

The Fear of Success as a Function of Femininity among Female Managers in India

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ABSTRACT

The present research aimed at to predict the fear of success on the basis of femininity, masculinity, and androgyny. The fifty female managers were recruited in the study from Five Star category Maharashtra Industrial Development Corporation, Kagal city of Maharashtra province. It was hypothesized that the fear of success would be significantly predicted through femininity, masculinity, and androgyny. To examine this hypotheses the fear of success scale (FOSS) by Dr. Vikas Minchekar and Bem Sex Role Inventory was administered to the managers. The obtained data was analyzed by PPMC and stepwise regression analysis. The results reveal that the femininity and masculinity are strong predictors of fear of success of female managers.

Keywords: *Sex Role Perception, Fear of Success, Female Managers*

The different religion has different beliefs and conventions about child rearing practices. In Hindu and some other religions in India, it is assumed that the girls are born only to serve the husband and children. Such type of misconception leads secondary treatment for girls in Indian culture. Hence, the girls are suppressed from every rights of life. They are not send to higher education and not allowed to do jobs. Ultimately, girls also thoughts that we are born only for other people. Hence, they feel inferiority complex and not try to achieve the great success. Matina Horner in 1972 described fear of success in girls, a type of internal psychological pressure which limits ambition and achievement. The question of whether women are less ambitious than men is difficult to assess. Throughout history women have not always been able to achieve some of the ambitions they may have harbored because of the often restrictive nature of the society around them and partly due to the constraints of child bearing and subsequent parenting. In contrast, men have usually been encouraged to be successful and be a 'bread winner.' Women today, have greater dominance, self-acceptance, empathy, achievement and independence, indeed much of this change is recently attributed directly to the women's movement itself.

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Received: March 24, 2017; Revision Received: April 18, 2017; Accepted: April 29, 2017

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“Fear of success” is the fear that all that is set out will be accomplished, but happiness, contentment and satisfaction will not be there even after reaching the goal. It is the belief of being undeserved of all the good things and recognition that come in the way as a result of accomplishments and successes. It also means others are others who are better, who will replace or displace if performance record is not maintained. Fleming (1975) studies suggest that fear of success has to do with negative consequences of a person standing out in some ways or being assertive in relation to another more powerful group which may punish the individual for being assertive. Canavan-Gumpert et al (1978) appeared to postulate that the success-fearing person is in conflict over success and tends both to approach it and avoid it. Such a person adopts an intermediate distance from success rather than putting it as far away from himself or herself as possible.

In psychological research field sample researches are conducted on individuals' perceptions of sex roles, and its correlates. The sex roles may be defined as "expectations about what is appropriate behavior for each sex". Chery (1998).

Philip Philip O. Sijuwade (2008) has conducted a study on perceived sex role and fear of success: A study of urban working women in Nigeria and they have suggested that it is psychological femininity or undifferentiated sex roles rather than actual femininity that predisposes people to fear of success.

Jonathan S. Gore and his colleagues (2015) concluded that social factors significantly predicted the fear of success among school students.

Anita Sharma, Chander Prabha and Dalip Malhotra (2009) have conducted a study among working women on their sex role perception and fear of success. They found that sex role perceptions are significantly related to fear of success.

Such picture of fear in all religion is not existed. Some religion is progressive and scientific. There is need to explore the fear of success in different religious girls. Therefore, current study was designed to investigate the fear of success in college girls belonging in different religions in India.

Objectives of the study

1. To explore the strength of correlation between fear of success and sex role perception among female managers.
2. The study further intends, to predict the fear of success on the basis of femininity, masculinity, and androgyny.

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Hypotheses of the study

1. The femininity would be positively while masculinity and androgyny would be negatively related to fear of success among female managers.
2. The fear of success among female of managers belonging in different religions in India would be significantly predicted on the basis of femininity, masculinity, and androgyny.

METHODOLOGY

Sample

The fifty female managers were recruited in the study from Five Star category ‘Maharashtra Industrial Development Corporation’ (MIDC), Kagal city of Maharashtra province in India. Their age ranged from 35 to 45 years old. These managers are belonging from Buddhist, Jain Christian, Hindu, and Muslim.

Tools Used in the Study

1. **Fear of Success Scale (FSS):** The scale is constructed by Dr. Vikas Minchekar (2015). The FSS consists of 15 items with Likert type five point scale response pattern. The reliability and validity index of fear of success scale is .84 and .73 respectively. The high score on this scale indicate high fear and vice versa.
2. **Bem Sex Role Inventory (BSRI):** This test was used to measure sex-role orientation. The scale consists of 20 masculine adjectives, 20 feminine adjectives and 20 neutral adjectives with regard to sex which are the filler items. The subjects were asked to indicate on a 7 point scale the degree to which each characteristic describes his or her. The scale ranges from never or almost never true to always or almost always true. The scale gave masculinity, femininity and androgyny scores. The reliability of the femininity scale in .78 while reliability of masculinity is .87 which is quite high.

RESULT AND DISCUSSION

Table 1 Correlation Matrices of Fear of Success and Sex Role Perception

	Fear of Success	Femininity	Masculinity	Androgyny
Fear of Success	1	.883**	-.125	-.279*
Femininity		1	-.304*	-.349*
Masculinity			1	.121
Androgyny				1

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 1 indicates the correlation between fear of success and sex role perception among female managers belonging Buddhist, Jain, Christen, Hindu and Muslims. It is clearly seen from table 3 that fear of success and femininity are positively, strongly and significantly related to each other.

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The androgyny is negatively and significantly related to fear of success; however, the relation is very poor. The masculinity and fear of success are not significantly related to each other.

Table 2 Shows the Stepwise Multiple Regression Analysis Results Where Fear of Success is Criterion Variable and Sex Role Perceptions are Predictor Variables.

Sr. No.	Predictors	Adjusted R Square	df	F	Standardized Coefficients Beta	Sig.
1	Femininity	0.774	1,48	169.120	0.931	0.000
2	Masculinity	0.793	2,47	94.997	0.158	0.025

As seen from Table 2 that 'Femininity' and 'Masculinity' emerged as significant predictors of fear of success among female managers. However, 'Androgyny' didn't contribute to fear of success. When the first variable, 'Femininity' was entered the obtained adjusted $R^2 = .774$, when 'Masculinity' was entered the $R^2 = .793$. For 'Femininity' $F = 169.120$, $p < 0.000$, for 'Masculinity' $F = 94.997$, $p < 0.025$. The Beta values obtained for the two predictors with their significance are; 'Femininity' $B = .931$, $p < 0.000$, 'Masculinity' $B = .158$, $p < 0.025$. Therefore, it is said that femininity has a strong and significant impact on criterion variable rather than the masculinity.

CONCLUSION

The fear of success is positively and strongly associated with femininity, hence it could be strongly predicted accordingly the degree of femininity. However, the androgyny is not useful to predict the fear of success.

Acknowledgments

The author appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interests: The author declared no conflict of interests.

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How to cite this article: Minchekar V (2017), The Fear of Success as a Function of Femininity among Female Managers in India, *International Journal of Indian Psychology*, Volume 4, Issue 3, ISSN:2348-5396 (e), ISSN:2349-3429 (p), DIP:18.01.025/20170403