

## CHAPTER VI

### RESULTS AND INTERPRETATIONS

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## 6.1 Introduction

The purpose of this chapter is to analyse and interpret the results pertaining to the first two hypotheses mentioned in the previous chapter. In order to explain the manner in which the results are analysed, a brief summary of the plan of this investigation is necessary. The first hypothesis as explained in the previous chapter deals with the self-perception role-perception congruency scores in the preferred and non-preferred fields or occupations. The hypothesis is tested in four occupations namely, teaching, law, social work and medicine. The term occupational choice is defined in terms of two criteria namely, selection of the college major field at sufficiently advanced level and the actual selection of the occupation. Obviously, in the former, students are used as subjects and in the latter, persons actually employed are used as subjects. The hypothesis is studied with internal as well as external control. Internal control involves the comparison of self-perception role-perception congruency scores in the preferred fields or occupations with similar scores in the non-preferred fields or occupations within the same group. External control involves the comparison of self-perception role-perception congruency

scores derived from two independent groups.

The members of each occupational group were asked to give their perceptions of the self, their perceptions of the roles in the preferred fields or occupations and their perceptions of the roles in the non-preferred fields or occupations. This made it possible to calculate two sets of congruency scores for each group. One congruency index is obtained by considering the perceptions of the self and of the roles in the preferred fields or occupations. The second congruency index is obtained by considering the perceptions of the self and of the roles in the non-preferred fields or occupations. The comparison of these two sets of congruency scores was made for each occupational group. The non-preferred occupation for the teaching group is law and that for the law group is teaching. Similarly, the non-preferred occupation for the social work group is medicine and that for the medical group is social work. Thus, it is seen that the congruency scores of the perceptions of the self and of teachers in the teaching group can be compared with similar scores obtained from the law group. The law group is thus a control group for the teaching. Similarly, the social work group is a

control group for the medical group. This kind of comparison between two sets of self-perception role-perception congruency scores was also made for each occupational group.

In all such comparisons, the significance of the difference between the two means of the two sets of congruency scores referred to above was tested by means of 't' test. First, the results of the first hypothesis are presented and assessed. Separate tables are given for each occupational group and for each type of control namely, external and internal. The results of the first hypothesis are also examined separately in students and in employed persons.

## 6.2 Self-Teacher Congruence of Student Teachers with Internal Control

Student teachers were asked to give the perceptions of their self, their perceptions of the teachers and their perceptions of lawyers. The two sets of congruency scores derived from them were compared and the significance of the difference between the two means was tested.

Table I on page 106 shows the comparison of self-perception role-perception congruency scores in the case of student teachers.

The results thus analyzed indicate that there is a significant difference between the two means. The mean based on the congruency scores of the perceptions of the self and of the teachers is 17.95 as against the mean of 12.47 which is based on the congruency scores of the perceptions of the self and of the lawyers. This means that the student-teachers' perception of teachers is more in accordance with their self-concept than their perception of the lawyers.

### 6.3 Self-Teacher Congruence of Student Teachers with External Control

It is also possible to compare the congruency scores of the perceptions of the self and of the teachers in the case of student teachers with similar scores in the case of student lawyers. This comparison involves external control, as the two sets of congruency scores are obtained from the two independent groups.

Table II, on page 107 shows the comparison of self-perception role-perception congruency scores in the preferred field in the case of teaching group with similar scores obtained from the law group.

TABLE I

N	M		SD		t	Signi- fiance
	Self and teachers	Self and lawyers	Self and teachers	Self and lawyers		
100	17.95	12.47	2.77	3.667	.459 11.93	Signi- ficant at .01

TABLE II

N	M		SD		t	Significance at .01
	Self and teachers by teachers	Self and teachers by lawyers	Self and teachers by teachers	Self and teachers by lawyers		
100	17.95	10.06	2.77	3.535	17.61	



The difference between the two means in the above table is highly significant. The mean congruence between self and teachers as given by teachers is 17.95 and that between self and teachers as given by lawyers is 10.06. This indicates that the student-teachers' perception of teachers is more in accordance with their self-concept than the perception of the student lawyers is of the teachers in accordance with their self-concept. Thus, the first hypothesis is supported with both internal and external controls in the case of student lawyers.

#### 6.4 Self-Lawyer Congruence of Student Lawyers with Internal Control

Law students were asked to give the perceptions of their self, their perceptions of lawyers and their perceptions of teachers. The congruency scores obtained by considering the perceptions of the self and of the lawyers were compared with the congruency scores obtained by considering the perceptions of the self and of the teachers. It is expected here that the congruency ~~index~~ between the perceptions of the self and of the roles in the preferred field i.e. law in this case, will be greater than the congruency index between the perceptions of the self and of the roles in the non-preferred field

i.e., teaching in this case.

The table, on the following page, shows the comparison of two sets of congruency scores in the case of student lawyers.

Surprisingly enough, the difference between the two means is not significant. The mean of the congruence between the perceptions of the self and of lawyers is only 10.98 and the mean of the congruence of the perceptions of the self and of the teachers is only 10.06. The student lawyers fail to see lawyers as possessing personal characteristics similar to those possessed by them. This, however, does not mean that the Super's theory is contradicted in this case. The reasons for the failures of the law students to perceive in lawyers personal characteristics similar to those possessed by them, are discussed in chapter VIII.

#### 6.5 Self-Lawyer Congruence of Student Lawyers with External Control

The scores of the congruence between the perceptions of the self and of the lawyers, obtained from the student lawyers, were compared with similar scores obtained from another group namely, teaching.

TABLE III

N	M		SD		t	Signifi- cance
	Self and lawyers	Self and teachers	Self and lawyers	Self and teachers		
100	10.98	10.06	3.728	3.536	1.79	Not signi- ficant

The table, on the following page, is prepared to show the comparison of two sets of self-perception role-perception congruency scores obtained from two different groups - one specializing in law and the other not specializing in it.

The difference between the two means in this case is significant. The mean congruence of the perceptions of the self and of the lawyers in the case of student teacher is greater than the similar mean congruence in the case of student lawyers. Moreover, the two means are quite small. The significant difference between these two means, thus, indicates that the student-teachers perceive in them personal qualities characteristic of lawyers to a greater extent than do student lawyers. Thus, the hypothesis that the student lawyers' perception of lawyers will be in accordance with their self-concept is not substantiated. The first hypothesis does not find any support in the case of student lawyers.

#### 6.6 Self-Social Worker Congruence of Student Social Workers with Internal Control

The first hypothesis was also studied in a group of student social workers who were asked to give

TABLE IV

N	M		SD		t	Signi- ficance at .01
	Self and lawyers by lawyers	Self and lawyers by teachers	Self and lawyers by lawyers	Self and lawyers by teachers		
100	10.98	12.47	3.728	3.667	2.84	
				.523		

their self-perceptions, their perceptions of social workers and their perceptions of doctors. The congruency scores obtained by considering the perceptions of the self and of the social workers were compared with the congruency scores obtained by considering the perceptions of the self and of the doctors.

The table, on the following page, shows the comparison of self-perception role-perception congruency scores in the preferred and non-preferred fields in the case of student social workers.

The results in the same table indicate that the difference between the two means is significant. When interpreted, this means that the student social workers perceive social workers as possessing personal characteristics which are deemed desirable for themselves. The mean congruency in the case of preferred field is 17.05 and that in the non-preferred field is 11.95.

#### 6.7 Self-Social Worker Congruence of Student Social Workers with External Control

The congruency scores obtained by considering the perceptions of the self and of the social workers in the case of student social workers were compared with

TABLE V

N	M		SD		t	Signifi- cance
	Self and Social workers	Self and doctors	Self and social workers	Self and doctors		
100	17.05	11.95	3.39	2.964	11.33	Signifi- cant at .01

similar congruency scores obtained from student doctors. Thus, the medical group served as a control group for the social work group.

The table, on the following page, shows the comparison of the congruency scores of the perceptions of the self and of social workers obtained from two independent groups.

The difference between the two means is significant beyond .01 level of confidence. This, ~~however~~, means that those persons who have selected social work as an occupation do see themselves as possessing personal qualities characteristic of social workers to a greater degree than do persons who have not chosen this specific occupation. Thus, the first hypothesis is supported with both internal and external controls in the case of student social workers.

#### 6.8 The Self-Doctor Congruence of Student Doctors with Internal Control

Finally, the hypothesis is tested in the medical group by using student doctors as subjects. They were asked to give the perceptions of their self, their perceptions of doctors and their perceptions of social



TABLE VI

N	Self and social workers by social workers	Self and social workers by doctors	Self and social workers by social workers	Self and social workers by doctors	SED	t	Signi- fificance
100	17.05	12.37	3.39	3.127	.461	10.00	Signi- ficant at .01

workers. The congruency scores of the perceptions of the self and of the doctors were compared with the congruency scores of the perceptions of the self and of the social workers.

The table presented, on the following page, shows the comparison of two sets of congruency scores of the perceptions of the self and of the roles in the preferred and non-preferred fields in the case of student doctors.

The two means differ significantly from each other. The mean based on the congruency between the perceptions of the self and of the doctors is 17.89 and the mean of the congruency between the perceptions of the self and of the social workers is 12.37. The significant difference between these two means indicates that student-doctors' perception of doctors is more in accordance with their self-concept than their perceptions of the social workers.

#### 6.9 The Self-Doctor Congruence of Student Doctors with External Control

The congruency scores of the perceptions of the self and of the doctors were also compared with

TABLE VII

N	M		SD		t	Signifi- cance
	Self and doctors	Self and social workers	Self and doctors	Self and social workers		
100	17.89	12.37	2.87	3.127	.424 13.01	Signifi- cant at .01

similar scores obtained from the social<sup>work</sup>/group. In this case, the social work group served as a control group for the medical group.

The table, on the following page, shows the comparison of the two sets of congruency scores obtained from two independent groups.

The results in the same table indicate that the difference between the two means is highly significant. This means that those persons who have selected medicine as a vocation do see themselves as possessing personal qualities characteristic of doctors to a greater degree than do persons who have not chosen this specific vocation. Thus, the first hypothesis is substantiated with both internal and external controls in the medical group.

On the whole, the first hypothesis which deals with the self-perception role-perception congruency scores in the preferred and non-preferred fields is supported in all except one student groups. Thus, the students specializing in different major fields do find opportunities in their major fields for the maintenance and enhancement of their phenomenal self. This, however, is not true for the student lawyers.

TABLE VIII

N	Self and doctors by doctors	Self and doctors by social workers	Self and doctors by doctors	Self and doctors by social workers	SED	t	Signi- ficance
100	17.89	11.95	2.87	2.964		14.41	Signifi- cant at .01

6.10 The Congruence of the Perceptions  
of the Self and of the Roles in  
the Preferred Occupation with  
Internal Control in the Case of  
Employed Groups

The congruency scores of the perceptions of the self and of the roles in the preferred occupation were compared with similar congruency scores in the non-preferred occupation with both internal and external controls in the case of employed groups. It is expected that the self-role congruency in the preferred occupation will be greater than self-role congruency in the non-preferred occupation. The general procedure for administering the forms to be filled up and of scoring is the same as that in the case of students. The employed groups are teaching, law, social work and medicine. Teachers were asked to give the perceptions of their self, their perceptions of teachers and their perceptions of lawyers. Lawyers were asked to give the perceptions of their self, their perceptions of lawyers and their perceptions of teachers. Social workers were asked to give their self perceptions, their perceptions of social workers and of doctors. Finally, doctors were asked to give perceptions of their self. their perceptions of doctors and of social workers. It is now seen

that the non-preferred occupations for the teachers, lawyers, social workers and doctors are law, teaching, medicine and social work respectively. This arrangement made it possible as in the case of students to study the first hypothesis with internal and external controls.

The table, on the following page, shows the comparison of two sets of congruency scores obtained from each group by considering the perceptions of the self and of the roles in the preferred and non-preferred occupations.

The results in table IX indicate that there is a significant difference between the two means in each occupational group. In the case of teachers the mean of the perceptions of the self and of teachers is 15.73 as against of 11.64 based on the perceptions of the self and of the lawyers. The significant difference between these two means indicates that teachers do perceive in them personal qualities characteristic of teachers to a greater degree.

In the law group the mean of the perceptions of the self and of the lawyers is 14.47 and that of the perceptions of self and of teachers is 10.72. The significant difference between them indicates that there

TABLE IX

Name of the occupation	N	M			SD		t	Signi- fican- ce
		Self and roles in the pre- ferred occupa- tion	Self and roles in the non- preferred occupa- tion	Self and roles in the pre- ferred occupa- tion	Self and roles in the non- preferred occupa- tion			
Teaching	100	15.73	11.64	3.25	3.02	.444	9.22	Sig.
Law	55	14.47	10.72	3.94	3.28	.691	5.15	Sig.
Social Work	70	15.18	10.81	4.02	3.59	.644	6.78	Sig.
Medicine	55	14.76	11.20	3.55	2.62	.594	5.99	Sig.



is a greater resemblance between the perceptions of the self and of the lawyers than it is between the perceptions of the self<sup>and</sup>/of the teachers with respect to personal characteristics. In the case of social work group the difference between the mean of the perceptions of the self and of social workers and the mean of the perceptions of the self and of doctors is statistically significant. Looking to the means, it is seen that the congruency between the perceptions of the self and of the social workers is greater than that between the perceptions of the self and of doctors. In the medical group the mean of the perceptions of the self and of the doctors is 14.76 and that of the perceptions of the self and of the social workers is 11.20. The difference between them is statistically significant. Thus, in this case also there is a greater similarity between the perceptions of the self and of doctors than it is between the perceptions of the self and of social workers.

Thus, the first hypothesis is supported in all the employed occupational groups when the comparison between the two sets of congruency scores referred to above is made within the group. Persons who have selected a specific occupation do find ample of opportunities in the occupation for the maintenance and the

enhancement of their self-concept.

6.11 The Congruence of the Perceptions of the Self and of the Roles in the Preferred Occupation with External Control in employed groups

The results of the first hypothesis involving external control are now presented. In the case of teaching the congruency scores of the perceptions of the self and of teachers were compared with similar scores derived from the law group. In a similar manner congruency scores of the perceptions of the self and of lawyers in the law group were compared with similar scores obtained from the teaching group. In the case of social work group, the congruency scores of the perceptions of the self and of social workers were compared with similar scores derived from the medical group. The congruency scores of the perceptions of the self and of doctors in the medical group were compared with similar scores obtained from the social work group. In all cases, the comparison is between the two sets of congruency scores derived from two groups which differ in the selection of a specific occupation. The law group served as a control group for the teaching group and vice versa. Similarly, the medical group served as a control group for the social work group and vice versa.

The table, on the following page, is prepared to show the comparison of self-role congruency scores obtained from a group which has selected a specific occupation with similar scores obtained from a group which has not preferred that occupation.

The results in table X indicate that the difference between the two means in each group is ~~sg~~ significant at .01 level of confidence. In the teaching group the mean congruency scores of the perceptions of the self and of the teachers is 15.73 as against a mean congruency of 10.72 in the law group. The significant difference between these two means indicates that those persons who have selected teaching as an occupation perceive in them personal qualities characteristic of teachers to a greater extent than do persons who have not selected it. In the law group, the mean congruency between the perceptions of the self and of the lawyers is 14.47 and the mean congruency between the perceptions of the self and of the lawyers in the teaching group is 11.64. The difference between them is significant. This means that those persons who have selected legal occupation perceive in them personal qualities characteristic of lawyers to a greater degree than do persons who have not selected it. The mean congruency between the perceptions

TABLE X

Name of the occupation	N	M			SD			t	Signi- fican- ce
		Self-role congru- ency of the group prefer- ring the occupa- tion	Self-role congru- ency of the group not pre- ferring the occu- pation	Self-role congru- ency of the group prefer- ring the occupa- tion	Self-role congru- ency of the group not pre- ferring the occu- pation	Self-role congru- ency of the group not pre- ferring the occu- pation	Self-role congru- ency of the group not pre- ferring the occu- pation		
Teaching	T=100 L= 55	15.73	10.72	3.25	3.28	.549	9.12	Sig.	
Law	L= 55 T=100	14.47	11.64	3.94	3.02	.611	4.63	Sig.	
Social Work	S= 70 D= 55	15.18	11.20	4.02	2.62	.596	6.67	Sig.	
Medicine	D= 55 S= 70	14.76	10.81	2.62	3.59	.642	6.15	Sig.	

of the self and of social workers in the social work group is 15.18 and that in the medical group is 11.20. The significant difference between these two means indicates that social workers perceive social work occupation as a means of perpetuating their self-image and attaining those things which are desired in a vocation. On the other hand, doctors perceive social work as an occupation quite different from that which is expected and desired for the self. The mean congruency between the perceptions of the self and of doctors in the medical group is 14.76 and in the social work group the mean of the similar congruency is 10.81. The difference between these two means is statistically significant. This means that those persons who have selected medicine as an occupation do perceive in them personal qualities characteristic of doctors to a greater degree than do persons who have not selected this specific occupation.

Thus, the first hypothesis is supported in all occupational groups when the comparison is made between two sets of similar congruency scores derived from two different groups. In general, there is a greater resemblance between the

perceptions of the self and of the persons employed in one's own preferred occupation with respect to personal characteristics.

6.12 The Correlation Between the Self-Role Congruency Scores and Satisfaction Scores in the Case of Students

It can be predicted that there will be a positive correlation between the congruency scores of the perceptions of the self and of the roles in one's own preferred field or occupation and the satisfaction scores. In this investigation no specific hypothesis was formulated with respect to the relationship between self-perception role-perception congruency scores and satisfaction scores. However, it was thought that this would give an additional information and hence, the correlation between these two variables was calculated for each group. Separate tables are given for students and employed persons. On the following page, table XI is given.

All except one correlation are significant at .01 level of confidence. The significant correlations indicate that there is a very close

TABLE XI

Showing the Correlation Between the Self-Perception Role-  
Perception Congruency Scores in the Preferred Field and  
Satisfaction Scores, in the case of Student Groups

Name of the group	N	Correlation between	r	Significance
Teaching	100	the congruency scores of the perceptions of the self and of teachers, and satisfaction scores.	.449	Significant at .01
Law	100	the congruency scores of the perceptions of the self and of lawyers, and satisfaction scores.	.161	Not significant
Social Work	100	the congruency scores of the perceptions of the self and of social workers, and satisfaction scores.	.453	Significant at .01
Medicine	100	the congruency scores of the perceptions of the self and of doctors, and satisfaction scores	.598	Significant at .01

relationship between self-perception role-perception congruency scores and satisfaction scores. The correlation of .161 in the law group is insignificant. It should be recalled here that the first hypothesis dealing with the self-perception role-perception congruency scores in the preferred and non-preferred fields was not supported in the law group.

Self-perception role-perception congruency scores were correlated with satisfaction scores in the employed groups also. The results are presented in table XII.

All the correlations in ~~the~~ table XII are quite high and positive. Thus, the relationship between ~~the~~ self-perception role-perception congruency scores and satisfaction scores is very close.

#### 6.13 Characteristics of the Distribution of the Self-Ideal Congruence Scores in the Case of Students

The second hypothesis, as reported in the previous chapter, deals with the relationship between the self-ideal congruency and satisfaction in the preferred field or occupation. The self-ideal congruency score is in the form of a correlation.



TABLE XII

Showing the Correlations Between the Self-Perception Role-  
Perception Congruency Scores in the Preferred Occupation  
and Satisfaction Scores

Name of the occupation	N	Correlation between	r	Significance
Teaching	100	the congruency scores of the perceptions of the self and of teachers, and satisfaction scores.	.869	Significant at .01
Law	55	the congruency scores of the perceptions of the self and of the lawyers, and satisfaction scores.	.865	Significant at .01
Social work	70	the congruency scores of the perceptions of the self and of social workers and satisfaction scores	.792	Significant at .01
Medicine	55	the congruency scores of the perceptions of the self and of doctors, and satisfaction scores	.817	Significant at .01

The two sets of scores, obtained by distributing the same set of items twice in a forced normal distribution under two specific instructions, are correlated to obtain self-ideal congruency score. The correlations thus obtained were transformed into Fisher's 'Z' function so as to use them as scores for further calculations. First of all the distribution of self-ideal congruency scores are examined in each occupational group in terms of mean, standard deviation and range.

The table on the following page shows the characteristics of the self-ideal congruency scores in each of the four student groups.

As seen in the table XIII, the mean self-ideal congruency in the case of student teachers is .327 with a standard deviation of .189 and a range from -.421 to +.656. In this case, there are six negative correlations ranging from -.068 to -.421. Of the one hundred correlations in this group, eightytwo are significant at .01 level, ten are significant at .05 level and eight are not significant. The mean self-ideal congruency in the case of law group is .068 with a standard deviation of

TABLE XIII

Name of the group	N	Mean ( $\bar{x}$ )	SD ( $s$ )	Range
Teaching	100	.327	.189	- .421 to + .656
Law	100	.068	.217	- .491 to + .513
Social Work	100	.294	.205	- .372 to + .712
Medicine	100	.393	.190	- .135 to + .782

.217 and a range from  $-.491$  to  $+.513$ . Of the one hundred correlations, twentyfive are negative correlations ranging from  $-.021$  to  $-.491$ . Secondly, of all the hundred correlations thirtyeight are significant at .01 level, sixteen are significant at .05 level and fortysix are not significant.

In the case of student social workers the mean self-ideal congruency is .294 with a standard deviation of .205 and a range from  $-.372$  to  $+.712$ . Of all the one hundred correlations, eight of them are negative correlations ranging from  $-.068$  to  $-.372$ . Secondly, out of the total of one hundred correlations seventyeight are significant at .01 level, ten are significant at .05 level and the remaining twelve correlations are not significant.

In the case of medical group the mean self-ideal congruency is .393 with a standard deviation of .190 and a range from  $-.135$  to  $+.782$ . In this group there are only five negative correlations ranging from  $-.068$  to  $-.135$ . Of the total of one hundred correlations eightyfour are significant at .01 level, eight are significant at .05 level and the remaining eight correlations are not significant.

On the whole, it appears that in law group there are many more self-ideal discrepant cases than in teaching, social work and medical groups. It should be recalled here that the first hypothesis was not supported in the case of law group. Thus, there appears ~~x~~ to be a greater need for counselling of those students who have specialized in law.

6.14 The Characteristics of the  
Distribution of the Self-  
Ideal Congruence Scores in  
the Case of Employed Persons

The table, on the following page, shows the characteristics of the distribution of the self-ideal congruency scores in the case of employed groups. In the case of teaching, the mean self-ideal congruency is .375 with a standard deviation of .193 and a range from -.135 to +.786. There are only four negative correlations ranging from -.116 to -.135. Of the total of one hundred correlations, seventy-eight are significant at .01 level, eleven are significant at .05 level and eleven are not significant. Thus, most of the teachers in this group show a high degree of self-ideal congruency.

TABLE XIV

Name of the occupation	N	Mean	SD	Range
Teaching	100	.375	.193	-.135 to +.786
Law	55	.371	.203	-.217 to +.781
Social Work	70	.357	.156	-.286 to +.766
Medicine	55	.431	.191	-.245 to +.797

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The mean self-ideal congruency in the case of law group is .371 with a standard deviation of .203 and a range from -.217 to +.781. There are only two negative correlations in this group. One is -.115 and the other is -.217. Of the total of fifty-five correlations, thirtyfour are significant at .01 level, ten are significant at .05 level and the remaining eleven correlations are not significant. Thus, in this group also, most of the persons show a high degree of self-ideal congruency.

In the case of social work group the mean self-ideal congruency is .357 with a standard

deviation of .156 and a range from  $-.286$  to  $+.766$ . Of the total of seventy correlations, fortyfour are significant at .01 level, twelve are significant at .05 level and the remaining fourteen correlations are not significant. There are only three negative correlations ranging from  $-.117$  to  $-.286$ . Thus, there are very few cases who show a high degree of self-ideal discrepancy.

The mean self-ideal congruency in the case of medical group is .431 with a standard deviation of .191 and a range from  $-.245$  to  $+.797$ . Of the total of fiftyfive correlations, forty are significant at .01 level, ten are significant at .05 level and the remaining five are insignificant. In this group there are only two negative correlations. One is  $-.117$  and the other is  $-.245$ . Thus, most of the persons show a very high degree of self-ideal congruency.

On the whole, it can be said that in all the occupational groups, most of the persons show a very high degree of self-ideal congruency. In each group the number of self-ideal discrepant cases is

quite small. Now, it remains to be seen to what extent the self-ideal congruency scores are related to satisfaction scores.

6.15 Correlation Between the Self-Ideal Congruence Scores and Satisfaction Scores in the Case of Student Groups and Employed Groups

The satisfaction questionnaire, as reported in the previous chapter, consists of 42 items to be answered in the form of yes or no. A person answering each item favourably gets a total score of 42. These satisfaction scores of all the subjects in each group were correlated with their self-ideal congruency scores. It is expected that there will be a positive correlation between these two sets of scores in each group.

The table, on the following page, shows the correlation between self-ideal congruency scores and satisfaction scores in the case of student groups.

The results in ~~the~~ table XV indicate that there is a very high correlation between the self-ideal congruency scores and satisfaction scores in all the groups except in the law group.



TABLE XV

Name of the group	N	M self -ideal	M satis- faction	r	Signi- ficance
Teaching	100	.358	27.83	.649	Signifi- cant
Law	100	.084	15.32	.195	Not sig- nificant
Social Work	100	.320	21.47	.847	Signifi- cant
Medicine	100	.431	24.67	.486	Signifi- cant

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The self-ideal congruency scores were also correlated with satisfaction scores in the case of employed groups. The results are given in the table on the following page.

All the correlations in the table XVI are quite high and significant. These results are also in keeping with the earlier findings regarding the perceptions of the self and of the roles in the preferred and non-preferred occupations. This means that those persons who see a high degree of self-ideal congruence in them share in considerable degree the components of personal adjustment in general. The

TABLE XVI

Name of the group	N	M self-ideal	M satisfaction	r	Significance
Teaching	100	.417	26.47	.614	Significant
Law	55	.376	28.47	.470	Significant
Social Work	70	.412	26.93	.879	Significant
Medicine	55	.483	30.13	.786	Significant

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critical significance of these findings lies in the fact that if the students are helped by the counsellors in increasing their self-ideal congruence, they may be adjusted better in the field of their own choosing. Since they are aspiring for the ideal which is not far from their actual self, they will be able to regain their self-confidence and a sense of personal security.

#### 6.16 Summary

In this chapter, the results pertaining to the two hypotheses are analyzed and interpreted in

both student groups and employed groups. The first hypothesis which deals with the congruence of the perceptions of the self and of the roles in the preferred and non-preferred fields, in the case of students, is supported with internal and external controls in all but one occupational groups. Student lawyers fail to see in them personal characteristics desirable for lawyers. However, the first hypothesis is supported with internal and external controls in all the employed occupational groups. In general, those persons who have selected a specific occupation do see in them personal qualities characteristic of persons who are employed in the occupation of one's own choosing to a greater degree than do persons who have not selected that specific occupation.

Secondly, the data of the second hypothesis which deals with the self-ideal congruence scores, are analysed and interpreted. First, the distributions of the self-ideal congruency scores are presented and discussed. Secondly, the correlation between self-ideal congruency scores and satisfaction scores is calculated for each subject in each occupational group. The results have indicated

that the correlations are quite high and positive in all occupational groups except in the student lawyers group.