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TABLE OF CONTENTS

Title Pages	Pages
Editor's Note	ii
Table of Contents	iii - v
Self-Concept as a Correlate of Career Choice of Students in Tertiary Institutions in Sokoto State DR. ABDULGANIYU AYODELE SALAWU AND MRS ASIYATU ABUBAKAR BAGUDO	i - 11
Effect of Rational Emotive Behaviour Therapy on the Level of General and Examination Anxieties Among Students DR. (MRS) A.M. OLUSAKIN	12 - 23
Introducing Statistics Education in Secondary Schools in Nigeria DR. G.O. OYESOLA	24 - 31
Family Life Education for Non-School Based Youths in Kogi State DR. A.O. AWOYEMI	32 - 41
Gender and Age Factors in Self Image Discrepancy of Young Adolescents: Implications for Counselling DR. ADENIYI, ELIZABETH FOLUKE	42 - 50
A Psychological Approach to Sustaining Mental Health and Enhancing Academic Achievement of Students in Nigerian Universities DR. (MRS) OLABISI OLASEHINDE	51 - 59
Analysis of the Concerns of Counsellor-Trainees: Implications for Education DR. NGOZI OSARENREN	60 - 68

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The Relation Between Fear of Success and Sex Role Orientation Among the Nigerian University Students.

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Studies on Sex Role Orientation is popular in developed nations, also popular
 is the study of Fear of Success Syndrome. And foreign studies usually confirm
 a correlation between one's sex role orientation and disposition to fear of
 success syndrome. The present study aimed at finding out if earlier findings
 could be replicated among Nigerian subjects. It is hoped that the findings of
 this study would fill existing gap in the dearth of studies in this area in Nigeria.
 The sample consisted of female University students. The instrument used
 was the fear of success cue (Mowaiye - Fagbemi, 1996). For statistical analysis,
 the one-way analysis of variance, Duncan multiple range test, and the Chi-
 Square test were used. A significant relationship was found to exist between
 fear of success and sex role orientation. Recommendations made include
 the need for a social orientation that is gender behaviourally flexible for
 personal and societal developmental purposes.

INTRODUCTION

Many studies have revealed a correlation between one's sex role
 orientation and fear of success syndrome (FOS). Such studies are
 however still scanty in Nigeria. The present study is an attempt to fill
 the gap. There are however abundance of studies in this area in the
 Western World. For example, O'Leary (1974) asked 169 women who
 achieved academic honours at a Midwestern University in U.S.A. to
 give written responses to four cues depicting successful females.

The cues represented:

1. Success in a traditionally feminine competitive context.
2. Success in a traditionally Masculine competitive context
3. Social-domestic noncompetitive success and

4. Success achieved vicariously through the accomplishment of a husband.

For each of the above mentioned context and the percentage of respondents' FOS, the cues are:

1. Mary's boss has recently been transferred to the California branch of the company she works for. The board of Directors has chosen Mary above many other Junior executives to take over this highly valued position (32.5%).
 2. Barbara has been appointed head of nursing in a large metropolitan hospital (50.3%).
 3. Lisa, the wife of a prominent Lawyer, has been named hostess of the year by the newspaper in the large city in which she resides (not seen as threatening enough to arouse the motive to avoid success).
 4. Evelyn's husband, Tom has just been promoted vice-president of his company. (53.9%).
- Horner in an earlier study in 1971 reported that 85% of the respondents showed FOS imagery. A similar study that also attempted finding out FOS among women, was that of O'Leary and Hammack (1975). The cue used in the study was Susan's success in nursing school. One of the stories written went thus:
- Susan wanted to be a doctor but due to public opinion and stiff competition in doctors school, she decided to become a nurse. She had the brain and drive it takes, but people tend to look down on female Doctors. Besides, she did want to get married some day and everyone knows you can't hold a job and the same time. Right? (p. 232).

Other items on the respondents' responses included among others:-

1. No one will marry her, she has lots of friends but no dates.
2. Unfortunately, Anne suddenly no longer feels so certain that she really wants to be Doctor. She wonders if perhaps it isn't normal.
3. She starts proclaiming her surprise and joy. Her fellow classmates are so disgusted with her behaviour that they jump on her body and beat her. She's maimed for life.
4. Anne is a coded name for a non-existent person created by group of medical students.

Furthermore, varied studies on fear of success syndrome suggest that achievement and competitive situations

Girvin (1978), as reported by Bem (1981), studied 48 males and 48 females (undergraduates), who were preselected on the basis of a median split on the Bem Sex Role Instrument as sex typed, cross-sex-typed, androgynous and undifferentiated. At each of the experimental sessions, the 60 attributes from the Bem Sex Role Instrument were projected on a screen one at a time, and the subjects were requested to push one of buttons "ME or NOT ME" to indicate whether the attribute was or was not self descriptive. The results confirmed that-

1. Sex - typed subjects are significantly faster than any of the other three groups, which suggest that the individuals do not take time to think if the attribute is in them behaviourally, rather they simply "look up" the attribute in the gender schema, if it is sex appropriate, they say yes, if not appropriate, they say no.
2. On attributes that are not sex appropriate, sex typed individuals are slower at giving their self description, which goes to prove that sex typing is accompanied by a readiness to process information about the self in terms of one's cultural definitions of femaleness.
3. There was no tendency whatsoever for either the androgynous or the undifferentiated to differentiate, in latency between masculine, feminine and neutral attributes; confirming that neither of these groups is spontaneously inclined to process information about the self in term of gender. Other researchers like Markus, Crane, Bernstein and Siladi (1982) and Mills (1983), have carried out similar studies and found result similar to the above. These varied reviews have shown how important gender is in intellectual schematisation, which reflects in varied behavioural tendencies including fear of success. The aim of the present study therefore was to find out if there is any relationship between subjects self-reported gender behavioural attribute and fear of success, using subjects from Nigeria. As noted, there is still a dearth of composite study on this area in Nigeria which does not make review of related studies in Nigeria handy.

METHODS

The study used the descriptive survey method. Female students in selected Nigerian Universities were randomly selected on the Campuses either through their Heads of Departments on the Campus, Deans or Lecturers. The University of Abuja was purposively chosen

University of Ilorin was thus chosen purposively too, because of its location as gateway between the North and South of Nigeria. Hereafter, five Universities were selected from the West and the East. The simple random sampling was thereafter used to pick two hundred and twenty four females participants. Females were purposively chosen because of the belief that females are more fixated as regards issues. For the purpose of knowing the women's gender behavioural stand, they were asked to respond to a Sex Role Orientation Instrument developed by the researcher. The instrument consisted of thirty items, made up of fifteen typical masculine traits and fifteen feminine traits. (The sex role orientation instrument by Mowaye Fagbemi 1999). They were also asked to respond to a cue, known as the fear of success cue, by Mowaye Fagbemi, 1996, to know if they suffer from the fear of success (FOS) syndrome. Lecturers and research assistants aided in questionnaire distribution and collection.

DATA ANALYSIS

For the purpose of data analysis, the one-way Analysis of Variance (Anova) was carried out on the Sex role orientation score. While in another instance, the frequency count and percentage were used. The Chi-square test was also used. The results are presented in the table which follow.

Table 1
ANALYSIS VARIANCE ON SEX ROLE ORIENTATION AND FEAR OF SUCCESS AMONG FEMALE STUDENTS

Source	DF	SS	MS	F-VALUE	p<F
SR	1	44400.9689	44400.96	146.45	0.0001
FOS	1	15059.6423	15059.64	49.67	0.0001
SR & FOS	1	0.0000	0.0000	0.00	1.0000
Error	207	62759.91213	303.188		
Total	210	109581.75			

Alpha 0.05

Table 1 revealed that the relationship between fear of success and sex role orientation is significant, $F(1,207) = 49.67, p < 0.0001$. This means that sex role orientation is related to fear of success. To observe

Table 2
DUNCAN MULTIPLE RANGE TEST FOR SEX ROLE (SR) AND FEAR OF SUCCESS (FOS) AMONG FEMALE STUDENTS

SR	FOS	N	X	MSE	DF	CRITICAL RANGE
F	FOS	105	63.68			
F	Non-FOS	44	71.8			
A				303.19	207	4.84
A	FOS	19	94.21			
A	Non-FOS	43	99.56			

Note: - Feminine groups are designated as F, while androgynous groups are designated as A for every analysis involving Anova.

As revealed in Table 2, there is a significant difference in the sex role orientation scores of androgynous females having fear of success as compared to those not having fear of success. Androgynous FOS students are fewer than Non-FOS and they even have lower average androgyny scores. This suggests that androgynous females can be expected not to suffer too much from the plague of fear of success.

There was also a significant difference in the sex role orientation scores of feminine females having fear of success as compared with those without fear of success. The table further revealed that the feminine females suffering from the plague of fear of success were higher in number ($N=105$) as compared to those who are devoid of such fear (44) and they are even more feminine on their SRO scores (63.68) than the Non-FOS who had an average SRO score of 71.8.

Table 3
FREQUENCY TABLE OF STUDENTS WITH FOS AND THOSE WITHOUT FOS IN THE FEMININE AND ANDROGYNOUS GROUPS

Group	FOS	Non-FOS	Total
	N	N	
F	105 (70.5)	44 (29.5)	149
A	19 (30.1)	43 (69.4)	62
Total	124	87	211

The result is not surprising as females who tend towards stereotypical (feminine) gender behavioural characteristics may often times be inhibited in achievement situations. A chi-square test for the difference between the obtained frequencies in Table 3 revealed a significant χ^2 value of 25.6 which is greater than the table value of 3.8 for 1 df. This shows that the number of feminine oriented female students with FOS is significantly greater than the number without FOS and that the pattern differs significantly from that of androgynous female students.

DISCUSSION AND CONCLUSION

The findings of the study revealed that, there is a relationship between fear of success and sex role orientation and the relationship was found to be significant. The Duncan Multiple Range Test also revealed that those who were androgynous, that is, gender behaviourally flexible were not as disposed to fear of success as compared to those who were not gender behaviourally flexible. More of the students were not flexible as regards gender roles and were thus regarded as being feminine.

The result findings supports the contention among varied researchers (Lenny 1991, Mowaiye 1995, Roberts, 1984) that people who are androgynous or flexible as regards gender roles and issues are not usually inhibited in achievement settings nor are they usually plagued by the fear of success syndrome. Thus, they perform better and higher in achievement settings, while the feminine people are usually performing below their capacity, because of intimidation of environment. The findings suggest that feminine female students may usually not display their full innate intelligence so as to conform and that they may therefore not be performing at the level they should.

The findings of this study challenges parents to give the sort of socialization that would not inhibit achievement among females and that new orientation as regards gender roles needs to be purposively sought, such that the society will embrace a sort of flexibility as regards gender issues and then, there would be no need to be afraid of success. Schools and the Government can assist in varied ways towards this end. This is the only way by which Nigeria can aim to join the global village since the female population is higher than that of males, if the female mental resources can be harnessed, then more innovations would be made.

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