
Study Title: A Probe into Gender Difference on Achievement Motivation among the Young Tribes of Assam**Dr. Manidipa Baruah * & Pallavi Sarmah ****** Assistant Professor, Department of Psychology, Gauhati University**** Research Scholar, Department of Psychology, Gauhati University***ABSTRACT:**

The current research study investigates the motivational pattern viz. Achievement among the young tribes of Assam. The sample consisted of 120 tribal students (60 male and 60 female) ranging from 18-24 years. Attempts were made to include all the prominent tribes of Assam viz. Bodo Kachari, karbi, Miris, Lalung, Dimasa Kachari and Rabhas, who have their origin from Tibeto-Burman family of mongoloid group who have settled together at the Brahmaputra valley as inhabitants in the state of Assam. Historically these inhabitants of the Brahmaputra valley are South-east Asian origin being the cultural entity of the state of Assam. Thematic Apperception Test (TAT) and a semi structured interview schedule were used to gather information about their family types, parental deprivation, parental relations, social and political belongingness. Mean, Standard Deviation, and t-test were the statistical measures adopted in this study. In addition discriminant analysis has been worked out to strengthen the predictive validity of the obtained data. TAT scores reveal significant difference (t-value 7.13) among the Tribal male and female on achievement motivation. It is interesting to note that among tribal the females are high achievers as compared to males. Discriminant analysis has been worked out, which shows achievement (.811) showing clearly that achievement motive is the relative variable in discriminating both the gender inhabiting in the Brahmaputra Valley of Assam.

KEY WORDS: Gender, Tribal, Culture, TAT, n-Achievement Motivation.**I. INTRODUCTION:**

Achievement motivation is the desire to accomplish difficult tasks and to meet standards of excellence. This motive implies the desire for success. It is present whenever someone is concerned with attaining some sort of standard, set by himself or others. Parental expectations and cultural influences appear most important in the development of achievement motivation as well as cognitive factors underlying the self-concept which is the way in which a person thinks about herself or himself in a global sense. In its theoretical formulation, Atkinson (1957) and McClelland's (1985) theory of achievement motivation combined n Achievement with cognitive expectations of success and with the value of such success to a person. Growing evidence suggest that countries in which achievement motivation is strong tend to experience more rapid economic growth than countries in which such motivation is relatively weak. The early study of achievement motivation generally owes much in terms of theory and methodology to the work of McClelland and his associates (Atkinson, 1958; Atkinson & Feather, 1996; Atkinson & Raynor, 1974). This early work gave impetus to much research into the range of issues to need

achievement. According to need achievement theory, achievement behavior is characterized by a psychological need to excel, a desire to enter the competitive race for social status, and a willingness to adopt the high value placed on personal achievement and a success in Western societies. This early Mc Clelland's position held that such achievement motivation was a personality trait that develops in some people more than others as a result of early socialization pressures, in particular independence and mastery training and emotional accomplishments. Many cross cultural research on motivation has adopted Mc Clelland; need-achievement framework. Mc Clelland defines achievement motivation as a personality disposition to compete with the standard of excellence and he links the motive's development in individuals and cultures to child-rearing practices that stress early self-reliance and a sense of personal mastery over successful task performance. These conceptualizations may be culture bound in its emphasis on individualistic and competitive striving for personal goals and its minimal attention to diverse cultural meanings and modes of achievement. The state of Assam has made valuable contribution to the cultural, racial and religious heritage of India. The craftsmanship of the people of this region was well known in ancient India. Handicrafts from this region enriched the culture of India as a whole. Especially the art of weaving silk and the unusual cotton hand weaving and exotic pattern have proven its uniqueness from the rest of India. In India tribal development has become a constitutional obligation. The constitution of India directs the state to promote special care. The education and economic interests of the schedule tribes are protected from social injustice and all forms of exploitation. It also provides special financial assistance to states for implementing development scheme. In matters of political representations and jobs special reservations has been provided. Now gradual changes are seen in their life, as they are getting opportunity to interact with other advanced social groups. Yet development is slow. What could be the reason for this? Could it be due to lack of motivation? The present study was thus undertaken to see if the tribal male and female differed in their need for achievement. Thus the present study focuses on motivational pattern in terms of need for achievement of gender difference among the young tribes of Assam which are nurtured and shaped in their respective cultural milieu.

1.1 Objectives of the study:

The objectives of this research project are to:

- To assess the motivational drive among tribal male and female viz n-achievement and to find out whether they exist any in the motivational pattern among gender.
- To find out the possibilities of providing enriched stimulating environment to women who enjoy similar status with men, can this help in shaping their achievement motive in the right direction?

1.2 Hypotheses/Research Questions:

In view of the above objectives, relevant psychological tests have been adopted in the present investigation on which the following hypotheses are formulated:

- H1: There exists difference among scores on n-achievement among the tribal.
- H2: Tribal male scores high on n-achievement as compared to tribal female.

1.3 Significance of the Study:

- The result of the analysis will be helpful in understanding the motivational pattern of the young tribal and will serve as a useful aid for the Government in implementing development sponsored projects. Further it will facilitate any sort of investigation program for the upliftment of young tribal in Assam.
- This study may pave the way for the formulation of enriched stimulating environment which will shape the n-achievement of the young tribal in the right direction.

1.4 Justification of the Study:

- The slow progress in the state in coping up with the rest of India in spite of being rich in natural resources as well as culturally has created concern. Could it be the origin and culture or lack of motivation in tribal female of Assam who are inevitable part of the Assamese civilizations? Whether motivational problem is a potent cause behind the tribal's retarded development.

1.5 Limitation of the Study:

- The cultural elements prevalent among tribal's who produces significant difference on the level of motivation could not be extensively explored due to time constraints. The cultural elements are required to be studied thoroughly so that the correlation relationship with psychological and motivational factors can be established.
- The researcher cannot study the tribal youths from their inhabiting areas.

II. RESEARCH METHODOLOGY:

2.1 Sample:

The sample consisted of 120 tribes of Assam (60 male and 60 female) ranging from 18-24 years. Young Tribal were from the popular tribes of Assam viz. Bodo Kachari , Karbi, Miris, Lalung, Dimasa kachari, Rabha.

2.2 Procedure/Method:

Descriptive research involves collecting data in order to test the hypotheses or answer questions concerning the current status of the subject of the study. Descriptive data are typically collected through a questionnaire, interview or observation. Thus the current research will adopt a descriptive method undergoing the procedure of

- (1) Selecting sample of a population,
- (2) Collecting information through questionnaires,
- (3) Synthesizing findings based on the collected data in order to gauge the motivational pattern i.e. n-achievement of the tribal male and female of Assam.

2.3 Data Collection:

2.3.1 Sampling Technique:

The sampling technique that the researcher will adopt is Purposive sampling method as the researcher has some belief that the sample being handpicked is typical of the population.

2.3.2 Research tools:

This research will be conducted around two major tools of research to assess the achievement motivation of the students and exploring the cultural components.

- 1) Interview Schedule
- 2) Thematic Apperception Test.

1) The Interview Schedule:

The interview schedule is one of the important sources of data collection. This schedule included 15 items. The items are taken from the following category:

- Demographic- It consists of items like age, sex and education.
- Home environment: It includes items related to home conditions and parental relationship.
- Cultural Variables: The items related to settlement pattern and ecology are taken as investigating factors All the questions included were close ended.

2) Thematic Apperception Test-

Thematic Apperception Test, also known as TAT is a widely used projective technique used both in clinical as well as non-clinical setting. It was developed by Murray in 1935. According to Murray the purpose of TAT is to reveal “some dominant drives, emotions, sentiments, complexes and conflicts of personality “This. Test consists of a series of ambiguous pictures. Persons taking the test are asked to make up stories about them. These are then scored for the presence of achievement –related content according to carefully developed scoring manuals. The result is a score for achievement motivation. However as TAT is administered on the Indian Sample so the Indian Adaptation of this test by Dr Uma Choudhury has been used.

III. RESULT AND DISCUSSION:

3.1 Data Analysis of Interview Schedule:

120 young tribal were given the schedule and the response rate was 100%. The first five questions which were based upon demographic information. It shows that the mean age of the tribal male and female are 21.48 and 20.53 respectively. Again with regard to education young tribal from different educational status viz., graduation and post graduation were matched. Number of tribal male in graduation were 20 and tribal female were 24 while in post-graduation number of male tribal were 40 and female tribal were 36. Again most of the students were from

middle class family from both the gender. Therefore it can be inferred with assertion that the subjects were matched on demographic variables viz., age, educational status, family class. Responses on questions pertaining to family environment are presented below:

Table 1 (A): Showing Type of Family among tribal and non-tribal college students:

TYPE OF FAMILY	TRIBAL MALE (N=60)	TRIBAL FEMALE(N=60)
Joint	12	5
Nuclear	48	55
Average Number Of Family Members	7.61	5.87

The data obtained indicates that very few subjects had joint family. In tribal male it is 10% and in tribal female it is only 4.15% as compared to nuclear families in tribal male and tribal female being 90% and 95.85% respectively. On the other hand the average number of family members of the tribal male is 7.61 which is higher the tribal female being 5.87. This indicates commonality in relation to the type of family showing nuclear pattern.

Table 1(B): Showing Parental deprivation

	TRIBAL MALE		TRIBAL FEMALE	
	Dead	Alive	Dead	Alive
FATHER	12 (20%)	48 (80%)	7 (11.66%)	53 (88.33%)
MOTHER	5 (9.15%)	55 (91.85%)	3(5%)	57(95%)

It has been observed that most of the subjects have both parents alive. Among tribal male 80% of their father are alive while among tribal female 88.33% are alive. In case of mothers it was seen that among tribal male 91.85% were alive and again among tribal female it was 94%. It appeared that both these groups of tribes were reared and nurtured by both parents.

Table 1 (C): Showing Parental Relations:

PARENTAL RELATION	TRIBAL MALE	TRIBAL FEMALE
Good	52 (86%)	53 (88.33%)
Bad	8 (13.50%)	7 (11.66%)

In Assam both tribal male and female show good relationship among parents. The percentages of families where healthy relation prevails among parents surpass that of families with strained parental relations for tribal male as well as female. The families with good relations for tribal male and female are 86% and 88.33% respectively. Whereas bad relations were 13.50% and 11.66% among tribal male and female respectively. The above data thus shows that congenial atmosphere exist in the homes of families among both the cultures. The last part of the schedule consists of questions relating to settlement pattern and ecology and the responses are shown in the table below

Table 1 (D): Showing Settlement Pattern

Type of Settlement	Tribal Male	Tribal Female
Permanent Settlement	56	60
Restricted Wondering	0	0
Within Territory	0	0
Semi Permanent , Moving in village when environment is exhausted	4	0

Although there are a few instances of semi-permanent type of settlement among tribal's, nomadic wondering has become obsolete altogether even their grandparents who live in the hills are out of it.

Table 1(E): Showing Nature of livelihood

TYPE	TRIBAL MALE (N=60)	TRIBAL FEMALE (N=60)
Service Dominant	21	33
Agriculture Dominant	35	25
Agriculture and Fishing Dominant	2	2
Agriculture/ Hunting and Gathering	2	0
Hunting &Gathering Dominant	0	0

It is seen that tribal population is predominantly agricultural with instances of hunting and fishing practiced in some tribes inhabiting in interior areas and forests. There is also shift into secondary and tertiary sector with nominal shift

3.2 Analysis of TAT responses:

The Thematic Apperception Test (TAT) has proved to be very effective tool in researching achievement. The scoring methodology (Murray) with some modification is utilized .Qualitative experiences of the stories are also included at the time of scoring.

Table 2: Showing Mean and Standard Deviation for the scores obtained on TAT for nAchievement for tribal male and female:

	Mean	Standard Deviation
Tribal male	8.35	2.80
Tribal female	9.72	4.32

*H1 is accepted.

*H2 is rejected

Table 3: t values for tribal and non-tribal students on n-achievement

	t-values
Tribal Male Vs tribal female	2.06**

*significant at 0.01 and 0.05 level of significance

To study the variation among both the sexes viz-male and female different groups were compared. The M and SD among tribal male and female is 8.35(2.80) and 9.72(4.32). The value obtained on t test (2.06) is also found to be significant at .05 level. Thus it is interesting to note that among tribal the females are high achievers as compared to males. The discriminant analysis has further been worked out to strengthen the predictive validity of the obtained data. The values of Discriminant functions are presented below:

Table 4: Discriminant Functions

Variables	Functions
N-Achievement	.811
N-Power	.212
Affiliation	.235
Aggression	.001
Nurturance	.107
Sex	.287

3.3 Discussion:

The findings of the study have shown that there is not much difference among tribal male and female in terms of family environment, settlement pattern and nature of livelihood.

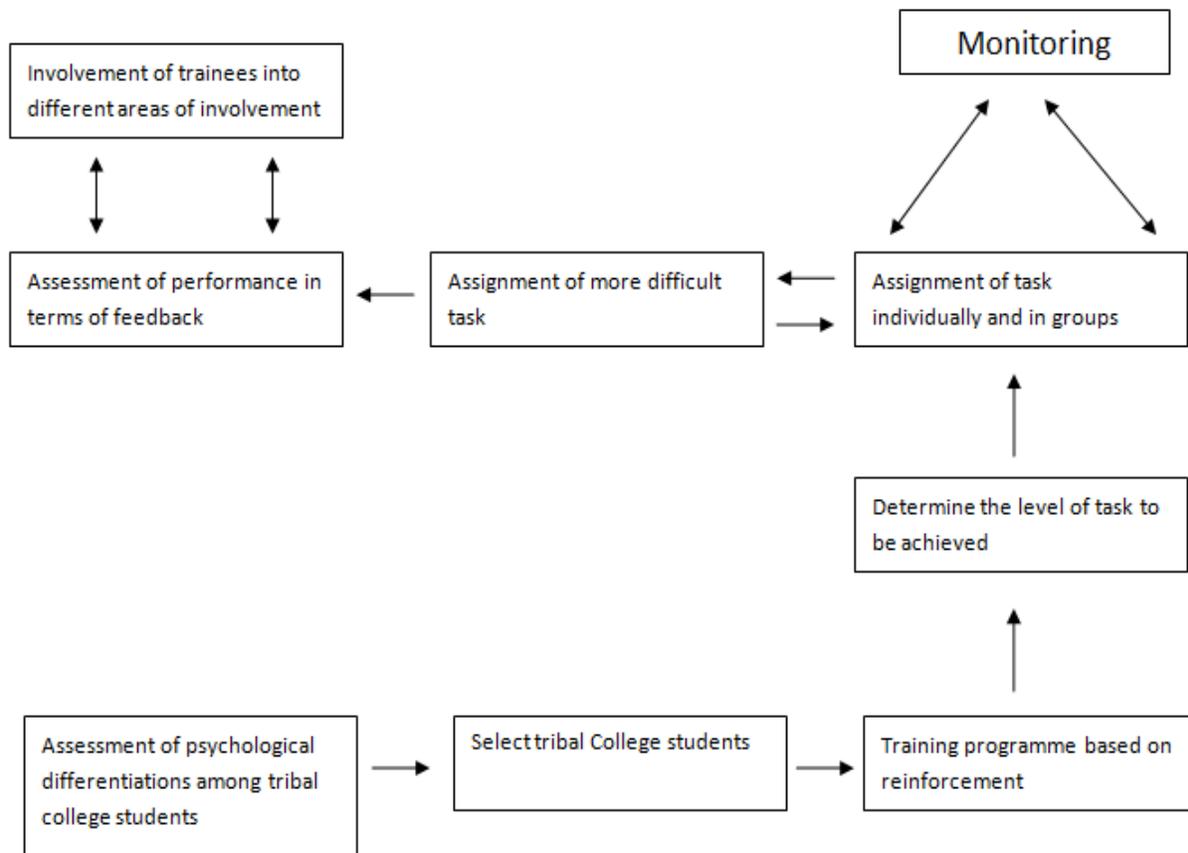
McClelland, thoroughly investigated and wrote about the characteristics of high achievers which include persons who almost always calculate carefully the exact distance from the peg that will challenge their own abilities. People with high n-achievement will not stand too close because it would be no test of their ability simply to drop the ring over the peg. Low achievers on the other hand tend to drop over the peg and stand very far and wildly throw the ring at the peg again, high achievers prefer activities which provide immediate and precise feedback on how they are progressing towards a goal. High achievers also find accomplishing a task intrinsically satisfying in and of itself they do not expect or necessarily want the material reward. The result contradicts the findings of Ojha Hardeo(1995) in which male santhal tribes score high on n-achievement as compared to female. Another study by U.P Singh and L.B Singh(1979) on n-achievement also shows that female tribals are low achievers as compared to male. Even earlier Gokul Nathan and P. Mehta (1972) reported high levels of n-achievement among male tribal students. Therefore it is interesting to note that tribal female in this study of Brahmaputra valley of Assam who originated from Tibeto-Burman family of mongoloid group are higher achievers as compared to males as well as show contrary findings from the earlier studies which notes that females have always been low achievers among tribal as well as non-tribal. Men has been judged as more assertive and competitive, women more relational or affiliative, in their achievement modes.(Broverman, Vogel, Clarkson & Rosenkrantz, 1972). This reflects the cultural tradition of the Brahmaputra valley where female play an active role in maintaining the family. The obtained results confirm the findings of McClelland etal(1953) on gender difference. The trend of results are however contradictory to the Indian findings of Tandon(1981) who reported that Indian female are low achievers in comparison to male. Results of another study designed by Sandra

Graham (1994) to find out the real difference of caste on achievement motivation indicated that there is little reliable evidence to suggest that African Americans and White differs in their underlying need for achievement. In another study by M. Baruah(2012), where male non-tribal and female non-tribal of Brahmaputra valley were compared, yielded results which shows that male non-tribal score higher than female non-tribal which was found to be significant at 0.01 level.

Discriminant Analysis has been worked out on several motivational correlates besides n-achievement viz, n-power, n-affiliation, n-aggression, n-nurturance, n-sex and it is interesting to note that n-achievement scores (.811) (Table 4) clearly states that n-achievement is the most discriminating motive among tribal male and female.

3.4 Suggestions

A model has been presented to be implemented among tribal male for enhancement of their achievement motivation and female for encouraging even higher achievement for shaping their motivation in the right direction.



Model: For enhancing the N-Achievement among tribal: Psychological differentiations, viz, Intelligence, Perceptual ability.

An attempt has been made to explore the ways in which the level of motivation viz, n-achievement among college students can be enhanced. The tribal college students from different areas of Assam need to be assessed to see psychological differentiations like intelligence and perceptual skill. The tribal college students possessing optimum level of skill and ability are to be selected for training but selection should be such that they can represent the entire community. These selected students are provided with reinforcement based training , where the emphasis is made on developing competitive skills and ability to excel for standards. Gradually these trainees acquire knowledge and than they are assigned certain task to compete either individually or in group. The assessment is made on their performance in the form of feedback. After receiving a few months training (at least 6 months), these tribal college students can be engaged in different sponsored schemes to make it more effective. This kind of training will necessarily lead in developing high motivation among tribal youths, which may help them to cope up with the new competitive world in future. Nevertheless women should not be kept out of this instead they need to be encouraged for challenging opportunities which the state provides through its rich cultural heritage..

IV. CONCLUSION

This research provides a critical first step towards assessing achievement motivation of the tribes of Assam by using projective technique i.e. Thematic Apperception Test. Attempts were made to include all the popular tribes of Assam. Results indicated in terms of gender difference tribal females were higher achievers than the tribal males. This result reflects tribal cultural traditions, where females play an active role in maintaining the family. However this study is not free from limitations as the cultural elements prevalent among tribal's could not be explored which would contribute to produce significant difference on the level of motivation .The sample size of the tribal's were only limited to students residing in Guwahati city, due to time constrains the researcher could not go and study the tribal's in their inhabiting areas. Despite the limitations the study however paves the way for encouragement of some research projects which would help the tribal's to develop skills for meeting various life challenges and coping up with the national standards especially young tribal women who are high achievers.

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