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Comparative Analytical Study Of Psychosocial Variables Among Domestic And Contractual Workers Of Kolkata

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ABSTRACT

An attempt has been taken to draw the life sketches of domestic and contractual workers of Kolkata. A sample of 120 workers (60 belonging to domestic group and 60 belonging to contractual group among which 30 were male and 30 were female within each group) was selected. The variables selected for the present study were anger expression and personality dimension. Results indicated that significant differences were obtained in many instances group, gender and interaction (group and gender) for the selected variables. Profile wise domestic workers due to their hazardous life styles suffer from tension, frequent anger outbursts which actually invites neurotic trends among them. Workers employed on contract basis on another pole, though suffers from intense tension of losing jobs at the end of their contract but during the process they have better job security but also suffers from tension which invites neurotic trends and anger outbursts among them.

KEY WORDS: Domestic workers, contractual workers, anger expression, personality dimension, neuroticism

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1. INTRODUCTION:

Working class or the labour class is the class of people employed for wages, especially in manual and industrial work. They are considered to be lower middle class. It is very difficult to define the term 'domestic' denotes a class of 'menials' which includes many types of workers like kitchen helper, cook and sweeper. So, one can define the term "domestic worker" to those individuals who do cooking, cleaning utensils, washing clothes, cleaning and sweeping the houses etc in return for payment of wages. On the other hand, worker who works on contract basis receives wages as per contract. Both groups played very important role in our society. Literature pinpointed the fact that the 51st round survey of NSSO reveals the number of women regular employees in urban areas is 10 times those in rural areas .

In **Marxist theory and in socialist literature**, the term working class usually is synonymous and interchangeable with the term proletariat, and includes all workers who expend either physical labour or mental labour (salaried knowledge workers and white-collar workers) to produce economic value for the owners of the means of production, the bourgeoisie. Since working-class wages can be very low, and because the state of unemployment is defined as a lack of independent means of generating an income and a lack wage-labour employment, the term working class also includes the lumpenproletariat, unemployed people who are extremely poor.

Most domestic workers are from the marginalized sections of society and a large number of them are migrant workers. Workers range from full-time to part-time workers, skilled and unskilled workers. The Draft National Policy on Domestic Workers as recommended by the Taskforce on Domestic Workers provides a definition of a domestic worker as: "For the purpose of this policy, the "domestic worker" means, a person who is employed for remuneration whether in cash or kind, in any household through any agency or directly, either on a temporary or permanent, part time or full time basis to do the household work, but does not include any member of the family of an employer.
Types of domestic workers, based on the hours of work and nature of employment relationship:

The domestic workers can be: a) Part-time worker i.e. worker who works for one or more employers for a specified number of hours per day or performs specific tasks for each of the multiple employers every day. b) Full-time worker i.e. worker who works for a single employer every day for a specified number of hours (normal full day work) and who returns back to her/his home every day after work. c) Live-in worker i.e. worker who works full time for a single employer and also stays on the premises of the employer or in a dwelling provided by the employer (which is close or next to the house of the employer) and does not return back to her/his home every day after work.

As with many terms describing social class, working class is defined and used in many different ways. The most general definition, used by Marxists and socialists, is that the working class

includes all those who have nothing to sale but have their labor-power and skills. In that sense, it includes both white and blue-collar workers, manual and mental workers of all types, excluding only individuals who derive their income from business ownership. And the worker who is hired in or in connection with the work of an establishment by or through a contractor with or without the knowledge of the principle employer is called contract worker. Contract Labour is one of the acute forms of unorganized labour. Under the system of contract labour workers may be employed through contractor on the contract basis. Workmen shall be deemed to be employed as "contract labour" or in connection with the work of an establishment when he is hired in or in connection with such work by or through a contractor, with or without the knowledge of the principal employer. In this class of labour the contractors hire men (contract labour) who do the work on the premises of the employer, known as the principal employer but are not deemed to be the employees of the principal employer. The range of tasks performed by such contract workers varies from security to sweeping and catering and is steadily increasing. It has been felt, and rightly too, that the execution of a work on contract through a contractor who deployed the contract labour was to deprive the labour of its due wages and privileges of labour class.

The contract worker is a daily wager or the daily wages are accumulated and given at the end of the month. The industries justify contract labour on the grounds that the requirement is temporary or seasonal. Nonetheless, there are ready instances of contract labour being deployed for tasks as security, sweeping and cleaning, though it is difficult to comprehend how these tasks are temporary and do not justify full time regular employees. The managements try to by-pass the provisions of social legislations unless they are legally trapped or forced by circumstances, while the judiciary has always upheld the concept of social justice, dignity of human rights and worker's welfare.

Several studies from different viewpoints try to define the position of these two categories in our present social spectrum. **Zdenka (2006)** in a study investigates paid domestic work in Slovenia to obtain information on domestic workers' perceptions of their work. Cleaning up after other people is usually considered dirty work with a stigma attached to it. The author used in depth interviews with paid domestic workers to examine how they deal with society's negative perceptions and potential individual strategies for coping with a stigmatized social identity. On the basis of previous research on paid domestic work it was assumed that employment relationships are arranged in such a way (because of the location, domesticity, informal management – all in a relatively traditional and constraining gendered order) that those employed as domestic workers do feel stigma, but we also assume (based on many studies on dirty work) that housecleaners share a relatively high level of self-respect and pride with other dirty workers. The results show that stigma intrudes into the social interactions between paid domestic workers and their employers, leading housecleaners to seek

different strategies to cope with it. At the same time, respondents' descriptions of their work and work relations reveal positive aspects of the job and thus shed light on the complexity of cleaners' work and their employment relationships within the confines of the private domestic space. **Wandera (2011)** made a study to examine the effects arising from use of short term contractual employees by employers / organizations. The study used Kenya Forest Service, which had considerable large numbers of employees on short term contracts, as a case. The main objective of this study was to determine the effects of hiring staff on short term employment to an organization. On research methodology, the research was descriptive and utilized a case study approach to achieve the research objectives. The target population was permanent and temporary staff working in Kenya Forest Service. A sample of 51 temporary and permanent staff, representing 30% of all staff working in KFS Head Office was picked for the study. The research utilized both primary and secondary data. Primary data was collected through administration of questionnaire while secondary data was collected from in house text books, reports, journals, newspapers and company's website and publications. The data collected was analyzed using the spread sheets Windows 2007 and Statistical Package for Social Sciences (SPSS). The data was presented in tables, figures, charts, pie charts and graphs. The study found out that short term employment results to: unscheduled turnover in an organization, low staff morale and low productivity. Short-term employment affected productivity of staff in the organization since a lot of time and effort was used in training new employees as their turnover was high. The research also noted that the very nature of temporary employment increases feelings of divided allegiance on the part of temporary workers. This reduces their level of commitment and hence their productivity. To cope with the challenges of short term employment, the study found that Kenya Forest Service was implementing the following measures: gradually absorbing the temporary employees to permanent employment whenever suitable openings arose, provided on job trainings to short-term employees to equip them with skills so that they could be more productive and frequently reviewed the compensation and benefits terms for staff under short term contracts. **Dey (2014)** made a study the Hindu Bengali speaking women who were mainly from Schedule Caste and Other Backward Class group, work in the informal sector as a domestic worker (maids) locally termed as Thiker (contractual) jhi (lady) /Kajer (worker) masi (aunty) at the urban areas of Howrah district of West Bengal. They perform the household tasks, mainly washing of utensils and clothes, sweeping and cleaning house along with other run errand as well as few outdoor tasks like irregular grocery shopping etc. The research has tried to explore the present situation of the domestic workers from the narratives of the self of the householders and of the domestic workers themselves. Participants were selected by using snowball technique. Total hundred respondents of domestic workers and fifty householders were interviewed. The defense statements of the employers

were collected to understand the existing situation. Study explored the violence faced by the domestic worker at their workplace consciously or unconsciously due to the underlined concept of unclean occupation and the exploitations due to their poor economic and educational condition.

Considering the above concept and contradictory findings, it can be commented that in present day the position of domestic and contractual workers are very crucial in the present society, especially in urban areas. Hence, they are the worst victim of physical and mental stress. As, they do not have the exact venture to release their pent-up feelings, so to probe their inner lives this sample was selected and anger-expression and personality were also selected as interacting variables.

Embracing all these conceptual discussions, the categorical objectives of the present study are decided to be:

- **whether there exists any significant difference between domestic workers and workers on contract basis (irrespective of gender) with regard to their**
    a) Anger expression
    b) Personality dimension
- **whether there exists any significant gender difference (irrespective of the different groups) with regard to their**
    a) Anger expression
    b) Personality dimension
- **To probe, whether there is any intra-group differences with regard to their**
    a) Anger expression
    b) Personality dimension
- **To probe, whether there is any intra-gender differences with regard to their**
    a) Anger expression
    b) Personality dimension

2. METHODS:

Operational Definitions of the variables:

Personality Dimensions: "Personality is the dynamic organization within the individual of those psychophysical systems that determine the individual's unique adjustment to the environment" **(Allport, 1961**).

Anger-expression: Anger is a more frequent emotional response in childhood. The State – Trait Anger Expression Inventory provides concise measure of the experience and expression of anger (**Spielberger, 1996**). State anger is defined as an emotional state marked by subjective feelings that very in intensity from mild annoyance or irritation to intense fury and rage. State anger is generally accompanied by muscular tension or arousal of autonomic nervous system.

2.1 Sample:

A total number of 120 workers (60 belonging to domestic group and 60 employed on contract basis group) were selected. Each group consist 30 males and 30 females.

2.1.1 Inclusion Criteria:

- Sex: Male and Female
- Age: 25-35 years
- Income Range: 3500-5000 (per month)
- Year of Employment: 2-3 years
- Marital Status: Married
- Educational Qualification: Literate
- Religion: Hinduism
- Mother Tongue: Bengali

2.1.2 Exclusion Criteria:

- Age: Above 35 years and below 25 years were excluded
- Employment Status: Workers who are self-employed and domestic labour who are stayed in working place were excluded
- Marital Status: Widow/Separated/Unmarried were excluded
- Income Range: Above 5000 will be excluded

2.2 Research Hypotheses:

- **There is no significant difference between the groups (irrespective of gender) namely, domestic worker and workers employed on contract basis with respect to**
  a) anger expression
  b) personality dimension
- **There is no significant difference between gender (irrespective of groups) with respect to their**
  a) anger expression
  b) personality dimension
- **There is no significant intra-group differences with respect to their**

a) anger expression
b) personality dimension

- **There is no intra-gender differences with regard to the following variables**
  a) anger expression
  b) personality dimension

2.4 Tools Used:

2.4.1 Information Blank – consisting information's like name, age, sex, religion, mother tongue, marital status, education, family history, working status, future economic plan, and major illness.

2.4.2 State-Trait Anger Expression Inventory (STAXI) by Spielberger (1996): Anger is a more frequent emotional response in childhood. The State –Trait Anger Expression inventory provides concise measure of the experiences and expiration of anger. The expression of anger, as measured by the State-Trait Anger Expression Inventory (STAXI) is conceptualized having two major components – State Trait Anger. State anger is defined as an emotional state marked by subjective feelings that very in intensity from mild annoyance or irritation to intense fury and rage. State anger is generally accompanied by muscular tension or arousal of ANS. Overtime the intensity of state anger varies as a function of perceived injustice, attack or unfair treatment by others and frustration resulting from barriers to goal directed behaviour. Trait anger is defined as the disposition to perceive a particular situation.

Different dimensions of the scale:

State Anger (S – Anger): A 10 item scale that measures the intensity of anger feeling at a particular time.

Trait Anger (T – Anger): A 10 item scale that measures individual's difference in the disposition to experiences anger. The T- Anger scale has 2 subscales –

Anger Temperament (T – Anger/T): A 4 item T anger subscale that measures a general propensity to experiences and express anger without specific provocation

Anger Reaction (T – Anger/R): A 4 item T anger subscale that measures individual differences in disposition to express anger when criticized or treated unfairly by others individuals.

Anger In (AX/IN): An 8 items anger expressions scale that measure the frequency with which anger feeling are held or suppressed.

Anger – Out (AX/OUT): An 8 item anger expression scale that measures how often an individual expresses anger toward other people or objects in the environment.

Anger – Control (AX/CON): An 8 item scale that measures the frequency with which an individual attempts to control the expression of anger.

Anger – Expression (AX/EX): A scale , based on the responses to 24 item of the AX/IN, AX/OUT, and AX/CON scale , that provides a general index of the frequency with which anger is expressed, regardless of their direction of expression.

The STAXI is designed to provide easily administered and objectively scored measures of anger experience and expression for individual ages 13 through the adult range. Norms are provided separately by sex for adolescents, college students, adults and special populations.

Administration: This form may be administered individual or in groups. In providing information about STAXI, this is generally difficult to indicate that the questionnaire inquires about feelings, attitudes and behaviour. General instructions for responding to the STAXI and spaces for recording demographic information are provided on the response sheet. The instructions generally do not require elaboration.

Scoring: The item comprising the six STAXI scales and two subscales are indicated on the form its rating sheet. The scores are distributed ranging from 1 to 4 for the response to each item instructions for scoring each scale are presented below the corresponding items. Total the responses for each scale to arrive of a scale raw score, record the sum in the appropriate box of scale score. Score for the AX/EX scale are based on the score of the three AX scales. The following formula is used to calculate this score: **AX/EX = AX/IN + AX/OUT - AX/CON + 16.**

2.4.3 Eysenck Personality Questionnaire (EPQ) by Eysenck and Eysenck (1975): EPQ assesses three independent dimensions of personality Psychoticism(P), Extraversion(E) and Neuroticism(N).It also assesses a fourth dimension, namely the Lie (L) factor, which takes care of faking tendency of the subject but which is also an assessment of personality dimension, namely social conformity. Eysenck and Eysenck considered P as well as other dimensions as continuous and found in clinical groups among normal as well. P scores are found in unusual abundance among psychotics (mostly schizophrenics). Within the psychotic group, those most seriously ill, and showing most virulent symptoms, tend to have highest P scores. Improvement in psychotic disorder is usually accompanied by a lowering P score. EPQ consists of hundred and one items, among them twenty-five items assesses P, twenty- three items assesses N, twenty –one items assesses E and twenty –one items assess lie scale.

Administration: EPQ is a self-administering questionnaire and instructions are given in the beginning of the questionnaire. There is no time-limit to complete it.

Scoring: Each item is dichotomous and contains either "Yes" or "No" responses. For some of the items, "Yes" marking represents '1' score and for some "No" marking gets '1' score. Total scores are summed. The scoring is as follows:

Item numbers corresponding to the different dimensions of Eysenck Personality Questionnaire (EPQ)

Psychoticism (25)		Neuroticism (23)	Extraversion (21)		Lie Scale	
NO	YES	YES	NO	YES	NO	YES
2	23	3	22	1	4	13
6	27	7	30	5	8	21
9	31	12	46	10	17	37
11	35	16		15	25	61
19	47	20		18	29	87
39	51	24		26	41	99
59	55	28		34	49	
63	71	32		38	53	
67	74	36		42	57	
78	81	40		50	65	
100	85	44		54	69	
	88	52		58	76	
	93	60		62	80	
	97	64		66	91	
		68		70	95	
		72		77		
		75		92		
		79		96		
		82				
		86				
		89				
		94				
		98				

Reliability: Reliabilities mostly lie in the .80 to.90 region. Internal consistency reliability for males and females are separately defined. For males, the reliability co-efficient for P is .74, E is .85, N is .84 and L is .81. For females the reliability co-efficient for P is .68, E is .84, N is .85 and L is .79

Validity: There are many ways in which a scale such as the P scale can be validated; we have concentrated on two methods. The first of these refers to the testing of criterion groups. The theory underlying the construction of the scales demands that certain groups, e.g. psychotics, should have particularly high scores on P scale, and it would seem axiomatic that if this were not so, then it could not be assumed to measure P. The second method of demonstrating validity of the P scale consists of correlating P scores with variables which according to theory should show positive or negative correlations with questionnaire responses if these were in truth a measure of psychoticism.

Sampling Techniques: The present research endeavor has employed **purposive sampling** as the technique of selection of subjects. After outlining the methodological plan adopted during the present study, it is necessary to describe the procedural steps in some details. At this juncture, it is also needed to shed light to some preparatory work that was done prior to the final administration of the tests.

2.5 Procedure:

Step 1: The contractual and domestic workers were selected according to the inclusion criteria mentioned above.

Step 2: Rapport was established with the candidates.

Step 3: Information blank and the above mentioned questionnaires were given to them and whenever it was found that they were unable to understand the questions then the total data was taken through interview.

2.6 Statistic Used:

Descriptive Statistics : Mean and Standard deviation were computed for all the variables for two groups.

Inferential Statistics : Analysis of variance (ANOVA) and t- test were applied to see the significance of difference between the two groups.

3. RESULTS:

The data obtained from the subjects were systematically arranged and properly tabulated with respect to each of the variables considered in the present study. The presentation of the data has reflected the measures of the obtained selected study variables and their statistical distributions on the basis of which suitable statistical techniques were applied to analyze and to find out necessary information to serve the objectives of the study. The processed data have been represented in different sections as follows-

Section-A:

The first section deals with the descriptive statistics in terms of mean and standard deviation for two different study **groups** (namely domestic workers and workers on contract basis), and **gender** (males and females) corresponding to each of the selected variables and their respective dimensions.

Table 3.1.1: Means (M) and Standard deviations (S.D) of the different study groups (namely domestic workers and workers employed on contract basis) corresponding to the selected variables and their respective dimensions

Variables	Groups	Mean	S.D
State anger	Domestic workers (n=60)	16.23	5.05
	Workers employed on contract basis (n=60)	18.66	5.78
Trait anger	Domestic workers (n=60)	18.85	5.47
	Workers employed on contract basis (n=60)	22.41	6.67
Anger temperament	Domestic workers (n=60)	7.85	2.42
	Workers employed on contract basis (n=60)	8.25	2.34
Anger reaction	Domestic workers (n=60)	8.53	3.01
	Workers employed on contract basis (n=60)	8.85	2.73
Anger In	Domestic workers (n=60)	13.33	3.31
	Workers employed on contract basis (n=60)	15.00	4.37
Anger out	Domestic workers (n=60)	15.46	4.35
	Workers employed on contract basis (n=60)	17.63	4.13
Anger control	Domestic workers (n=60)	16.40	7.15
	Workers employed on contract basis (n=60)	14.41	6.97
Anger expression	Domestic workers (n=60)	28.56	7.21
	Workers employed on contract basis (n=60)	34.48	10.48
Variables	**Groups**	**Mean**	**S.D**
Psychoticism	Domestic workers (n=60)	4.23	2.58
	Workers employed on contract basis (n=60)	5.61	2.66
Neuroticism	Domestic workers (n=60)	6.33	2.86
	Workers employed on contract basis (n=60)	9.06	2.23
Extraversion	Domestic workers (n=60)	12.18	3.91
	Workers employed on contract basis (n=60)	11.58	2.47
Lie Score	Domestic workers (n=60)	10.78	4.78
	Workers employed on contract basis (n=60)	10.68	5.21

Table: 3.1.1 shows that domestic workers score higher in anger control and extraversion than workers employed on contract basis. On the another point workers who employed on contract basis have higher mean magnitude in state anger, trait anger, anger temperament, anger in, anger out, anger expression, psychoticism and neuroticism of personality dimensions.

Table 3.1.2: Means (M) and Standard deviations (S.D) of gender (irrespective of groups) corresponding to the selected variables and their respective dimensions

Variables	Groups	Mean	S.D
State anger	Male (n=60)	18.06	5.37
	Female (n=60)	16.83	5.68
Trait anger	Male (n=60)	22.35	6.57
	Female (n=60)	18.91	5.65
Anger temperament	Male (n=60)	8.53	2.46
	Female (n=60)	7.56	2.20
Anger reaction	Male (n=60)	9.03	2.89
	Female (n=60)	8.32	2.83
Anger In	Male (n=60)	15.28	4.08
	Female (n=60)	13.05	3.50
Anger out	Male (n=60)	18.35	4.34
	Female (n=60)	14.75	3.61
Anger control	Male (n=60)	13.01	5.55
	Female (n=60)	17.80	7.70
Anger expression	Male (n=60)	36.75	9.09
	Female (n=60)	26.30	6.45
Psychoticism	Male (n=60)	5.71	2.68
	Female (n=60)	3.71	2.08
Variables	**Groups**	**Mean**	**S.D**
Neuroticism	Male (n=60)	9.03	2.29
	Female (n=60)	6.26	2.78
Extraversion	Male (n=60)	11.48	2.96
	Female (n=60)	12.28	3.54
Lie Score	Male (n=60)	11.55	4.42
	Female (n=60)	9.91	5.48

Table: 3.1.2 represents that male workers have higher magnitudinal trend in state anger, trait anger, anger temperament, and anger reaction, anger in, anger out, anger expression, psychoticism, neuroticism and lie score of personality dimensions than female workers. Whereas, female workers have greater mean magnitude in anger control and extraversion of personality dimension than male counterparts**.**

Section-B

The second section deals with inferential statistics in the form of two way analysis of variance (ANOVA) and t- test for investigating the effect of group and gender upon the selected variables and their respective dimensions.

Table: 3.2.1 F values obtained from two way analysis of variances (ANOVA), showing the significance of the difference between the different study groups (domestic workers and workers employed on contract basis), gender (males and females) and their interaction corresponding to the selected variables and their related dimensions

Variables	**Analysis of Variance (N=120)**	**F-Values df(Group)=1 df (Gender) =1 df(Interaction) =1**
State anger	Between Group Between Gender Interaction (Group and Gender)	6.520* 1.675 10.132**
Trait anger	Between Group Between Gender Interaction (Group and Gender)	12.18* 11.29** 13.35**
Anger temperament	Between Group Between Gender Interaction(Group and Gender)	.911 5.323* 5.697*
Anger reaction	Between Group Between Gender Interaction(Group and Gender)	.388 1.317 8.901**
Variables	**Analysis of Variance (N=120)**	**F-Values df(Group)=1 df (Gender) =1 df(Interaction) =1**
Anger In	Between Group Between Gender Interaction(Group and Gender)	6.456* 11.59** 10.24**
Anger out	Between Group Between Gender Interaction(Group and Gender)	10.08** 27.83** 8.59**
Anger control	Between Group Between Gender Interaction(Group and Gender)	2.714 15.78** 3.70*
Anger expression	Between Group Between Gender Interaction(Group and Gender)	23.47** 73.22** 24.54**
Psychoticism	Between Group Between Gender Interaction(Group and Gender)	3.482* 27.04** 10.85**
Neuroticism	Between Group Between Gender Interaction(Group and Gender)	3.482* 27.04** 10.85**
Extraversion	Between Group Between Gender Interaction(Group and Gender)	1.008 1.793 .377
Lie Score	Between Group Between Gender Interaction(Group and	.025 6.619* 126.250**

	Gender)	

***p<0.05 level of significance, **p<0.01 level of significance**

Table 3.2.1: F values obtained from two way analysis of variance (ANOVA), showing the significance of the difference between the different study groups (domestic workers and workers employed on contract basis), gender (males and females) and their interaction corresponding to the selected variables and their related dimensions

The results suggest the following:

Significant group differences obtained in case of state anger, trait anger, anger in, anger out, anger expression, psychoticism and neuroticism of personality dimensions.

Significant gender differences obtained in case of trait anger, anger temperament, and anger in, anger out, anger control, anger expression, psychoticism, neuroticism and lie score of personality dimensions.

Significant interaction obtained in case of state anger, trait anger, anger temperament anger reaction, anger in, anger out, anger control, anger expression, psychoticism, neuroticism and lie score of personality dimensions.

Table: 3.2.2 Means (M) and Standard deviations (S.D) and t-values of the different study groups (namely domestic workers and workers employed on contract basis) corresponding to the selected variables and their respective dimensions

Variables	**Groups**	**Mean**	**S.D**	**t-values df=118**
State anger	Domestic workers (n=60)	16.23	5.05	2.45**
	Workers employed on contract basis (n=60)	18.66	5.78	
Trait anger	Domestic workers (n=60)	18.85	5.47	3.19**
	Workers employed on contract basis (n=60)	22.41	6.67	
Anger temperament	Domestic workers (n=60)	7.85	2.42	.920
	Workers employed on contract basis (n=60)	8.25	2.34	
Anger reaction	Domestic workers (n=60)	8.53	3.01	.602
	Workers employed on contract basis (n=60)	8.85	2.73	
Anger In	Domestic workers (n=60)	13.33	3.31	2.35*
	Workers employed on contract basis (n=60)	15.00	4.37	
Anger out	Domestic workers (n=60)	15.46	4.35	2.79**
	Workers employed on contract basis (n=60)	17.63	4.13	
Variables	**Groups**	**Mean**	**S.D**	**t-values df=118**
Anger control	Domestic workers (n=60)	16.40	7.15	1.537
	Workers employed on	14.41	6.97	

	contract basis (n=60)			
Anger expression	Domestic workers (n=60)	28.56	7.21	3.60**
	Workers employed on contract basis (n=60)	34.48	10.48	
Psychoticism	Domestic workers (n=60)	4.23	2.58	.105
	Workers employed on contract basis (n=60)	5.61	2.66	
Neuroticism	Domestic workers (n=60)	6.33	2.86	5.82**
	Workers employed on contract basis (n=60)	9.06	2.23	
Extraversion	Domestic workers (n=60)	12.18	3.91	.318
	Workers employed on contract basis (n=60)	11.58	2.47	
Lie Score	Domestic workers (n=60)	10.78	4.78	.108
	Workers employed on contract basis (n=60)	10.68	5.21	

***p<0.05 level of significance , **p<0.01 level of significance**

Table 3.2.2 shows that domestic workers score higher in anger control and extraversion than workers employed on contract basis. On the another point workers who employed on contract basis have higher mean magnitude in state anger, trait anger, anger temperament, anger in, anger out, anger expression, psychoticism and neuroticism of personality dimensions. Significant mean differences were also found in case of state anger, trait anger, anger in, anger out, anger expression and neuroticism of personality dimension.

Table 3.2.3: Means (M) and Standard deviations (S.D) and t-values of gender (irrespective of groups) corresponding to the selected variables and their respective dimensions

Variables	Groups	Mean	S.D	t-values df=118
State anger	Male (n=60)	18.06	5.37	1.22
	Female (n=60)	16.83	5.68	
Trait anger	Male (n=60)	22.35	6.57	3.06**
	Female (n=60)	18.91	5.65	
Anger temperament	Male (n=60)	8.53	2.46	2.26*
	Female (n=60)	7.56	2.20	
Anger reaction	Male (n=60)	9.03	2.89	1.34
	Female (n=60)	8.32	2.83	
Anger In	Male (n=60)	15.28	4.08	3.21**
	Female (n=60)	13.05	3.50	
Anger out	Male (n=60)	18.35	4.34	4.93**
	Female (n=60)	14.75	3.61	
Anger control	Male (n=60)	13.01	5.55	3.90**
	Female (n=60)	17.80	7.70	
Anger expression	Male (n=60)	36.75	9.09	7.25**
	Female (n=60)	26.30	6.45	
Psychoticism	Male (n=60)	5.71	2.68	4.55**
	Female (n=60)	3.71	2.08	
Neuroticism	Male (n=60)	9.03	2.29	5.93**
	Female (n=60)	6.26	2.78	
Extraversion	Male (n=60)	11.48	2.96	1.34
	Female (n=60)	12.28	3.54	
Lie Score	Male (n=60)	11.55	4.42	1.79*
	Female (n=60)	9.91	5.48	

***p>0.05 level of significance, **p<0.01 level of significance**

Table 3.2.3 represents that male workers have higher magnitudinal trend in state anger, trait anger, and anger temperament, and anger reaction, anger in, anger out, anger expression, psychoticism, neuroticism and lie score of personality dimensions than female workers. Whereas, female workers have greater mean magnitude in anger control and extraversion of personality dimension than male counterparts. Significant gender differences were found in case of trait anger, anger temperament, and anger in, anger out, anger control, anger expression, psychoticism, neuroticism, and lie score of personality dimension.

Section –C:

In the third section, for an in depth analysis of the interaction effect of group and gender upon the selected variables, and their related domains, both descriptive statistics (mean and standard deviations) and inferential statistics (t-test) corresponding to intra group differences, as obtained from two way analysis of variance (that were revealed to be significant) have been reported.

Table 3.3.1: Means (M) and Standard deviations (S.D) of the different male and female study groups corresponding to the selected variables and their respective dimensions

Variables	Male groups	Mean	S.D	Female groups	Mean	S.D
State anger	Domestic workers (n=60)	15.33	4.18	Domestic workers (n=30)	17.13	5.72
	Workers employed on contract basis (n=30)	20.80	5.08	Workers employed on contract basis (n=30)	16.53	5.73
Trait anger	Domestic workers (n=30)	18.70	5.86	Domestic workers (n=30)	19.00	5.16
	Workers employed on contract basis (n=30)	26.00	5.09	Workers employed on contract basis (n=30)	18.83	6.18
Anger temperament	Domestic workers (n=30)	7.83	2.70	Domestic workers (n=30)	7.86	2.14
	Workers employed on contract basis (n=30)	9.23	2.01	Workers employed on contract basis (n=30)	7.26	2.25
Anger Reaction	Domestic workers (n=30)	8.06	3.02	Domestic workers (n=30)	9.00	2.98
	Workers employed on contract basis (n=30)	9.90	2.46	Workers employed on contract basis (n=30)	7.80	2.61
Anger In	Domestic workers (n=30)	13.40	3.10	Domestic workers (n=30)	13.26	3.57
	Workers employed on contract basis (n=30)	17.16	4.12	Workers employed on contract basis (n=30)	12.83	3.49
Anger Out	Domestic workers (n=30)	16.26	4.77	Domestic workers (n=30)	14.66	3.80
	Workers employed on contract basis (n=30)	20.43	2.55	Workers employed on contract basis (n=30)	14.83	3.46
Anger Control	Domestic workers (n=30)	15.16	6.90	Domestic workers (n=30)	17.63	7.30
	Workers employed on contract basis (n=30)	10.86	2.35	Workers employed on contract basis (n=30)	17.96	8.20
Variables	**Male groups**	**Mean**	**S.D**	**Female groups**	**Mean**	**S.D**
Anger Expression	Domestic workers (n=60)	30.76	7.53	Domestic workers (n=30)	26.36	6.26
	Workers employed on contract basis (n=30)	42.73	6.12	Workers employed on contract basis (n=30)	26.23	6.73
Psychoticism	Domestic workers (n=30)	4.66	2.70	Domestic workers (n=30)	3.83	2.43
	Workers employed on contract basis (n=30)	6.80	2.21	Workers employed on contract basis (n=30)	3.23	1.71
Neuroticism	Domestic workers (n=30)	7.93	1.46	Domestic workers (n=30)	4.73	3.03
	Workers employed on contract basis (n=30)	10.33	2.27	Workers employed on contract basis (n=30)	7.80	1.29
Extraversion	Domestic workers (n=30)	11.96	3.20	Domestic workers (n=30)	12.40	4.56
	Workers employed on contract basis (n=30)	11.00	2.66	Workers employed on contract basis (n=30)	12.16	2.15
Lie Score	Domestic workers (n=30)	15.16	2.36	Domestic workers (n=30)	6.40	1.73
	Workers employed on contract basis (n=30)	7.93	2.66	Workers employed on contract basis (n=30)	13.43	5.71

Table 3.3.1 represents that domestic male workers have higher mean magnitude than workers employed on contract basis in the following cases

- Anger control
- Lie Score

Male workers employed on contract basis have higher magnitudinal trend than domestic male workers in the following instances:

- State anger
- Trait anger
- Anger temperament
- Anger reaction
- Anger In
- Anger Out
- Anger Expression
- Psychoticism
- Neuroticism

Domestic female workers have higher mean magnitude than workers employed on contract basis in the following cases

- State anger
- Trait anger
- Anger reaction
- Anger In

Female workers employed on contract basis have higher magnitudinal trend than domestic female workers in the following instances

- Neuroticism
- Lie Score

Male workers on contract basis have higher magnitudinal trend than female of the same group in

- State anger
- Trait anger
- Anger temperament
- Anger Reaction
- Anger In
- Anger Out
- Anger Expression

- Psychoticism
- Neuroticism

Female workers on contract basis have higher magnitudinal trend than male of the same group in

- State anxiety
- Anger Control
- Extraversion
- Lie Score

Domestic male workers have higher mean magnitude than domestic female workers in

- Anger out
- Anger expression
- Psychoticism
- Neuroticism
- Lie Score

Domestic female workers have higher magnitudinal trend than domestic male workers in

- State anger
- Trait anger
- Anger reaction
- Anger control
- Extraversion

Table 3.3.2: Mean difference obtained from t- test showing the significance of the difference between males of different study groups corresponding to the selected variables and their respective dimension

Variables	Male groups	Mean	S.D	t-values df=58
State anger	Domestic workers (n=30)	15.33	4.18	4.54**
	Workers employed on contract basis (n=30)	20.80	5.08	
Trait anger	Domestic workers (n=30)	18.70	5.86	5.15**
	Workers employed on contract basis (n=30)	26.00	5.09	
Anger temperament	Domestic workers (n=30)	7.83	2.70	2.27*
	Workers employed on contract basis (n=30)	9.23	2.01	
Anger Reaction	Domestic workers (n=30)	8.06	3.02	2.57*
	Workers employed on contract basis (n=30)	9.90	2.46	
Anger In	Domestic workers (n=30)	13.40	3.10	3.99**
	Workers employed on contract basis (n=30)	17.16	4.12	
Anger Out	Domestic workers (n=30)	16.26	4.77	4.21**
	Workers employed on contract basis (n=30)	20.43	2.55	

Anger Control	Domestic workers (n=30)	15.16	6.90	3.22**
	Workers employed on contract basis (n=30)	10.86	2.35	
Anger Expression	Domestic workers (n=30)	30.76	7.53	6.75**
	Workers employed on contract basis (n=30)	42.73	6.12	
Psychoticism	Domestic workers (n=30)	4.66	2.70	3.33**
	Workers employed on contract basis (n=30)	6.80	2.21	
Neuroticism	Domestic workers (n=30)	7.93	1.46	4.85**
	Workers employed on contract basis (n=30)	10.33	2.27	
Extraversion	Domestic workers (n=30)	11.96	3.20	1.27
	Workers employed on contract basis (n=30)	11.00	2.66	
Lie Score	Domestic workers (n=30)	15.16	2.36	11.12**
	Workers employed on contract basis (n=30)	7.93	2.66	

***p>0.05 level of significance, **p<0.01 level of significance**

Table 3.3.2 represents that domestic male workers have significantly higher mean magnitude than workers employed on contract basis in the following cases

- Anger control (Significant)
- Lie Score (Significant)

Male workers employed on contract basis have significantly higher magnitudinal trend than domestic male workers in the following instances:

- State anger (Significant)
- Trait anger (Significant)
- Anger temperament (Significant)
- Anger reaction (Significant)
- Anger In (Significant)
- Anger Out (Significant)
- Anger Expression (Significant)
- Psychoticism (Significant)
- Neuroticism (Significant)

Table 3.3.3: Mean difference obtained from t- test showing the significance of the difference between females of different study groups corresponding to the selected variables and their respective dimension

Variables	Female groups	Mean	S.D	t-values df=58
State anger	Domestic workers (n=30)	17.13	5.72	.406
	Workers employed on contract basis (n=30)	16.53	5.73	
Trait anger	Domestic workers (n=30)	19.00	5.16	.113
	Workers employed on contract basis (n=30)	18.83	6.18	
Anger temperament	Domestic workers (n=30)	7.86	2.14	1.05
	Workers employed on contract basis (n=30)	7.26	2.25	
Anger Reaction	Domestic workers (n=30)	9.00	2.98	.103
	Workers employed on contract basis (n=30)	7.80	2.61	
Anger In	Domestic workers (n=30)	13.26	3.57	.475
	Workers employed on contract basis (n=30)	12.83	3.49	
Variables	**Female groups**	**Mean**	**S.D**	**t-values df=58**
Anger Out	Domestic workers (n=30)	14.66	3.80	.177
	Workers employed on contract basis (n=30)	14.83	3.46	
Anger Control	Domestic workers (n=30)	17.63	7.30	.166
	Workers employed on contract basis (n=30)	17.96	8.20	
Anger Expression	Domestic workers (n=30)	26.36	6.26	.937
	Workers employed on contract basis (n=30)	26.23	6.73	
Psychoticism	Domestic workers (n=30)	3.83	2.43	1.10
	Workers employed on contract basis (n=30)	3.23	1.71	
Neuroticism	Domestic workers (n=30)	4.73	3.03	5.08**
	Workers employed on contract basis (n=30)	7.80	1.29	
Extraversion	Domestic workers (n=30)	12.40	4.56	.253
	Workers employed on contract basis (n=30)	12.16	2.15	
Lie Score	Domestic workers (n=30)	6.40	1.73	6.45**
	Workers employed on contract basis (n=30)	13.43	5.71	

***p>0.05 level of significance , **p<0.01 level of significance**

Table 3.3.3 represents that domestic female workers have significantly higher mean magnitude than workers employed on contract basis in the following cases

- State anger
- Trait anger
- Anger reaction

- Anger In

Female workers employed on contract basis have significantly higher magnitudinal trend than domestic female workers in the following instances

- Neuroticism (Significant)
- Lie Score (Significant)

Table- 3.3.4 Means (M), standard deviations (S.D) and t values of males and females for each of the different study groups corresponding to the different selected variables and their respective dimensions

Variables	Male groups	Mean	S.D	Female groups	Mean	S.D	t-values df=58
State anger	Domestic workers (n=30)	15.33	4.18	Domestic workers (n=30)	17.13	5.72	1.39
	Workers employed on contract basis (n=30)	20.80	5.08	Workers employed on contract basis (n=30)	16.53	5.73	3.05**
Trait anger	Domestic workers (n=30)	18.70	5.86	Domestic workers (n=30)	19.00	5.16	2.10
	Workers employed on contract basis (n=30)	26.00	5.09	Workers employed on contract basis (n=30)	18.83	6.18	4.89**
Anger temperament	Domestic workers (n=30)	7.83	2.70	Domestic workers (n=30)	7.86	2.14	.00
	Workers employed on contract basis (n=30)	9.23	2.01	Workers employed on contract basis (n=30)	7.26	2.25	3.56**
Anger Reaction	Domestic workers (n=30)	8.06	3.02	Domestic workers (n=30)	9.00	2.98	1.20
	Workers employed on contract basis (n=30)	9.90	2.46	Workers employed on contract basis (n=30)	7.80	2.61	3.19**
Anger In	Domestic workers (n=30)	13.40	3.10	Domestic workers (n=30)	13.26	3.57	.154
	Workers employed on contract basis (n=30)	17.16	4.12	Workers employed on contract basis (n=30)	12.83	3.49	4.38**
Variables	**Male groups**	**Mean**	**S.D**	**Female groups**	**Mean**	**S.D**	**t-values df=58**
Anger Out	Domestic workers (n=30)	16.26	4.77	Domestic workers (n=30)	14.66	3.80	1.43
	Workers employed on contract basis (n=30)	20.43	2.55	Workers employed on contract basis (n=30)	14.83	3.46	7.12**
Anger Control	Domestic workers (n=30)	15.16	6.90	Domestic workers (n=30)	17.63	7.30	1.34
	Workers employed on contract basis (n=30)	10.86	2.35	Workers employed on contract basis	17.96	8.20	4.55**

				(n=30)			
Anger Expression	Domestic workers (n=60)	30.76	7.53	Domestic workers (n=30)	26.36	6.26	2.46*
	Workers employed on contract basis (n=30)	42.73	6.12	Workers employed on contract basis (n=30)	26.23	6.73	9.92**
Psychoticism	Domestic workers (n=60)	4.66	2.70	Domestic workers (n=30)	3.83	2.43	1.20
	Workers employed on contract basis (n=30)	6.80	2.21	Workers employed on contract basis (n=30)	3.23	1.71	6.96**
Neuroticism	Domestic workers (n=30)	7.93	1.46	Domestic workers (n=30)	4.73	3.03	5.19**
	Workers employed on contract basis (n=30)	10.33	2.27	Workers employed on contract basis (n=30)	7.80	1.29	5.29**
Variables	**Male groups**	**Mean**	**S.D**	**Female groups**	**Mean**	**S.D**	**t-values df=58**
Extraversion	Domestic workers (n=30)	11.96	3.20	Domestic workers (n=30)	12.40	4.56	.426
	Workers employed on contract basis (n=30)	11.00	2.66	Workers employed on contract basis (n=30)	12.16	2.15	1.86
Lie Score	Domestic workers (n=30)	15.16	2.36	Domestic workers (n=30)	6.40	1.73	16.37**
	Workers employed on contract basis (n=30)	7.93	2.66	Workers employed on contract basis (n=30)	13.43	5.71	4.77**

***p>0.05 level of significance , **p<0.01 level of significance**

Table 3.3.4 represents that male workers on contract basis have significantly higher magnitudinal trend than female of the same group in

- State anger (Significant)
- Trait anger (Significant)
- Anger temperament (Significant)
- Anger Reaction (Significant)
- Anger In (Significant)
- Anger Out (Significant)
- Anger Expression (Significant)

- Psychoticism (Significant)
- Neuroticism (Significant)

Female workers on contract basis have significantly higher magnitudinal trend than male of the same group in

- Anger Control (Significant)
- Extraversion (Significant)
- Lie Score (Significant)

Domestic male workers have significantly higher mean magnitude than domestic female workers in

- Anger out
- Anger expression (Significant)
- Psychoticism
- Neuroticism (Significant)
- Lie Score (Significant)

Domestic female workers have higher magnitudinal trend than domestic male workers in

- State anger
- Trait anger
- Anger reaction
- Anger control
- Extraversion

4. DISCUSSION:

The total set of data was analyzed in terms of the descriptive statistics of mean and standard deviations of all the selected groups of samples. The significant differences between the groups were obtained from t-test in many instances of the selected variables of the present study. In the present study, significant differences were found to exist between the selected groups (i.e. domestic workers and workers employed on contract basis) in terms of variables like anger-expression and neuroticism of personality dimensions.

4.1 Quantitative analysis yielding the Personality Profile of Specific Samples of the Study in terms of the Selected Variables:

4.1.1 Anger expression: Statistically significant intergroup differences were located in terms of anger expression in the present study (Table: 3.1.1, 3.2.1 and 3.2.2). In this instance workers employed on contract basis have higher mean magnitude (Mean=34.48, S.D=10.48) than domestic workers (Mean=28.56, S.D=7.21). Probable reason pinpointed the fact that due to basic insecurities and feeling of inadequacy these workers often have to experience intense humiliation which sometimes expressed

in aggressive behaviour with little provocation. Due to lack of permanent and fixed wage structure made such persons to experience a great deal of frustration as a result they become quickly tempered and readily express their angry feelings (**Spielberger, 1996**).

On another aspect, domestic workers have less anger expression because they know that excessive anger outbursts may create turmoil in their workplace for which they might have to lose their jobs so they try to make adjustments by suppressing their feelings.

Further interaction analysis reveals the fact in both groups male subsample (Mean=42.63, S.D=6.12 for workers who employed on contract basis, Mean=30.76, S.D=7.53 for domestic workers) have higher anger expression than female counterparts (Mean=26.23, S.D=6.73 for workers who employed on contract basis, Mean=26.36, S.D=6.26 for domestic workers) (Table: 3.1.1, 3.3.1 and 3.3.4). Probable reason pinpointed the fact that uncertainty regarding job status actually illuminated the lives of male workers with anxiety, frustration and emotional turmoil as a result they always have a fear of loosening their jobs which sometimes may expressed in intense aggression with minor provocation (**Spielberger, 1996**).

Fig 1: Showing the position of two groups with respect to anger expression

4.1.2 Personality Dimension:

4.1.2.1Psychoticism:

Statistically significant intergroup differences were located in terms of psychoticism of personality dimension in the present study but later analysis indicates that no significant mean differences were found between the two groups of workers (Mean=4.23, S.D=2.58 for domestic workers and Mean=5.01, S.D=2.66 for workers employed on contract basis) (Table: 3.1.1, 3.2.1 and 3.2.2).

As no significant mean differences were found between the two groups so it can be said that psychoticism can be considered as specific individual pathology.

Later analysis interaction effect for domestic and workers employed on contract basis indicates that for both groups male subsample (Mean=6.80, S.D=2.21 for workers employed on contract basis and

Mean=4.63 S.D=2.70 for domestic workers) positioned at the highest point than female counterparts (Mean=3.23, S.D=1.71 for workers employed on contract basis and Mean=3.83, S.D=2.43 for domestic workers) (Table: 3.1.1, 3.3.1 and 3.3.4). It pinpoints the fact that ego-centricism, aggressiveness, higher impulsivity, non-conformity are inevitable characteristics of the mental profile of this sub sample. The probable basic insecurities regarding job prevent them from having openness in character pattern (**Eysenck, 1967**).

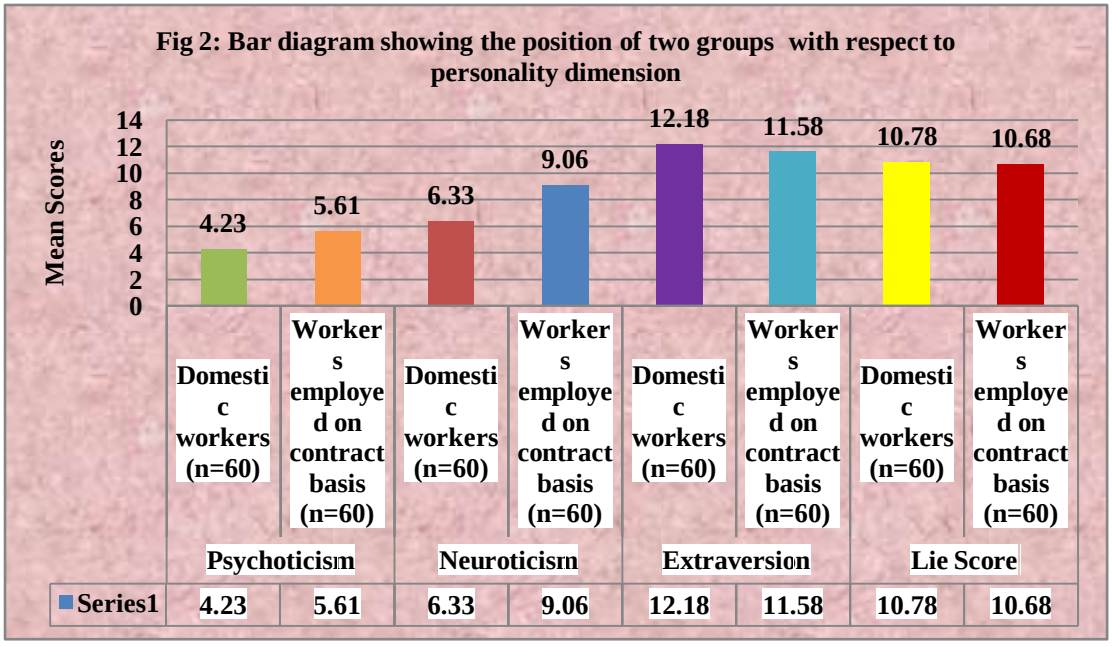
4.1.2.2 Neuroticism:

Statistically significant intergroup differences were located in terms of neuroticism of personality dimension in the present study (Table: 3.1.1, 3.2.1 and 3.2.2).

Here data analysis reveals that workers employed on contract basis (Mean=9.06, S.D=2.23) have higher neurotic trend than domestic counterparts (Mean=6.33, S.D=2.86). Contract workers due to their underlying tension often have a tendency to overreact emotionally and have a difficulty in returning to a normal state after arousal; as a result, they frequently complain of psychological symptoms such as worries, anxieties and depression (**Eysenck, 1964**).

Further interaction analysis also indicates that male counterparts of both subsamples (Mean=10.33, S.D=2.27 for contact workers and Mean=7.93, S.D=1.46 for domestic workers) have higher mean magnitude than female counterparts (Mean=7.80, S.D=1.29 for contact workers and Mean=4.73, S.D=3.03 for domestic workers) (Table: 3.1.1, 3.3.1 and 3.3.4). As male counterparts scored higher in

Fig 2: Bar diagram showing the position of two groups with respect to personality dimension



psychoticism so it is evident neurotic trend will be more pronounced in them.

Coping with negative aspects, temperamental setbacks and sometimes due to excessive stress are the main factors responsible for higher neurotic trend among them.

4.1.2.3.Extraversion:

Statistical analysis indicates no significant mean differences were found between the two groups in terms of extraversion of personality dimension in the present study (Table: 3.1.1, 3.2.1 and 3.2.2).

Mean magnitude also reveals that both domestic (Mean=12.18, S.D=3.91) and contractual workers (Mean=11.58, S.D=2.47) positioned more or less similar point in this domain. In general pattern, it can be commented that workers of both samples have need people to talk to, crave for social excitements, take chances and act on the spur of the moment (**Eysenck and Eysenck, 1975**).

Later analysis of interaction effect indicates that female counterparts have higher extroversive trend for both samples (Mean=12.16, S.D=2.15 for workers employed on contract basis and Mean=12.40, S.D=4.56 for domestic workers) (Table: 3.1.1, 3.3.1 and 3.3.4). It is already mentioned that male in our society are the major earner in family so females, due to less pressure of family life and work stress, are characterized as cheerful, easygoing, optimistic (**Eysenck and Eysenck, 1975**).

4.1.2.4 Lie Score:

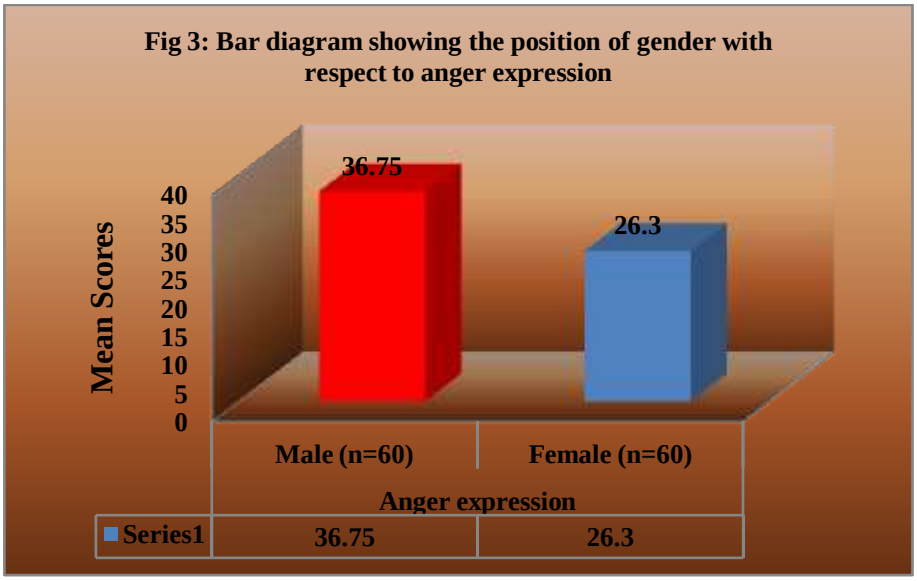
Statistical analysis indicates no significant mean differences were found between the two groups in terms of lie score of personality dimension in the present study (Mean=10.78, S.D=4.87 for domestic worker and Mean=10.68, S.D=5.21 for workers employed on contract basis) (Table: 3.1.1, 3.2.1 and 3.2.2). It can be said that whatever the differences due to their individual character pattern.

Later intra-group analysis indicates that for workers employed on contract basis female counterparts have higher mean magnitude than male subsamples (Mean=7.93, S.D=2.66 for males and Mean=13.43, S.D=5.71 for females) (Table: 3.1.1, 3.3.1 and 3.3.4). Due to lack of job satisfaction females always try to maintain their social images in the external world by manipulating themselves and hence have higher lie score. Reverse findings was found in case of domestic workers. Here male counterparts (Mean=15.16, S.D=2.36) have higher mean magnitude than female ones (Mean=6.40, S.D=1.73) (Table: 3.1.1, 3.3.1 and 3.3.4). Similar reasons are applicable for such findings which have already been mentioned in workers employed on contract basis section.

4.2 Quantitative analysis yielding the psychosocial profile of male and female workers on the whole:

4.2.1 Profile of Male workers:

4.2.1.1 Anger Expression: Statistical analysis reveals that gender difference wise male sample has significantly higher anger expression (Mean=36.75, S.D=9.09) (Mean=26.30, S.D=6.45) than female counterparts (Table 3.1.2, 3.2.1 and 3.2.3). Probable reason pinpointed the fact that insufficiency of continuous monetary flow in family are the main factor responsible for anger expression in males (**Spielberger, 1996**).



Later intra gender analysis indicates that male workers employed on contract basis (Mean=42.73, S.D=6.12) have higher anger expression than domestic males (Mean=30.76, S.D=7.53) (Table 3.3.1 and 3.3.2) as the reasons are similar so it is already mentioned in the previous section.

4.2.1.2Personality Dimension

4.2.1.2.1 Psychoticism:

Statistical analysis indicates that male counterparts (Mean=5.71, S.D=2.68) have higher psychotic trend than female ones (Table 3.1.2, 3.2.1 and 3.2.3).

Probable reason may be that due to insecurity regarding job structure males sometime react too strongly and fails to erase the negative emotional trace resulting from their arousal, and hence higher psychotic trend was located in them (**Eysenck, 1967**).

Later intra gender analysis also reveals that workers employed on contract basis (Mean=6.80, S.D=2.21) have significantly higher trend than domestic workers (Mean=4.66 S.D=2.70) (Table 3.3.1 and 3.3.2). Causal factors are already mentioned in the section of gender difference.

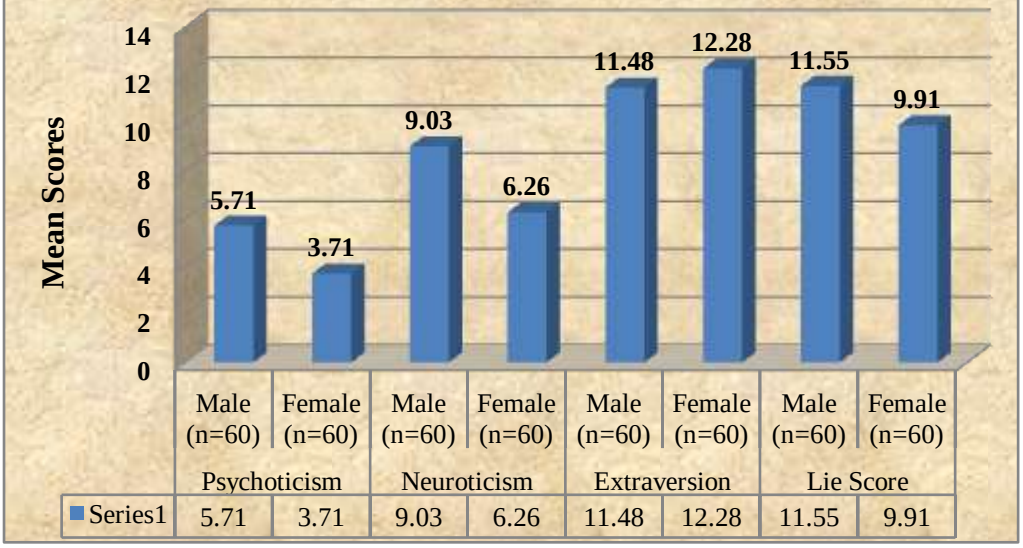
4.2.1.2.2 Neuroticism:

Statistical analysis indicates that male counterparts (Mean=9.03, S.D=2.29) have significantly higher neurotic trend than female ones (Table 3.1.2, 3.2.1 and 3.2.3).

Similar reasons are responsible for such findings which have already been mentioned in the psychoticism section.

Later intra gender analysis also reveals that workers employed on contract basis (Mean=10.33, S.D=2.27) have significantly higher neurotic trend than domestic workers (Mean=7.93 S.D=1.46) (Table 3.3.1 and 3.3.2). Excessive stress regarding job invites inhumanity, unfriendly, untrustful ideas within them (**Eysenck and Eysenck, 1975**). Excessive possession of those traits may destroy their reality-orientation slowly and as a result develop neurotic trend them.

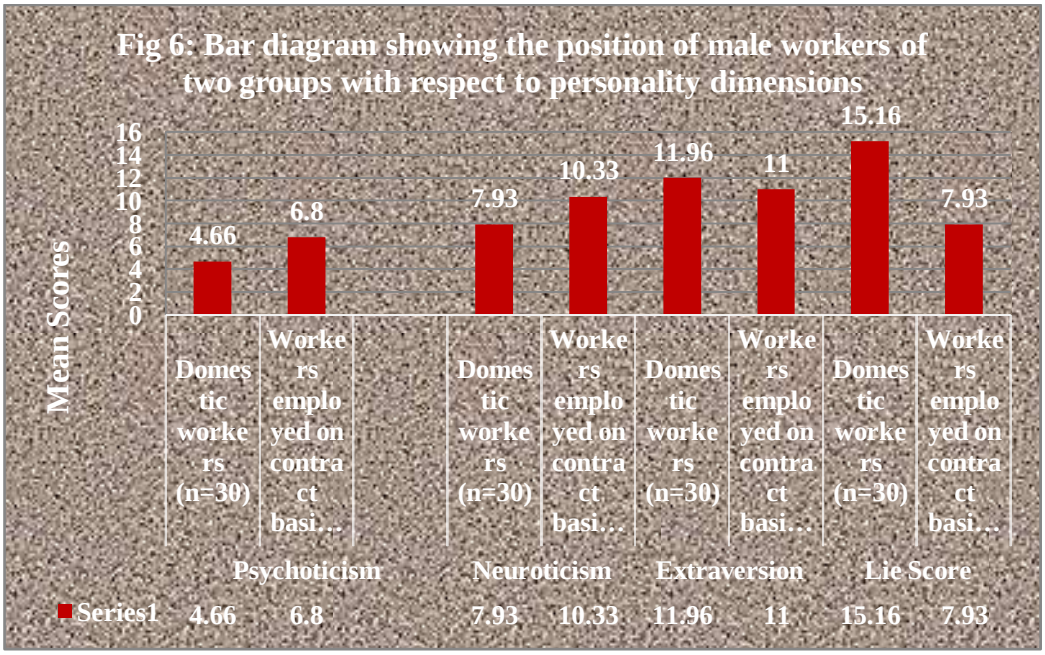
Fig 5: Bar diagram showinh the position of gender with respect to personality dimension



4.2.1.2.3 Extraversion:

Statistical analysis indicates that male counterparts (Mean=11.48, S.D=2.96) have lower extroversive trend than female ones (Table 3.1.2, 3.2.1 and 3.2.3). Reasons are mentioned in the female section.

Later intra gender analysis also reveals that workers of both groups have similar mean magnitude so they are positioned at the same point from viewpoint of extraversion (Mean=11.96, S.D=3.20 for domestic male workers and Mean=11.00, S.D=2.66 for workers employed on contract basis) (Table 3.3.1 and 3.3.2).



4.2.1.2.4 Lie Score:

Statistical analysis indicates that male counterparts (Mean=11.55, S.D=4.42) have significantly higher lie score than female ones (Table 1.2, 2.1 and 2.3).

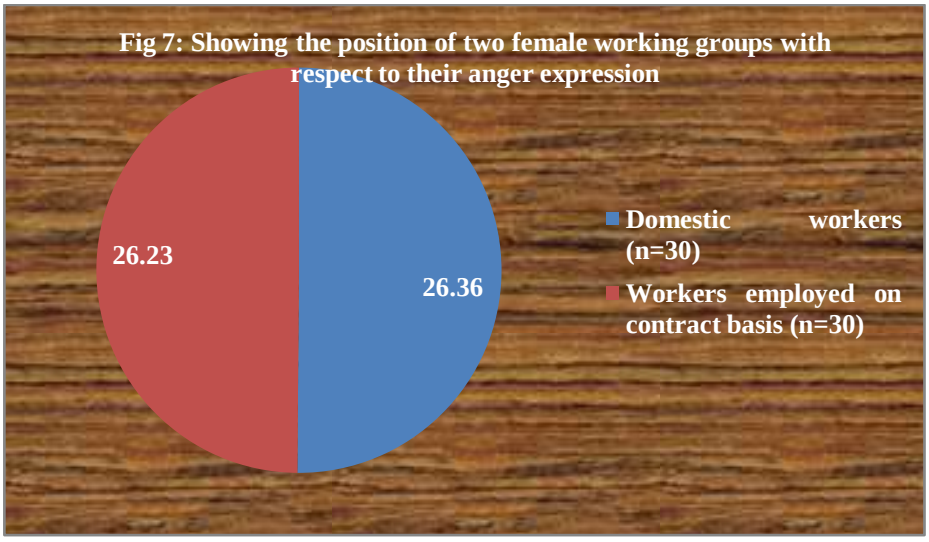
The data analysis indicates that male have a tendency to decorate their social images properly because they do not want to lose their status and prestige as a result manipulate themselves in outer world (**Eysenck and Eysenck, 1975).**

Later intra gender analysis indicates that domestic male workers (Mean=15.16, S.D=2.36) have higher scores than workers on contract basis (Mean=7.93, S.D=2.66) (Table 3.1 and 3.2).Probable factors are already mentioned in the gender difference section.

4.2.2 Profile of Female Workers:

4.2.2.1 Anger Expression:

Statistical analysis reveals that gender difference wise female sample has significantly lower anger expression (Mean=26.30, S.D=6.45) than male counterparts (Table 3.1.2, 3.2.1 and 3.2.3). Logics are already mentioned in section of male workers.



Further intra gender analysis indicates that from the view point of anger expression domestic female workers (Mean=26.36, S.D=6.26) and workers employed on contract basis (Mean=26.23, S.D=6.73) have no difference among them (Table 3.3.1 and 3.3.3).

4.2.2.2 Personality Dimension:

4.2.2.2.1 Psychoticism:

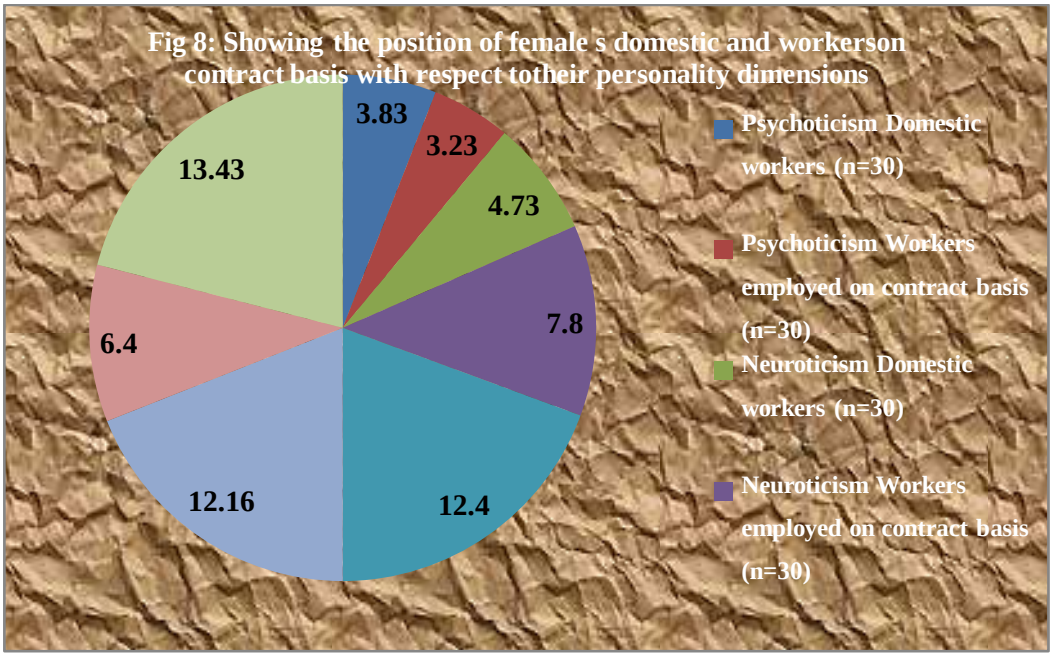
Statistical analysis indicates that female counterparts (Mean=3.71, S.D=2.08) have significantly lower psychotic trend than male ones (Table 3.1.2, 2.1 and 3.2.3). Probable logic for such findings is mentioned in the section of male workers.

Further intra gender analysis indicates that from the view point of psychoticism domestic female workers (Mean=3.83, S.D=2.43) and workers employed on contract basis (Mean=3.23, S.D=1.71) have no difference among them (Table 3.3.1 and 3.3.3) so whatever differences are due to their individual character pattern.

4.2.2.2.2 Neuroticism:

Statistical analysis indicates that female counterparts (Mean=3.71, S.D=2.08) have significantly lower psychotic trend than male ones (Table 3.1.2, 3.2.1 and 3.2.3). Probable logic for such findings is mentioned in the section of male workers.

Further intra gender analysis indicates that from the view point of neuroticism domestic female workers (Mean=4.73, S.D=3.03) have lower score than workers employed on contract basis (Mean=7.80, S.D=1.29) (Table 3.3.1 and 3.3.3). Due to contractual job status the females of this category always have to suffer from a kind of tension which invites excessive anxiety, worries among them (**Eysenck and Eysenck, 1975**).



4.2.2.2.3 Extraversion:

Statistical analysis indicates that female counterparts (Mean=12.28, S.D=3.54) have higher extroversive attitude than male ones (Table 3.1.2, 3.2.1 and 3.2.3). Due to less hazardous life style and bearing lesser stress they become able to express their feelings in a more sociable way, have many friends, and need to have people to talk to, crave for social excitements, take chances and act on the spur of the moment (**Eysenck and Eysenck, 1975**).

Further intra gender analysis indicates the both domestic female workers (Mean=12.40, S.D=4.56) and workers employed on contract basis (Mean=12.16, S.D=2.15) (Table 3.3.1 and 3.3.3) have similar magnitudinal trend so the manifestation pattern of both groups are seems to be similar more or less.

4.2.2.2.4 Lie Score:

Statistical analysis indicates that female counterparts (Mean=9.91, S.D=5.48) have significantly lower lie score than male ones (Table 3.1.2, 3.2.1 and 3.2.3). Probable logic for such findings are already mentioned in the section of male workers.

Further intra gender analysis indicates that workers employed on contract basis (Mean=13.43, S.D=5.71) have higher mean magnitude than domestic female workers (Mean=6.40, S.D=1.73) (Table 3.3.1 and 3.3.3). Contract workers due to their better job status get a chance to flourish them in socially acceptable way and hence posses higher lie score than domestic female counterparts.

CONCLUDING COMMENTS:

Group wise differences reveal that domestic workers score higher in anger control and extraversion than workers employed on contract basis. On the another point workers who employed on contract basis have higher mean magnitude in state anger, trait anger, anger temperament, anger in, anger out, anger expression, psychoticism and neuroticism of personality dimensions

Gender wise differences reveal that male workers have higher magnitudinal trend in state anger, trait anger, anger temperament, and anger reaction, anger in, anger out, anger expression, psychoticism, neuroticism and lie score of personality dimensions than female workers. Whereas, female workers have greater mean magnitude in anger control and extraversion of personality dimension than male counterparts.

- **Intra gender wise differences reveal that**

Domestic male workers have higher mean magnitude than workers employed on contract basis in the following cases

- Anger control
- Lie Score

Male workers employed on contract basis have higher magnitudinal trend than domestic male workers in the following instances:

- State anger
- Trait anger
- Anger temperament
- Anger reaction
- Anger In
- Anger Out
- Anger Expression
- Psychoticism
- Neuroticism

Domestic female workers have higher mean magnitude than workers employed on contract basis in the following cases

- State anger
- Trait anger
- Anger reaction
- Anger In

Female workers employed on contract basis have higher magnitudinal trend than domestic female workers in the following instances

- Neuroticism
- Lie Score

Intra group wise differences reveal that

Male workers employed on contract basis have higher magnitudinal trend than female of the same

group in

- State anger
- Trait anger
- Anger temperament
- Anger Reaction
- Anger In
- Anger Out
- Anger Expression
- Psychoticism
- Neuroticism

Female workers on contract basis have higher magnitudinal trend than male of the same group in

- Anger Control
- Extraversion
- Lie Score

Domestic male workers have higher mean magnitude than domestic female workers in

- Anger out
- Anger expression
- Psychoticism
- Neuroticism
- Lie Score

Domestic female workers have higher magnitudinal trend than domestic male workers in

- State anger
- Trait anger
- Anger reaction
- Anger control
- Extraversion

Implications of the Study:

1. The present findings are of immense value in understanding the mental profiles of two groups of workers.

2. The findings are also helpful for individual counseling in particular and family counseling in general if and when they are in requirement.

3. The findings seem to provide general awareness regarding specific socio-emotional status of two groups of workers that would prompt us to take certain resolution to help them in required social

direction in life, so that nature of their stay will improve qualitatively in the long run.

Limitations of the Study:

No research study is complete in itself**.** Despite whole hearted efforts, hardly any research in social sciences remains completely free from flaws and short comings. Therefore, it is evident and expected that the present investigation has too left enough room for improvement in the areas of its short-comings. Some of the short- comings as noted by researcher herself are now being discussed:

1. In the context of present investigation, it would have been ideal to conduct a longitudinal study rather than a cross-sectional one to see the changes in certain psychosocial dimensions associated with labour class. However, limitation of funds and time hindered such plans.

2. Besides, the variables of anger expression, personality dimensions, and certain other variables could also be considered for the present investigation. Variables such as depression, loneliness, adjustment, life-satisfaction, locus of control, associated with these working populations could be interesting grounds for the investigation.

3. A larger sample size would have been better to warrant generalizations of the present findings as the present study essentially supports the idiographic research.

4. A number of questionnaires were used in this study. However, questionnaires may invite falsification and faking behaviour on the part of the subjects.

Areas of Further Research:

After a thorough investigation on the problems and different aspects of the psychology of domestic and workers employed on contract basis the researcher is of the opinion that the present study seems to have opened newer avenues in the field that remain to be explored.

1. Further research studies in this area may highlight on other aspects of the personality (e.g. locus of control, resilience, emotional intelligence, relationship profile, aggression) to attain a global psychosocial picture of labour class individuals.
2. Longitudinal studies may be conducted using the same variables to yield an in depth picture.

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