

PSYCHOLOGY RESEARCH UNIT INDIAN STATISTICAL INSTITUTE

SEVENTY SEVENTH ANNUAL REPORT (APRIL 2008 – MARCH 2009)

The faculty members and scientific workers of the unit are actively involved in research and different project works. Guidance is also being provided by the faculty members to two Senior and two Junior Research Fellows for their Ph.D. works in Psychology in different State Universities.

1.2 Ph.D. / D.Sc. Degree

- a) Name of the research fellow : Monika Sharma
- b) Title of the dissertation : Team Efficiency : Impact of
Individual, group and Environmental level variables on Different
Work Teams.
- c) Name of the University : University of Calcutta, Kolkata.
- d) Name and affiliation of the supervisor : Anjali Ghosh, Psychology
Research Unit, ISI, Kolkata.

3. RESEARCH AND OTHER SCIENTIFIC ACTIVITIES

3.1 A Study on Performance appraisal, satisfaction and absenteeism of Employees.:

Secondary data were collected from one crane company, Kolkata. Results noted high discrepancy between evaluator judgment consistency; less satisfaction in compensation

and benefits, significant differences in absenteeism across years. Findings are important for development of performance appraisal..

(Dutta Roy,D, Lecturer, Sr.scale with Sunita Kejriwal, Management trainee, IGNOU).

3.2 Awareness of External environment and Perceived innovative climate of the Organizations In Public & Private Sectors. : Success of innovation depend on awareness of organization's external environment. In this study, data were collected from 50 managers of different manufacturing organizations in public and private sectors. Results revealed that managers aware of changes in external environment perceived high innovative climate.. Results will help in formulating effective innovation strategies in the organization.

(Dutta Roy,D, Lecturer, Sr.scale with Moumita Samaddar, Management trainee, Narula Institute of Technology).

3.3 Emotional Display Rules and Personality Pattern Across Different Groups of Individuals : The regulation of emotional display is a necessary process for effective social functioning. An individual must acquire emotional display rules that specify when, where and how it is appropriate to express emotions toward different members of the society. The objective of the study is to investigate the pattern of emotional display rules and its relationship with personality in visually handicapped and normal individuals. Literature review have been done. Scale and inventories have been selected and data are being collected from different parts of India.

Anjali Ghosh – Associate Professor

3.4 Influence of Social Support and Life Meaningfulness on Perceived Self Control Over Addiction : An Exploratory study on Substance Abusers : Questionnaire to assess

perceived meaning in life and addiction specific social support among substance abusers have been developed. Initially the scales were administered on a group of 100 substance abusers seeking treatment in a de-addiction center in Kolkata. Both the scales were found to have good reliability ($\alpha=0.85$; $\alpha=0.75$ respectively) and good convergent validity as both the scales were found to be well-correlated with standardized measures of life meaningfulness and perceived social support respectively. In order to probe the pattern of relationship between social support, life meaningfulness and self-control over addiction, the above-mentioned scales along with measures of general perceived social support, self-control over addiction are being administered on different groups of substance users.

Fouzia Alsabah Shaikh – Senior Research Fellow, Anjali Ghosh – Associate Professor

3.5 Pattern of Distributive Justice and Its' Correlates in Different Groups of School

Students : Distributive justice is the normative principle designed to guide the allocation of resources among the members of a community. Researches have suggested that some biographical variables such as maturity, gender, socio-economic status and some personality variables such as, altruistic behaviour, trait anger and anger control and parenting style influence moral reasoning of an individual. The present study was conducted on students (early and mid adolescents) selected from different types of school such as (i) English medium, (ii) Missionary and (iii) Govt. affiliated Bengali medium schools of Kolkata. The study reveals that some demographic variables such as maturity, gender, parental education, type of schooling and some personality traits such as altruistic behaviour and trait anger play important role in the development of distributive justice of students. Among different dimensions of parenting styles, the positive impact of

authoritative parenting style is more prominent among mid adolescents whereas the negative effects of authoritarian and permissive parenting style are prominent among early adolescents. The agreement between the perception of fairness concept by adolescents and the expectations of their mothers' regarding their children's fairness concept generally increases with age.

Rita Karmakar – Senior Research Fellow, Anjali Ghosh – Associate Professor

3.6 Pictorial Semi-projective test to assess need achievement : For quick collection of data from illiterate people, pictorial semi-projective test is useful. In the current study, a pictorial semi-projective test was administered to 35 rural women and men workers in Meghalaya with the support of Central Board for Workers Education. Four domains of need achievement were assessed – goal perception, willingness to achieve goal, path clarity and self-doubt. They were Results revealed that more than 75% possessed all the four domains suggesting high need achievement level.

(Dutta Roy,D. Lecturer, Sr.scale and Shivani Santosh, Junior Research Fellow).

3.7 Reading and Writing motivation of students : Assessing reading and writing motivation is important in framing pedagogy of school curriculum. Objective of the current study is to examine pattern of reading and writing motivation of students in plain and hill areas. Questionnaires were administered to 200 students of 9th standard in plain land and hill areas. it was noted that students in hill areas felt motivation to read for application of knowledge and those of in plain areas motivated to read for gathering knowledge. Students of hill areas were extrinsically and those of plain areas were intrinsically motivated in writing. Findings are important for designing educational programs for students of hill and plain land.

(Dutta Roy,D, Lecturer, Sr.scale).

3.8 Relationship between Career stages and Locus of Control of Teachers : A literature review on the relationship between career stages and teachers' locus of control has been done. Super's career stage model (1990) essentially posits four identifiable stages in a worker's career, namely, exploration, establishment, maintenance and disengagement. The model was suitably adapted for teachers by Huberman (1989). He proposed career entry, stabilization, diversification and change, stocktaking and interrogations at mid-career, serenity and affective distance, conservatism and disengagement. Huberman (1989) largely characterized the proposed career stages in terms of teachers' individual behaviours beliefs, the latter not only about themselves and their work, but about students, other teachers and work environments. Locus of control is an individual's generalized expectancies for control, (Rotter, 1990) and has been found to be significantly related with teacher's career stages (McCormick & Barnett, 2008). The present study wants to examine the relationship between the two variables in context of Indian teachers. Development of questionnaire assessing career stages in Indian teachers is in process.

Rituparna Basak – Junior Research Fellow, Anjali Ghosh – Associate Professor

3.9 Role stress management In The Public and Private sectors : Data were collected from 50 managers of organizations in private and public sectors. . Results revealed that managers of private sectors perceived high role stress than their counterparts. Results provide insight about stress management in the industries.

(Dutta Roy,D, Lecturer, Sr.scale with Shramika Purkait, Management trainee, Narula Institute of Technology).

3.10 Self Assessment and its relationship with Academic Achievement and Achievement Motivation among secondary school students : The objective of the study is to see the importance of assessment from the internal source since it will focus on self. The relationship between self assessment, academic achievement and achievement motivation may help to predict achievement jointly with other cognitive factors. There is little research about assessment of achievement factors from the internal source i.e., the self. Self assessment encourages meta cognitive abilities and critical evaluation of the learners, promotes student autonomy and decision making, encourages intrinsic motivation, critical thinking and self sustained learning and develops the student's responsibility for their own. Data have been collected from different districts of West Bengal. Results indicate that in West Bengal Achievement Motivation is positively related with Academic Achievement, six dimensions of self concept and total self concept and the relations are significant. But the relationship among Academic achievement and all six dimensions of self concept are some where positively significant, negatively significant and somewhere insignificant.

Rumki Gupta – Associate Scientist 'B'

3.11 Team efficiency in work settings : The objective of the present study is to identify important factors of team behaviour and teamwork which affects team efficiency of different work teams. Here team efficiency is defined in terms of individual and team performance. Emphasis is given on to explore the variables, which are, crucial for team performance in different work situations. The data for this study have been collected from the information and technology (IT) industry of Eastern, Western, Northern and Southern zones of India. Variables studied here are personality, self-efficacy, transactive memory

system, collective efficacy, team climate, satisfaction, and team efficiency. Results indicate that team performance and individual performance are positively correlated with some of the input and process variables, which lead to efficiency of the teams.

Monika Sharma – Senior Research Fellow, Anjali Ghosh – Associate Professor

4.1 Internally funded Plan projects : (On-going)

Sl. No.	Name of the project	Principal Investigator	Unit Involved
1	Emotional Display Rules and Personality Pattern Across Different Groups of Individuals.	Anjali Ghosh	Psychology Research Unit

4.2 Internally funded Plan projects : Completed on March, 2009

Sl. No.	Name of the project	Principal Investigator	Unit Involved
1	.Self Assessment and its relationship with Academic Achievement and Achievement Motivation among secondary school students	Rumki Gupta	Psychology Research Unit

4.3 Internally funded plan projects : Completed on March, 2009.

Sl no.	Name of the project	Principal Investigator	Units involved
	Orientation training on Questionnaire design for Psychological & Educational Researches	D. Dutta Roy	Psychology Research Unit, CSSC, MIU

5.2 Workshop and Training Programmes

5.2.1 Workshop on “ Psycho-social Support for Disaster Survivors”, Psychology Research Unit, ISI, Kolkata, March 30, 2009.

7.2 Papers published in journals :

Basak, R. & Ghosh, A. – Ego-identity Status and Its Relationship with Self-Esteem in A Group of Late Adolescents, *Journal of Academy of Applied Psychology*, July, **34**, 2, 337-344, 2008.

Dutta Roy, D. - Statistical models in Selection of Army officers, *Selection Centre East journal*, **8**, 11, 71-75, 2008.

Dutta Roy, D. - Sustainable Reading Motivation. *Pratyay*, **3**, 1, 6-12, 2008.

Dutta Roy, D. - Assessing Validity of Web-Based Computer Adaptive Training Modules, *Journal Of The Indian Academy of Applied Psychology*, **34**, 1, 127-136, 2008.

Ghosh, A. – Transactive Memory, self-construal and subjective well-being in a group of Indian couples. *Interpersona*, **2** (2), 173-192, 2008.

Gupta, Rumki and *Panja, Sanghamitra*. – Gender and Religion Bias on the Academic Achievement of the students of Class X level. *Journal of Education and Psychology*, **65**, 1-4, 2008-09.

Shaikh, F.A. & Ghosh, A. – Perceived Social Support and Recovery from Substance Abuse – A Qualitative Enquiry. *Indian Journal of Community Psychology*, **4**, 2, 131-143, 2008.

7.4 Papers Published in books

7.4.1 Dutta Roy, D. and *Panda, Amrita*. Attitude towards school infrastructure among girls of primary schools ; A Survey in West Bengal. In Roy, Rajarshi (Ed.) *Women, Education and Development: Perspectives, Issues and Concerns*. Shipra Publications, New Delhi: 160-175, 2009.

7.4.2 Dutta Roy,D. - Making organization innovative. In. Mukherjee, S.P., Ray, H.S. and Maiti, H.S. (Eds.) Innovation and Technology Management.: Macmillan India Ltd., Delhi. 47-53, 2008.

7.4.3 Dutta Roy, D. - Taxonomic approach in Job analysis. Psychological assessment in Personnel selection. In Dr. S. Subramony and S.B.Raj (Eds.), Psychological assessment in Personnel Selection. Defense Institute of Psychological Research, Delhi, 25-29, 2008

8. VISITING SCIENTISTS

8.1 Bernstein, Bonnie., California Institute of Integral studies, January 9, 2009.

8.2 Bhadra, Subhashis,. Disaster Mental Health, American Red Cross, Delhi, March 30, 2009.

8.3 Brown, Jennifer., Department of Psychology, Guilford, Surrey, UK, December 8, 2008.

8.4 Campbell, Elizabeth A., British Psychological Society, University of Glasgow, UK, December 8, 2008.

8.5 Chakraborty, Sohini., Sanved, Kolkata, January 9, 2009.

8.6 Das, Nagendranath., Administrative Training Institute, Salt Lake, Kolkata, March 30, 2009.

8.7 Deb, Shibnath., University of Calcutta, Kolkata, December 22, 2008.

8.8 Ghosh, Malati., Institute of Post Graduate Medical Education and Research, Kolkata, March 30, 2009.

8.9 Goswami, Sangeeta., Mind India, Guwahati, Assam, March 25, 2009.

8.10 Mathur, Purnima., Department of HSS, IIT, Delhi, April 24, 2008.

8.11 Ray, Tapas Kumar., S E V A C, March 30, 2009.

8.12 Sharma, N.K., Indian Institute of Technology, Kanpur, September 1, 2008.

10.3 Scientific Assignments / Academic Visit in India

Basak, Rituparna : Christ University, Bangalore, February 13-14, 2009.

Dutta Roy, D. : Central Bureau of Investigation , Regional Training center, Kolkata to give lecture on "Psychological Stress Management" on 6th May, 2008.

Dutta Roy, D. : Chairing session in the 2-day National seminar on Building Organizational core competence through workers education" organized by CBWE on 25th June, 2008. In another session, presented research paper titled "Building self-efficacy through Workers Education: A Social Cognitive Approach".

Dutta Roy, D. : Invited by the Vinod Gupta School of Management to conduct sessions related to " Self-efficacy, Veracity and aspects of positive psychology related to leadership" at the MHRD/AICTE sponsored summer school on practical leadership on 1st and 2nd July,2008.

Dutta Roy, D. : Invited by the Vinod Gupta School of Management to conduct sessions related to " Total quality management in Education " at the AICTE approved short term course " Competency Development for New Management Faculty" on 18th July, 2008

Dutta Roy, D. : Chairing one session at the 2-day National Conference on 'Behaviour modification Skills for Teachers of Higher Education' at the UGC-Academic staff College, Manasagangotri, Mysore-570006, 8-9, August, 2008.

Dutta Roy, D. : Gave invited lecture titled "Innovative Leadership simulation Process" at Indian Institute of Plantation Management Bangalore, 8th August, 2008.

Dutta Roy, D. : Conducted workshop on "Training impact evaluation" at CBWE,

- Guwahati , 15th September, 2008.
- Dutta Roy, D. : Gave talk on "Career challenges in Psychology" at the Department of Psychology, Guwahati University, 16th September, 2008.
- Dutta Roy, D. : Gave lecture titled "Principles of Questionnaire Design for Survey Researches", at Department of statistics, Guwahati University, 16th September, 2008.
- Dutta Roy, D. : Gave lecture on "Principles of Questionnaire Design for Psychological and Educational Researches" at Mind India , 20th September, 2008.
- Dutta Roy, D. : Gave lecture on "Multivariate Statistical Models", NIPCCD, 22nd September, 2008.
- Dutta Roy, D. : Gave lecture on " Application of Statistics in Psychiatric Research " at the Department of Psychiatry, Guwahati Medical College and Hospital, 24th September, 2008.
- Dutta Roy, D. : Conducted workshop on 'Vocational Service Career Guidance' at the Center of Rotary Club of Calcutta North Suburban (Code 3291 of Rotary International District) 25th October, 2008.
- Dutta Roy, D. : Received invitation to give lecture on "Teachers' Burnout & Stress Management: Approaches & Strategies" by the NITTTR, Kolkata, Block- FC, Sector-III, Salt Lake City, Kolkata- 700 106 on 4th November, 2008.
- Dutta Roy, D. : Invited to conduct workshop on "Workshop on Questionnaire Development For Psychological And Educational Researches" at the Indian Institute of Psychometry, Kolkata on 7th November, 2008.
- Dutta Roy, D. : Invited to attend workshop as advisor on "Questionnaire development to

- assess different dimensions of Private Tuition" at "State council of Educational research and Training" Kolkata.
- Dutta Roy, D. : Invited to conduct workshop on "Data Analysis by SPSS" at the Indian Institute of Psychometry, Kolkata, on 15th November, 2008.
- Dutta Roy, D. : Gave lecture on "Retirement Counseling" at Indian Oil Company, Kolkata on 27th November, 2008.
- Dutta Roy, D. : Gave lecture on "QUESTIONNAIRE: TOOL FOR MANAGING SURVEY QUALITY " at Omeo Kumar Das Institute of Social Change and Development, Guwahati, on 4th December, 2008.
- Dutta Roy, D. : Gave lecture on "Retirement Counseling" at Indian Oil Company, Kolkata, on 5th December, 2009.
- Dutta Roy, D. : Invited to give lecture in the short term Training program on 'Students' guidance and counseling'on "Guidance & Counseling :The Student database system", at National Institute of Technical Teachers' Training and Research, Kolkata, Block-FC, Sector -III, Saltlake City, on 17th February, 2009.
- Dutta Roy, D. : Invited to give training on Questionnaire development and Multivariate Statistics in the 2-days workshop on "Psychological Research: Questionnaire Development & application of statistical Tools" at the Department of Clinical Psychology, Sri Ramchandra University, Chennai on 21st -22nd February, 2009.
- Dutta Roy, D. : Invited by the Calcutta Metropolitan Institute of Gerontology to give talk on Geriatric Psychology in the Institute on 4th March, 2009.
- Dutta Roy, D. : Invited by the Calcutta Metropolitan Institute of Gerontology to give talk on Role of Psychologist on Geriatric care in the Institute, on 6th March, 2009.

Dutta Roy, D. : Invited by the Department of Bengali, West Bengal State University, Barasat, to give seminar on "Moner Shushrushay Rabindrasangeet" in the International conference on 13th March, 2009.

Ghosh, Anjali. : Visited Moulana Azad College, Aurangabad, January 30 – February 1, 2009 and chaired a session at the 13th National and 44th International Conference of the Indian Academy of Applied Psychology; and gave two invited lectures to Overseas Teachers Education Programme at the Department of Educational Technology, National Institute of Technical Teachers' Training & Research, Chennai, February 25-26, 2009.

Karmakar, R. : Dr. Rafiq Zakaria Campus, Moulana Azad College, Aurangabad, January 30 – February 1, 2009.

Shaikh, F.A. : Department of Psychology, Christ College, Bangalore, 13th February – 14th February, 2009.