

# Parental attitude of supervisory and non-supervisory employees towards child rearing : A Comparative Study

<sup>1</sup>Dr. Nagendra Kumar Bhushan and <sup>2</sup>Dr. Iqbal Ahmad

<sup>1</sup>Research Scholar, V. K. S. University, Ara

<sup>2</sup>Dept. of Psychology, V. K. S. University, Ara

---

## ARTICLE DETAILS

### Article History

Published Online: 20 January 2019

### Keywords

Parental attitude, employee, child.

---

---

## ABSTRACT

Parental attitude towards child rearing is very important for human being. It is universal fact that attitude is a learned phenomena and several studies results have shown positive correlation between parent's and their offspring's attitude.

The present study aimed to explore the parental attitude of supervisory & non-supervisory, personnel towards child rearing. The study was conducted on the sample of 50 supervisory and 50 non-supervisory male personnel of Steel Authority of India (SAIL) Bokaro, Jharkhand. Respondents age range was 30-45 years and from all categories- upper, backward, scheduled & scheduled tribe castes and were selected by incidental cum purposive sampling technique, Indian adaption of parental attitude research instrument (PARI) by Saxena (1976) was used to collect the data. t-ratio was computed to analyse the data, conclusion emerged that supervisory & non-supervisory personnel groups differed significantly on 15 dimensions of PARI but on 5 dimensions they differed insignificantly.

---

## 1. Introduction

Attitude is a major aspect of Social Psychology. Attitude is gained assessed reactions to objects, events and other stimuli. It is formed in relation to situation, persons or groups with which the individual comes into contact in the course of development and consists of cognitive component, affective component and action tendency component. Cognitive component refers to belief and affective component refers to emotion and feeling, connected with the object or person etc.

From birth to puberty, children's attitudes are shaped primarily by their parents. Several studies have found positive correlation between children and their parents attitude. Parental influences wane as children grow older. From adolescence onward social influences become increasingly important, during age of 12-30 years most of the person's attitudes take final shape or crystallize.

The study of parent child relations has gained immense importance because parental attitudes and subsequently their general behaviour towards their children have been found to be of much importance in the development of personality (Peck & Recheck, 1964; Whiting, 1961; McClland, 1951) has argued that the basic personality structure of the individual is really formed in early childhood. Psychologists have also formed in early childhood. Psychologists have also emphasized that roots to our character and personality traits lie in the early parent-child relationships. Parental attitude and parental relationship are of particular importance (Shaw and Dutton, 1962; shore & leiman, 1962).

Generally a child who identifies with his parent is more likely to adopt the beliefs, attitude pattern of motivation and social behaviour of the parents (Mc Clelland & Winter 1969). Parents display variety of attitudes and behaviours towards their children of which several dimensions have been identified :- Loving warm, affectionate, rejection, strictness, cold and neglecting etc. Empirical data of studies support the theoretical position that loving rejecting parental behaviour have direct

influence on the child. Reason, schaefer & levy (1968) has classify love- Rejection, autonomy-control and anxious-emotional involvement. The kind of attitudes experienced and received from parents during childhood affects the development of personality. childhood affects the development of personality characteristics. Parental loving-rejection as a significant dimension of parental behaviour has been studied in considerable detail. But sometimes with mixed, inconclusive and occasionally inconsistent results. some consistent trends do emerge for example parental rejection has been to be related in America to a wide range of personality and behaviour problem, such as various forms of psychopathology, delinquency, conduct problems, anxiety and insecurity (Anthony, 1970; Biller & Davis 1973)

Drawing from intercultural and cross cultural data such as these parental acceptance rejection theory (Bohner, 1975 & 1980) was formulated among other things- the theory postulated that parental rejection has consistent effects on the personality and behavioural disposition of children everywhere, regardless of culture, ecology, language or other limiting conditions. Umali Razon (1981) reported that the middle and upper SES mothers were loving than hostile and more controlling than permissive. One of the study revealed that black mothers as well as rural mothers were more dependent personality. Black and low SES mothers were more likely, through their child-rearing attitudes to encourage the development of dependency and loyalty to parents in their adolescent daughters.

Studies revealed that professional and managerial fathers were found to have been more positively involved with their daughters than their son. Fathers who were semi-skilled or unskilled laborers were reported not to have enforced discipline as strongly as fathers in other SES groups.

Raina (1975) and Poovaiah (1990) carried out a comparative study of Parental attitude in child-rearing practices of Indian parents in the United States and India. Poovaiah (1990) reported that when parents move from India

to the United States, they tend to develop more democratic behaviour. Indian mothers in the United States showed more liberal attitudes, were more democratic, less dominant and disinterested in their child-rearing behaviour. This indicated that American culture had a significant impact on their parenting attitudes. However, Gupta & Gupta (1985) found that there no significant differences in the child-rearing attitudes of American and Indian mothers.

**2. Objective**

To examine the significance of the difference in parental attitude of supervisory and non-supervisory respondents towards child rearing practices.

**3. Hypothesis**

**H-** There would be significant difference in parental attitude towards child rearing practices of the respondents of supervisory and non-supervisory groups.

**4. Variables**

- 1) Dependent Variable: Parental attitude towards child rearing
- 2) Independent Variable: Occupational level (supervisory & non-supervisory)

**5. Sample**

Sample consisted of 100 male respondents (50 supervisory and 50 non-supervisory) personnels of Steel Authority of India (SAIL), a public sector company of Bokaro (Jharkhand). For this empirical study respondents were selected through incidental cum purposive sampling technique.

Characteristics of the sample were as follows :-

- a) The respondents were 100 males
- b) The number of respondents of supervisory group were 50 and non-supervisory were 50.
- c) The age range of the respondents was from 30 to 45 years.

d) The respondents belonged to upper caste, backward caste, scheduled caste and scheduled tribe.

**6. Tool Used**

- 1) Parental Attitude Research Instrument (PARI) father form: Indian adaptation by Saxena (1976)
- 2) P.D.S

**7. Procedure**

First of all researcher taken the permission of management to collect the data, after that date and time were fixed for this purpose. In first phase the researcher reached the place on fixed date and time and found the supervisory personnels were ready to co-operate, he made himself acquainted with the respondents, requested them to cooperate. Firstly P.D.S and PARI were given to 60 potential respondents and were asked to go through the given instructions on the top of the tools. When the respondents finished their tasks as per given direction the researcher collected the personal data sheet and PARI scale's data, thanked them and left the place. In second phase the researcher reached the place to collect the data of non-supervisory personnel on the fixed date and time and adopted the same process as of phase one, the researcher had collected the data of potential 60 supervisory and 60 non-supervisory personnel. Later 10 supervisory and 10 non-supervisory respondents were omitted from the sample because their age was not matching to research plan.

The obtained data were statistically analysed using t-test to examine the significance of difference between two obtained means.

The findings based on test have been recorded and discussed with rationals and justifications.

**8. Result & Discussion**

Table: Comparison of Parental attitude towards child rearing of supervisory and non-supervisory personnel on all 20 dimensions of PARI (father form)

Dimension	Supervisory father (N= 50)		Non-Supervisory father (N= 50)		
	M	SD	M	SD	
Encouraging Verbalization	13.77	3.71	10.41	3.13	9.6**
Fostering dependency (D)	11.45	3.14	14.18	3.78	7.8**
Breaking the will (R)	10.86	2.23	11.13	3.08	0.96
Harsh Punishment	14.27	2.94	10.81	2.76	12.39**
Deception (U)	09.06	2.19	8.72	2.53	1.55
Marital conflict	12.44	2.95	9.96	4.02	7.09**
Non-Punishment	10.99	2.86	14.24	3.99	9.28**
Irresponsibility of father (U)	10.91	2.76	11.23	3.17	10.67**
Suppression of aggression (R)	14.73	3.83	10.31	2.86	13.39**
Deification of the parent	11.67	3.14	11.28	3.20	1.22
Exclusion of outside influences' (R)	11.04	3.23	9.82	2.61	4.36**
Irritability	14.16	3.56	12.11	2.74	6.41**
Strictness	14.23	3.28	10.58	2.84	12.17**
Suppression of sexuality (R)	10.31	2.38	8.81	2.29	6.25**

Ascendency husband (R)	10.12	2.57	8.10	2.32	8.42**
In considerateness of the wife (R)	11.07	3.15	11.26	3.07	0.59
Complaint of ascendancy of wife(R)	11.41	2.94	9.82	3.25	5.3**
Suppression of affection (R)	12.06	3.27	11.78	3.16	0.76
Change orientation (R)	11.47	2.12	10.94	3.17	2.04*
Forcing independence	12.11	3.08	11.48	3.25	1.97*

\* P &lt;0.05

\*\* P &lt;0.01

In the light of the findings on t-test as recorded in above table, it is evident that Non-supervisory fathers scored high on :- fostering dependency (14.18±3.78), breaking the will (11.13±3.08), non-punishment (14.27±3.99), irresponsibility of father (11.23±3.17) and inconsiderateness of the wife (11.26±3.07) in comparison to Supervisory fathers. On the other hand parental attitude score of Supervisory fathers high in :- encouraging verbalization (13.77±3.71), harsh punishment (14.27±2.94), deception (9.06±2.19), marital conflict (12.44±2.95), suppression of the aggression (14.73±3.83), deification of the parent (11.67±3.14), exclusion of the outside influences (11.04±3.23), irritability (14.16±3.56), strictness (14.23±3.28), suppression of the sexuality (10.31±2.38), ascendancy of the husband (10.12±2.57), complaint of ascendancy of wife (11.41±2.94), suppression of affection (12.06±3.27), change orientation (11.47±2.12), and forcing independence (12.11±3.08) in comparison to their counterpart rural fathers.

The above table revealed that Non-supervisory fathers parental attitude towards child rearing was higher in comparison to Supervisory father on the dimension of encouraging verbalization, harsh punishment, martial conflict on the dimension of fostering dependency, non-punishment and irresponsibility of father and all computed 't' were significant at 0.01 level.

The result in above table also indicates that the Supervisory father's parental attitude towards child rearing practices in comparison to Non-supervisory fathers differs significantly on the dimension of encouraging verbalization, harsh punishment, martial conflict, suppression of the aggression, exclusion of the outside influence, irritability, strictness, complaint of the ascendancy, suppression of sexuality, ascendancy of husband and all the calculated "t" were significant at level 0.01, on the other hand on the dimension of change orientation and forcing independence the "t" were significant at 0.05 level.

## References

1. Anthony, E.J. (1970): the behaviour disorders of children in P.H Mussen (ed), manual of child psychology. (3<sup>rd</sup> Ed.) New York: Wiley
2. Biller, HB. & Davids, A. (1973): parental-child relation, personality development and psychopathology. In A. Davids (ed) abnormal child psychology, bet mount, California: Brooks-calc.
3. Bohner, S.(1975): Introduction, In R.W. Bristin, S.Bochner & W.J Lonner (eds), cross cultural perspective on learning. New York : Sage/ Halsted.
4. Mc Clalland, D.C. & Winter, D.Y.(1969): Motiving economic achievement. New York: The free press.
5. Peck,R.K&Rechek, H.Y.(1964): Personality and social development, family influence. Review of educational research, 34,547-232
6. Reason,Y.J.Schaefer, E.S & Levy, B.J.(1968): Cross cultural validity of spherical conceptual model for parents behaviour. Child development. 38,1229-1235
7. Poovaiah, S.B. (1980): A comparative study of child-rearing facticesof Indian parents in the limited states and India unpublished Master's thesis, University of India.
8. Saxena,U.(1976).Indian adaption of PARI, Indian Psychological review. 13,1-7

The table also indicates that the Non-supervisory and Supervisory fathers did not differ significantly on the dimensions of breaking the will, deification of the parent, Deception (U) inconsiderateness of the wife and suppression of the affection in child rearing practices with each other.

## 9. Conclusion

Following conclusion have been emerged out from the above interpretation and discussion: -

- Non-supervisory personnel fathers, excelled upon supervisory personnel father in terms of following dimensions of PARI:- fostering dependency, non-punishment and irresponsibility of father. The two groups differed significantly will each other.
- Supervisory personnel father and Non-supervisory father differed significantly with each other in terms of following dimensions of PARI: - encouraging verbalization, punishment, marital conflict, suppression of aggression, exclusion of the out-side influences, irritability, strictness, suppression of the sexuality, ascendancy of the husband, complaint of ascendancy of wife, change orientation and forcing independence.
- Supervisory and non-supervisory personnel, fathers have not differed significantly with other on the following dimension: - breaking the will, deification of parent, inconsiderateness of wife suppression of affection.

## 10. Limitation of the study & scope for future study

- The present study was carried out with best effort but in this sample size is small therefore intensive and satisfying research should be carried out with large sample size.

9. Shaw, Me & Dutton, B.E. (1962): The use of parent Attitude research inventory wo-ith the parents od bright academic under achievements. J.Educ. Psychol. 53,23-208
10. Shore,M.F.&Legman, A.H.(1965): Parental perception of the students as related to academic achievements in junior college. J.Ext. Educ.33,391-394
11. Umali Razon,P.Y.(1981) Child rearing practices of Filipino Urban mothers. Relationship to children's cognitive development. Pilipino Journal of psychology, 14(1-2),8-15