differences, however, may exist in various forms. One of the, most important aspects of role behavior may attribute to gender differences. According to Terman and Mills (1936) men are higher on theoretical, economic and political values, while women exceed the men on aesthetic, social and religious values. Males are interested in adventure and strenuous occupations in machinery, tools , science, invention and business. Females turn toward domestic affairs, charitable and humanitarian an aspects (Terman and Mills 1949). Rapid change in modern civilization tend to occur gender differences conflict within a fast changing social order. Gender differences had permeated the society, as a whole being manifested on the different level of socio-political attitudes, socio-economic dimension. needs, wants and values. Because of modern technology and media globalization attitudes and worldview have reached to the gender differences very quickly. Working male and female of Bangladesh who possess differential pattern of value system of their age, status and experience differences. Thus the hypotheses that working female would differ significantly from working male on the pattern of value preferences by the previous literatures (Feather 1975; Allpor-Vernon, 1931; Terman and Taylor, 19 54) and findings (Ara, 1983; Haque, 2002) and also by the present findings.

In summary, the study uses a multidimensional approach with a criterion group design to highlight the similarities and differences on values, attitudinal and personality variables of working male and working females in Bangladesh. The specific objectives and hypotheses formulated for the study are given in the following section. The details of the sample selection and methodology employed are reported in Chapter IV.

METHOD AND PROCEDURE

CHAPTER FOUR

METHOD AND PROCEDURE

The chapter describes the method and procedure used for the study. Major focus of this chapter is on sample, description of the tools and measurements and procedure of administration of the tests. The development of the research methodology was guided by the objectives described in chapter III.

SAMPLE

Background of the Sample Settings

The investigation was conducted on two samples - one was working male and the other was working female. Each sample was also subdivided into two generations like older and younger. These subjects were collected from different service organizations, business organizations and educational institutions of Bangladesh; For sample collection two division were selected. One Dhaka and another Rajshahi. From Dhaka division following institutions were chosen i.e., Bangladesh Secretariat, National Parliament, Bangladesh Rural Advancement Committee (BRAC), Power Development Board (PDB), Holifamily Redcrisent Hospital, Bangladesh Television Vaban (BTV), Agroni Bank, Prime Bank, The new University of Asia pacific, Rignest International School and National University. From Rajshahi division the following institutions were selected: These are as follows, like Rajshahi University, Rajshahi University of Engineering and Technology (RUET), Teacher's Training College, New Govt. Degree College, Rajshahi Politechnique Institute, Northern University, Writer & Trainer Society for Environment Management (WATSFEM), Agriculture Information Service (AIS), Cotton Development Board (CDB), Rajshahi Horticulture Center, Rice Research Institute (RRI), Barind Multipurpose Development Authority (BMDA), Rajshahi Krishi Unnayan Bank, Bangladesh Bank, Islami Bank Hospital, Rajshahi Press Club and Bangladesh Betar. Before giving the details of the sample and procedure, it is essential to be acquainted with the background of the sample settings.

Dhaka is the capital city of Bangladesh. Having a happy blending of the old and new architectural trends, Dhaka has been developing fast as a modern city since 1982 and is throbbing with activities in all spheres of life, i.e., industrial, commercial, cultural and political. Most of people of this city hail from lower middle and upper middle classes. The South Asian Association for Regional Co-operation was formed at the initiative of the Bangladesh Government and the inaugural meeting was held in this capital city. Founded in 1908 as the seat of the imperial Mughal viceroys of Bengal and known the world over for centuries for its fine silk and muslin. There are central Shalid Minar, Banga Bhaban, Lalbag Fort, National Museum, National Art Gallery, Suhrawardy Uddiyans, National Assembly complex, Ramna green, National Memorial Institute of Arts and crafts etc. around in Dhaka.

Rajshahi city is located near many ancient capitals of Bengal, notably Lakhoniti or Lokkhonaboti and pundra. This city was the centre for occupational, cultural and educational activities during Pre-British period. It is traditional old city on the northern part of Bangladesh. It is situated on the northern side of river Padma. Rajshahi Municipality was established in 1876, one of the first in Bangladesh. Along with all of Bangladesh, Rajshahi witnessed both great atrocities by the Pakistan army and heroic struggles by the freedom fighters during the liberation war in 1971. The largest mass grave in Bangladesh is located in Rajshahi University, which was used as an army camp during the war. On the other hand, one of the great battles of the war took place near Rajshahi. Captain Mohiuddin Jahangir who died in battle was awarded the highest honor (Bir Shrestho) by Bangladesh government after the war. Famous people associated with Rajshahi who are Dr. Shamsuzzoha, Ila Mitra, and Khaled Masud etc. Now mainly home to a jute mill, sugar mill and mango based industries. It was recently decided that Rajshahi would be the first "Digital city" in the country. The city centre, commonly known as "Nagor Bhaban" is a nice example of modern

architecture. There are also Shah Mokhdum Shrine, Varendra Research Musium, Radio Center, Central Park and Zoo, Shah Mokhdum Airport, Puthia Palaces, Bagha Mosque, Dighapatia place, Somepur Bihar etc.in around Rajshahi.

Personal Information Sheet (PIS)

A questionnaire was set for collecting the personal information of Bangladeshi working male and working female subjects. These individuals are identified as working male and working female, age ranged from 25 to 45 years (younger) and 46 to 65 (older).

The PIS contained 11 items to distinguish between working male and working female subjects. Accordingly each subject was instructed to write or to put (✓) mark on a number of his/her choices given against item. Such as name, sex, age, occupation, education, yearly income, urban-rural background, religion, place of birth, present address and occupational address. Finally, scores of each subject would be tabulated properly.

Final Sample Selection

The investigation was conducted on working male and working female sample collected from Bangladesh such as Dhaka and Rajshahi. The sample was divided into two groups - one working male (N=120) and other working female (N=120). Each group was again subdivided into older (N=60) and younger (N=60) classes. Therefore, the total sample of the study was comprised of 240 Ss. Their age ranged from 25 to 45 years for younger and 46 to 65 years for older. All the subjects had educational background of graduation and post graduation level. Their monthly income ranged from Taka nine thousand to thirty thousand above. They were both govt. service holder and non-govt. service holder. Working male

and female of older and younger generation's background was determined by their personal information sheet (PIS). The sample distribution is presented in table -1.

Table.1 Showing Sample Distribution in the Present Study Group-wise

Age	Gender		Total
	Working Male	Working Female	
Older (46 to 65)	60	60	120
Younger (25 to 45)	60	60	120
N=	120	120	240

DEMOGRAPHIC CHARACTERISTICS OF THE SAMPLE

WORKING MALE SAMPLE

Income (Monthly) wise distribution of working Male Sample

Monthly income of older working male and younger working male was reported in information sheet (Table. 2) income of 14(23.33%) O.W.M and 8(13.33%) Y.W.M was found with in the range of Taka 9,000/= to 15,000/=. Within the range of taka 16,000 to 25,000 was found 35 (58.33%) O.W.M and 32 (52.33%) Y.W.M as their income background from this information sheet. 11 (18.33%) O. W. M and 20 (33.33%) Y. W. M subject belong to monthly income background within the range of Taka 30,000/= above. (Table No. 2)

Table. 2

(N = 60 for each group separately)

Income (Monthly)	Working Male	
	Older (O.W.M)	Younger (Y.W.M)
9,000 – 15, 000	14 (23%)	8 (13%)
16,000 – 25,000	35 (58%)	32 (53%)
30,000 - Above	11 (18%)	20 (33%)

O.W.M=Older Working Male
Y.W.F=Younger Working Male

Education wise Distribution of Working Male Sample

Regarding educational background of older working male 7% had B.C.S cadar/ph.D Degree, 67% had M.A/ M.Sc/M.Com/Medical/Engineering and 27% had B.A/B.Sc/B.Com Degree. But younger working male had 3% B.C.S cadar/ph.D Degree. 83% M.A/M.Sc/M.Com/Medical/Engineering and 13% B.A/B.Sc/B.Com Degree. (Table No. 3)

Table . 3

(N=60 for each group separately)

Education	Working Male	
	Older (O.W.M)	Younger (Y.W.M)
B.A/B.Sc/B.Com	16 (27%)	8 (13%)
M.A/ M.Sc/M.Com/Medical /Engineering	40 (67%)	50 (83%)
B.C.S cadar/Ph.D	4 (7%)	2 (3%)

O.W.M=Older Working Male
Y.W.F=Younger Working Male

Occupation wise Distribution of Working Male Sample.

Regarding occupational background it was found from the information sheet that O.W.M 12% Y.W.M 8% belong to cader service, O.W.M 27% Y.W.M 20% were Govt. service holder, O.W.M 3% Y.W.M 15% were non Govt. service holder, O.W.M 17% Y.W.M 7% were Doctor, O.W.M 10% Y.W.M 8% were Engineer, O.W.M 5% Y.W.M 8% were Reporter, O.W.M 13% Y.W.M 5% were either teacher of College or University. It was also found O.W.M 20% and Y.W.M 28% had business background. (Table No. 4)

Table .4

(N=60 for each group separately)

Occupation		Working Male	
		Older (O.W.M)	Younger (Y.W.M)
Govt. / Non Govt. Service	Cadre service	7 (12%)	5 (8%)
	Govt. service	16 (27%)	12 (20%)
	N.G.O	2 (3%)	9 (15%)
	Doctor	10 (17%)	4 (7%)
	Engineer	6 (10%)	5 (8%)
	Reporter	3 (5%)	5 (8%)
	Teacher (College or University)	8 (13%)	3 (5%)
	Business	12 (20%)	17 (28%)

O.W.M=Older Working Male
Y.W.F=Younger Working Male

Religion wise Distribution of Working Male Sample.

The information sheet of the religious background of O.W.M 90%, Y.W.M 93% had Muslim. O.W.M 10%, Y.W.M 5% had Hindu and only Y.W.M had 2% Tribes. This information sheet also showed that not found Christian of O.W.M and Y.W.M.(Table No. 5)

Table . 5

(N=60 for each group separately)

Religion	Working Male	
	Older (O.W.M)	Younger (Y.W.M)
Muslim	54 (90%)	56 (93%)
Hindu	6 (10%)	3 (5%)
Christian	0	0
Tribes	0	1 (1.66%)

O.W.M=Older Working Male
Y.W.F=Younger Working Male

Urban – Rural Distribution of Working Male Sample

The urban rural respondents of O.W.M 69% and Y.W.M 87% were found Urban but O.W.M 32% and 13% were found rural place of live. (Table No. 6)

Table . 6

(N=60 for each group separately)

Urban Rural	Working Male	
	Older (O.W.M)	Younger (Y.W.M)
Urban	41 (69%)	19 (32%)
Rural	52 (87%)	8 (13%)

O.W.M=Older Working Male
Y.W.F=Younger Working Male

WORKING FEMALE SAMPLE

Income (Monthly) wise distribution of working Female Sample

Monthly income of O.W.F and Y.W.F was reported in information sheet (Table 7). Income of 3% O.W.F, 12% Y.W.F was found with in the range of Tk. 30,000/= and above as monthly income. Within the range of Tk. 15,000/= to Tk. 25,000/= was found 33% O.W.F and 47% Y.W.F as the income background from this information sheet. 64% O.W.F and 42% Y.W.F subject belong to monthly income background within the range of Tk. 9,000/= to Tk. 15,000/=

Table 7.

(N=60 for each group separately)

Income (Monthly)	Working Female	
	Older (O.W.F)	Younger (Y.W.F)
9,000 – 15, 000	38 (64%)	25 (42%)
16,000 – 25,000	20 (33%)	28 (47%)
30,000 - Above	2 (3%)	7 (12%)

O.W.F = Older Working Female
Y.W.F = Younger Working Female

Education Wise Distribution of Working Female Sample

This information sheet showed (Table No. 8) that working female of 3% O.W.F and 30% Y.W.F to educational background had B.A/B.Sc/B.Com Degree. On the other hand, 85% of O.W.F and 68% of Y.W.F had their M.A/M.Sc/M.Com/Medical/Engineering educational background. This information sheet also showed that 2% O.W.F of and 2% of Y.W.F belong to B.C.S cader/ph.D degree.

Tabel 8.

(N=60 for each group separately)

Education	Working Female	
	Older (O.W.F)	Younger (Y.W.F)
B.A/B.Sc/B.Com	2 (3%)	18 (30%)
M.A/ M.Sc/ M.Com/Medical/Engineering	51 (85%)	41 (68.33)
B.C.S cadar/Ph.D	7 (12%)	1 (1.66%)

O.W.F = Older Working Female
Y.W.F = Younger Working Female

Occupation Wise Distribution of Working Female Sample

An assessment of parental occupation of respondents was made by analyzing the information has received through their information sheet This information sheet (Table No 9) showed that, 30% O.W.F and 15% Y.W.F were the teacher of college or Universities. 20% O.W.F and 23% Y.W.F holding jobs in Govt. service. 3% Y.W.F as holding jobs in cadar service. 27% O.W.F and 47% Y.W.F holding jobs in non-Govt. service. The reports from information sheet also showed that 7% O.W.F and 5% Y.W.F were doctors. 5% O.W.F and 7% Y.W.F were reporter. It was also drawn from the information sheet that the occupational background of 12% O.W.F was found as businessmen.

Table. 9

(N=60 for each group separately)

Occupation	Working Female	
	Older (O.W.F)	Younger (Y.W.F)
Cadar service	0	2 (3%)
Govt. service	12 (20%)	14 (23%)
N.G.O	16 (3%)	28 (47%)
Doctor	4 (7%)	3 (5%)
Engineer	0	0
Reporter	3 (5%)	4 (7%)
Teacher (College or University)	18 (30%)	9 (15%)
Business	7 (12%)	0

O.W.F = Older Working Female
Y.W.F = Younger Working Female

Religious Background Wise Distribution of Working Female Sample

Religious background information was gathering from the information sheets. This information sheet (Table 10) showed that 81.66% Muslim, 15% Hindu, 3.33% Christian were found O.W.F. But 53 88.33% Muslim, 11.66% Hindu were found Y.W.F.

Table. 10

(N=60 for each group separately)

Religion	Working Male	
	Older (O.W.F)	Younger (Y.W.F)
Muslim	49 (81.66%)	53 (88.33%)
Hindu	9 (15%)	7 (11.66%)
Christian	2 (3.33%)	0
Tribes	0	0

O.W.F = Older Working Female
Y.W.F = Younger Working Female

Urban – Rural Distribution of Working Female Sample

Urban rural background information (Table 11) showed that 83.33% O.W.F and 96.66% Y.W.F were found urban place of background. On the other hand 16.66% O.W.F and 3.33% Y.W.F belongs to rural background.

Table. 11

(N=60 for each group separately)

Urban Rural	Working Female	
	Older (O.W.F)	Younger (Y.W.F)
Urban	50 (83.33%)	58 (96.66%)
Rural	10 (16.66%)	2 (3.33%)

O.W.F = Older Working Female
Y.W.F = Younger Working Female

METHOD AND PROCEDURE

As stated in Chapter-III the presented study uses a multidimensional approach with a criterion group design to highlight the similarity and difference on value pattern, sociopolitical attitudinal variable and personality variables of working male and working female of Bangladesh. In addition to certain demographic measures such as age were also used for studying in gender comparisons.

SELECTION OF INSTRUMENTS

Considering the kind of data of interest, the task is to choose suitable tools for measuring values, sociopolitical attitudes, personality characteristics and demographic factors. The selection of tools for a particular study depends on various considerations, such as objectives of the study, the amount of time at the investigation's disposal, availability of suitable tests, personal competence of the investigator to administer, score and interpret the test results.

Among the factors taken into consideration in the selection of the scales were: (1) The efficiency of the measuring (2) Easy administration and scoring (3) The level for which the measures were occupational suited. (4) The content of the scales. (5) The suitability of the measures to the objectives of the research. On the basis of this rationale the investigator selected the following measures.

- i) Rokeach's Value Inventory (Ara's Bengali version)
- ii) Conservatism-Progressivism Scale (Ara's modified form of Bengali version)
- iii) Rotter's I-E Control of Personality Scale (Ara's Bengali Version)
- iv) Paulhus Spheres of Control Personality Scale (Ara's and Sharmin's Bengali version)

Ara's Bengali Version of Rokeach's Value Inventory

According to Rokeach (1967, 1973) a value is an enduring belief that a specific mode of conduct or end states of existence is personally or socially preferable to an opposite or converse mode of conduct or end states of existence. A value system is an enduring organization of beliefs concerning preferable modes of conduct or end states of existence along with a continuous of relative importance. The values referring to modes of conduct are called instrumental values and the values referring to end states of existence are called terminal values.

The terminal values were distilled from a list of several hundred values obtained from various sources; a review of the literature mentioning various values found in American society and in other societies, Rokeach's own terminal values and those obtained from about 30 graduate students in psychology, and those obtained by interviewing a representative sample of about 100 adults in metropolitan landing, who had been asked to tell what terminal values they possessed. Those values were eliminated which were judged to be more or less synonymous with one another, those which overlapped, those which were too specific or those which simply did not represent end-states of existence. It was thus possible to reduce the list of terminal values into 18 out of several hundreds.

The 18 instrumental values were obtained from an analysis of Anderson's (1968) list of Personality trait words (Rokeach, 1973). This list was reduced to about 200 by excluding negative values. The 18 instrumental values were selected from this list according to several criteria by retaining only one from a group of synonyms or near synonyms; by retaining those judged to be maximally different from or minimally inter correlated with one another; by retaining those judged to represent the most important values in American society, by retaining those

seemed to be maximally discriminating across social status, sex, race, age, religion, politics, etc.

Rokeach selected 18 terminal values and 18 instrumental values from various sources Rokeach used form A, B, C, D and E for several purposes. But the best reliability result have been obtained with from-D. Medium test-retest reliabilities of terminal values increase steadily from .62 for seventh graders in the Lansing area to .78-.80 for college students at Michigan state university. For instrumental values, median test-retest reliabilities increase from .53 for seventh graders to .70-.72 for college students. The time intervals between test and retest vary from 3 to 7 weeks. For the terminal values, the median reliability is .76 after a 2 to 4 month interval and .69 after a 14 to 16 month interval. For the instrumental values, the comparable medians are .65 and .61.

These lists of terminal as well as instrumental values were back translated by Ara (1983) and the reliability of the scale. She found several times with a time interval of 1 month each time. This value inventory was translated in to Bengali version. For the proper clarification of each item, a short description of each value was given. The 's' was asked to assign 1,2,3,4 and 5 as the case may be, '1' indicated less important and 5 indicated highest important value to the person concerned. Thus, value priorities of the Ss were empirically investigated. Hence the total score of this scale range forms $(36 \times 1) = 36$ to $(36 \times 5) = 180$.

Hence, the Mid-point was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$
$$= (180 - 36)/2 + 36 = 108$$

Thus in the present study, Ara's (1983) Bengali version of Rokeach's value inventory was used for the collection of data.

Ara's Modified Form of Bengali Version Conservatism-Progressivism Scale

The concept of conservatism radicalism is associated with the arena of socio-political attitudes. It divides the vast area of political ideology into two opposite poles. Viewed from ideological standpoint conservatism refers to a disposition of mind, a set of attitudes towards the preservation of things as they are. A conservative person is one who clings to the status quo, opposes all changes and believes that anything new is going to be worse. He follows the principle that nothing should be tried for the first time. Conservatism believes that man's traditional inheritance is rich and grand. The components of conservatism include the belief that inequality is a natural and inevitable phenomenon and as such they support the existing inequality. Progressivism, on the other hand, is associated with the attack on traditionally inherited structure of power. Its emphasis is on the equal and liberal distribution of political franchise.(Ara,1983,1988).

The constituent property of progressivism consists in the explicit intellectualization of human action and experiences. Consequently, Progressives tend to favor modification and reformation of existing inequalities. They think that large group like social classes or ethnic communities are the units of in quality. Thus conservatism- progressivism constitutes a continuum of the ideology ranging from extreme support for conventionalism to extreme support for social change. Conservatism- progressivism is thus, identifiable with pattern of many interrelated variables encompassing areas of social, cultural, economic, religious and political phenomena. Bashudeva (1976) in India constructed C-R attitude scale under the direction of social change. She categorized dimensions of education, women's place in Indian's society, tradition religion, technology and marriage in the conservatism radicalism continuum. But the main focus in developing the scale was given on social attitudes and thus this scale with its six dimensions can not cover the area of sociopolitical attitudes. Ara (1983) developed conservatism-

radicalism scale for measuring sociopolitical attitude of student activist in India and Bangladesh. Thus, she decided to utilize six dimensions related to sociopolitical attitudes relevant for both Bangladesh and India. These six dimensions are 'Nationalism' 'Democracy', 'Minority attitudes,' 'Religiosity,' 'Violence' and 'Social change'. The present investigator has been attempted to modify Ara's conservatism-radicalism scale. For the present purpose of the study, Ara's six dimensions were retained. In addition one more dimension i.e., women emancipation was added to the C-P scale. The new adaptations of Conservatism-Progressivism scale contained 45 items.

In the light of above description of dimensions the present investigation conceptualizes Conservatism- Progressivism as follows: Conservatism as (i) an extreme support of closed or authoritarian nationalism; (ii) resistant to freedom, equality and liberty for all citizens, irrespective of race, religion and sex; (iii) a possession of negative or aggressive attitudes towards minority; (iv) a possession of extremely extrinsic pro-religious attitude as against humanitarian secular feelings; (v) negative to support of democratic violence; and (vi) resistant to social change. vii) resistant attitudes towards women emancipation.

On the other hand, Progressivism, has been conceptualized as (i) an extreme positive support of modern nationalism (i.e. international friendship) against closed nationalism; (ii) an emphasis on freedom, equality and liberty for all citizens irrespective of race, religion and sex; (iii) a possession of liberal or positive attitude towards minority group; (iv) a possession of humanitarian secular feeling as against rigid pro-religious feelings; (v) supportive of working persons movement and (vi) supportive of social change. vii) Supportive of women emancipation.

The steps used for the construction of C-P scale has been described as follows:

Technique and method used

Certain methods for the measurement of social attitudes have been suggested (Bird, 1940). The two frequently used methods are the 'Methods of Equal Appearing Intervals' developed by Thurstone and Chave (1929) and the 'Methods of Summated Ratings' developed by Likert (1932). Both the methods have been widely used and both of the methods yield high correlation (Edwards and Kenney, 1946).

Initial item construction and selection

After the decision of inclusion of seven dimensions to the conservatism - Progressivism scale, the next step was to formulate and construct items for those chosen dimensions. This step, therefore, involved gathering a large number of statements of opinion relating to the said seven numbers of dimensions. Initially total 48 statements were constructed related to nationalism, democracy; minority attitudes, religiosity, violence and social change and woman emancipation on the basis of review of literature and observations in the context of Bangladesh. Finally 45 items were included in the scale.

These statements underwent revisions many times. One teacher and two research scholars of the Psychology department Rajshahi University scrutinized the statements. Unimportant and irrelevant items were discarded. For each item, the investigator first decided whether it indicates a favorable or unfavorable attitude concerning the issue in question. The items, which were ambiguous or appeared to indicate a neutral attitude, were eliminated. 45 items thus remained for further analysis. These items were distributed as follows: Religiosity= 9, Violence = 7, Nationalism = 5, Social change = 5, Democracy = 5, Minority attitudes = 9, Woman emancipation = 5.

Pilot Study

The retained 48 items were administered directly to an incidental sample of 30 working male and working female of English Department, Rajshahi University for pilot study. Subjects were asked to respond to each item in terms of five point scale ranging from strongly agree to strongly disagree. The following instruction was given to the subjects in the pilot study:

“I am interested to know for my research purpose what you think about a number of social, political, religious, and cultural issues, which are very much important for the society. I am sure that you will find the questionnaire interesting. There are no right or wrong responses. The best answer is your own personal opinion. This is what I want to find out how is the opinion really divided on each of these important issues. If any of the statements or meaning of words is not clear, please feel free to ask me. Please be sincere and accurate as far as possible.”

These instructions helped in establishment of rapport leading to more of involvement. Respondents took about 30 minutes to complete the C-P Scale. Scoring was done to get the individual score.

After obtaining the data from 30 subjects scoring was done. The C-P scale was comprised of both types of favorable statements and unfavorable statement. Its favorable or positive statements directly express conservative attitude but its unfavorable or negative statements express radical attitude. Strongly agreements with favorable items (i.e. positive items) were given a score of 5 and strong disagreement with these items were given a score of 1. Scoring was reversed for unfavorable (i.e. negative) items such that strong agreement with an unfavorable item was scored as 1 and strongly disagree response with these items were given score of 5. Thus for 48 items the scores ranged from $(48 \times 1) = 48$ to $(48 \times 5) = 240$. Thus, the highest score indicated conservative attitudes and the lowest score indicated radical attitudes.

The scores were indicative of different political attitudes. Based on the informal criteria as suggested by Wang (1952), Bird (1940), Edwards and Kilpatrick (1948) Krech and Crutchfield (1947), the following precautions were taken while editing these statements.

1. The statements, which referred to the past rather than the present, were avoided.
2. Factual statements were not included.
3. The statements irrelevant to the psychological object under consideration were not included.
4. Such statements were chosen as were believed to cover the entire ranges of the effective scale of interest.
5. Those statements were not included, which were likely to be endorsed by almost every one or by almost none.
6. The statements, which might be interpreted in more than one way, were avoided.
7. The languages of the statements were very simple, clear and direct.
8. Statements were short and rarely exceeded twenty words.
9. Statements containing universals such as all, always, never were avoided as they often cause ambiguity.
10. Attention was given to sentence structure and proper choice of words.
11. Uncommon vocabulary words were not used.
12. Double negatives were avoided.
13. Double-barreled statements were not included in the list.
14. Words, such as only, merely, just, and others of similar nature were avoided.

Item Analysis

Likert scale requires the elimination of items that do not reflect the attitude aimed to be measured. To be retained an item must meet Likert's criterion of internal consistency. Item consistency data can be scored in two ways either by computing the correlation between each item and the total scores or by comparing item scores of highest 25% and lowest 25% Ss. The investigator used the former method of analysis i.e. by computation of the correlation between each item and

the total scores. Their items from total 45 items were dropped from the C-P scale, which was found to achieve very low correlations. Now the C-P scale contained 45 items. The score of each subject was obtained by summing up all his item scores. The highest possible score could be $45 \times 5 = 225$ and the lowest possible score for the same could be $45 \times 1 = 45$. Thus, relatively higher score in the C-P scale is the indicator of conservatism and the relatively lower score is the indicator of progressivism. Thus, a given item meets the criteria of internal consistency if the item score correlates significantly with the total attitude score. According to this criterion, the more favorable a person's attitude, the more likely he should be endorsed favorable items and the less likely he should be to endorse unfavorable items. Therefore, the bi-serial correlation between each item score and total test score was computed.

Hence, the Mid-point of **total C-P** score was,

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (225 - 45)/2 + 45 = 135$$

Mid-point of total **Religiosity** of C-P score was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (45 - 9)/2 + 9 = 27$$

Mid-point of total **Violence** of C-P score was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (35 - 7)/2 + 7 = 21$$

Mid-point of total **Nationalism** of C-P score was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (25 - 5)/2 + 5 = 15$$

Mid-point of total **Social Change** of C-P score was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (25 - 5)/2 + 5 = 15$$

Mid-point of total of **Democracy** C-P score was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (25-5)/2+5 = 15$$

Mid-point of total **Minority attitudes** of C-P score was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (45-9)/2+9 = 27$$

Mid-point of total **Woman emancipation** of C-P score was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$

$$= (25-5)/2+5 = 15$$

Reliability and Validity of C-P Scale

The split half reliability was computed with odds and even numbers of those 45 items scores and the Pearson's γ was found .82. To find out the validity of the scale, correlations between the total C-P scores with the scores of each dimension were computed which ranged from .29 to .53 (table-12). On the basis of the reliability and validity, the C-P scale comprising of 45 items were selected for the present study. However, the reliability and validity of the scale were again computed after final data collection of total sample (N=240) of which 120 Ss were working male and 120 Ss were working female from Bangladesh. This procedure was adopted in order to find out whether the change in the size of the sample and the place of sample will affect the reliability and validity of the scale, and secondly to confirm and obtain the construct validity of the best items on the basis of inter item correlations. On the basis of inter item correlation 3 items were identified having low correlations and these were discarded from the scale to make it more reliable and powerful. Hence in the final analysis the C-P scale contained 45 items. The inter item correlations of these items ranged from 0.07 to 0.72 and the average inter item correlation was 0.55.

Since C-P scale is a homogenous test as proved by item analysis the data were split into half for cross validation purpose. Now, the coefficient correlation through Pearson method was obtained .89, which was found higher than that of the pilot study, which was .82. After applying Spearman-Brown formula the coefficients was found to ranged from .89 to .94, which is very high. Correlations of each dimension with the total scores were computed which ranged from .37 to .68 (table no. 12). The correlation coefficient of each dimension with the total scores was found higher than that of pilot study. Inter dimensional correlations also computed which ranged from .07 to .56 (table. 13). All the coefficients of correlations were found positive, but some of the dimension could not reach. But most of the interdimensional correlations obtained significant level at .01 (tables 12 and 13).

Table.12 Showing Correlation of the Scores of Each Dimension with the total scores of Conservatism-Progressivism Scale (Both Pilot and Final Study)

Dimensions	Pearson's Y for Pilot Study N = 60	Pearson's Y for final Study N = 240
Religiosity	.53	.67
Violence	.36	.51
Nationalism	.40	.54
Social Change	.30	.37
Democracy	.29	.42
Minority Attitude	.46	.68
Women Emancipation	.41	.49

Table.13

Showing Inter Dimension Correlations with the Scores of Conservatism-Progressivism on Total Working Male and Working Female of Older and Younger Generations.

(N=240)

	Religiosity	Violence	Nationalism	Social change	Democracy	Minority Attitude	Women Emancipation
Religiosity		0.07	0.32**	0.18**	0.08	0.56**	0.25**
Violence			0.13*	0.14*	0.29**	0.17**	0.19**
Nationalism				0.08	0.18**	0.20**	0.13*
Social Change					0.09	0.18**	0.12*
Democracy						0.04	0.14*
Minority Attitude							0.28**
Women Emancipation							

(* P = < .05, ** P = < .01)

Thus in the final shape the C-P scale was comprised of 45 items. Items in each dimension with their positive and negative directions have been given in (table.14) Specific areas covered by each of the 45 items have been enumerated bellow:

Table. 14 Showing the Number of Statements Having positive and Negative Direction on Each Dimension.

Dimensions	Positive	Negative	Total
Religiosity	6	3	9
Violence	1	6	7
Nationalism	4	1	5
Social Change	1	4	5
Democracy	4	1	5
Minority Attitude	6	3	9
Women Emancipation	3	2	5
Total items	25	20	45

The specific areas covered by each of the 45 items have been given in Appendix-B.

Specific Area covered by each of the 45 items of C-P scale

1. Religiosity

Pro-religiosity - Anti Religiosity	10,22
Extrinsic-Intrinsic Religiosity	16.28, 38, 40
Religious knowledge-Scientific knowledge	4.32,35

2. Violence

Support for violent action	5
Violence for speedy Resolution-Non violence	11
Political participation	33
Student Movement-Anti Movement	23
Involvement indecision making policy	9
Student Unrest	36

3. Nationalism

Freedom of Expression	2
Feminism-anti-feminism	8
Freedom of Press-Anti freedom of Press	14
Racial discrimination	20
Equal-unequal political right	26

4. Social Change

Support to Love Marriage-Non support	6
Education in Family Planning Support Resistant to Family Planning	12
Family Planning & Population	18
Control Support-Non Support of family planning	30
Dowry system-support Abolition of dowry system	24

5. Democracy

Freedom of Expression	2
Feminism-anti-feminism	8
Freedom of Press-Anti freedom of Press	14
Racial discrimination	20
Equal-unequal political right	26

6. Minority Attitude

Cultural Ethnocentrism-anti ethnocentrism	21, 9
Partisanship-anti partisanship	27
Alien Culture	34

7. Women emancipation

Women Progress	14
Copping with occupation	42
Flexibility	43
Progress	44
Negligence to family	45

Rotter's I-E Control Personality Scale(Ara's Bengali Version)

Rotter's (1954, 1966) Internal-External Control Inventory measures generalized beliefs in internal versus external control of events. Rotter conceptualized internal as the perception of positive and/or negative events as the consequence of one's own action. While external control is related to certain external situation like fate, luck, supernatural elements and powerful others. Hence personality syndrome like internal and external control was utilized in the present study in order to measure personality variable of internal and external control. Rotter's I-E inventory was adopted in Bengali by Ara (1983) in the study of personality syndrome of activist and non-activist in the social context of Bangladesh.

Split-half reliability and coefficient of correlation ranged from 0.65 to 0.79. Kuderson test were also used for measuring reliability and coefficient of correlation ranged from .69 to 0.73. The test-retest technique was also used and the coefficient of correlation ranged from 0.55 to 0.83. The I-E scale was

translated in to Bengali for the purpose of using it in the social context of Bangladesh. In the present study, Rotter's original form which was back translated in to Bengali version by Ara (2003) was administered. The correlation between Rotter's English version and Ara's Bengali version was found $r = .85$ indicating high reliability of Bengali adaptation of the test.

With the aim to make internal external scale more comprehensive Liverant in association with Rotter and Seeman undertook be more alert to those aspects of the environment which provide useful information for his future behavior. The I-E scale in the present form scale contained 20 items. The total score ranged from $(20 \times 1) = 20$ to $(20 \times 5) = 100$.

Hence, the Mid-point was

$$\frac{\text{Maximum possible score} - \text{Minimum possible score}}{2} + \text{Minimum possible score}$$
$$= (100-20)/2+20= 60.$$

The higher score indicated greater external dimension and the lower scores indicated greater internal dimension. In the present study Rotter's I-E Personality scale Ara's Bengali version was used.

Ara's and Sharmin's Bengali Version of Paulhus Spheres of Control personality scale

The spheres of control (SOC) scale was developed by Paulhus (1983). The SOC as a Psychological construct in the present study of personality syndrome has been included in the present study. Hence it was thought essential to select an appropriate measuring tool. For this purpose the Ara's and Sharmin's (2002) translated this scale in to Bengali version in the present context of Bangladesh.

Paulhus (1983) and Paulhus & Christic (1981) have been exploring what they refer to as realms of control, with a focus on personal efficacy, interpersonal control and sociopolitical control. The first of these realms refers to beliefs about the mastery of one's non-social environment and concerns personal achievements, Interpersonal control, in contrast, deals with the management of face-to-face infractions and relationship. Socio political control is more likely social system control.

For each of these scales there are some research results that arrest to the scale's value. Another scale particularly designed to assess control beliefs in the political sphere is the political locus of control scale (Davis, 1983). In addition to Paulhus and Christie's research pertaining to the nonsocial environment, there has been some research with locus of control for work related reinforcements (Lewandwski, 1979: Peterson 1985) and for achievement in sports (Tenendbaum, Furst & Weingarten 1984), and there is a scale referred to as the economic locus of control scale (Furnham, 1986).

Paulhus (1983) spheres of control scale differs considerably from Levenson three factor measure while sharing in the process of disaggregating the more general unidimensional locus of control scales. Where Levenson focuses upon the source control (Self, powerful others and chance). Paulhus and Christie (1981) delineate spheres of interest in which individuals could have varying degrees of control. Three spheres they assess include the non social, in which feelings of competence efficiency derive from actions directed at objects; the social, in which perceived social interactions is evaluated; and the political social, in which perceived compel at effecting macro-social systems is assessed. The SOC comprises three 10-item scales. The personal efficacy scale, interpersonal control scale, and sociopolitical control scale. These scales were refined by a succession of factor analytic studies. The original measure contained 90 items. Three studies with good-sized samples (334, 193 and 110) finally resulted in the three-factor measure described here. Items are rated on a seven point. Likert scales ranging

from disagree to agree. Half of the items in each scale are keyed in opposite directions, and these are intermixed in the inventory. SOC scales are all keyed for scoring in the internal direction. Social desirability was dealt with during scale construction by the component-deletion method during the factor analysis (Paulhus, 1984). Since this measure is aimed toward university students, it is easily self-administered.

The samples used in the construction of the SOC have largely been drawn from university student population. Validity research has subsequently been conducted among athletes and further university student samples. Though many data have been presented regarding and further university student samples. Though many data have been presented regarding the relationship between SOC and other scales, extensive norms have not been presented.

Alpha reliabilities of the three 10 items scales were .75, .77, and .81 for the Personal, Interpersonal, and Socio-political scales.

Test-retest correlations at 4 week intervals are above .90 and at a 6 month interval are above .70 for all three subscales. Factor structure confirms the three independent facets that Paulhus has advanced. Each SOC subscale correlates negatively with Rotter's I-E scale (-.37 with efficacy, -.28 with Interpersonal Control, -.50 with Socio-political Control). The multiple R with the three SOC scales is .75. Validity studies have demonstrated the specificity of each realm such that Machiavellianism, while not related to personal efficacy, is decidedly related to Interpersonal and Socio-political Control. Likewise, voting behavior was predicted by sociopolitical control but not by the other two control measures.

The SOC comprises three 10-item scales, the personal efficacy interpersonal control, and socio-political control was used in the present study. Each item was scored on 5 point scale. Higher scores indicated external personality and lower scores indicated internal personality.

Hence the total score of each sub-scale range from $(10 \times 5) = 50$ to $(10 \times 1) = 10$.

Hence, the Mid-point of each sub-scale of SOC was,

$$\frac{\text{Maximumpos siblescore} - \text{Minimumpos siblescore}}{2} + \text{Minimumpos siblescore}$$
$$=(50-10)/2+10 = 30$$

PROCEDURE OF DATA COLLECTION AND ADMINISTRATION OF SCALES

The present investigation utilized Rokeach's value inventory (Ara's Bengali version), conservatism-progressivism (Ara's modified of Bengali version) attitudes scale, Paulhus spheres of control personality scale (Ara's and Sharmin's Bengali version)), Rotter's Internal-External control (Ara's Bengali version) personality scale for the collection of data in the present study. These four measures were administered to each of the 240 subject separately for working male (N=120) and working female (N=120) of Bangladesh. Each group was again separately for older (N=60) and younger (N=60) and at first data collection job was done in November 2002 and it was ended in February 2003. All the respondents were the working person of the several separate organizations and institutions. All the respondents were Bengali and all the measures were back translated in to Bengali version. At first I collected their personal information on personal information sheet (PIS) for selecting sample in this investigation. Data collected from each institution and organization during office period. Moreover, the working people were not easily available because most of them were busy in their official work.

Each scale was administered with time gap of one week in order to prevent serial position effect from one measure to another. In addition, value inventory was administered first followed by conservatism-progressivism scale, Paulhus

spheres of control and Internal-External control personality scale. This sequence was maintained in order to check the response set effect of the respondents. In both the working male and female took hardly half an hour to fill up each questionnaire. Maximum younger working people were found for cooperative to answer and fill up the test. But some older working persons were found very much suspicious and rigid. They thought that these test were nothing but the collection information's about their activities through those questionnaires. At last, I told them not to put their names on the form and they were assured that these results would be kept secret, only then they were agreed to fill up those test materials. Ss were asked to respond to each item in terms of 5 point scale ranging from strongly agree to strongly disagree. Thus, the following instruction was given to the Ss. All the four scales and instructions given to the respondents for each scale have been put in the appendix.

METHOD OF ANALYSIS

The data thus collected has been analyzed for working male and working female of older and younger generations in Bangladesh separately. Scoring was made for each subject and coding was done for final analyses of the results. The analyses were done in three parts. In the first part, univariate analyses of all measures were computed for samples separately to find out the Intergroup differences and Intragroup differences. In the second part, product moment correlations were computed to find out Intergroup and Intragroup similarities. Finally, in the third part factor analyses were computed to the identification of similarities and dissimilarities of value pattern between gender differences.

RESULT

CHAPTER FIVE

RESULT

Analyses of data for the present study have been divided in to three parts.

In the first part, the differences of intergroup (working male-working female) and intragroup (older working male- younger working male; older working female-younger working female) on the variables of Values, Socio-Political Attitudinal variables (i.e., total C-P scores, Religiosity, Violence, Nationalism, Social change, Democracy, Minority attitude and Women emancipation.) and Personality variables of Spheres of Control (i.e. Personal efficacy, Interpersonal control and Socio-political control) and Internal-External Control Personality of Bangladesh had been computed by univariate method using t-test. These analyses contained Mean and SD of each group separately. In these result differences were observed statistically using t-test. Graphics representation of distribution of scores has been shown on each variable.

In the second part, the data had been computed by using method of product moment correlation to find out the intergroup and intragroup similarities on each variable separately. In this part, also analyses of similarities on each dimension of Socio-Political Attitudinal variables (C-P) and Personality variables of Spheres of Control (S.Q.C) on each sub-scale were computed.

In the third part, factor analyses of 36 values items was computed using oblique rotation of Kaiser's principal axis method for working male and working female separately. This multivariate correlational matrix intended to generate clusters of values that form some meaningful factors leading to the development of specific pattern of values for each gender.

PART I

UNIVARIATE ANALYSES

A) INTERGROUP COMPARISONS: In this part Mean, SD and t-test was computed in order to determine the significant differences between Bangladeshi Working Male (W.M) and Working Female (W.F) separately on the Values (Terminal and Instrumental), Conservatism-Progressivism Attitudes (i.e. Religiosity, Violence, Nationalism, Social change, Democracy, Minority Attitudes, and Women Emancipation), Spheres of Control Personality (i.e. Personal Efficacy, Interpersonal Control and Socio Political Control) and Internal- External control of Personality.

Inter Group Mean Differences (Working Male - Working Female) on the Variables of Values:

(N=120 for each group separately)

Terminal Values out of 18.

Inter group comparisons on Terminal Values have been reported in (table 15). Comparisons between working male (W.M) and working female (W.F) showed that working male expressed significantly higher preference for 'A world of peace' ($t=4.69, p<0.001$), 'National Security' ($t=2.70, p<0.01$), and 'Pleasure' ($t=5.12, p=0.001$) as compared to working female. On the contrary working female expressed significantly higher preference for 'A world of beauty' ($t=6.38, p<0.001$) 'Equality' ($t=3.44, p<0.001$), 'Family Security' ($t=2.06, p<0.05$), 'Mature love' ($t=4.20, p=0.001$), 'Salvation' ($t=4.88, p=0.001$) 'Self respect

($t=2.15$, $p=0.05$), 'Social recognition' ($t=3.06$, $p<0.001$), 'True Friendship' ($t=2.58$, $p<0.05$) as compared to working male.

These differences have been graphically presented in (Fig-1).

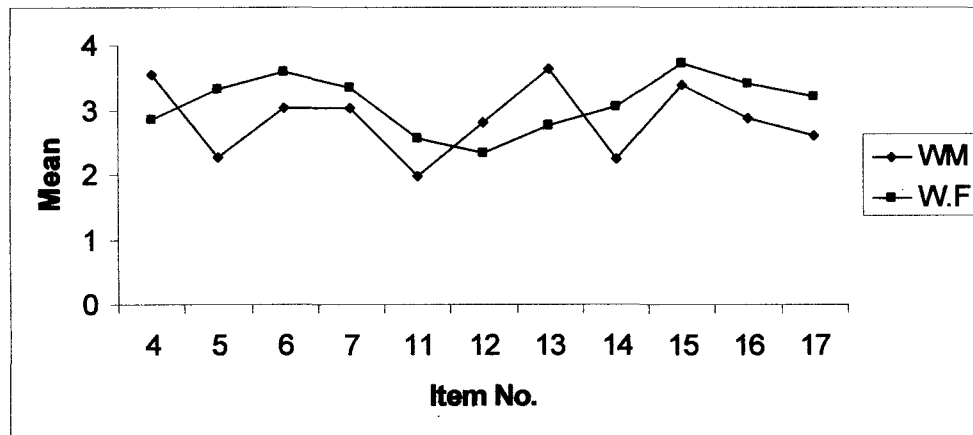


Fig. 1

Table: 15

Terminal Values out of 18.

(N=120 for each group separately)

Group		4	5	6	7	11	12	13	14	15	16	17
		A world of peace	A world of beauty	Equality	Family security	Mature love	National Security	Pleasure	Salvation	Self-respect	Social recognition	True friendship
W.M	Mean	1.56	2.28	1.03	3.03	1.97	2.81	3.63	2.24	3.46	2.87	2.60
	SD	1.27	1.37	1.44	1.51	1.09	1.44	1.35	1.26	1.43	1.47	1.51
W.F	Mean	2.85	3.33	3.60	3.35	2.56	2.33	2.77	3.06	3.73	3.41	3.21
	SD	1.39	1.14	1.18	1.35	1.16	1.17	1.39	1.27	1.28	1.19	1.44
	t	4.12***	6.14***	1.44***	2.06*	4.20***	2.70**	5.12***	4.28***	2.15*	1.06**	2.58*

Note: W.M= Working Male
W.F= Working Female

* = <0.05
** = <0.01
*** = <0.001

Instrumental Values out of 18.

Inter group comparisons on Instrumental Values have been reported in (table 16). Comparisons between working male (W.M) and working female (W.F) showed that working male expressed significantly higher preference for 'Social justice' ($t=6.34, p<0.001$), 'Ambitious' ($t=2.01, p<0.05$), and 'Capable' ($t=3.23, p=0.01$) 'Courageous' ($t=3.90, p=0.001$) 'Logical' ($t=3.22, p=0.01$) as compared to working female. On the contrary working female expressed significantly higher preference for 'Cheerful' ($t=2.77, p<0.01$) 'Forgiving' ($t=2.86, p<0.01$), 'Helpful' ($t=2.17, p<0.05$), 'Honest' ($t=3.54, p=0.001$), 'Imaginative' ($t=2.27, p=0.05$), 'Loving' ($t=4.17, p=0.001$), 'Obedient' ($t=5.64, p<0.001$), 'Responsible' ($t=2.00, p<0.05$) as compared to working male.

These differences have been graphically presented in (Fig-2).

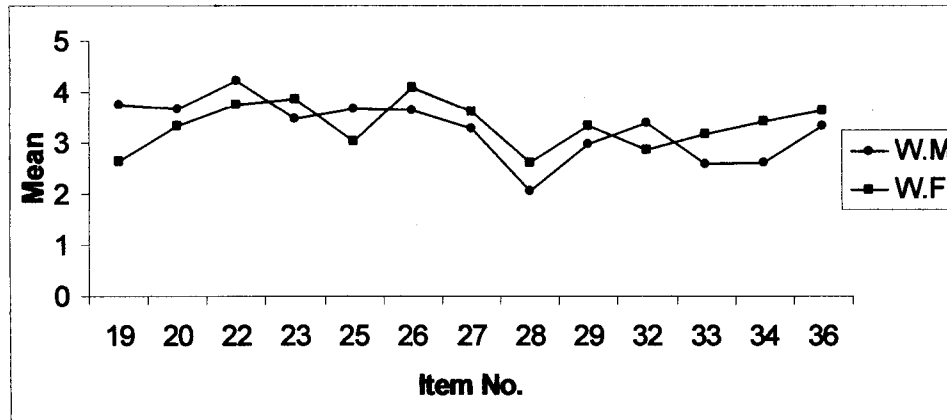


Fig. 2

Table: 16
Instrumental Values out of 18.

(N=120 for each group separately)

Item No		19	20	22	23	25	26	27	28	29	32	33	34	36
		Social justice	Ambitious	Capable	Cheerful	Courageous	Forgiving	Helpful	Honest	Imaginative	Logical	Loving	Obedient	Responsible
W.M	Mean	3.74	3.68	4.22	3.47	3.68	3.63	3.27	2.06	2.97	3.38	2.58	2.61	3.32
	SD	1.27	1.35	1.02	1.19	1.35	1.32	1.24	1.06	1.14	1.31	1.23	1.26	1.31
W.F	Mean	2.64	3.33	3.74	3.87	3.03	4.09	3.61	2.61	3.32	2.85	3.18	3.43	3.65
	SD	1.35	1.31	1.35	1.04	1.50	1.01	1.09	1.33	1.25	1.42	1.18	1.14	1.50
t		6.34***	2.01*	3.23**	2.77**	3.90***	2.86**	2.17*	3.54***	2.27*	3.22**	4.17***	5.64***	2.00*

Note: W.M= Working Male
W.F= Working Female

* = <0.05
** = <0.01
*** = <0.001

Inter Group Mean Differences
(Working Male - Working Female) on the Variables of
Socio-Political Attitudes: Conservatism-Progressivism (With Dimensions)

(N=120 for each group separately)

Inter group significant mean differences between working male (W.M) and working female (W.F) on the total C- P attitudes scores have been reported in table-17. The result showed that, working female (M=139.28) expressed significantly higher preference ($t=2.06$, $p=0.05$) as compared to working male (M=136.59). This result indicated working female expressed more conservative attitude as compared to working male.

The graphic representation of this score (Fig. 3.1)

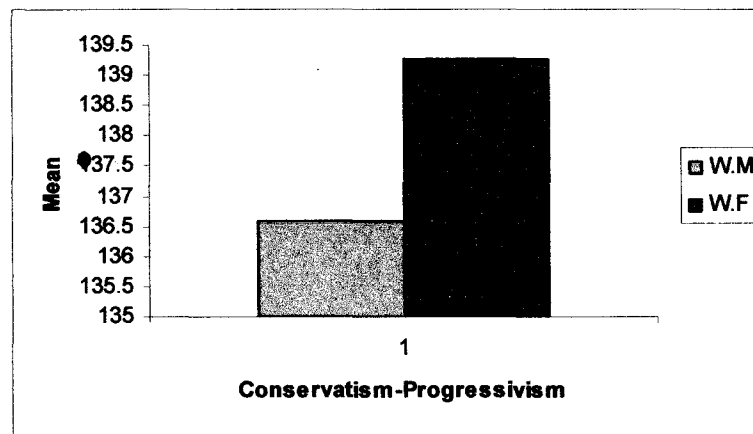


Fig3.1

In this result also showed that, Working female (M=28.75) expressed significantly higher preference ($t = 6.49$, $p < 0.001$) as compared to working male (M=25.71) on the total scores of Religiosity. So, found this result working female were more religious and working male were less religious. Working male (M=22.00) expressed significantly higher preference ($t = 3.43$, $p < 0.01$) as compared to working female (M=20.36.) on the total scores of Violence. This

result indicated working male was violent but working female was nonviolent. Working male ($M=16.96$) expressed significantly higher preference ($t = 2.60$, $p = < 0.05$) as compared to working female ($M=15.95$) on the total mean scores of Nationalism. This result indicated working male had high nationalistic attitude but working female had less nationalistic attitude. Working female ($M=17.03$) expressed significantly higher preference ($t = 7.54$, $p < 0.001$) as compared to working male ($M=13.56$) on the total scores of Democracy. This result indicated working females were antidemocratic and working males were democratic. Working male ($M=16.34$) expressed significantly higher preference ($t = 4.44$, $p < 0.001$) as compared to working female ($M=14.67$) on the total scores of Women Emancipation. This result indicated working female had progressive attitude toward women emancipation but working male had high attitude for against women emancipation. No significant differences were found between working male and working female on total scores of Social change and total scores of Minority attitude. This result indicated both working males and working females were found to progressive attitude toward Social change and possess anti-minority attitude.

The graphic representation of these scores (Fig. 3.2)

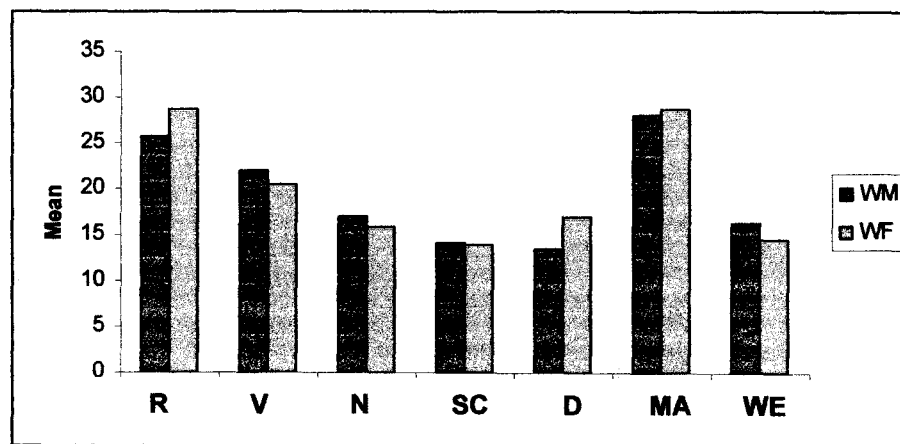


Fig. 3.2

Table: 17

(N=120 for each group)

		<i>Socio-Political Attitudinal Variable</i>							
		Conservatism- Progressivism (C-P)	Religiosity(R)	Violence (V)	Nationalism (N)	Social change (SC)	Democracy (D)	Minority Attitudes (MA)	Women Emancipation (WE)
W.M	Mean	136.59	25.71	22.00	16.96	14.05	13.56	27.97	16.34
	SD	10.20	3.40	3.42	2.95	2.73	3.73	3.77	3.02
W.F	Mean	139.28	28.75	20.36	15.95	13.89	17.03	28.63	14.67
	SD	10.90	3.85	3.73	3.59	3.10	3.70	3.96	2.89
t		2.06*	6.49***	3.43**	2.60*	.40	7.54***	1.39	4.44***

Note: W.M= Older Working Male
W.F= Older Working Female

* = <0.05
** = <0.01
*** = <0.001

Inter Group Mean Differences
(Working Male - Working Female) on the Variables of Personality:
Internal-External (I-E) Control Personality

(N=120 for each group separately)

Inter group significant mean differences between working male (W.M) and working female (W.F) on the total mean scores of Internal-External Control personality have been reported in **table-18**. The result showed that, working male (M=63.82) expressed significantly higher preferences ($t = 6.45$, $p = < 0.001$) as compared to working female (M=59.67). This result indicated working female had high internal personality but working male had high external personality.

The graphic representation of this scores (**Fig.4**)

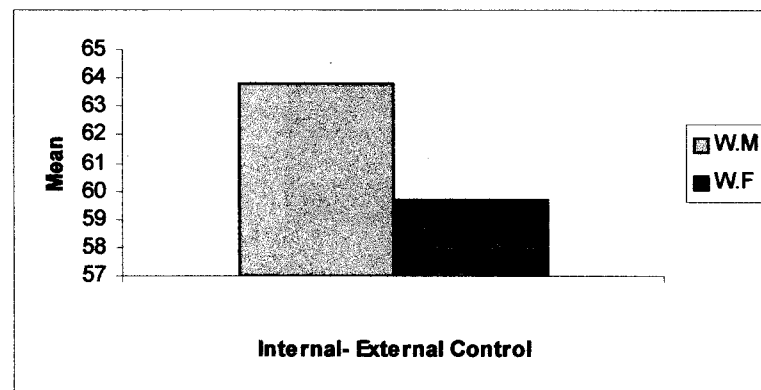


Fig. 4

Table: 18

(N=120 for each group)			
	<i>Mean</i>	<i>SD</i>	<i>t-value</i>
W.M	63.82	7.12	6.45***
W.F	59.67	7.87	

W.M= Working Male
W.F= Working Female

*** = <0.001

Inter Group Significant Mean Differences
(Working Male - Working Female) on the Variable of Spheres
of Control Personality (With sub-scale)

(N=120 for each group separately)

Inter group significant mean differences between working male (W.M) and working female (W.F) on the variable of Spheres of Control personality have been reported in **table-19**. The result showed that, working male (M=33.83) expressed significantly higher preference ($t = 10.67, p = < 0.001$) as compared to working female (M=28.28) on personal efficacy. This result indicated working female was found to score higher on personal efficacy on internal direction as compared to working male. Working male (M=30.45) expressed significantly higher preference ($t = 2.43, p = < 0.01$) as compared to working female (M=29.05) for interpersonal control. This result indicated working female were score higher on interpersonal control on internal direction as compared to working male. Again, working female (M=31.66) expressed significantly higher preference ($t = 7.01, p = < 0.001$) as compared to working male (M=28.28). This result indicated working male were score higher on Socio political control on internal direction on SOC scale as compared to working female.

The graphic representation of this scores (**Fig.5**).

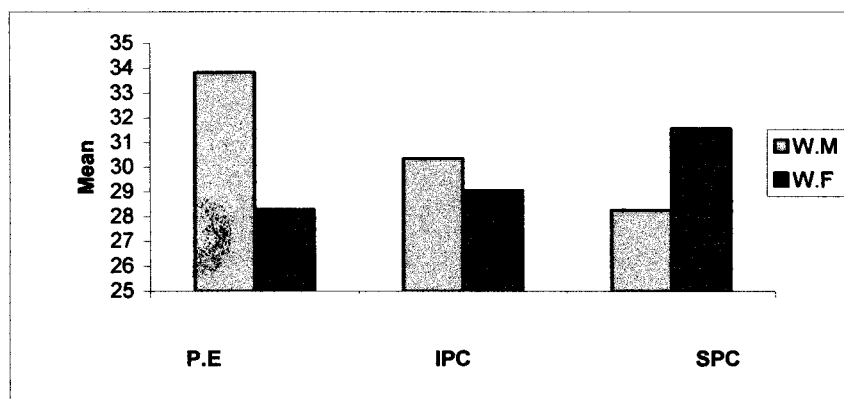


Fig. 5.

Table: 19

(N=120 for each group)

		<i>Spheres of Control Personality</i>		
		Personal Efficacy (PE)	Interpersonal Control (IPC)	Socio-Political Control (SPC)
W.M	Mean	33.83	30.45	28.25
	SD	3.72	4.54	5.41
W.F	Mean	28.58	29.05	31.56
	SD	5.02	4.82	4.69
t		10.67***	2.43*	7.01***

Note: W.M= Working Male
W.F= Working Female

* = <0.05

** = <0.01

*** = <0.001

B) INTRAGROUP COMPARISONS:

In this part Mean, SD and t-test was computed in order to determine the significant differences within Bangladeshi Older Working Male (O.W.M) and Younger Working Male (Y.W.M); Older Working Female (O.W.F) and Younger Working Female (Y.W.F) separately on the Values (Terminal values and Instrumental), Conservatism-Progressivism Attitudes (i.e. Religiosity, Violence, Nationalism, Social change, Democracy, Minority Attitudes, and Women Emancipation), Spheres of Control Personality (i.e. Personal Efficacy, Interpersonal Control and Socio Political Control) and Internal- External Control of Personality.

Intra Group Mean Differences

(Older Working Male-Younger Working Male; Older Working Female -
Younger Working Female) On the Variables of Values:
(Terminal and Instrumental)

(N=60 for each group separately)

Terminal Values (Out of 18)

Intra group comparisons on Terminal values have been reported in (table-20). Comparisons within older working male (O.W.M) and younger working male (Y.W.M) showed that older working male (M = 3.90) expressed significantly higher preference for (t = 8.25, p = <0.001) "Happiness" as compared to younger working male (M=2.25), older working male (M = 3.33) expressed significantly higher preference for (t = 4.26, p = <0.001) "Wisdom" as compared to younger working male (M=2.05), older working male (M = 3.41), expressed significantly higher preference for (t = 5.70, p = <0.001) "Inner harmony" as compared to younger working male (M=2.27), older working male (M = 3.73), expressed significantly higher preference for (t = 3.90, p = <0.001) "Freedom" as compared to younger working male (M=2.87) and significantly higher preference for (t = 2.72, p = <0.01) "A sense of accomplishment" as compared to younger working male (M=3.10). On the contrary younger working male (M = 3.98) expressed significantly higher preference for (t = 8.72, p = <0.001) "Family security" as compared to older working male (M=2.07), younger working male (M = 3.60) expressed significantly higher preference for (t = 7.57, p = <0.001) "National security" as compared to older working male (M=2.01), younger working male (M = 3.78) expressed significantly higher preference for (t = 6.90, p = <0.001) "Equality" as compared to older working male (M= 3.52) expressed significantly higher preference for (t = 5.95, p = <0.001) "Social recognition" as compared to older working male (M= 2.22), younger working male (M = 4.00) expressed significantly higher preference for (t = 4.50, p = <0.001) "A comfortable life" as compared to older working male (M= 3.07) and younger working male (M = 3.28)

expressed significantly higher preference for ($t = 3.18$, $p = <0.001$) “True friendship” as compared to older working male ($M = 1.92$).

These differences have been graphically presented in (Fig.6.1)

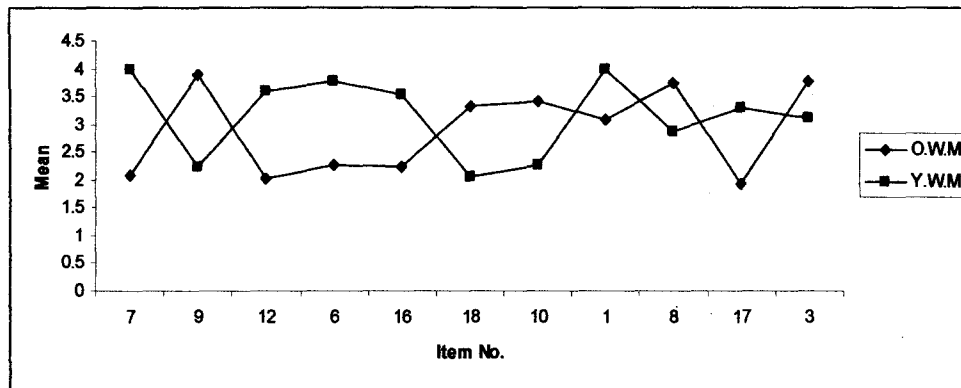


Fig.6.1

Intra group Comparisons between older working female (O.W.F) and younger working female (Y.W.F) showed that older working female ($M = 4.00$) expressed significantly higher preference for ($t = 6.88$, $p = <0.001$) “Happiness” as compared to younger working female ($M = 2.53$), older working female ($M = 3.51$) expressed significantly higher preference for ($t = 5.27$, $p = <0.001$) “Inter harmony” as compared to younger working female ($M = 2.35$), older working female ($M = 3.61$) expressed significantly higher preference for ($t = 3.4$, $p = <0.01$) “An exiting life” as compared to younger working female ($M = 2.93$), younger working female ($M = 3.53$) expressed significantly higher preference for ($t = 6.85$, $p = <0.001$) “A world of peace” as compared to older working female ($M = 2.17$), younger working female ($M = 6.85$), $P = <0.001$) “Family security, as compared to older working female ($M = 2.67$), younger working female ($M = 3.85$), expressed significantly higher preference for ($t = 5.86$, $p = <0.001$) “True friendship” as compared to older working female ($M = 2.56$), younger working female ($M = 3.25$), expressed significantly higher preference for ($t = 4.40$, $p = <0.001$) “Pleasure” as compared to older working female ($M = 2.28$), younger working female ($M = 4.12$), expressed significantly higher preference for ($t = 3.95$, p

$p < 0.001$) “Self respect” as compared to older working female ($M = 3.33$), younger working female ($M = 3.92$), expressed significantly higher preference for ($t = 3.04$, $p < 0.001$) “A sense of accomplishment” as compared to older working female ($M = 3.25$), younger working female ($t = 3.65$, $p < 0.001$) expressed significantly higher preference for ($t = 2.88$, $p < 0.001$) as compared to older working female ($M = 3.17$) and younger working female ($M = 3.55$) expressed significantly higher preference for ($t = 2.2$, $p < 0.001$) “A word of beauty” as compared to older working female.

These differences have been graphically presented in (Fig.6.2)

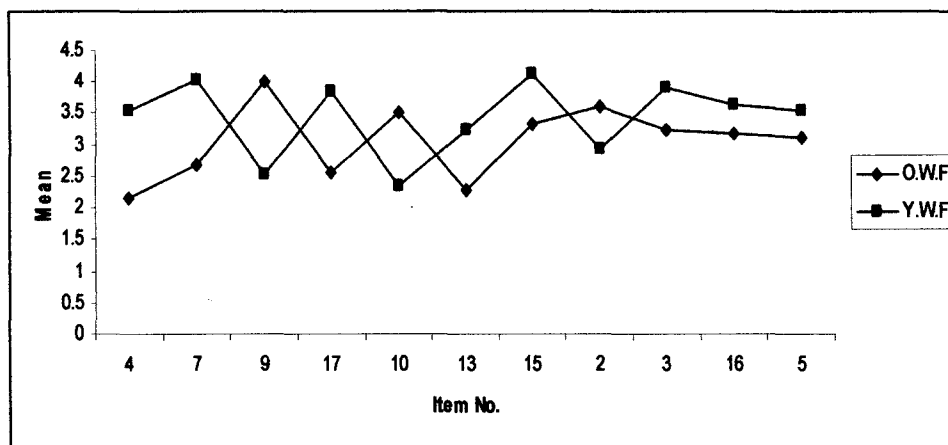


Fig.6.2

Table 20

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(N=60 for each group separately)

Item No													
7	Family security	Mean	2.07	SD	1.10	Mean	3.98	SD	1.36	Mean	2.17	SD	1.11
9	Happiness	Mean	3.90	SD	1.28	Mean	2.25	SD	1.13	Mean	2.87	SD	1.11
12	National Security	Mean	2.01	SD	1.14	Mean	3.60	SD	1.2	Mean	4.00	SD	1.19
6	Equality	Mean	2.27	SD	1.18	Mean	3.78	SD	1.23	Mean	2.56	SD	1.24
16	Social recognition	Mean	2.22	SD	1.37	Mean	3.52	SD	1.28	Mean	3.51	SD	1.24
18	Wisdom	Mean	3.33	SD	1.16	Mean	2.05	SD	.98	Mean	2.28	SD	1.17
10	Inner harmony	Mean	3.41	SD	1.30	Mean	2.27	SD	1.15	Mean	3.33	SD	1.30
1	A comfortable life	Mean	3.07	SD	1.23	Mean	4.00	SD	1.18	Mean	3.61	SD	1.26
8	Freedom	Mean	3.73	SD	1.36	Mean	2.87	SD	1.21	Mean	3.25	SD	1.48
17	True friendship	Mean	1.92	SD	1.14	Mean	3.28	SD	1.53	Mean	3.17	SD	1.09
3	A sense of accomplishment	Mean	3.77	SD	1.37	Mean	3.10	SD	1.20	Mean	3.12	SD	1.15
4	A world of peace	Mean	8.72***	SD	4	Mean	8.72***	SD	4	Mean	8.72***	SD	4
7	Family security	Mean	8.23***	SD	7	Mean	8.23***	SD	7	Mean	8.23***	SD	7
9	Happiness	Mean	7.87***	SD	9	Mean	7.87***	SD	9	Mean	7.87***	SD	9
17	True friendship	Mean	6.90***	SD	17	Mean	6.90***	SD	17	Mean	6.90***	SD	17
10	Inner harmony	Mean	4.30***	SD	10	Mean	4.30***	SD	10	Mean	4.30***	SD	10
13	Pleasure	Mean	4.04**	SD	13	Mean	4.04**	SD	13	Mean	4.04**	SD	13
15	Self-respect	Mean	5.30***	SD	15	Mean	5.30***	SD	15	Mean	5.30***	SD	15
2	An exiting life	Mean	4.30***	SD	2	Mean	4.30***	SD	2	Mean	4.30***	SD	2
3	A sense of accomplishment	Mean	3.90***	SD	3	Mean	3.90***	SD	3	Mean	3.90***	SD	3
16	Social recognition	Mean	3.18**	SD	16	Mean	3.18**	SD	16	Mean	3.18**	SD	16
5	A world of beauty	Mean	2.72**	SD	5	Mean	2.72**	SD	5	Mean	2.72**	SD	5
		Mean	3.53	SD	1.29	Mean	4.03	SD	1.22	Mean	2.53	SD	1.44
		Mean	3.85	SD	1.35	Mean	2.35	SD	1.41	Mean	3.25	SD	1.43
		Mean	4.12	SD	1.14	Mean	2.93	SD	1.34	Mean	3.92	SD	1.34
		Mean	3.65	SD	1.25	Mean	3.92	SD	1.34	Mean	3.65	SD	1.25
		Mean	3.55	SD	1.10	Mean	3.55	SD	1.10	Mean	3.55	SD	1.10

Note: O.W.M= Older Working Male
 Y.W.M= Older Working Male
 O.W.F= Older Working Female
 Y.W.F= Younger Working Female

*=<0.05
 **=<0.01
 ***=>0.001

Instrumental Values (Out of 18)

Intra group comparisons on Instrumental values have been reported in (table-21). Comparisons within older working male (O.W.M) and younger working male (Y.W.M) showed that older working male (M= 4.20) expressed significantly higher preference for ($t = 12.67$, $p < 0.001$) "Cleanliness" as compared to younger working male (M = 1.85), older working male (M= 3.97) expressed significantly higher preference for ($t = 5.69$, $p < 0.001$) "Logical" as compared to younger working male (M = 2.78), older working male (M= 3.28) expressed significantly higher preference for ($t = 3.66$, $p < 0.001$) "Imagination" as compared to younger working male (M= 2.65), older working male (M = 2.88) expressed significantly higher preference for ($t = 2.66$, $p < 0.001$) "Obedient" as compared to younger working male (M=2.33), younger working male (M = 4.00), expressed significantly higher preference for ($t = 2.56$, $p < 0.05$) "Broadminded" as compared to older working male (M = 4.00) on the contrary, younger working male (M = 3.97) expressed significantly higher preference for ($t = 8.41$, $p < 0.001$) "Independent" as compared to older working male (M= 2.15), younger working male (M= 4.27) expressed significantly higher preference for ($t = 6.88$, $p < 0.001$) "Courageous" as compared to older working male (M= 3.10), younger working male (M= 4.23) expressed significantly higher preference for ($t = 5.6$, $p < 0.001$) "Ambitious" as compared to older working male (M = 3.11), younger working male (M = 3.17) expressed significantly higher preference for ($t = 2.91$, $p < 0.01$) "Intellectual" as compared to older working male (M = 2.50), younger working male (M = 2.88) expressed significantly higher preference for ($t = 2.70$, $p < 0.01$) "Loving" as compared to older working male (M = 2.27) and younger working male (M = 3.12) expressed significantly higher preference for ($t = 2.56$, $p < 0.05$) "Polite" as compared to older working male (M = 2.91)

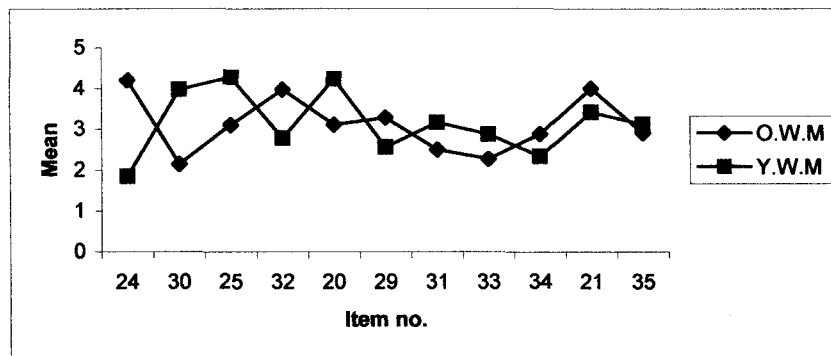


Fig. 7.1

Older working female (O.W.F) and younger working female (Y.W.F) showed that older working female ($M = 3.85$) expressed significantly higher preference for ($t = 8.40$, $p = <0.001$) "Cleanliness" as compared to younger working female ($M = 2.81$), older working female ($M = 3.43$) expressed significantly higher preference for ($t = 5.361$, $p = <0.001$) "Logical" as compared to younger working female ($M = 2.27$), older working female ($M = 3.05$) expressed significantly higher preference ($t=2.91$, $p = <0.001$) for "Intellectual" as compared to younger working female ($M = 2.27$) and older working female ($M = 3.00$) expressed significantly higher preference for ($t = 3.54$, $p = <0.001$) "Social justice" as compared to younger working female ($M = 2.28$). On the contrary younger working female ($M = 3.77$) expressed significantly higher preference for ($t = 6.16$, $p = <0.001$) "Courageous" as compared to older working female ($M = 2.28$), younger working female ($M = 3.58$) expressed significantly higher preference for ($t = 4.46$, $p = <0.001$) "Loving" as compared to older working male ($M = 2.78$), younger working female ($M = 2.98$) expressed significantly higher preference for ($t = 3.40$, $p = <0.01$) "Honest" as compared to older working male ($M=2.23$), younger working female ($M = 3.63$) expressed significantly higher preference for ($t = 3.01$, $p = <0.01$) "Ambitious" as compared to older working female ($M = 3.10$), younger working female ($M = 4.08$) expressed significantly higher preference for ($t = 2.64$, $p = <0.05$) "Cheerful" as compared to older working female ($M = 3.65$) and younger working female ($M = 3.73$) expressed significantly higher preference for ($t = 2.10$, $p = <0.05$) "Responsible" as compared to older working female ($M = 3.56$).

These differences have been graphically presented in (Fig-7.2)

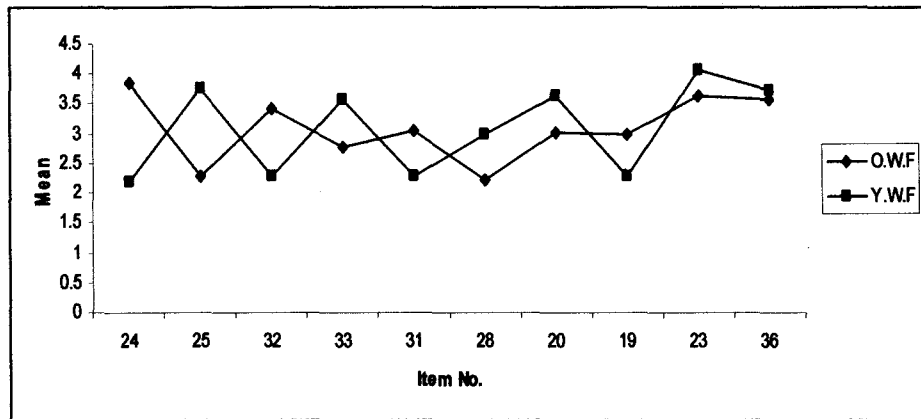


Fig. 7.2

Table.21

Result □ 171

(N=60 for each group separately)

Item No	24	30	25	32	20	29	31	33	34	21	35
	Cleanliness	Independent	Courageous	Logical	Ambitious	Imaginative	Intellectual	Loving	Obedient	Broadminded	Polite
O.W.M	Mean SD	2.15 0.99	3.10 1.35	3.97 1.23	3.11 1.43	3.28 1.23	2.50 0.98	2.27 0.19	2.88 1.21	4.00 1.07	2.91 1.16
Y..W.M	Mean SD	1.85 1.10	3.97 1.23	4.27 1.07	2.78 1.11	4.23 1.00	2.56 0.95	3.17 1.46	2.88 1.21	3.42 1.20	3.12 1.15
	t	12.67***	8.41***	6.88**	5.69**	5.61***	3.66***	2.91**	2.70**	2.56*	2.56*
Item No	24	25	32	33	31	28	20	19	23	36	
	Cleanliness	Courageous	Logical	Loving	Intellectual	Honest	Ambitious	Social justice	Cheerful	Responsible	
O.W.F	Mean SD	3.85 1.32	2.28 1.19	3.43 1.41	2.78 1.14	3.05 1.36	2.23 1.38	3.01 1.18	3.00 1.40	3.65 1.03	3.56 1.54
Y.W.F	Mean SD	2.18 1.35	3.77 1.42	2.27 1.19	3.58 1.12	2.27 1.19	2.98 1.17	3.63 1.37	2.28 1.19	4.08 1.01	3.73 1.46
	t	8.40***	6.16***	5.31***	4.46**	3.54***	3.40***	3.01**	2.93**	2.64**	2.01*

Note: O.W.M= Older Working Male
 Y.W.M= Older Working Male
 O.W.F= Older Working Female
 Y.W.F= Younger Working Female

*=,0.05
 **=,0.01
 ***=0.001

Intra Group Mean Differences
(Older Working Male -Younger Working Male; Older Working Female -
Younger Working Female) on the Variables of Socio-Political Attitudes:
Conservatism-Progressivism (With Dimensions)

(N=60 for each group separately)

Intra group differences within older working male (O.W.M) and younger working male (Y.W.M); older working female (O.W.F) and younger working female (Y.W.F) on each dimension of C- P attitudes mean score have been reported in **table-22**. This result showed that, younger working male (M=14.25) expressed significantly higher preferences ($t = 2.30, p = < 0.05$) as compared to older working male (M=13.85) on social change. This result indicated older working male were score higher on Social change on progressive attitude direction. No significant differences was found between older working male and younger working male on Religiosity, Violence, Nationalism, Democracy, Minority Attitudes and Women Emancipation scores.

The graphic representation of these scores (**Fig. 8.1**).

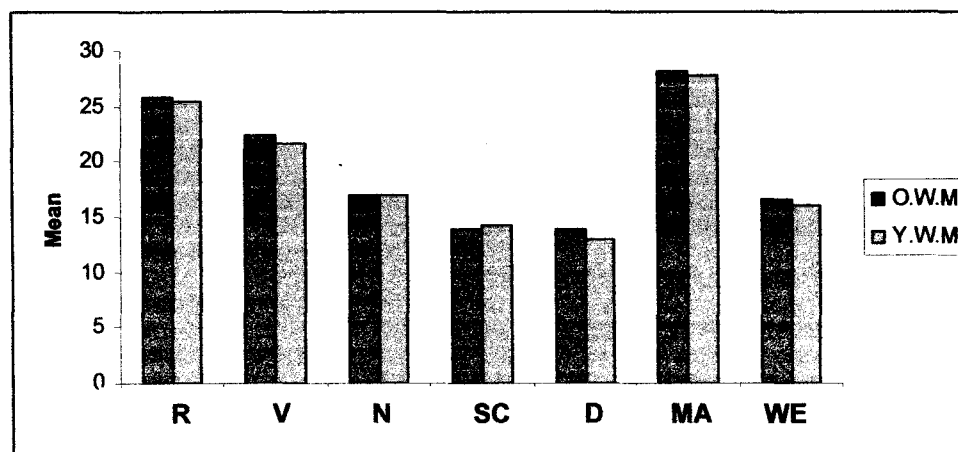


Fig. 8.1

In this result also showed that older working female ($M=20.92$) expressed higher preference ($t = 2.66, p = < 0.01$) as compared to younger working female ($M=19.80$) on the total scores of Violence. This result indicated both older working female were nonviolent but younger working female were more nonviolent as compared to older working female. Older working female ($M=16.38$) expressed higher preference ($t = 2.94, p = < 0.01$) as compared to younger working female ($M=15.52$) on the total scores of Nationalism. This result indicated older working female and younger working female both had nationalistic attitude but older working female were more nationalistic as compared to younger working female. Younger working female ($M=17.56$) expressed higher preference ($t = 2.90, p = < 0.01$) as compared to older working female ($M=16.05$) on the total scores of Democracy. This result indicated both older working females and younger working females possessed anti-democratic attitude but younger working female express more anti-democratic attitude as compared to older working female. Older working female ($M=28.88$) expressed higher preference ($t = 2.55, p = < 0.05$) as compared to younger working female ($M=28.37$) on the total scores of Minority attitude. This result indicated both older working females and younger working females possessed anti-minority attitude but older working female were express more anti-minority attitude as compared to younger working female. No significant differences was found between older working female and younger working female on Religiosity, Social change, and Women Emancipation scores.

The graphic representation of these scores (Fig. 8.2)

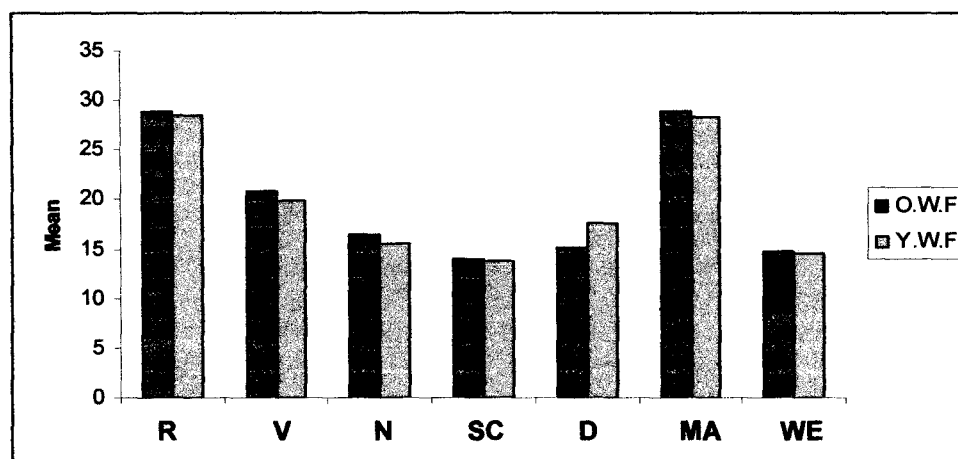


Fig. 8.2

Table: 22

(N=60 for each group)

		<i>Socio-Political Attitudinal Variables</i>						
		Religiosity (R)	Violence (V)	Nationalism (N)	Social change (SC)	Democracy (D)	Minority Attitudes (MA)	Women Emancipation (WE)
O.W.M	Mean SD	25.92 3.36	22.33 3.07	16.93 2.96	13.85 2.79	13.93 3.20	28.17 3.82	16.55 3.03
Y.W.M	Mean SD	25.50 3.46	21.67 3.74	16.98 2.98	14.25 2.68	13.02 3.58	27.77 3.73	16.13 3.01
	t	1.66	1.56	.11	2.30*	.20	1.84	1.15
O.W.F	Mean SD	28.92 3.77	20.92 3.75	16.38 3.78	13.93 3.07	16.05 2.87	28.88 3.96	14.80 2.78
Y.W.F	Mean SD	28.58 3.95	19.80 3.66	15.52 3.36	13.85 3.15	17.56 3.04	28.37 3.97	14.53 3.01
	t	1.18	2.66**	2.94**	.71	2.90**	2.55*	.63

Note: O.W.M= Older Working Male
 Y.W.M= Older Working Male
 O.W.F= Older Working Female
 Y.W.F= Younger Working Female

* = <0.05
 ** = <0.01
 *** = <0.001

Intra Group Mean Difference

(Older Working Male -Younger Working Male; Older Working Female -
Younger Working Female) on the Variables of Personality:
Spheres of control (SOC)

(With sub-scale) N=60

Intra group differences within older working male (O.W.M) and younger working male (Y.W.M); older working female (O.W.F) and younger working female (Y.W.F) on each sub-scale of (SOC) personality mean score have been reported in **table-23**. This result showed that, older working male (M=31.08) were expressed significantly higher preference ($t = 2.14, p = < 0.05$) as compared to younger working male (M=29.83) on Interpersonal Control. This result indicated younger working male were found to score higher on Interpersonal Control on internal direction as compared to older working male. Older working male (M=30.67) were expressed significantly higher preference ($t = 7.34, p = < 0.001$) on Socio-political Control as compared to younger working male (M=25.85). This result indicated younger working male were found to score higher on Socio-political Control on internal direction as compared older working male. Both the younger workings male (M=33.93) and older working male (M=33.73) expressed almost equal preference for Personal Efficacy. Because no significant differences were observed between these two groups.

The graphic representation of these scores (**Fig. 9.1**)

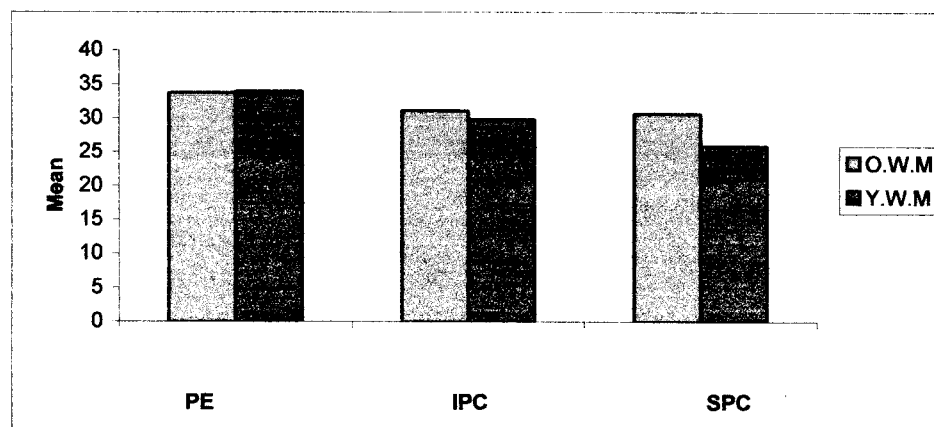


Fig. 9.1

In this result also showed that older working female (M=28.75) expressed higher preference as compared to younger working female (M=27.82) on Personal Efficacy. This result indicated younger working female were found to score higher on Personal Efficacy on internal direction as compared older working female. Older working female (M=29.33) higher preference as compared to younger working female (M=28.82) on Interpersonal Control. This result indicated younger working female were found to score higher on Interpersonal Control on internal direction as compared older working female. younger working female (M=31.87) higher preference as compared to Older working female (M=31.27) on socio-political control. Both the younger workings male and older working male expressed almost equal preference for Personal Efficacy, Interpersonal Control and Socio-Political Control. Because no significant differences were observed between these two groups.

The graphic representation of these scores (Fig. 9.2)

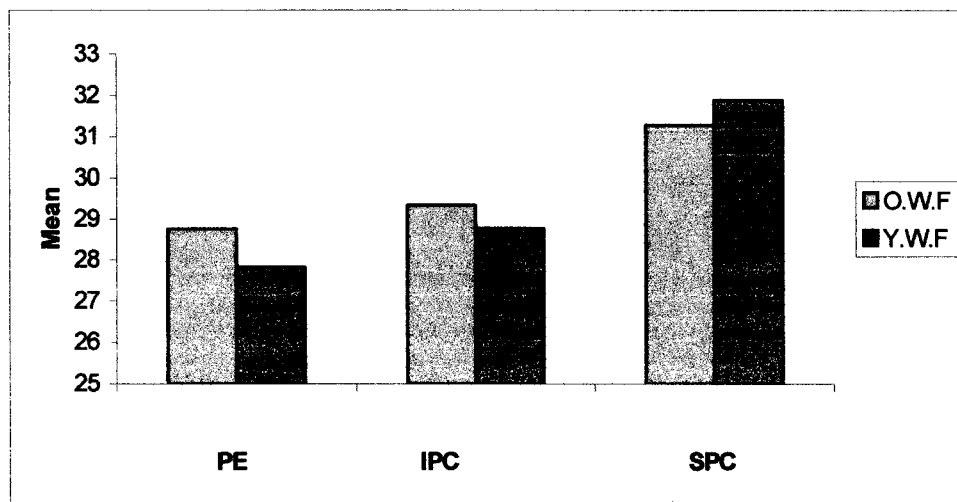


Fig. 9.2

Table: 23

(N=60 for each group)

Spheres of Control Personality

		Personal Efficacy(PE)	Interpersonal Control(IPC)	Socio- Political Control(SPC)
O.W.M	Mean	33.73	31.08	30.67
	SD	3.91	4.34	4.50
Y.W.M	Mean	33.93	29.83	25.85
	SD	3.56	4.68	5.19
t		.51	2.14*	7.34***
O.W.F	Mean	28.75	29.33	31.27
	SD	5.00	4.95	5.10
Y.W.F	Mean	27.82	28.77	31.87
	SD	5.04	4.71	4.26
t		1.48	.91	1.81

* = <0.05

** = <0.01

*** = <0.001

Note: O.W.M= Older Working Male
 Y.W.M= Younger Working Male
 O.W.F= Older Working Female
 Y.W.F= Younger Working Female

Intra Group Mean Difference

(Older Working Male -Younger Working Male; Older Working Female - Younger Working Female) on each Variable of C-P and I-E separately

(N=60 for each group separately)

Intra group differences within older working male (O.W.M) and younger working male (Y.W.M); older working female (O.W.F) and younger working female (Y.W.F) on each variable of Conservatism-Progressivism Attitudes and Internal- External Control Personality mean scores have been reported in **table-23**. This result showed that, Older working female (M= 63.20) were expressed significantly higher preference ($t = 4.74, p= < 0.001$) as compared to younger working female (M=56.55) on total I-E personality score. This result indicated younger working female had high internal personality as compared to older working female. Older working male (M=67.70) were expressed significantly higher preference ($t = 7.28, p= < 0.001$) as compared to younger working male (M=59.95) on total I-E personality score. This result indicated younger working male had high internal personality as compared to older working male. This result also showed that, younger working female (M=140.33) were expressed significantly higher preferences ($t = 4.45, p= < 0.001$) as compared to older working female (M=138.21) on total C-P attitude score. This result indicated younger working female had high conservative attitude as compared to older working female. This result also showed that, both the younger working male (M=135.05) and older working male (M=137.27) expressed almost equal preference for total C-P attitude scores. Because no significant differences were observed between these two groups.

The graphic representation of these scores (Fig. 10)

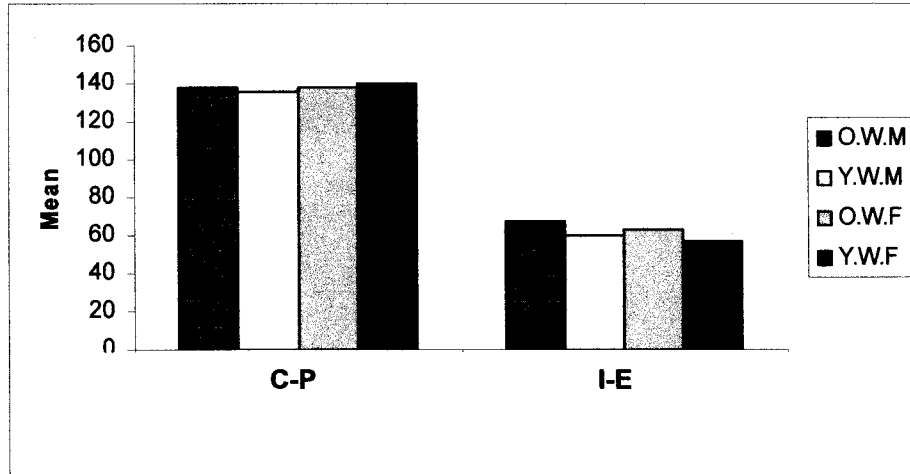


Fig. 10

Table: 24

(N=60 for each group)

		<i>Attitudinal Variable & Personality Variable</i>	
		Conservatism-Progressivism (C-P)	Internal-External Control (I-E)
O.W.M	Mean	137.68	67.70
	SD	11.13	6.59
Y.W.M	Mean	135.05	59.95
	SD	11.69	5.32
	t	.63	7.28***
O.W.F	Mean	138.61	63.20
	SD	11.72	8.18
Y.W.F	Mean	140.33	56.55
	SD	11.43	5.96
	t	4.45***	4.74***

Note: O.W.M= Older Working Male
 Y.W.M= Older Working Male
 O.W.F= Older Working Female
 Y.W.F= Younger Working Female

*** = <0.001

PART II

CORRELATIONAL ANALYSES

Inter Group Similarities

on variables of C-P and I-E between Working Male and Working Female

(N= 120 for each group separately)

Table-25 Showed that, significant correlations of working male (W.M) and working female (W.F) sample on each variable of Conservatism-Progressivism Attitudes and Internal- External Control Personality. The highest statistically significant and positive correlation was found between working male and working female on Internal- External Control Personality ($r=0.60$, $p<0.01$) followed by Conservatism-Progressivism ($r=0.33$, $p<0.01$)

Table: 25

Working Male - Working Female		
	Conservatism Progressivism	Internal-External Control
r	0.33**	0.60**

** =<0.01

Intra Group Similarities

Older Working Male -Younger Working Male; Older Working Female -Younger Working Female on Variables of C-P and I-E

(N= 60 each group separately)

Table.26 Showed that, significant correlation within older working male (O.W.M) and younger working male (Y.W.M); older working female (O.W.F) and younger working female (Y.W.F) sample on each variable of Conservatism-Progressivism Attitudes and Internal- External Control Personality .The highest statistically significant and positive correlation was found within older working male and younger working male was found on Conservatism-Progressivism scores ($r = 0.74$, $p= < 0.01$). But Internal- External Control Personality ($r=0.25$) had not found significant correlation ships. The result also showed that, the highest statistically significant and positive correlation was found within older working female and younger working female on Conservatism-Progressivism scores ($r = 0.82$, $p= < 0.01$) But Internal-External Control Personality scores was ($r=0.15$) had not found significant correlation ships.

Table: 26

	O.W.M-Y.W.M	O.W.F-Y.W.F
	r	r
Conservatism Progressivism	0.74**	0.82**
Internal-External Control	0.25	0.15

** =<0.01

Intra Group Similarities

Older Working Male -Younger Working Male; Older Working Female
Younger Working Female on each dimension of **conservatism-progressivism**

(N= 60 for each group separately)

Intra group similarities within older working male (O.W.M) and younger working male (Y.W.M); older working female (O.W.F) and younger working female (Y.W.F) on each dimension of Conservatism-Progressivism Attitudes scores have been reported in **table-27**. This result showed that there was highest significant similarity between older working female and younger working female on the dimension of Minority Attitude Social Change ($r = 0.95$, $p = < 0.01$) followed by Minority Attitude ($r = 0.92$, $p = < 0.01$), Religiosity ($r = 0.84$, $p = < 0.01$), Nationalism ($r = 0.80$, $p = < 0.01$), Violence ($r = 0.61$, $p = < 0.01$) and Women Emancipation ($r = 0.37$, $p = < 0.01$). This result also showed that there was highest significant similarity between older working male and younger working male on dimension of Minority Attitude ($r = 0.90$, $p = < 0.01$) followed by Social Chang ($r = 0.88$, $p = < 0.01$), Religiosity ($r = 0.84$, $p = < 0.01$), Violence ($r = 0.54$, $p = < 0.01$), Women Emancipation was ($r = 0.44$, $p = < 0.01$) and Nationalism ($r = 0.36$, $p = < 0.01$). This result also showed that, no significant similarity was observed between older working male and younger working male ($r = 0.22$) and between older working female and younger working female ($r = 0.21$) on Democracy of Conservatism-Progressivism Attitude scores.

Table: 27

<i>Conservatism-Progressivism Attitude</i>								
		Religiosity	Violence	Nationalism	Social change	Democracy	Minority Attitude	Women emancipation
O.W.M Y.W.M	r	0.84**	0.54**	0.36**	0.88**	0.22	0.90**	0.44**
O.W.F Y.W.F	r	0.84**	0.61**	0.80**	0.95**	0.21	0.92**	0.37**

** =<0.01

Intra Group Similarities

Older Working Male -Younger Working Male; Older Working Female -
Younger Working Female on each sub-scale of Spheres of Control

(N= 60 each group separately)

The result (Table.28) showed that there was highest significant correlation within older working male (O.W.M) and younger working male (Y.W.M) on sub-scale of Personal Efficacy ($r = 0.68$, $p = < 0.01$) followed by Interpersonal Control ($r = 0.50$, $p = < 0.01$) and Socio-Political Control ($r = 0.45$, $p = < 0.01$). This result also showed that there was highest significant correlation within older working female (O.W.F) and younger working female (Y.W.F) on sub-scale of Socio-Political Control ($r = 0.86$, $p = < 0.01$) followed by Personal efficacy ($r = 0.53$, $p = < 0.01$) and Interpersonal Control ($r = 0.50$, $p = < 0.01$).

Table: 28

<i>Spheres of Control Personality</i>				
		Personal Efficacy	Interpersonal Control	Socio-political Control
O.W.M Y.W.M	r	0.68**	0.50**	0.45**
O.W.F Y.W.F	r	0.53**	0.50**	0.86**

** =<0.01

PART III

FACTOR ANALYSIS OF THE VALUES

In this part factor analyses were computed to generate certain broad dimensions of 36 values for Bangladeshi working male and working female separately.

Factor Analyses of Value pattern of Working Male

Factor extraction was done for working male sample (N=120) by the principal axis method. Factors having Eigen values of 1.00 or higher were retained based on Kaiser's criterion. To get orthogonal factors, were rotated by using the oblique rotation method. The correctional matrices suggested that 36 values were not altogether independent of one another but tended to do cluster together to form some meaningful factors. Six factors were extracted from the correlation matrices. These six factors accounted for 68.2% of the total variance. This factorial structure of the value pattern is informative that a majority of the variance is accounted for by these meaningful factors. The six factors extracted seem to display some general themes in the value preferences jointly by the older and younger of working male. These factors and the respective loading for each value are shown below in table-29. The extracted six factors are described and presented in order of their variances i.e. those showing larger variance appear first.

Table: 29 Showing Factor Analyses of Value pattern of Working Male

Factor 1

Desiring nationalistic values with emphasizing social justice.

Variance = 22.8%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
12	National security	0.66
16	Social recognition	0.65
19	Social justice	0.61
36	Responsible	0.56
22	Logical	0.45

Factor one has positive loading on five values. This factor accounts for 22.8% of the variance. The central theme of this factor indicates that the working males are desire nationalistic values with emphasizing social justice.

Factor 2
Desiring for intellectual capability

Variance = 9.8%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
31.	Intellectual	0.83
22	Capable	0.76
20	Ambitious	0.69
18	Wisdom	0.48

Factor two has positive loading on four values. This factor accounts for 9.8% of the variance. The central theme of this factor indicates that the working males are desire for intellectual capability.

Factor 3

Possessed negative attitude towards universalistic peace, aesthetic values and hedonism.

Variance = 9.6%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
4	A world at peace	-0.78
5	A world of beauty	-0.69
13	Pleasure	-0.57
29	Imaginative	-0.54

Factor three has negative loading on four values. This factor accounts for 9.6% of the variance. This factor contains the theme that the working males are not desire for universalistic peace, beauty and personal pleasure.

Factor 4
Desiring freedom with courage

Variance = 9.5%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
8	Freedom	0.56
30	Courageous	0.52
15	Self respect	0.48
25	Independent	0.45

Factor four has positive loading on four values. This factor accounts for 9.5% of the variance. This factor contains the theme that the working males desire for freedom with courage.

Factor 5
Preference for happiness with pleasure

Variance = 8.6%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
13	Pleasure	0.82
9	Happiness	0.62

Factor five has positive loading on two values. This factor accounts for 8.6% of the variance. This factor contains the theme that the working males desire for happiness with pleasure.

Factor 6

Desiring cheerful in friendship

<i>Variance = 7.9%</i>		
<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
6	Cheerful	0.64
17	True friendship	0.52

Factor six has positive loading on two values. This factor accounts for 7.9% of the variance. The central theme of this factor indicates that the working males are desire cheerful in friendship.

Factor Analyses of Value pattern of Working Female

Factor extraction was done for working male sample (N=120) by the principal axis method. Factors having Eigen values of 1.00 or higher were retained based on Kaiser's criterion. To get orthogonal factors, were rotated by using the oblique rotation method. The correctional matrices suggested that 36 values were not altogether independent of one another but tended to do cluster together to form some meaningful factors. Eight factors where extracted from the correlation matrices these eight factors accounted for 71.3% of the total variance. This factorial structure of the value pattern is informative that a majority of the variance is accounted for by these meaningful factors. The eight factors extracted seem to display some general themes in the value preferences jointly by the older and younger of working female. These factors and the respective loading for each value are shown below in (table-30). The extracted eight factors are described and presented in order of their variances i.e. those showing larger variance appear first.

Table: 30 Showing Factor Analyses of Value pattern of Working Female**Factor 1****Desiring immediate material gratification***Variance = 20.1%*

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
7	Family security	0.78
1	Comfortable life	0.68
9	Happiness	0.67
3	A sense of accomplishment	0.60
10	Inner harmony	0.58
25	Courageous	0.34

Factor one has positive loading on six values. This factor accounts for 20.1% of the variance. This factor clusters six values, which identifies the working female's desire for material gain.

Factor 2**Higher emphasizes on universalistic peace, aesthetic values and hedonism***Variance = 9.8%*

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
4	A world at peace	0.76
29	Imaginative	0.72
5	A world of beauty	0.62
13	Pleasure	0.54

Factor two has positive loading on four values. This factor accounts for 9.8% of the variance. This factor contains the theme that the working females desire universalistic peace, beauty and personal pleasure in imagination.

Factor 3

Ambitious for intellectual capability

Variance = 9.3%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
20	Intellectual	0.56
31	Capable	0.54
18	Ambitious	0.49
21	Wisdom	0.46

Factor three has positive loading on four values. This factor accounts for 9.3% of the variance. The central theme of this factor indicates that the working females are higher ambitious for intellectual capability.

Factor 4

Importance to conventional religious morality

Variance = 8.8%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
35	Polite	0.78
24	Obedient	0.68
28	Honest	0.62
23	Clean	0.57

Factor four has positive loading on four values. This factor accounts for 8.8% of the variance. The central theme of this factor is that the working females have desirability of conventional religious values.

Factor 5
Less emphasis on nationalistic values and social justice.

Variance = 8.7%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
2	An exiting life	-0.82
12	National security	-0.74
19	Social justice	-0.67
32	Logical	-0.52
16	Social recognition	-0.41

Factor five has negative loading on five values. This factor accounts for 8.8% of the variance. This factor contains the theme that the working females less preference for on nationalistic values and social justice.

Factor 6
Emphasizing in mature love, affection and happiness

Variance = 7.2%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
33	Loving	0.85
12	Happiness	0.59
19	Mature love	0.51

Factor six has positive loading on three values. This factor accounts for 7.2% of the variance. This factor indicates working females regard for love.

Factor 7
Desiring freedom with self respect

Variance = 5.1%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
8	Freedom	0.85
15	Self respect	0.82
30	Independent	0.51

Factor seven has positive loading on three values. This factor accounts for 5.1% of the variance. This factor contains the theme that the working females preference for freedom with self-respect

Factor 8
Desiring cheerful friendship

Variance = 3.2%

<i>Item No.</i>	<i>Item</i>	<i>Loading</i>
28	True friendship	0.88
22	Cheerful	0.72

Factor eight has positive loading on two values. This factor accounts for 3.2% of the variance. This factor indicates working females are desire cheerful friendship.

This result on 36 values for working male and working female clearly indicate that these values are not altogether independent of each other but can be clustered into a small number of factors. The six factors of working male and eight factors of working female extracted reflect the various aspects of values and determine their dimensions in terms of certain characteristics for each gender. The results of the factor analyses reveal some similarities as well as dissimilarities of structural properties of value pattern between two genders.

Common value factors between working male and working female are the following:

1. Desiring for intellectual capability (Working male, 2nd factor)
Desiring for intellectual capability (Working female, 3rd factor)
2. Desiring freedom with courage (Working male, 4th factor)
Desiring freedom with self respect (Working female, 7th factor)
3. Desiring cheerful friendship (Working male, 6th factor)
Desiring cheerful friendship (Working female, 8th factor)
4. Preference for happiness with pleasure. (Working male, 5th factor)
Emphasizing in mature love affection and happiness (Working female, 6th factor)

The **uncommon** value factors between working male and working female are the following:

- | Working Male | Working Female |
|--|--|
| 1. Desiring nationalistic values with emphasizing social justice (1 st factor) | 1. Less emphasis on nationalistic values and social justice (5 th factor) |
| 2. Possessed negative attitudes towards Universalistic peace, aesthetic values and hedonism (3 rd factor) | 2. Higher emphasis on universalistic peace, aesthetic values and hedonism (2 nd factor) |
| | 3. Desiring immediate material gratification (1 st factor) |
| | 4. Importance to conventional religious morality (4 th factor) |

SUMMARY OF THE RESULTS

PART I

INTER GROUP AND INTRA GROUP DIFFERENCES

Terminal value.

Inter group: Working males assigned significantly higher preference as comparison to working females on Terminal values of 'Pleasure' 'World of peace' and 'National security'. On the contrary, working females assigned significantly higher preference as comparison to working females on terminal values of 'Self respect' 'Equality' 'Social recognition' 'Family security' 'A world of beauty', 'True friendship' 'Salvation' and 'Mature love'.

Intra group: Older working males assigned significantly higher preference as comparison to younger working males on Terminal values of 'Happiness', 'A sense of accomplishment', 'Freedom', 'Inner harmony' and 'wisdom'. On the contrary, younger working males assigned significantly higher preference on the values of 'A comfortable life', 'Family security', 'Equality', 'National security' 'Social recognition' and 'True friendship' to their older working male counterpart. Again older working females assigned significantly higher preference as comparison to younger working females on Terminal values of 'Happiness', 'An exiting life', and 'Inner harmony'. On the contrary, younger working females assigned significantly higher preference as compared to older working female on the values' of Self respect' 'Family security', 'A sense of accomplishment', 'True friendship', 'Social recognition' and 'A world of beauty' and 'Pleasure'.

Instrumental value.

Inter group: Working males assigned significantly higher preference as comparison to working females on Instrumental value of 'Capable' 'Social justice', 'Courageous' 'Ambitious' and 'Logical'. On the contrary, working females assigned significantly higher preference as comparison to working females on Instrumental values of, 'Forgiving' 'Cheerful' 'Responsible' 'Helpful' 'Obedient' 'Imaginative' 'Loving' and 'Honest'.

Intra group: Older working males assigned significantly higher preference as comparison to younger working males on Instrumental values of 'Cleanliness', 'Broadminded', 'Logical', 'Imaginative' and 'Obedient'. On the contrary, younger working males assigned significantly higher preference on the values 'Courageous, 'Ambitious, 'Independent' 'Intellectual' and 'Polite' to their older working male counter part. Again older working females assigned significantly higher preference as comparison to younger working females on Instrumental values of 'Cleanliness', 'Logical' 'Intellectual' and 'Social justice'. On the contrary, younger working females assigned significantly higher preference on the values 'Cheerful', 'Courageous' 'Responsible', 'Ambitious', and 'Loving' and honest.

Conservatism-progressivism (C-P) Attitudes.

Inter group: Working female assigned significantly more conservative, and also assigned significantly more religious and express more favorable attitudes towards women emancipation as compared to working male. On the other hand working male assigned more violent, nationalistic and democratic attitude as compared to working female.

Intra group: Younger working female was found significantly more conservative and also assigned more nonviolent, more anti-democratic and possess more anti-minority attitudes in comparison to older working female. On the other hand, older working male assigned significantly more progressive attitudes toward social change as compared to younger working male.

Spheres of control (SOC) and I-E Control Personality.

Inter group: On the variable of Spheres of Control working females were found to express significantly controlled on personal efficacy and interpersonal control. On the other hand, working males were found to express significantly socio-political controlled. On the total scores of I-E control working males were also found to express significantly externally controlled and working females were internally controlled.

Intra group: On the variable of Spheres of control younger working male were found significantly interpersonally controlled and socio-politically controlled. On the variable of internal-external control younger working male were found to possess significantly internally controlled but older working male were found to possess significantly externally controlled. Younger working female were also found to possess internally controlled but older working female were found to possess externally controlled.

PART II
CORRELATIONAL ANALYSES
(WORKING MALE AND WORKING FEMALE)

Inter group of similarities on each Variable.

Inter group similarities between working male and working female were found high positive and statistically significant on Internal-External control followed by conservatism-progressivism.

Intra group similarities on each Variable.

Intra group similarities between older working male and younger working male; older working female and younger working female both group were found high positive and statistically significant on conservatism-progressivism.

PART III
FACTOR ANALYSES OF VALUE PATTERN OF
WORKING MALE AND WORKING FEMALE

Common value factors between working male and working female are the following:

1. Desiring for intellectual capability (Working male, 2nd factor)
Desiring for intellectual capability (Working female, 3rd factor)
2. Desiring freedom with courage (Working male, 4th factor)
Desiring freedom with self respect (Working female, 7th factor)
3. Desiring cheerful friendship (Working male, 6th factor)
Desiring cheerful friendship (Working female, 8th factor)
4. Preference for happiness with pleasure. (Working male, 5th factor)
Emphasizing in mature love affection and happiness.
(Working female, 6th factor)

The **uncommon** value factors between working male and working female are the following:

Working Male

1. Desiring nationalistic values with emphasizing social justice (1st factor)
2. Possessed negative attitudes towards Universalistic peace, aesthetic values and hedonism (3rd factor)

Working Female

1. Less emphasis on nationalistic values and social justice (5th factor)
2. Higher emphasis on universalistic peace, aesthetic values and hedonism (2nd factor)
3. Desiring immediate material gratification (1st factor)
4. Importance to conventional religious morality (4th factor)

DISCUSSION

CHAPTER SIX

DISCUSSION

Gender inequality is deeply rooted in Bangladesh. Society is both hierarchical and patriarchal and women's status within its subordinate. Women's position is theoretically protected under the constitution but traditional norms and behaviors restrict women's access to resources and service. The woman works in this country in a context of unequal social relation between women and men, which puts women at a disadvantage.

Culture is mental software of the mind. It is learned, not innate. It derives from one's social environment rather than from one's genes. Culture should be distinguished from human nature on one side and from an individual's personality on the other. (Hofstede, 2005) There are two types of culture, which affects on job satisfaction. First one is organizational culture. Second one is social culture. He identified these two cultural dimensions in society. He defined "a society as masculine when emotional gender roles are clearly distinct. Men are supposed to be assertive, tough and focused on material success, whereas women are supposed to be more modest tender and concerned with the quality of life" and "a society is feminine when emotional gender roles overlap: both men and women are supposed to be modest, tender, and concerned with quality of life." Men are supposed to be more concerned with achievements outside the home hunting and fighting in traditional societies, the same but translated into economic terms in modern societies. Men, in short, are supposed to be assertive, competitive and tough. Women are supposed to be more concerned with taking care of the home, of the children, and of people in general-to take the tender roles. Male achievements reinforce masculine assertiveness and competition; female care reinforces feminine nurturance and a concern for relationships and for the living environment. Men taller and stronger and freer to get out tend to dominate in .

social life outside the home; inside the home a variety of role distributions between the genders is possible. He also claims that occupation is divided in to “masculine” and “feminine” in terms of the values of those who exercise them. Competitive work, focus on individual technical performance calls masculine values (scientist, engineer). Manager’s deal with technical and human problems that is why they require assertiveness assigned as masculine one. “In masculine societies women mainly teach younger children and men teach at university, Children in masculine societies are exposed longer to female teachers. This tools like a paradox, but the female teachers status is often low so that they will be anti-heroine rather than models for behavior.” (Hofstede: 2005).

Practically in Bangladesh society is masculine (Jamil, 1994). Here, the men are assertive; tough those cause women to be undermined. In formal rule and regulations the women are given equal status as of men but because of masculine cultural dimension the women are far behind to this formal power. It is found in literature that there are differences in attitudes regarding job satisfaction between men and women. Socio-cultural background plays a vital role for such differences in job satisfaction attitudes. Bangladeshi women contribute substantially to their households and to the countries economy. A significant number of women also work as teachers, lawyers, journalists, and government employees and for non-government organizations. Their activities in turn, contribute to the transformation of the traditional values and gender roles of Bangladeshi women’s. In spite of these achievements the majority of women in Bangladesh have yet to be empowered to participate actively in the social, cultural, economic, and political life of the country. Gender discriminations are widespread in all spheres and all levels, as indicated by official statistics on health, nutrition, education, employment, and political participation.

It is desirable that level of educated wife should be lower than her husband. Another idea prevalent in the society is that highly educated daughter-in-laws would be less amenable to adopt norms, values and discipline of her in-laws family. In Bangladesh women plays vital role in agricultural production. They are engaged in pre-harvest and post harvest work like preparation of seed bed, parboiling, drying, threshing and win, cooking for labor. But they perform these works as unpaid or low paid. Contrary to this, men's cash earning work is outside the home. As regards to child care women play almost sole responsibilities. Cleaning, bathing, preparation of foods, taking care in their sickness, sending them to school and helping them in preparing class work etc. performed by the women. Besides, women play role for teaching values and norms, religious affairs, health practice and cooking. However this blocked attitude regarding women's role has been changing day by day. During the last few years, public attitude towards female education has changed considerably. People in general now recognize that participation of women in development program is crucial for comprehensive in human life. In the course of development and changing needs women are equally sharing the responsibility for the development of society in all aspects. Therefore, besides playing role of mothers and housewives many women are required to shoulder economic responsibility for contributing in the family income. Thus, they not only providing emotional support and performing all types of reproductive responsibilities but also many women are now bearing equally with men in the educational expenses of their children. Studies repeatedly show that women's earning through credit and employment benefit their children to a large extent. They also get more health care, in the school, cloths and other benefits (Kabir: 1995; Khan et al;1998). Imparting education to women is essential even when her duties are restricted to motherhood and to the family. In the present society, family, the most important social institution is under going considerable changes. Extended families are broken down; many people migrate to urban areas from

rural areas for getting employment. Increasing male migration, poverty, separation, and other phenomena demand a different and more active, conscious participation of women in activities. Education would enable women to their responsibilities more efficiently and satisfactorily. At present impact of education has been measured on the whole fabric of development, economic, social, health and nutrition and fertility control. In fact education provides necessary conditions for development. It increases income and income along with knowledge and skill.

Family is also an important agent of socialization, with a vital role in shaping norms, values, attitudes and opinions. These cognitive, attitudinal and socio-economic characteristics acquired during the formative period mainly under mothers guidance and assistance have strong influence on children live. The process of learning bolster the child's feeling of efficacy, open's up economic opportunities, shapes his/her productive and reproductive roles.

The study of differential value pattern as a function of attitudes, personality and age factors has arrested the attention of several researchers' in a different social science in developing as well as in developed countries. In the present changing international picture and worldwide climate both the male and female has been trying to achieve the aspired goal through progressive attitudes, value pattern and personality factors. (Smith, 1949; Erikson,1968; Feather,1972; Rokeach, 1973).

More than half of the world's population is female. Yet despite this fact, in many cultures females have been treated like a minority group. They have been excluded from economic and political power; they have been the subjects of strong negative stereotypes; and they have faced overt discrimination in many areas of life such as work settings, higher education, government (Fisher, 1992). This situation is changing, at least in some countries and to some degree. Overt discriminatory practices have been banned by laws in many nations, and there has

been at least some weakening of negative gender-based stereotypes. Progress has been spotty at best, and sexism, prejudice based on gender continues to exert harmful effects upon females in many countries. Because prejudices based on gender affects more individuals than any other single kind and produces negative outcomes for male as well as females.

The present study has been designed to assess the similarities and differences of working male and working female in the present socio-cultural context of Bangladesh. The study has not only identified some of the dimension of values but it has also pointed out differential relationship of conservatism-progressivism attitudes with certain personality variables and demographic characteristics.

The findings suggest that value pattern can be used as stable indicator of attitudes and personality related to gender and age variations. Moreover, there were significantly predicted relationship, value orientation, conservatism-progressivism attitudes and personality pattern of male and female individuals.

Inter Group differences on values Terminal & Instrumental between professionally homogeneous groups

The present study focuses on two types of value terminal as well as Instrumental. The significant differences on research's value inventory in **Table No. 15** working male and working female showed that, as a whole working male found to assigned significantly higher in order of priority on certain terminal values like pleasure, a world of peace and national security in comparison to working female. On the contrary, working female were found assigned significantly higher in order to preference on the values of self-respect, equality, social recognition, family security, a world of beauty, true friendship salvation and

mature love in comparison to their working male counter part. In the present context of Bangladesh this finding revealed that the working female in general, has given to keep terminal values as pleasure followed by a world of peace and national security. This basic value indicate that working male are in general fond of pleasure principle. They are also concerned with world of peace and national security. This findings indicates that they are responsible for national security and they desiring pleasure with the world of peace. On the contrary, working female had given to most priority to self-respect followed by equality, social recognition and family security, a world of beauty and true friendship, salvation and mature love. These value assignments by the working female indicated that they are very much conscious about the self-respect, equality, social recognition and also desired for family security and also desired equality with male partner. These two groups working male and working female though they have given top priority to different value system.

In this study in **Table No. 16** working male individuals were found to different significant on the assignment of value preferences in order of priority on some instrumental values such as capable followed by social justice, courageous, ambitious and logical in comparison to working females. On the contrary, working female were found to assigned higher in order of preferences on instrumental values forgiving followed by cheerful, responsible, helpful, obedient and imaginative in comparison to their male counter part. This result can be explained by (Rokeach, 1968; Ara 1993; Sharmin 2002; Kabir, 2006). In this result chapter Rokeach's terminal and instrumental values represent separate functional interconnected system within these two different types of values. All the values concerning modes of behavior are instrumental to the attainment of all the values concerning end state of terminal values. One modes of behavior may be instrumental to attain the several terminal values and several modes may be attainment of some terminal values. According to Gorsuch (1978) any value,

which is not the ultimate values, could be considered end state of existence and all instrumental values may be referred only to idealized modes of behavior. These all instrumental values as modes of behavior are instrumental to the attainment of all terminal values concerning to the end state of existence.

Thus the hypotheses that working male would differ significantly from working female on some terminal values as well as instrumental values is confirmed (H_1).

Inter group differences on conservatism-progressivism attitudes between professionally homogeneous groups.

The present study revealed some intergroup differences on socio political attitudes in the continuum of conservatism-progressivism. The most empirical thesis conceptualize political culture are closely related with political belief-attitudinal system. Pye (1962) observed that political spheres are not sharply differentiated from the spheres of social, cultural and personal relations. Kothari (1970) points out the importance of traditionalism with secular, modern political processes in developing countries. Nandy (1976) reports that political culture of developing country is the function processes which determines most of its politics. Findings of the present investigation might be supported in the perspective of these theoretical orientations. Bangladesh is less developed and as such education is less widespread. Thus, this background determines working female to be more conservative as compared to working male might be supported in the perspective of these theoretical orientations. This findings falls within the theoretical explanation of Mc Closky (1958) which showed that conservative are more frequently among the uniformed, the poorly educated and less educated.

Bangladeshi working female as compared to working male have come from that cultural background who were male individual abomination and have opportunity for exchanging their ideas with modern attitudes. A direct inspection of the total scores of each item conveyed some specific attitudes towards conservatism of Bangladeshi working female. In this present study, The significant differences on C-P scale between working male and working female in **Table No.17** showed that, working female were found more conservative in comparison to working male such as working female were more religious and emphasized by 'Religious meditation is better than social service' (Item No. 24). On the contrary, working male express less religiosity by curtailing 'All the customs and mores of religion are very essential for development of the country' (Item No. 40). On the dimension of the violent attitudes, working male were found to express more violent by supporting 'Student movement should be encouraged as it bring reform in a country'(Item no. 23). On the other hand, working female showed nonviolent attitudes by supporting student unrest is always a curse to the nation (Item No. 36). On the dimension of nationalistic attitudes, working males express more nationalistic attitudes by supporting 'the national interest must be given priority to humanism' (Item 1). On the contrary, working female express less nationalistic attitudes by support 'religion policy is better than secularism for maintaining peace in a society' (Item 25). Thus the women expressed progressive secular policy in comparison to religious policy. On the dimension of social change, working male and working female of both groups were supportive of social change. No significant differences were expressed progressive attitudes towards social change by supporting 'agencies that are trying to abolish dowry system from the society should be rewarded' (Item 24). On the dimension of democracy, working males were found to express more democratic attitudes by not supporting the item 'chance would result in assembly if the opposition parties are allowed to express their views freely' (Item 2). On the dimension of Minority attitudes,

working male and female both were found to a little bit negative express attitudes towards minority by not support 'for the sake of progress our present social system must welcome foreign culture' (Item. 34). On the other hand, working male were found toward expressing negative minority attitudes by supporting 'it is necessary to serve important jobs for the members of the majority group' (Item No. 3). Working male and female were expressed no significant differences towards majority. Working male and female both the groups have positive attitudes towards majority. On the dimension of women emancipation, working females were found to express progressive attitudes towards women emancipation by support 'women can cope with occupation more than man' (Item. 42). working males were found to possess more conservative attitudes towards women emancipation by supporting 'working women neglect their family affair.' (Item. 41). In this present study, working female were found more conservative as compared with their male counter part.

Thus the hypotheses that, working female would be more conservative as compared to working male on C-P score is confirmed (H_2).

Inter Group differences on spheres of control and Internal-External control personality between professionally homogeneous groups.

In the present study spheres of control personality variable composed of three sub-scale such as personal efficacy, interpersonal control and socio-political control. On each sub-scale in **Table No.19** working female express significantly higher personal efficacy as compared to working male. This result indicated of fact that in the present context of Bangladesh working female has developed their personality in the direction of the beliefs of strong personal efficacy as compared to the male individuals. Sometime male individuals were involved in drug addiction, smoking and other several types of bad habits acquainted with their

personality characteristics. These individuals lost their confidence to personal efficacy. This result are explainable through the previous findings, theoretical interpretation and observation by Rotter's social learning theory. There are four major concept in the social learning approach, behavior potential, expectancy, reinforcement value and the psychological situation. In its simplest form, the formula for behavior is that the potential for behavior to occur in any specific situation is a function of the expectancy that the behavior will lead to a particular reinforcement in that situation and the value of that reinforcement (Rotter, 1975). Rotter's definition that behavior may be that which is directly observed but also that which is indirect or implicit. This notion includes a broad spectrum of possibilities swearing, running, crying, fighting, smiling, chorusing and so on are all included. These are all observable behaviors, but implicit behavior that can only be measured indirectly, such as rationalizing, repressing, considering, alternatives, planning and reclassifying, would also be included. The objective study of cognitive activity is a difficult but important aspect of social learning theory. There are three kinds of expectancy postulated in social learning theory, according to Rotter (1981). They are 1.Simple cognition's or labeling of stimuli 2.Expectancies for behavior-reinforcement out comes and 3. Expectancies for reinforcement over working female were also found to possess interpersonal control over their personality as compared to the male counter part. This result also can be explained by Rotter's value expectancy, interpersonal theory and basic idea to underlying expectancy value is that the motivated behavior results from individual needs and the value of goals available in the environment. Expectancy value theories also stress the idea that the probability of behavior depends not only upon the value of the goal for the individual but also upon the person's expectancy for obtaining the goal. The general expectancy-value model provides an alternative to the stricter stimulus response explorations of incentive motivation. According to Karman (1972), the motives that expectancy-value theories generally attempt to such motives as achievement, dominance power and affiliation applied

for a number of psychological fields, including social learning theory, achievement and a work motivation.

In these findings working female also assigned significantly found to interpersonal controlled. But working male were found to they are more sociopolitical controlled as compared to counterpart. Because male individuals were found more sociopolitical aware in every spheres of sociopolitical condition. The previous findings also support that working male are always more politically involved and think that they can change society and sociopolitical condition of country and much more socio politically either in conservatism- progressivism direction. On the other hand, working female were always found emphasize on their family security and concerned with their comfortable life and desired universal peace and harmony and also desired universal aesthetic beauty. In our society working female were found to be less involved socio-politically. These working female always desire for maintaining their parents, husband, son and daughter. This characteristic of working female support that they would be socio politically controlled by the external factors. In this study in **Table No. 18** also found the variable of Internal- External personality working female were assigned significantly higher to internal personality and working male were assigned significantly higher to external personality.

Thus the hypotheses that, working female would be more internally controlled as compared to working male on the personality variables of I-E control and Spheres of control is confirmed. (H₃).

Intra Group Differences on Variables: Values, Socio-Political attitudes, Internal-External Control and Spheres of Control personality.

According to Allport (1961), "A value is a belief upon which a man acts by preference" values, like all beliefs, have cognitive, affective, and behavioral components. To say that a person has value is to say that cognitively he knows the

correct way to behave or the correct end-state to strive for. A value is affectively for or against it. A value has a behavioral component in the sense that it is an intervening variable that leads to action when activated.

In this study in **Table No.20** as a whole, older working male were found to assign significantly higher in order of priority on certain terminal values like, happiness, a sense of accomplishment, freedom and wisdom in comparison to younger working male. On the contrary, younger working male were found to assign significantly higher in order to preference on the values like a comfortable life, family security, equality, national security, social recognition and true friendship as compared to this older working male counter part. In the present context of Bangladesh these findings revealed the older working male in general has given to keep terminal values as happiness followed by a sense of accomplishment and they were also concerned to wisdom and freedom. On the contrary, younger working male in general has given to keep terminal values as a comfortable life followed by family security and equality. This result can be explained by some previous findings (Rokeach and Parker, 1970). These investigators found that value needs were indeed significantly related to one another. In the present study, the older and younger working male and working female were found to differ significantly on some terminal values because of their need for achievement. Thus the preferences such as terminal values indicated that in the present finding their need for achievement are related to the value preferences of these working generations in their behavior. In this study older working female were found to assign significantly higher on terminal values of happiness, an exiting life and inner harmony. On the contrary, younger working female were found to assign higher on values of self respect, family security, a sense of accomplishment, true friendship, social recognition, world of beauty and pleasure. This result can be explained by previous findings to (Hamblett, et al.2005) These investigator describes a generation gap, a vast difference in

cultural norms between a younger generation and their elders. The generation gap occurs when older and younger people do not understand each other because of their different experiences, opinions, habits and behavior.

In this study in **Table No.21** older working males were found to assign significantly higher on Instrumental values of cleanliness followed by broadminded, logical, imaginative and obedient as compared to younger working male. On the other hand, younger working males were found to have higher preferences on courageous, ambitious, independent, intellectual and polite as compared to older working male. This study also had found older working female assign significantly higher preferences on cleanliness followed by logical, intellectual and social justice. On the other hand, younger working female had found higher preferences for cheerful followed by courageous, responsible, ambitious loving and honest. These findings can be explained through some observations that, as the older working male and female, in general, when they compared with the younger working male and female, it is found that they assign some intellectual occupational values, moral values in the upper hierarch of their preference of modes of behavior that are instrumentals to the attainments of some terminal values concerning end-state of existence (Gorsuch 1970). These results also can be explained through the theoretical interpretations of values and personality traits. Allport (1961) according to his theory, a person's character, which is seen from a personality psychologist's standpoint as a cluster of fixed traits, can be reformulated from an internal phenomenological stand of instrumental values.

In Bangladesh societies relatively few social changes used to occur over a period of several generations. In recent years social changes have been accelerated in post independent of Bangladesh because of its socio-economic and political stability in the country. Psychologically the older generations i.e. older working male and older working female's occupational generation of any country or

society are resistant to social change because of their ignorance, traditional attitudes, rigidity and ethnocentrism. But the younger generations i.e. younger working male and younger working female are always favors of new idea and innovation. In this present study in **Table No.22**, as a whole older working male and younger working male both were expressed significantly progressive attitudes towards social change. But older working male were found to seem more progressive attitudes toward social change in comparison to younger working male. This finding is supported by the previous literatures according to Bogardus (1931) attitudes are as numerous as the objects to which a person responds. People differ in their attitudes towards social change. One person may greet every change with joy, considering it a step towards better society. He dreams of a future social order in which life will be entirely satisfactory from everyone and he is not skeptical of the measures proposed to realize his dreams. There are other types of people who dread changes. They look back to the good old days. Their differences in attitudes tend to fall some where along a conservative progressive continuum somewhere between opposing and favoring social change. The present investigator feels that there are certain advantages to classify individuals as approximately progressive or conservative.

According to Cantril (1941), furnished another indication of the way changing social position, a correlate of increasing age, which can affect people's attitudes. They show that concern with social status grows more marked with age. Thus they find that as people grow older they become more likely to report themselves as middle class rather than working class, holding occupational position constant. In this study in **Table No.22** younger working female were found significantly more non violent, more anti-democratic and also express significantly possess more anti-minority attitudes in comparison to older working female. In this study in **Table No.24** also found younger working female significantly conservative as compared to older working female and has been not supported by French (1947-1948). It means that, they had different characteristics and conservative attitude.

Rotter's (1954) internal-external control inventory measures generalized beliefs in internal versus external control of events. The dimensions of internal-external control is an offshoot of Rotter's theory of social learning. Rotter holds that the effect of reinforcement is not a simple stamping in process, rather it depends on the subjects. Perception of relationship between action and its outcome. If the outcome is conceived to be contingent upon one's own behavior. The expectancy of relationship between the individuals striving and the outcome is strengthened. As a result, the individual comes to belief in internal control. However, if outcome is conceived to be a matter of chance or luck, the individual tends to beliefs in external control and in such an event reinforcement adds nothing to strengthen the expectancy. The belief in internal versus external control of reinforcement becomes a permanent feature of personality through generalization regarding the locus of reinforcement. As a general principle, internal control refers to the perception of positive and or negative events as being a consequence of one's own actions and thereby under personal control. External control refers to the perception of positive and negative event as being unrelated to one's own behavior in certain situations and therefore, beyond personal control (Lefcourt, 1966). In **Table No. 23** showed that, younger working male were found to significantly interpersonal controlled and socio-politically controlled. But no significant difference was found between older working female and younger working female on personal efficacy, interpersonal control and socio-political control. These two working generations have confident upon their own actions and its out come. Particularly younger were found very competent to there won actions in the present competitive situations of Bangladesh. The beliefs in internal control have become permanent feature of two generations through generalization in locus of reinforcement (James, 1957; Lefcourt, 1966; Jahan, 1979; Ara, 1983;).

The present study in **Table No. 24** younger working male were found to possess significantly internal personality and older working male were found to

possess significantly external personality. The present study also showed that, younger working female were found to possess significantly internal personality and older working female were found to possess significantly external personality.

Thus the hypotheses that, younger working male and female would differ significantly from older working male and female on values, sociopolitical attitudes and personality variable is confirmed (H₄).

Inter group Similarity on Variables of Conservatism-Progressivism Attitudes and Internal-External Control personality

In this study in **Table No. 25** showed that Inter group similarities on conservatism-progressivism attitudes and personality variables of Internal-External control between working male and working female. The high similarity was observed between working male and working female on the personality variable of internal-external control. These common personality characteristics are indicating of the fact both the groups of working male and working female were found internally controlled. These findings are explainable through theoretically interpretation given by Rotter (1954). According to Rotter's internal control refers to the perception of positive and/or negative events as being a consequence of one's own action and therefore by under personal control. In the present study these two groups of working male and working female actually guided thereby own personal capabilities. All the subjects of these two groups are successfully playing the roles of occupational individuals. Bangladesh is a developing country and has erases for job, service and assignment. Naturally the male and female have to compact seriously forgetting the job service or assignment. In the present study all the working male and working female individuals were very competent and they are concerned with personal achievement. Thus in the present study both the groups were found to express similarity of this personality variable of internal-

external control. The lowest similarity was observed statistically positive and significant between working male and working female on the socio-political attitudes of conservatism progressivism. These working male and working female expressed on socio political attitudes because the two groups working male and working female are the contemporaries living at the same time, in the same atmosphere, in the same world having same type of experience. Gesst (1958) mentioned that these working male and female living in outlook on life.

Intra group Similarity on Variable of Conservatism-Progressivism Attitudes, Internal-External Control and Spheres of Control personality

Intra group similarities on conservatism-progressivism attitudes and personality variable of internal external control in **Table No. 26** within older working male and younger working male; older working female and younger working female. The analysis of data on conservatism-progressivism conveyed highest structural similarities between older working female and younger working female ($r = .82$, $p < 0.01$) and also between older working male and younger working male ($r = .74$, $p < 0.01$). This highest structural similarities can be explained under the theoretical frame work given by some of the investigator (Ara,1983; Strauss and Howe1991; Huq,2002).

This similarity of conservatism progressivism of these two groups was organized around occupational culture. Bangladesh has been facing different occupational culture form traditionalism to modernity. This country is a transitional is based on traditional values. This group is very active in this region though came out from conservatism but their system of thinking attitudes and some values were not totally changed. Thus they shared some similarities of their beliefs, attitudes and some values. In this study **Table No. 27** can be explained by Strauss and Howe (1999). According to Strauss and Howe refer to the similarity in

the worldviews. A cohort generation is a group of similar aged people who had similarity in attitudes and worldview mainly due to shared life experiences at comparable ages. Groups of people born within a few years of each other will be experienced defining events at similar ages.

Intra group similarities in **Table No. 28** showed between older working male and younger working male and between older working female and younger working female on personal efficacy, interpersonal control and sociopolitical control of spheres of control. This finding's theoretical interpretation was given by Paulhus, 1983; and Chikudate 1981. This investigation refers to spheres of control as realms of control with a focus on three sub-scale of personal efficacy, interpersonal control and sociopolitical control. Personal efficacy refers to beliefs about the mastery of one's non social environment and concerns personal achievements. Interpersonal control, in contrast, deals with the management of face-to-face interactions and relationships. The third sub-scale of spheres of control is socio political control. Socio political control is more likely to social system control. Socio political control is which means the marching of individuals against larger system. This result is supported by some of the findings (Davis, 1983, Lewandowski 1979, Funnham 1986)

Value Pattern: Working Male-Working Female

There are theoretical grounds for anticipating that certain values will be related predictably to a given attitude than other values (Rokeach, 1973). Empirical findings (Feather, 1980) support such expectation that values are significantly related to conservatism and empirically it has been expected that values would be significantly associated with the Conservatism-Progressivism attitudes of the working male and working female in Bangladesh. The present investigation hopefully showed that values were definitely related with the

working male individuals. On the other hand, certain values of working female individual were also related in their values priorities. A striking finding revealed by the factor analytic result that both working male and working female exhibited certain commonality as well as diversity in their value preferences. In this study Common feature of value preference reflects that both working male and working female desired intellectual capability, freedom with courage and self respect, cheerful friendship and emphasizing mature love, affection and happiness. This commonality in value preference may be explained in terms of expectancy value model (Feather, 1975). According to this theory, action at the determinants of behavior in the present study all the subjects were either working male or working female and it is speculated that Conservatism-Progressivism which leads them to action within the context of expectancy value theory will express the tendency. Bangladesh politically achieved freedom in 1971. When the present working generation were politically involving, achieving freedom for the country as a result both the working male and working female desired freedom with self respect and courage. All the subjects were Bangladeshi working persons who had preference for happiness, mature love and affection in their inborn characteristics. These individuals were borned and brighter with love and affection of their guardians. Thus both of the subjects emphasizing love. Feather (1975) found that value system may be different for both working male and female adults at least in western countries. Same findings have been reported by Sinha (1972) in Indian context that, the younger were significantly more social, more political when compose to older ones. On cross-national study, Ara (1983) found some uncommon value pattern between India and Bangladesh which were generated through factor analysis. Indian activist and non activist emphasized on noble values, generosity, mental serenity, importance to integrity of self and self constriction. On the other hand Bangladeshi activist and non activist jointly desired for self expunction, career aspiration, friendly ness and autonomy. Kabir

(2006) conducted a study to find out the differential value pattern among older, younger and youngest educational generation. This finding revealed the differential value, which distinctly differentiated this three generations value preferences. Older educational generation aspired for conversional educational values in their is preference and conservative socio political values as the 2nd preference. On the contrary, younger educational generation had aspired for progressive educational values the 1st preference and conservative socio political values as the 2nd preference. On the contrary, youngest educational generation had aspired of progressive socio-political values as the first factor and important to modern educational values as the 4th factor. Thus this three generation had different ranking in their structural factor of their value preferences.

In this present study in **Table No.29** working male were found to desire for nationalistic values with emphasizing social justice as the 1st factor. On the contrary in **Table No.30** working female found to desire for immediate material gratification as the 1st factor. But the working female put less emphasis on nationalistic values on social justice. In these findings it is also revisit that working female placed higher emphasis on universalistic peace, aesthetic values and hedonism. On the contrary, working male possessed negative attitudes toward universalistic peace, aesthetic values and hedonism. A direct inspected of the structural properties of value of working male and working female furnishes some additional information as to their unique and distinctive value preferences. Desiring nationalistic values with emphasizing social justice as the 1st factor by working male are indicating to the fact that working male of Bangladesh expressed their preference for nationalistic values with social justice in their value priorities which are related to the fact they were found to express more nationalistic attitude in the conservatism-progressivism attitudinal scale. This similar attitudes and value preferences indicated working males as more nationalistic in comparison to working female. The national socio-political history of the Bangladesh showed that this country achieved independence in 1971. That time most of the male

younger generation individuals fought for the independence of the country. But now they belong to older generation as working male. These individuals of older generation hope that social justice should prevail in the society and the nation should be free from corruption. On the contrary, working female were found to desire immediate material gratification as the 1st factor which are related to the attitudes they were found to express more preference for women emancipation in the conservatism-progressivism attitudes. Working female also were found to pay more attentive universal peace, aesthetic values and hedonism in comparison to working males and they expressed possessed negative attitudes toward nationalistic values with social justice. Characteristics of Bangladeshi women were concerned with peace aesthetic value and hedonism in comparison to males in general. Working females were found to pay religious morality. These are also related to the fact that working females were more religious in comparison to working male in conservatism-progressivism attitudinal scale. This value pattern can be explained through the interpretation of Rokeach's concept that hundred and thousand attitudes constitute as a small number of values (Rokeach 1968).

Bangladesh is a developing country and unexpected economic condition Particularly female subject, this may be caused on higher materialistic gratification. Secondly religiosity has a defining impact of psychological function being Muslim women has given importance conversion morality in the common factor where all types of women may be included. The religion does not abhor material gratification progress. This may be a probable region why material gratification as well as conventional morality. This value of female may be interpreted in terms of national identity culture. Feather (1980) showed that value systems are by no means immutable neither in relation to the history of a nation nor in regard to the lifespan of individual.

Thus the hypotheses that working female would differ significantly from working male on the pattern of value preferences is confirmed (H_5).

IMPLICATION OF THE PRESENT STUDY

The study had made an empirical investigation on value pattern relating to sociopolitical attitudes and personality of working male and female in Bangladesh. Viewed in a perspective, the present study may be regarded as valuable addition into understanding of values and gender differences in developing countries. Literature on working generation and value pattern in developed and developing countries have provided various competing explaining. The study has been conducted with the specific aim of having empirical findings of value pattern in the context of Bangladesh. Furthermore, it should be pointed out that the study has provided gender differences comparison between working male and working female of older and younger generations which is unique in the senses that not even a single attempt has been made previously in Bangladesh. Bangladesh is a country of homogeneous culture but gender differences are observed within the socio-cultural and political context of Bangladesh. It is therefore, suggested that a comparative study of socio-political attitude on different issues between working male and working female would be of scientific value in understanding values in the context of cultural and social variations. Thus, the present study is a novel approach for understanding and explaining value pattern of working persons scientifically, methodically and in a broader perspective of social settings and progress.

The most important feature of the study is that it is useful in the evaluation and guidance of the phenomena of value pattern in terms of sociopolitical attitudes and personality preferences. This feature is specially important in the current period of social situations in Bangladesh. It is the consensus of the socialists as well as the other professionals that value pattern should be dealt with properly for future progress of the nation, with making a scientific attempt for explaining the psychological functioning. The study is concerned with the integration of several factors that might have both predisposing and precipitating effect. The study

makes an effort to an empirical study in the natural social setting of the working generation. Considered in its socio political and cultural context of Bangladesh, the study holds to deal with the controversial aspects about the working persons and supports empirically. The strong conviction of role behavior and age variation having ideological stance working also focuses some light about the relevance of working persons that pattern. All these explanations cited above might be pointed out as the theoretical and applied relevance of the present study.

SUGGESTIONS FOR FUTURE RESEARCH

The study utilized multidimensional criterion group design method, which proved to be effective for investigating value pattern in the context of Bangladeshi culture as it appears from these findings. The results relating to value pattern suggest that various dimensions of sociopolitical attitudes of social behavior and attitudes are joint product of personality factors, demographic variables and conservative progressive attitudinal clusters. It has also reference with the gender differences of the groups concerned. The interpretation of the important findings, however, reflect the value pattern of a very small population, which may not be sufficient for making inference and assumption, leading to conclusive theoretical orientation about the social behavior, which cannot be covered by the findings of the present study. It is, therefore, suggested that well designed and sophisticated researches for study in the assumption at the empirical level in the context of Bangladesh are necessary for the future research.

It is, however, admitted that the study was conducted to find out gender differences in which samples were selected from greater Rajshahi and Dhaka in Bangladesh. The findings, so far obtained from the results, have been explained largely in the form of values of working male and female. No control has been maintained in socio-economic status and residential background and Hindu-

Muslim proportionate respondents, which to a large extent may have enduring influence for specific social behavior of gender and specific ideological orientations and value preference. The main purpose of the study is to investigate difference and similarities in value pattern of gender. Future empirical studies covering these areas may be conducted with specific objective for obtaining conclusive results.

In spite of all the limitations of the study, the investigator hopes that in the absence of any specific study in the area of value pattern as relating to social behavior and gender differences, the investigation might provide valuable insight to the future researchers for making conclusive and valid generalizations. In the area of social behavior particularly in Bangladesh, a longitudinal study for gender and age difference has to be carried out by the present investigator or other researchers.

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APPENDIX

PERSONAL INFORMATION SHEET (PIS)

(For Bangladeshi Working Male & Female)

Please help in the research work
(অনুগ্রহ পূর্বক গবেষনামূলক কাজে সহযোগিতা করুন)

নাম (Name) : -----

নিম্নে কতগুলো ব্যক্তিগত তথ্য প্রদানের জন্য প্রশ্নমালা দেয়া হলো আপনি সেগুলোতে (√) চিহ্ন দিয়ে তথ্য প্রদানে সহযোগিতা করবেন বলে আশা করছি।

There is some questions relating to personal information. Kindly, express your opinion by putting (√) mark.

- ১। আপনি কি বাংলাদেশী ? : হ্যাঁ/না
Are you Bangladeshi? : Yes/No
- ২। আপনি কি কর্মজীবী ? : হ্যাঁ/না
Are you working person? : Yes/No
- ৩। আপনি - : মহিলা/পুরুষ
Are you : Male/Female
- ৪। আপনার বয়স : ২৫ থেকে ৪০/৪১ থেকে ৫৫
Your age : 25 to 40/41 to 55
- ৫। আপনার শিক্ষাগত যোগ্যতা : বি.এ/বি.এস.সি/বিকম : এম.এ/এম.এস.সি/এম.কম : বি.সি.এস ক্যাডার
Your educational level : B.A/B.Sc/B.Com : M.A/M.Sc/M/Com/ : পিএইচ.ডি
MBBS/Engineering : B.C.S Cadar/
Ph.D
- ৬। আপনার পেশা : শিক্ষক : ডাক্তার/ইঞ্জিনিয়ার/সাংবাদিক : ব্যবসা : চাকুরী
Your Occupation : : : Business : সরকারী/বেসরকারী
Collage/University : Doctor/Engineer/ : Govt/N.G.O
Reporter
- ৭। আপনার মাসিক আয় : ৯,০০০ থেকে ১৫,০০০ : ১৬,০০০ থেকে ২৫,০০০ : ৩০,০০০ থেকে
Your monthly income : 9,000 to 15,000 : 16,000 to 25,000 : উপরে
Above
- ৮। আপনি কোথায় বসবাস করেন : শহরে : পল্লীতে
Where do you live : : Urban : Rural
- ৯। আপনি কোন ধর্ম পালন করেন : মুসলমান/হিন্দু/খ্রিস্টান/অন্য কোন সম্প্রদায়
What is your religion : : Muslim/Hindu/Christian/tribes
- ১০। আপনার পেশাগত পদের নাম ও পেশাগত পূর্ণ ঠিকানা সঠিকভাবে প্রদান করুন।
Please, properly write your designation and occupational Address.

নির্দেশাবলী

নিম্নে “ক” গ্রুপে ১৮টি মূল্যবোধ এবং “খ” গ্রুপে ১৮টি মূল্যবোধ রয়েছে। আমাদের দেশের প্রচলিত সামাজিক, রাজনৈতিক, অর্থনৈতিক ধর্মীয় এবং সাংস্কৃতিক অর্গানে কিছু প্রচলিত মূল্যবোধ রয়েছে। উক্ত মূল্যবোধ গুলো আমাদের সমাজের ব্যক্তিবর্গ প্রত্যক্ষ এবং পরোক্ষভাবে তার জীবনে গ্রহন করে থাকে। গুরুত্ব হিসাবে মূল্যবোধ গুলো বাছাই করুন এবং আপনার মতামত ১ থেকে ৫ সংখ্যার মধ্যে প্রকাশ করুন। “একেবারেই গুরুত্বপূর্ণ নয়” বোঝাতে ১ “গুরুত্বপূর্ণ” বোঝাতে ২ “নিরপেক্ষ” বোঝাতে ৩ “মোটামুটি গুরুত্বপূর্ণ” বোঝাতে ৪ “সর্বোচ্চ গুরুত্বপূর্ণ” বোঝাতে ৫ সংখ্যার যে কোন একটি সংখ্যাতে (√) চিহ্ন দিয়ে আপনার মতামত প্রকাশ করুন।

Instruction

Hello, here is 18 terminal value pattern and 18 Instrumental value pattern. It contains a number of statements relating to social, political, economic, religious and cultural issues. Try to understand about item of value with this concept and think these items how far carry importance in your life. To explain the opinion using number maximum 1 to 5. Number 1 will indicate “It is not necessary for me at all”, number 2 will indicate “It is not necessary for me”, number 3 will indicate “It is uncertain for me”, number 4 will indicate “It is important for me.” and number 5 will indicate “It is most important for me.” You think right and put a tick (√) mark any one among 5-point scale. Thank you.

“ক গ্রুপ”

“Rokeach’s Terminal value Inventory”

১. স্বাচ্ছন্দ্যময় জীবন A comfortable life	: অভাবমুক্ত জীবন, অর্থনৈতিক স্বচ্ছলতা। : A prosperous life.	৫ ৪ ৩ ২ ১ ----- ----- ----- ----- -----
২. চাঞ্চল্যকর জীবন An exciting life	: সাহসিকতা, আবিষ্কারের আনন্দ, নতুনত : A stimulating, Active life.	৫ ৪ ৩ ২ ১ ----- ----- ----- ----- -----
৩. সম্পাদনের আনন্দ A sense of accomplishment	: স্থায়ী অবদান সৃষ্টির আনন্দ। : Lasting contribution.	৫ ৪ ৩ ২ ১ ----- ----- ----- ----- -----
৪. শান্তিপূর্ণ জগত A world of peace	: যুদ্ধ এবং হান্দ থেকে মুক্ত। : Free of war and conflict.	৫ ৪ ৩ ২ ১ ----- ----- ----- ----- -----
৫. সৌন্দর্যময় জগত A world of beauty	: প্রকৃতি এবং সুকুমার শিল্পের সৌন্দর্য। : Beauty of nature and the arts.	৫ ৪ ৩ ২ ১ ----- ----- ----- ----- -----
৬. সাম্য Equality	: রাজনৈতিক, অর্থনৈতিক, সামাজিক ক্ষেত্রে সকলের জন্য সমান সুযোগ। : Unity, Equal opportunity for all.	৫ ৪ ৩ ২ ১ ----- ----- ----- ----- -----

৭. পারিবারিক নিরাপত্তা	ঃ মাতা-পিতা, ভাই-বোন ও সম্ভ্রান্ত সম্ভ্রান্তের দায়িত্ব পালন, স্বামী স্ত্রীর পারস্পরিক সম্পর্কের অবনতি না ঘটে সে বিষয়ে সতর্ক থাকা।	৫	৪	৩	২	১
Family security	: Taking care of loved ones.					
৮. স্বাধীনতা	ঃ নাগরিক অধিকার, বাক স্বাধীনতা, আদর্শগত স্বাধীনতা, রাজনৈতিক স্বাধীনতা।	৫	৪	৩	২	১
Freedom	: Independence, Free choice.					
৯. সুখ	ঃ আত্ম তৃপ্তি।	৫	৪	৩	২	১
Happiness	: Contentedness.					
১০. আভ্যন্তরিক ঐক্য	ঃ মানসিক দ্বন্দ্ব হতে মুক্ত।	৫	৪	৩	২	১
Inner harmony	: Freedom from inner conflict.					
১১. ইন্দ্রিয়াতীত প্রেম	ঃ আধ্যাত্মিক নৈকট্য।	৫	৪	৩	২	১
Mature love	: Sexual and spiritual intimacy.					
১২. জাতীয় নিরাপত্তা	ঃ জাতিকে আক্রমণ থেকে রক্ষা করা।	৫	৪	৩	২	১
National security	: Protection from attack.					
১৩. আনন্দ	ঃ উপভোগের অনুভূতি।	৫	৪	৩	২	১
Pleasure	: An enjoyable, leisurely life.					
১৪. পরিত্রাণ	ঃ আত্মার শুদ্ধি পাপ থেকে মুক্তি।	৫	৪	৩	২	১
Salvation	: Saved, Eternal life.					
১৫. আত্ম মর্যাদা	ঃ নিজ সম্মান সম্পর্কে সচেতনতা।	৫	৪	৩	২	১
Self respect	: Self esteem					
১৬. সামাজিক স্বীকৃতি	ঃ ভালো কাজের জন্য সমাজ কর্তৃক প্রশংসা প্রাপ্তি, নিজ গুণ, কর্মদক্ষতা, পদমর্যাদা ইত্যাদি সমাজ কর্তৃক অনুমোদন লাভ।	৫	৪	৩	২	১
social recognition	: Respect, Admiration.					
১৭. অকৃত্রিম বন্ধুত্ব	ঃ আনুগত্যতা, সহমর্মিতা, বিশ্বাস ভাজন, কৃতজ্ঞতাবোধ, সহানুভূতিশীল ইত্যাদি।	৫	৪	৩	২	১
True friendship	: Close companionship.					
১৮. জ্ঞান	ঃ জীবন সম্পর্কে পরিপক্ব ধারণা।	৫	৪	৩	২	১
Wisdom	: A mature understanding of life.					

“রকিচ”

“Rokeach's Instrumental value Inventory”

১৯. সামাজিক ন্যায় বিচার	ঃ পক্ষপাতহীন দৃষ্টিভঙ্গী, সমাজের সদস্যদের যোগ্যতা ভিত্তিক সুযোগ সুবিধা লাভ।	৫	৪	৩	২	১
Social justice	: Right conduct.	----- ----- ----- ----- -----				
২০. উচ্চাকাঙ্ক্ষা	ঃ ব্যক্তিগত উন্নতি আনে এবং পদ মর্যাদা বৃদ্ধি করে এমন কিছুর জন্য প্রচেষ্টা করা, ক্রমাগত পরবর্তী আকাঙ্ক্ষার স্তর লাভের জন্য পরিশ্রম করা।	৫	৪	৩	২	১
Ambitions	: Hard working, Aspiring.	----- ----- ----- ----- -----				
২১. উদারতা	ঃ সংকীর্ণতা মুক্তমন, পরিবর্তনকে গ্রহণ করার ক্ষমতা, অন্যের উন্নতিতে আত্মতৃপ্তিলাভ।	৫	৪	৩	২	১
Broadminded	: Open minded.	----- ----- ----- ----- -----				
২২. কার্য সম্পাদনে সমর্থ	ঃ যোগ্যতার অধিকারী হওয়া, দক্ষতাকে কাজে লাগানো, প্রতিবন্ধকতা অতিক্রম করার ক্ষমতা অর্জন।	৫	৪	৩	২	১
Capable	: Competent, Effective.	----- ----- ----- ----- -----				
২৩. প্রসন্নচিত্ত	ঃ প্রফুল্লমন, পরিবেশকে সহজভাবে গ্রহণ করা, স্বতঃস্ফূর্ত, আনন্দ দান।	৫	৪	৩	২	১
Cheerful	: Light hearted, joyful.	----- ----- ----- ----- -----				
২৪. পরিচ্ছন্নতা	ঃ ময়লামুক্ত, রুচীশীলতা।	৫	৪	৩	২	১
Cleanliness	: Neat, Tide.	----- ----- ----- ----- -----				
২৫. নিষ্ঠীকতা	ঃ নিজ নিজ শক্তিতে বিশ্বাস রাখা, প্রতিকূল পরিবেশে মনোবল না হারিয়ে ধৈর্যের সংগে মোকাবিলা করা।	৫	৪	৩	২	১
Courageous	: Standing up for your befits.	----- ----- ----- ----- -----				
২৬. ক্ষমাশীল	ঃ দোষীকে শাস্তি না দেওয়া।	৫	৪	৩	২	১
Forgiving	: Willing to pardon others.	----- ----- ----- ----- -----				
২৭. সহায়ক	ঃ অপরের কার্য সম্পাদনে সহযোগীতা করা।	৫	৪	৩	২	১
Helpful	: Working for the welfare of others.	----- ----- ----- ----- -----				
২৮. সৎ	ঃ অপরের কাছে কল্যানকর বলে বিবেচিত হওয়া।	৫	৪	৩	২	১
Honest	: Sincere, Truthful.	----- ----- ----- ----- -----				

২৯. সৃজনশীলতা Imaginative	: সৃষ্টির ক্ষমতা, পারিপাশ্বিক বস্তু সম্পর্কে পর্যবেক্ষন করে নতুনত্ব প্রবর্তন করা। : Daring, Creative.	৫ ৪ ৩ ২ ১ _ _ _ _ _
৩০. স্বাবলম্বী Independent	: আত্মবিশ্বাসী, স্বনির্ভর। : Self-dependent, Self-sufficient.	৫ ৪ ৩ ২ ১ _ _ _ _ _
৩১. বুদ্ধিজীবী Intellectual	: যুক্তি প্রয়োগের মাধ্যমে সমস্যার জটিলতাকে ব্যাখ্যা করার ক্ষমতা, যুক্তির নির্ভুল প্রয়োগ। : Intelligent, Reflective.	৫ ৪ ৩ ২ ১ _ _ _ _ _
৩২. যুক্তিবাদী Logical	: সংগতিপূর্ণ চিন্তা করার ক্ষমতা, দক্ষতার সঙ্গে ধারণা গুলোর মধ্যে সামঞ্জস্য বিধান করা : Consistent, Rational.	৫ ৪ ৩ ২ ১ _ _ _ _ _
৩৩. স্নেহ পরায়ন Loving	: বাৎসল্য, কোমল অনুভূতির বহিঃপ্রকাশ। : Attention ate, Tender.	৫ ৪ ৩ ২ ১ _ _ _ _ _
৩৪. অনুগত Obedient	: নিষ্ঠা প্রদর্শন, বাধ্য। : Dutiful, Respectful.	৫ ৪ ৩ ২ ১ _ _ _ _ _
৩৫. নম্র Polite	: সৌজন্যতাপূর্ণ সদব্যবহার। : Courteous, Well-mannered	৫ ৪ ৩ ২ ১ _ _ _ _ _
৩৬. দায়িত্বশীল Responsible	: নিষ্ঠার সাথে কর্তব্য পালন। : Dependable, Reliable.	৫ ৪ ৩ ২ ১ _ _ _ _ _

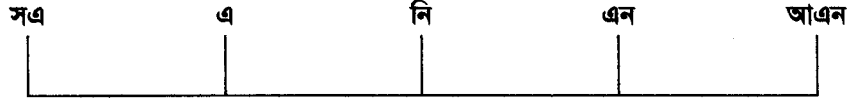
APPENDIX 'B'

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নির্দেশাবলী

নিম্নে ৪৫টি বাক্য বিভিন্ন সামাজিক, রাজনৈতিক, অর্থনৈতিক, ধর্মীয় ও সাংস্কৃতিক সমস্যার উপর ভিত্তি করে রয়েছে। এই বাক্যগুলোর সঙ্গে আপনি যতটুকু সম্মত বা অসম্মত হয়েছেন তা এই পাঁচটিভাগের যে কোন একটি ভাগে টিক (✓) চিহ্ন দিয়ে আপনার মতামত প্রদান করুন। একটি বাক্যের উদাহরনের মাধ্যমে উত্তর দেবার প্রক্রিয়াটি দেখানো হলো।

৪



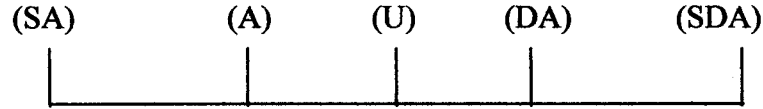
এই স্কেলের ৫টি ভাগের উত্তর নিম্নরূপ :

- | | |
|------------------|-----------|
| ১. সম্পূর্ণ একমত | = 'স এ' |
| ২. একমত | = 'এ' |
| ৩. নিরপেক্ষ | = 'নি' |
| ৪. একমত নই | = 'এ ন' |
| ৫. আদৌ একমত নই | = 'আ এ ন' |

এই মতামতের কোন অংশই সামগ্রিকভাবে সত্য অথবা মিথ্যা নয়। আপনি যে কোন একটি ভাগে মতামত প্রদান করলে সেটিই সত্য বলে ধরে নেয়া হবে। আপনার সহযোগিতার জন্য ধন্যবাদ।

Instructions

Hello, here is 45 sentence. It contains a number of statements relating to social, political, religious and cultural issues. I am interested in knowing your opinion about these issues. Please read each statement carefully, and **show** your agreement or disagreement. and put a tick (✓) mark any one among 5-point scale as you think right.



1. Strong agreement (SA)
2. Agreement (A)
3. Uncertain (U)
4. Disagreement (DA)
5. Strong disagreement (SDA)

There are no rights or wrong responses. The best answer is your own personal opinion. Thank you.

১. জাতীয় স্বার্থকে অবশ্যই মানবতার উর্ধ্বে স্থান দিতে হবে।
National interest must be given priority to humanism.

সএ	এ	নি	এন	আএন

২. বিরোধী দলগুলোকে সংসদে অবাধ আলোচনার সুযোগ দেয়া হলে অধিক বিশৃঙ্খলা সৃষ্টি হবে।
Chance would result in assembly if the opposition Parties are allowed to express their views freely.

সএ	এ	নি	এন	আএন

৩. সংখ্যা লঘুদের প্রতিনিধির প্রতি অত্যন্ত সতর্ক দৃষ্টি রাখা উচিত।
Every movement of the members of minority group should be watched consciously.

সএ	এ	নি	এন	আএন

৪. প্রতিটি শিশুকে ধর্মীয় শিক্ষা দেয়া উচিত।
Every child should be given religious teaching.

সএ	এ	নি	এন	আএন

৫. আক্রমণাত্মক আন্দোলন সমস্যা সমাধানের গতি ত্বরান্বিত করার উৎকৃষ্ট পন্থা।
Violence is the best course of action for the speedy resolution.

সএ	এ	নি	এন	আএন

৬. প্রেম ঘটিত বিবাহ পরিবারের দুর্নাম আনে।
Love marriage brings infamy to the family.

সএ	এ	নি	এন	আএন

৭. সকল নাগরিকের জন্য সামরিক প্রশিক্ষণ বাধ্যতা মূলক করা উচিত।
Military training should be compulsory for all.

সএ	এ	নি	এন	আএন

৮. মহিলাদের গৃহের বাহিরে কোন অফিসে কাজ করা কাম্য নয়।
It is not desirable that women should work in office outside their home.

সএ	এ	নি	এন	আএন

৯. বিদেশীদেরকে আমাদের দেশে আসার অবাধ অনুমতি দিলে দেশের সাংস্কৃতিক মান হ্রাস পাবে।
If the foreigners we allowed to visit our country without restriction, our cultural standards would be deteriorated.

সএ	এ	নি	এন	আএন

১০. ধর্মীয় অনুশাসন দ্বারা কেহ তার আদিম প্রবৃত্তি নিয়ন্ত্রণ করতে পারে না।
No one can control his irrational instinctive behavior without religious faith.

সএ	এ	নি	এন	আএন

১১. আক্রমণাত্মক পন্থা ছাড়া শিক্ষানীতি পরিবর্তন সম্ভব নয়।

Without violence no change in educational system is possible.

সএ	এ	নি	এন	আএন

১২. উচ্চ বিদ্যালয় পর্যায়ে পরিবার পরিকল্পনা বিষয়ক শিক্ষা দেয়া উচিত।

Educational in family planning should be given at high school level.

সএ	এ	নি	এন	আএন

১৩. অন্য দেশকে ঘৃণার বিনিময়ে হলেও স্বদেশকে ভালবাসা উচিত।

We should love our country even at the cost of hating another country.

সএ	এ	নি	এন	আএন

১৪. সংবাদপত্র, বেতার এবং জনসংযোগের অন্যান্য পন্থাসমূহ সরকারের নিয়ন্ত্রণাধীন থাকা উচিত।

Press, Radio and other means of mass communication should be under the control of Government.

সএ	এ	নি	এন	আএন

১৫. সংখ্যালঘু সম্প্রদায়ের নেতাগণ জাতীয় মঙ্গলকে উপেক্ষা করে।
Leaders from the minority group's disregard national welfare.

সএ	এ	নি	এন	আএন

১৬. বর্তমান সামাজিক কাঠামো অত্যন্ত নিকট কেন না এটা ধর্মীয় প্রশিক্ষণ অবহেলা করে।

The existing social structures are to rotten as these neglect the religious training.

সএ	এ	নি	এন	আএন

১৭. রাজনৈতিক বিকোভ প্রদর্শনে অংশ গ্রহণের মাধ্যমে ছাত্রেরা রাজনৈতিক প্রশিক্ষণ অর্জন করতে পারে।

Political training of the students can be achieved through participation in political demonstration.

সএ	এ	নি	এন	আএন

১৮. একটি সুস্থ জাতির জন্য পরিবার পরিকল্পনা অত্যন্ত আবশ্যিক।
Family planning is essential for a health nation.

সএ	এ	নি	এন	আএন

১৯. জাতীয় চেতনার চেয়ে আন্তর্জাতিক চেতনা অধিক কাম্য হওয়া উচিত।
International spirit should be more desirable than national spirit.

সএ	এ	নি	এন	আএন

২০. বুদ্ধিমত্তার বিচারে মহিলাগণ পুরুষদের চেয়ে নিম্নমানের বিধায় তারা পুরুষের সমকতা দাবী করতে পারে না।

Women cannot claim equality, as they are intellectually inferior to men.

সএ	এ	নি	এন	আএন

২১. আমাদের সমাজকে নিজস্ব সংস্কৃতির মধ্যে সীমাবদ্ধ রাখা উচিত।
Our country should be confined to own culture.
- সএ এ নি এন আএন
২২. দৈনন্দিন জীবনে ধর্মের অধিকতর প্রভাব থাকলে এ দেশের আরও মঙ্গল হত।
This country would be better if religion had a greater influence in daily life.
- সএ এ নি এন আএন
২৩. ছাত্র আন্দোলন দেশের সংস্কার করে বলে একে উৎসাহিত করা উচিত।
Student movement should be encouraged as it brings reform in a country.
- সএ এ নি এন আএন
২৪. সমাজ থেকে দৌতুক প্রথা দূরীকরণে নিয়োজিত সংস্থা সমূহকে পুরস্কৃত করা উচিত।
Agencies, which are trying to abolish dowry system from the society, should be rewarded.
- সএ এ নি এন আএন
২৫. সমাজে শান্তি বজায়ের জন্য ধর্মীয় নীতি ধর্ম নিরপেক্ষতার চেয়ে শ্রেয়।
Religion policy is better than secularism for maintaining peace in a society.
- সএ এ নি এন আএন
২৬. বিরোধী দলের স্বাধীনতা শাসকদলের সমানই থাকা উচিত।
Opposition parties should have as much freedom as the ruling party has.
- সএ এ নি এন আএন
২৭. কোন সংখ্যালঘু সম্প্রদায়ের সদস্যকে সৈনিক পদে বহাল করলে সে অন্তর্ভুক্তি কার্যের সুযোগ পাবে।
Recruitment of a number of the minority group for the army would given him a chance to commit sabotage.
- সএ এ নি এন আএন
২৮. ধর্মীয় ধ্যানে মগ্ন থাকার চেয়ে সমাজ সেবা উৎকৃষ্ট না।
Social service is not better than religious meditation.
- সএ এ নি এন আএন
২৯. বিশ্ববিদ্যালয়ের প্রশাসনিক ক্ষেত্রে সিদ্ধান্ত গ্রহণে ছাত্রদের দায়িত্ব দেয়া উচিত।
Student should demand responsibility to take decision in university administration.
- সএ এ নি এন আএন

৩০. জনসংখ্যা অত্যন্ত দ্রুত গতিতে বৃদ্ধি পাচ্ছে বলে পরিবার পরিকল্পনাকে উৎসাহিত করা উচিত।

Family planning should be encouraged as population is increasing very fast.

সএ এ নি এন আএন

৩১. গুরুত্বপূর্ণ চাকুরীসমূহ সংখ্যাগুরু সদস্যদের মধ্যে সীমাবদ্ধ রাখা প্রয়োজন।

It is necessary to server the important to be for the members of the majority group.

সএ এ নি এন আএন

৩২. আজকের এ অস্থির বিশ্বে ধর্মই হচ্ছে শান্তি ও শৃঙ্খলার উৎস।
Religion is the source of peace and harmony in this restless world of today.

সএ এ নি এন আএন

৩৩. ছাত্রদের জাতীয় রাজনীতিতে সক্রিয় অংশগ্রহণ করা উচিত।
Students should take active part in national politics.

সএ এ নি এন আএন

৩৪. প্রগতির জন্য আমাদের বর্তমান সামাজিক ব্যবস্থা বহিরাগত কৃষ্টিকে অবশ্যই স্বাগত জানাবে।
For the sake of progress our present social system must welcome foreign culture.

সএ এ নি এন আএন

৩৫. বৈজ্ঞানিক জ্ঞান ধর্মীয় জ্ঞান অপেক্ষা শ্রেষ্ঠ।
Scientific knowledge is superior to religious knowledge.

সএ এ নি এন আএন

৩৬. ছাত্র বিক্ষোভ জাতীর জন্য অভিশাপ হয়ে দাঁড়ায়।
Student unrest is always a curse to the nation.

সএ এ নি এন আএন

৩৭. হিন্দু মুসলমান পরিবার প্রতিবেশী হিসাবে বসবাস করা ক্ষতি নয়।
It is not harmful to live as neighbors for Hindu and Muslim families.

সএ এ নি এন আএন

৩৮. ধর্মই সুস্থ্য জীবন যাপনের পথ নির্দেশ করে।
Religion shows the path leading to a healthy life.

সএ এ নি এন আএন

৩৯. সংখ্যালঘু সম্প্রদায়ের রাজনৈতিক নেতাদের প্রতি সম্মান প্রদর্শন করা দরকার।
It is good to show respect to the political leaders of minority groups.

সএ এ নি এন আএন

৪০. দেশের উন্নতির জন্য ধর্মের পুরাতন প্রথা এবং রীতিনীতি অত্যন্ত প্রয়োজন।
All the customs and mores of religion are very essential for the development of the country.

সএ এ নি এন আএন

৪১. শুধুমাত্র পুরুষ মানুষরাই মহিলাদের প্রগতির পথে বাধাব্যবস্থা।
Only the men are impediments to the way of women progress.

সএ	এ	নি	এন	আএন
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৪২. পেশাগত জীবিকার ক্ষেত্রে মহিলারা সহজে খাপ খাইয়ে নিতে পারে।
Women can cope with their occupation more easily.

সএ	এ	নি	এন	আএন
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৪৩. মহিলারা অত্যন্ত নরম এবং পরিবর্তনশীল মনের অধিকারী তাই তাদেরকে কোন বড় পদ দেয়া উচিত নয়।
Women are very flexible minded. So, they should not be given higher position.

সএ	এ	নি	এন	আএন
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৪৪. এটি একটি ভাল সংকেত যে মহিলারা দিনে দিনে অনেক প্রকার চাকুরীর ক্ষেত্রে এগিয়ে আসছে।
It is good sign that women are advancing in the field of job greatly day by day.

সএ	এ	নি	এন	আএন
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৪৫. কর্মজীবী মহিলা পারিবারিক দায়িত্বকে অবহেলা করে।
Working women neglect their family affair.

সএ	এ	নি	এন	আএন
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নির্দেশাবলী

নিম্নে ২০টি বাক্য ব্যক্তিগত ধারণার ভিত্তিতে তৈরী করা হয়েছে। এই বাক্যগুলোর সঙ্গে আপনি যতটুকু সম্মত বা অসম্মত হয়েছেন এই পাঁচটি ভাগের যে কোন একটি ভাগে (✓) চিহ্ন দিয়ে আপনার মতামত প্রদান করুন। ধন্যবাদ।

Instructions

The 20 sentences mentioned below have been made on the basis of personal conception. Show your agreement or disagreement and put a tick (✓) mark any one among 5-point scale as you think right.

১. আমি আমার জীবনে যা চাই সাধারণত তা পেয়ে থাকি।
I usually get what I want in life.

সএ	এ	নি	এন	আএন
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২. বর্তমান সময়ের ঘটনা সম্পর্কে আমার জানা উচিত বলে মনে করি।
I need to be kept informed about news events.

সএ	এ	নি	এন	আএন
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৩. অন্য ব্যক্তিদের সাথে আমার কোথাও মিল আছে বলে আমি জানিনা।
I never know where I stand with other people.

সএ	এ	নি	এন	আএন
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৪. আমি ভাগ্য অথবা সুযোগে বিশ্বাস করি না।
I do not really believe in luck or chance.

সএ	এ	নি	এন	আএন
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৫. আমি সহজে লটারীতে জয়ী হব বলে আমি বিশ্বাস করি।
I think that I could easily win a lottery.

সএ	এ	নি	এন	আএন
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৬. যে কাজে আমি সফল হবনা বলে মনে করি তাহলে সে কাজে চেষ্টা করা বাদ দেই।
If I do not success on a task, I tend to give up.

সএ	এ	নি	এন	আএন
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৭. আমি সাধারণতঃ আমার মত করে কাজ করার ক্ষেত্রে অন্যকে প্রেরণা দেই।
I usually convince others to do things my way.

সএ	এ	নি	এন	আএন
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৮. অপরাধ দমনের ক্ষেত্রে আমার ভূমিকা আছে বলে মনে করি।
People make differences in controlling crime.

সএ	এ	নি	এন	আএন
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৯. সফলতার ক্ষেত্রে সুযোগের উপরে আমি প্রাধান্য দেই।
The success I have is largely a matter of chance.

সএ	এ	নি	এন	আএন
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১০. অধিকাংশ ব্যক্তির ক্ষেত্রে বিবাহ অনেকটা জুয়াখেলার মত।
Marriage is largely a gamble for most people.

সএ এ নি এন আএন

১১. মানুষ নিজেই নিজের ভাগ্যের প্রভুত্বকারক।
People must be the master of their own fate.

সএ এ নি এন আএন

১২. আমার জন্য ভোট দেয়া গুরুত্বপূর্ণ নয়।
It is not important for me to vote.

সএ এ নি এন আএন

১৩. আমার জীবনে ঘটনাগুলো ধারাবাহিকভাবে নিজের
দ্বারাই ঘটে থাকে।
My life seems like a series of random events.

সএ এ নি এন আএন

১৪. যা কিছু সম্পর্কে আমি নিশ্চিত নই, কখনো তা চেষ্টা করি না।
I never try anything that I am not sure of.

সএ এ নি এন আএন

১৫. আমি নিজেই আমার সম্মান এবং মর্যাদা পাবার জন্য যোগ্যতা
অর্জন করি।
I earn the respect and honors I receive.

সএ এ নি এন আএন

১৬. ঝুঁকির মাধ্যমেই কোন ব্যক্তি ধনসম্পত্তি অর্জন করতে পারে।
A person can get rich by taking risks.

সএ এ নি এন আএন

১৭. কঠোর পরিশ্রমের মাধ্যমে নেতারা সাফল্য লাভ করে।
Peoples are successful when they work hard.

সএ এ নি এন আএন

১৮. সংযম এবং কঠোর পরিশ্রমের মাধ্যমে মানুষ সফলতা অর্জন করে।
Persistence and hard work usually head to success.

সএ এ নি এন আএন

১৯. এটা বুঝা খুব কঠিন যে কে আমার প্রকৃত বন্ধু।
It is difficult to know who my real friends are.

সএ এ নি এন আএন

২০. অন্য মানুষই সাধারণত আমার জীবনকে নিয়ন্ত্রণ করে।
Other people usually control my life.

সএ এ নি এন আএন

নির্দেশাবলী

এখানে (ক) ব্যক্তিগত যোগ্যতা (খ) আত্মব্যক্তি নিয়ন্ত্রণ এবং (গ) সামাজিক রাজনৈতিক নিয়ন্ত্রণ সংক্রান্ত ৩০ টি বাক্য রয়েছে। প্রতিটি বিভাগে ১০টি করে ইতিবাচক এবং নেতিবাচক সংক্রান্ত বাক্য রয়েছে। এই বাক্যগুলোর সঙ্গে আপনি যতটুকু সম্মত বা অসম্মত হয়েছেন এই পাঁচটি ভাগের যে কোন একটি ভাগে (√) চিহ্ন দিয়ে আপনার মতামত প্রদান করুন। ধন্যবাদ।

Instructions

Hello, here is 30 sentences. It contains a number of statements relating to (i) personal efficacy, ii) interpersonal control and (iii) socio-political control issues. Please, show your agreement or disagreement and put a tick (√) mark any one among 5 – point scale as you thing right .Thank you.

(ক)

Personal Efficacy

১. আমি কঠোর পরিশ্রম করি বলেই আমি যা চাই তা পাই।
When I get what want it is usually because
I worked hard for it.

সএ	এ	নি	এন	আএন

২. আমি যখন পরিকল্পনা করি তখন আমি নিশ্চিত থাকি যে
এগুলো বাস্তবায়িত হবে।
When I make plans, I am almost certain
to make them work.

সএ	এ	নি	এন	আএন

৩. আমি কতগুলো খেলাই পছন্দ করি যেগুলোতে দক্ষতার চেয়ে
ভাগ্যই বেশী সাহায্য করে।
I prefer games involving come luck to games
requiring word.

সএ	এ	নি	এন	আএন

৪. আমি যখন কোন শিক্ষণীয় বিষয়ে মনোযোগ দেই তখন আমি
তা অবশ্যই শিখতে পারি।
I can learn almost anything if I set my mind to it.

সএ	এ	নি	এন	আএন

৫. আমার অধিকাংশ সম্পাদিত কার্যাবলী পরিশ্রম এবং বুদ্ধির
উপর নির্ভর করে।
My major accomplishments are entirely
due to hard work and intelligence.

সএ	এ	নি	এন	আএন

৬. যে কাজগুলো খুব পরিশ্রমের তার উপর আমি কোন পরিকল্পনা করি না।

I usually do not make plans because I have a hard time following through on them.

সএ এ নি এন আএন

৭. প্রতিযোগিতা চরম উৎকর্ষ সাধনে উৎসাহিত করে।

Competition encourages excellence.

সএ এ নি এন আএন

৮. ব্যক্তিগত কৃতিত্বের বিস্তৃতি সাধারণত দৈবভাবে নির্ধারিত হয়।

The extent of personal achievement is often determined by chance.

সএ এ নি এন আএন

৯. যে কোন পরীক্ষা অথবা প্রতিযোগিতায় আমি অন্যের চেয়ে কিভাবে ভাল করা যায় তা জানতে পছন্দ করি।

On any sort of exam or competition I like to know how well I do relative to everyone else.

সএ এ নি এন আএন

১০. অনেক চেষ্টা করে আমি কাজগুলো ভালভাবে সম্পাদন করতে পেরেছি।

Despite my best effort, I have few worth while accomplishments.

সএ এ নি এন আএন

(খ)

Interpersonal Control

১. যখন আমি অধিকাংশ বিষয়ে আত্মবিশ্বাসী হই তখনও আমি আন্তর্ভাব্যিক পরিস্থিতিগুলো নিয়ন্ত্রণের ক্ষমতা হারাই।

Even when I' am feeling self-confident about most things, I still seem to lack the ability to control interpersonal situation.

সএ এ নি এন আএন

২. বন্ধুত্ব করতে এবং রাখতে আমার কোন অসুবিধা হয় না।

I have no trouble making and keeping friends.

সএ এ নি এন আএন

৩. বেশকিছু ব্যক্তির সঙ্গে কথোপকথনের পরিচালনার ক্ষেত্রে পারদর্শী নই।

I am not good at guiding the course of a conversation with several others.

সএ এ নি এন আএন

৪. আমি যার প্রতি লিঙ্গ গভ দিকে আকর্ষিত হই তার সঙ্গে সহজেই ঘনিষ্ঠ ব্যক্তিগত সম্পর্ক স্থাপন করতে পারি।

I can usually establish a close personal relationship with some one I find sexually attractive.

সএ এ নি এন আএন

৫. সাক্ষাৎকারের সময়ে সাক্ষাৎ গ্রহনকারী হিসাবে যে কোন বিষয়ের উপরে আমি কথা বলতে ইচ্ছুক।

When being interviewed I can usually steer the interviewer toward the topics I want to talk about any away from those I wish.

সএ এ নি এন আএন

৬. যদি আমার নিজের কোন পরিকল্পনা চালানার জন্য আমার সাহায্যের প্রয়োজন হয় তাহলে অন্যকে সাহায্য করা খুব কঠিন হয়ে দাঁড়ায়।

If I need help in carrying out a plan of mine, it's usually difficult to get others to help.

সএ এ নি এন আএন

৭. যদি কারো সঙ্গে দেখা করতে চাই তাহলে সহজেই ব্যবস্থা গ্রহন করতে পারি।

If there is someone I want to meet, I can usually arrange it.

সএ এ নি এন আএন

৮. আমি প্রায় আমার মতামত অন্যকে বুঝাতে অক্ষম হই।

I often find it hard to get my point of view across to other.

সএ এ নি এন আএন

৯. একটি বিষয়ের সঙ্গে অসম্মত হওয়ার ব্যাপারে আমি খুব খারাপ অবস্থায় পতিত হই।

In attempting to smooth over a disagreement, I usually make it worse.

সএ এ নি এন আএন

১০. যে কোন দলীয় পরিস্থিতিতে আমি গুরুত্বপূর্ণ ভূমিকা পালন করতে স্বাচ্ছন্দ্যবোধ করি।

I find it easy to play an important part in most group situations.

সএ এ নি এন আএন

(গ)

Socio-political Control

১. যে কোন রাজনৈতিক ও সামাজিক বিষয়ে অংশগ্রহণের মাধ্যমে ব্যক্তির বিবেচনা ঘটনাবলীকে নিয়ন্ত্রণ করতে পারে।

By taking an active part in political and social affairs we, the people, can control world events.

সএ এ নি এন আএন

২. সরকারের সিদ্ধান্তের উপর সাধারণ ব্যক্তিবর্গের প্রভাব থাকতে পারে।

The average citizen can have an influence on government decisions.

সএ এ নি এন আএন

৩. ব্যক্তিবর্গের পক্ষে এটি অত্যন্ত দুঃসাধ্য যে রাজনীতিবিদেরা তাদের নিজের কার্যাবলীর উপর নিয়ন্ত্রণ রাখে।

It is difficult for people to have much control over the things politicians do in office.

সএ এ নি এন আএন

৪. এই বিশ্ব, যাদের হাতে ক্ষমতা আছে তাদের দ্বারা পরিচালিত এবং কিছু ব্যক্তি এই সম্পর্কে কিছুই করতে পারে না।

This world is run by the few people in power and there in not much the little guy can do about it.

সএ এ নি এন আএন

৫. পর্যাপ্ত কার্যাবলী দ্বারা আমরা রাজনৈতিক দূর্নীতি দূর করতে পারি।

With enough effort, we can wipe out political corruption.

সএ এ নি এন আএন

৬. যেহেতু ব্যক্তিবর্গ রাজনীতির ক্ষেত্রে পর্যাপ্ত আগ্রহ দেখায় না তাই যুদ্ধ বাধায় এটি একটি গুরুত্বপূর্ণ কারণ।

One of the major reasons we have wars is because people don't take enough interest in politics.

সএ এ নি এন আএন

৭. জীবন যাত্রার মান বেড়ে যাওয়ার ক্ষেত্রে আমাদের ক্রেতাদের কমই ভূমিকা আছে।

There is very little we, as consumers, can do to keep the cost of living from going higher.

সএ এ নি এন আএন

৮. রাজনীতিবিদরা যা করেন তার উপর গুরুত্বপূর্ণ প্রভাব বিস্তার করা যায় অসম্ভব বলে আমি মনে করি।

When I look at it carefully, I realize it is impossible to have any really important influence over what politicians do.

সএ এ নি এন আএন

৯. পৃথিবীর সমস্যাবলী দূরীভূত করার চেয়ে অন্যান্য জিনিসের উপর গুরুত্ব প্রদান করা আমি বেশী পছন্দ করি।

I prefer to concentrate my energy on other things rather than on solving the world's problems.

সএ এ নি এন আএন

১০. জাতীয় এবং স্থানীয় পর্যায়ে অযোগ্য সরকারের জন্য আমরা ভোটদায়ী দায়ী।

In the end we, the votes are responsible for bad government on a national as well as a local level.

সএ এ নি এন আএন