The Relationship of Social Roles with Various Individual Preferences and Subsequent effects on Various Job Performances

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Abstract- Importance of social roles in societal interconnectivity and cohesion is established and can help study social transition such may be from dictatorship to democracy. Social roles and individual preference are dominatingly harmonious in various social norms and supposed to be there in 'office roles' in the present study in case of various preferences served in the form of a questionnaire to the equal number of officers and men of similar governments ranks of a public sector University and prison department two completely different roles to study role identity of all participants with their selecting 'preferences' in a semi subjective questionnaire revolving around the routine office work related to both departments administered to them. The results revealed 'significant' difference between the role 'demands' and preferences selection among all groups reflecting thereby a 'role confusion' that could be there may be due to political transition.

Index Terms- Role, Preference, Identity, Office Roles

I. INTRODUCTION

Expectation of other people is one of the important determents of human behavior for 'people evaluate one another by comparing role expectations with role behavior and that our esteem for others depends on how well their behavior meets the requirements of their roles' (Kolb Rubin Mcintyre1974). Moreover, the studies of 'role taking show that how ' to a considerable degree, we think and act' 'to fit in with patterns of behaviors laid down by society' (Gallatin1980).Youth is a valuable asset for successful nations and educational institutions usually play prime role to groom it. Overall environment, faculty and staff play a vital role to develop students into responsible citizen of society however, a study reveals that ''students are uncertain about their future' in Pakistan (Malik, Shah 2003). Such unrest among the students can be due to various reasons (Kolb. Rubin Mcintyre 1974) including 'preference expectation' confusion.

The role is usually defined as 'the behaviors expected of a person occupying a certain position in a group' like 'the roles of parent, teacher, policemen, etc' (Pennington 1987). As 'the central role of clinicians conducting an assessment should be to answer specific questions' those can help him for 'making relevant decisions' (Marnat 2003). Status also sometimes is related to roles in simplified terms 'status is a position in the social structure, and a role is the expected behavior of person occupying a particular status' (Hoffman Stephen Klesius 1981) The roles are important in our identification process as well because the child is gradually molded by 'various

agencies'(McCrath 1983) including his or her 'identifications with parents siblings, friends , and others and such is important for a child because of the, 'later patterns of' his her behavior and if there is a 'role diffusion' at any stage as Erikson describes it than child usually does not succeeds to integrated with various identifications' (Edwards 1983).

Pakistan is a democracy and unlike 'trivialized democracy' (Ake 1969) in (Animashuam 2008) now true democratic values as claimed prevail here although different 'elements influence existing political system' (Ahmed 2006): So if a stable political system exists than certainly it would be related with clear role realizations and if so then does it relates to different existing social/official positions also for (Khan 2006) noted difference 'between the working of different faiths' and in case of democracy and dictatorship it is established that both are two entirely different social situations.

The proposed study may be related and may be helpful to understand that how this particular study contribute in 'recognition or up-gradation' of societies" (Khan 2006). Moreover the importance of office role realization in case of different 'occupations' could add to job studies in the same manner as work on different 'scales' in national language 'Urdu' is helpful for objectivity' as (Sohail, Khannum 2009) conducted in case of ' Occupational Stress Scale Development'

The roles of prisons and Universities are totally different because of the nature of work of both the departments. The classical study of 'Stanford Prison Experiment' is an example of the different roles of prisons and educational institutions (Pennington 1986) although 'punishing law offenders' (Akreem 2006) may vary culture to culture. In the same manner the basic role of Universities globally is similar but small variations do exist depending on various cultures imparting education may vary but it is established that both set ups are different although 'sometimes the changes in the meanings of concepts in science' may be 'in conflict with the non-specialist's understanding (Stanovich 2004) however, generally almost in all societies roles of education and prisons are not similar and it is also possible that the connotation of both the words 'education' and 'prison' may be different to the extent of 'negative' and 'positive' so the roles there suppose to be different because the word 'hate' can be assumed to create 'negative affect' as described by Wason &Laird in (Wason &Laird1972).

To study the role differences if any between the people related with the education department and with the prisons department many methods were available for example the first was to study roles in the light of written rules and regulations for the employees of both the departments, the other way was to observe and assess the persons working in both the departments by asking them to share their views about their roles but in both

the cases the probability of chance error was more due to socio-cultural reasons so to be more precise subjects were asked from both the departments to answer the same questions about their preferences in case of certain similar office matters and to see that how do the responses of the people working in two different departments about similar things are different due to their departments requirements and different office roles?

II. METHOD/PROCEDURE

To achieve the purpose a semi subjective questionnaire was developed that was consists of two questions depicting routine daily official procedures with 4 multiple choice items each reflecting different preference options about the main questions among these a few were purely related to the University roles of educators and prison department roles. A group of psychology department students were assigned to administer the questionnaire to 8 University Head of the Departments and 16 University employees working against clerical positions and 8 jail officers of similar ranks and 16 jail junior rankers. Before the administration of questionnaire all participants were told that the present research was designed to know their preferences about certain job roles.

III. RESULTS

Comparison of the responses of both the groups revealed a 'significant difference' between the role demands and selection of preference by the participants of both the groups reflecting the significant presence of 'role confusion' among the employees of both the departments.

IV. CONCLUSION/DISCUSSION

The study reflects that how role realization is related with job productivity and subsequent job success and how such could add to society? The study also proves that 'role confusion' can negatively affect job performance. It also reveals that the performance of an official role is positively correlated with job realization moreover role identification can add to the role performance.

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