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CONTENTS

- **Teachers' Notion of the Sources of Stormy and Stressful Behaviors of Adolescents: Ethiopian Upper Primary School Teachers in Focus**
Aseffa Tafa 171-181
- **Influence of Early Parental Loss on the Psychological Functioning and Sense of Identity among Young Adults in Meru County, Kenya**
Angela Kanini Kaberia 182-195
- **Disability, Rehabilitation and Rehabilitation Psychology: An Overview**
P. Awasthi, V. Yadava and R. P. Pandey 196-210
- **Attitude of Nagas towards Mental Disorders in Relationship to Age and Gender**
Imlisongla Longkumer and Indranee Phookan Borooh 211-219
- **Psychological Predictors of Multitasking Performance of Private Sector Employees**
Ushashree R., V.D. Swaminathan, Vivian B. and Madhuri R. 220-225
- **Parent Child Conflict and Anti Social Behavior among Slum Adolescents**
Kumbher S.M., Sadaf Hussain, P.M. Durgawale and S.V. Lakade 226-237
- **Prevalence of Internalizing and Externalizing Behavioural Problem among School Going Children in Relation to their Level of Intelligence**
Bharati Roy 238-243
- **Adaptation of a Self – Report Emotional Intelligence Scale**
Sreeparna Kar and Sadhan Das Gupta 244-249
- **Academic Achievement of Adolescents in Relation to their Educational Board**
Nivedita Pathak and J. R. Tiwari 250-253
- **Positive Psychology Intervention in Community Development**
Bhavna Mukund 254-264
- **A Comparative Study of Depression and Psychological Well-being of Coronary Heart Disease Patients**
Anjana S. Chauhan and Gandharva R. Joshi 265-271

- **Association of Temperament and Character with Psychopathology and Prosocial Behaviour**
 Murshida Khatoon, Asmita Karmakar, Atanu Kumar Dogra 272-286
- **Application of Behaviour Technology for the Management of Pornographic Addiction among Adolescent Girls**
 G. Rajesh and M. Jayasree 287-292
- **Assessment in Counselling: A Perspective**
 Chandra Prabha Pathak 293-306
- **Strategies towards Enrichment in Life: The Realities of Golden Aging**
 Sisodia Devendra Singh 307-311
- **Personal and Job Related Correlates of Employee Engagement at Work**
 Arti Bakhshi and Richa Gupta 312-317
- **Contributory Factors of Marital Quality for Joint and Nuclear Family Setup: A Study on Urban Couples**
 Papia Mukherjee, Anindita Chaudhuri and Sonali De 318-337
- **Coping with Spousal Burden in Chronic Schizophrenia: A Gender Based Analysis**
 O. P. Gangil, A. Gaur, S. Mohanty and S. Kumar 338-343
- **Dr. Ambedkar and Resilience: Bouncing Back**
 Lalit Kumar Singh and Kiran Srivastava 344-350
- **A study of Life Satisfaction in relation to Family Environment and School Environment among Adolescents**
 Puneet Kaur and Rajinder Kaur 351-358
- **Depression among Patients with HIV/AIDS**
 Hetal M. Patoliya and Minakshi D. Desai 359-363
- **Assessment of Extroversion, Neuroticism Personality and Suicide Tendency in Boys and Girls**
 Krishna N. Parmar and Gandharva Joshi 364-370
- **Bengali Translation and Adaptation of Metacognition Awareness Inventory**
 Sudeshna Roy and Sadhan Dasgupta 371-378
- **Quality of Life among Parents of Children with Neurodevelopmental Disabilities in Relation to Family Environment, Coping Style and Social Support**
 Rajesh Kumar Mourya and R. N. Singh 379-390
- **Conceptualization and Organizational Outcome Correlates of Spirituality at Workplace**
 Vinod Kumar Gupta and A. P. Singh 391-403

Teachers' Notion of the Sources of Stormy and Stressful Behaviors of Adolescents: Ethiopian Upper Primary School Teachers in Focus

Aseffa Tafa*

The primary purpose of this research was to assess teachers' conception of the sources of stormy and stressful behaviors they observe in adolescents. Besides, the observed level of this problem in Ethiopian adolescents and the contribution of teachers' observation of this problem to their stereotypic belief were assessed. The participants were 363 upper primary school teachers who participated in summer in-service training program of 2011 at Adama Science and Technology University. The sample teachers were selected from the total population of 5537 using stratified and systematic sampling techniques. Adolescent storm and stress and teachers' conception of the sources of this problem were measured by two instruments that were developed by the researcher. The instrument for measuring teachers' observation of the level of adolescent storm and stress was sub divided into three sub scales on the basis of the three components of adolescent storm and stress. Percentage, multiple correlations, stepwise regression analysis, t-test, and one way ANOVA were employed to analyze the data. The results of percentage showed that there is fairly high level of storm and stress in the Ethiopian adolescents observed by the studied teachers. The same statistical method depicted that the teachers lacked the knowledge of true sources of the stormy and stressful behaviors they observed in adolescents. Further, the computed multiple correlations indicated that the three components of adolescent storm and stress were significantly related to the level of teachers' stereotypic belief. The regression analysis demonstrated that the three components of adolescent storm and stress were significant predictors of the teachers' stereotypic belief, both jointly and independently. The t-test and ANOVA proved that the teachers do not vary in the level of their stereotypic belief with their demographic background variables. The findings were interpreted in terms of the importance of knowledge of true sources of adolescent storm and stress and finally their long term and short term implications for teachers' trainings were forwarded.

Keywords: Stormy, Stressful, Ethiopia, Upper Primary

Influence of Early Parental Loss on the Psychological Functioning and Sense of Identity among Young Adults in Meru County, Kenya

*Angela Kanini Kaberia**

The study investigated the effects of early parental death on interpersonal relationships of adults with special reference to gender differences and duration of parental loss. The sample consisted of 127 Kenyan adults aged 25-35 years (55 males and 72 females) who had lost one or both parents before the age of 15 years (the 'bereaved group') and a matched control group of 124 people (56 males and 68 females) who had both their parents alive. The results showed that the control group had higher levels of positive relations with others compared to the bereaved. Males, regardless of their bereavement status, were found to be better in their interpersonal relationship compared to the females. Considering duration of bereavement, longer duration of maternal loss, was found to be negatively correlated to positive relations. The findings also showed that those having unresolved grief even after prolonged period of bereavement were characterized by lowered positive relations when compared to those free of such grief.

Keywords: *Parental Death, Interpersonal Relations, Gender, Bereavement Duration.*

Disability, Rehabilitation and Rehabilitation Psychology: An Overview

P. Awasthi*, V. Yadava and R. P. Pandey*****

The present paper attempts to highlight the concept of disability, rehabilitation and rehabilitation psychology. The most essential aspect of rehabilitation being disability, therefore focus has been given on the definition and classification of disability along with a glimpse on the causes. The major models of disability have been discussed with its major emphasis on the causes of disability and the beliefs associated with each model. The primary focus is on the rehabilitation of people, the goals, process, the professionals involved, and competence required to fulfill the purpose of rehabilitation psychology. The emerging field as rehabilitation psychology emphasizes on the types of intervention programs, activities, outcomes, applications and services given to sufferers. Considering rehabilitation to be the most beneficial feature for the disabled people number of studies carried out on disabled inside the hospitals, home and community settings have been mentioned. In context of various types of disabilities and the applicability of the service provided, the benefits of rehabilitation in general have been outlined. Based on the dominant theoretical framework on disability, certain agenda for future actions are proposed because disability is emerging as a global health issue. It is argued that the prevalence of disability, rehabilitation awareness, education, accessibility and availability of rehabilitation services are the greatest challenge for the development of society as well as the country.

Keywords: Disability; Rehabilitation; Barriers; Health; Health Awareness; Interventions

Attitude of Nagas towards Mental Disorders in Relationship to Age and Gender

Imlisongla Longkumer* and Indranee Phookan Borooh**

Mental disorders will continue to have a significant contribution towards the global disease burden unless people develop positive attitudes toward such disorders. Assessment of public attitudes toward mental disorders is important to effectively plan and implement mental health programs. This study examined the relationship between attitudes of Nagas toward mental disorders and two demographic variables- age & gender. Sample comprised of 500 adults (228 males and 272 females) in two age groups – Younger group(21 to 40 years), n= 381 and Older group(above 50 years) n= 119. A case vignette of schizophrenia was used and participants were asked to respond to a questionnaire based on the vignette. Percentage frequencies were worked out and Chi Square test was applied to examine age and gender differences. Significant age and gender differences were observed with regard to acceptance in different levels of relationships and also with regard to attitudes indicating stigma.

Keywords: Nagas, Mental Disorder, Age, Gender

Psychological Predictors of Multitasking Performance of Private Sector Employees

*Ushashree R.**, *V.D. Swaminathan***, *Vivian B.**** and *Madhuri R.*****

The objective of the study was to ascertain the contribution of polychronicity, intelligence, extraversion and neuroticism to multitasking performance of private sector employees. Based on the review of literature, a hypothesis was framed that multitasking preference (polychronicity), intelligence, extraversion and neuroticism would be related to multitasking performance. Purposive sampling method was used to collect data for the study. The sample consisted of 211 employees of whom 84 were women and 127 were men, with monthly salary ranging from Rs.20, 000 to Rs.2, 00,000. The age range was between 24 and 60 years. The Multitasking Performance Inventory, Multitasking Preference Inventory, Raven's Progressive Matrices and Eysenck's Personality Inventory were used along with an interview schedule to collect data. The data were subjected to multiple regression analysis and it was found that polychronicity and extraversion had a direct relationship with multitasking performance and intelligence had an inverse relationship with multitasking performance. Neuroticism had no significant relationship with multitasking performance.

Keywords: *Extraversion, Intelligence, Multitasking Performance, Neuroticism, Polychronicity.*

Parent Child Conflict and Anti Social Behavior among Slum Adolescents

Kumbher S.M.*, Sadaf Hussain, P.M. Durgawale*** and S.V. Lakade******

Adolescent is a period of turmoil and transition where confusion prevails. Lack of parental control over the children is very common particularly in urban population. In rural setting poor education and dearth of resources disturbs the mind set of growing youths. Due to resource crunch and lack of education the relationship between parent and children are affected. Present study was under taken to see what kind of relationship slum youths are having with the parents and what are their behavioral pattern besides examining the linkages between adolescents conflict with the parent and their anti social behavior. The study was conducted on 100 adolescents (50 males and 50 females) of 10-15 years age residing in slums of Karad (Satara district). Two different tools one each for measuring parent child conflict and anti social behavior were administered on them. Results revealed that male adolescents were significantly higher on the conflict with parents and their anti social behavior than females. From the results it was also obvious that adolescent's conflict with the parents was a strong predictor of the anti social behavior as the two variables were direct and strongly related to each other.

Keywords: Child, Conflict, Anti-social Behaviour, Slum

Prevalence of Internalizing and Externalizing Behavioural Problem among School Going Children in Relation to their Level of Intelligence

*Bharati Roy**

The study was conducted on 60 children, out of which 20 were intellectually gifted, 20 average and 20 were mildly retarded. Main objective of the study was to explore their patterns of expressing emotions and behaviour. Child behaviour checklist administered on their parents. It was observed that mean scores of all the three groups showed a statistical significant difference on five scale of CBCL, Particularly aggressive behaviour, delinquent rule breaking behaviour, Anxiety depression, social problems and somatic problems. Children with high intelligence were seen to have externalizing behaviour more as their mean scores on sub tests of aggressive and rule breaking behaviour were higher as compared to average and intellectually gifted children. On the other hand intellectually gifted group exhibit low internalizing behaviour (Anxiety, Depression, and Withdrawn) as compared to average and mentally retarded children. Male gifted and retarded children exhibit greater aggressive and rule breaking behaviour than their female counterpart.

Keywords: *Gifted, Behavioural Problems, Retarded, Withdrawn.*

Adaptation of a Self – Report Emotional Intelligence Scale

Sreeparna Kar and Sadhan Das Gupta***

This study has two objectives (i) to adapt a Bengali Version (language) of the Self – Report Emotional Intelligence Scale (B – SSEIS) and (ii) to evaluate the psychometric properties of the (B – SSEIS) for Bengali sample. Data were collected on 300 male and female adults, age ranging between 15 to 30 years, residing in and around Kolkata for the standardization of the scale. The Cronbach's alpha coefficient was computed to evaluate the internal reliability which was found to be 0.900. Item-total correlation was calculated to find out the item validity of each item. The item total correlation ranges from 0.352 to 0.787. Finally 33 items have been retained in the emotional intelligence scale. Based on these results, it can be concluded that the value of alpha is considerably good (0.90). A 33 item Bengali version of B–SSEIS is reliable and valid for Bengali sample.

Keywords: *Scale, Emotional Intelligence*

Academic Achievement of Adolescents in Relation to their Educational Board

Nivedita Pathak and J. R. Tiwari***

This article investigated the comparative picture of academic achievement in mathematics of adolescent boys and girls. A sample of 400 students was random selected and mathematics achievement test was carried out during adolescence period. The sample consisted of about 200 students of Central Board of Secondary Education and 200 students of Chhattisgarh board. Findings revealed that the academic performance of Central Board of Secondary Education students were better than Chhattisgarh board students. There was significant difference between academic achievement of male and female adolescents of Central Board of Secondary Education and Chhattisgarh board, and male and female adolescents of Chhattisgarh board. But there was not significant variation in male and female adolescents of Central Board of Secondary Education.

Keyword: CBSE board; CG board; Academic Achievement; Adolescent

Positive Psychology Intervention in Community Development

*Bhavna Mukund**

Positive psychology is a recent branch psychology primarily concerned with using the psychological theory, research and intervention techniques to understand the positive, adaptive, creative and emotionally fulfilling aspects of human behaviour.

Community development is a process conducted by community members where local people can not only create more jobs; income and infrastructure, but also help their community become fundamentally better able to manage change.

People are the most important ingredient in the process of community development and their attitude and interactive participation is the key to the success of the process.

This paper explores the possibility of application of positive psychology interventions in the process of community development.

Keywords: *Positive Psychology, Community Development, Interventions, Well-being.*

A Comparative Study of Depression and Psychological Well-being of Coronary Heart Disease Patients

Anjana S. Chauhan and Gandharva R. Joshi***

In the present study an attempt has been made to study the relationship between Depression and Psychological well being of Coronary Heart Patients. In order to pursue above objective Sudha Bhogle's Psychological well-being scale and Beck's Depression Inventory was used to collect the data. The sample consisted of 120 (60 coronary heart disease patients/ 60 normal persons) selected from the Rajkot City. Participants in the sample ranged in age from 35 to 75 years. Data were analyzed by Correlation and t-test. Findings of the study revealed that there is no significant difference between Coronary heart disease patients and normal persons on their depression. However there was significant difference between Coronary heart disease patients and normal persons' psychological well being. Result revealed that 0.50 correlation was found between Depression and psychological well being among Coronary heart disease patients whereas, -0.31 negative correlation was found between Depression and psychological well being among normal persons.

Keywords: *Depression and Psychological Well-being*

Association of Temperament and Character with Psychopathology and Prosocial Behaviour

*Murshida Khatoon**, *Asmita Karmakar***, *Atanu Kumar Dogra****

A substantial proportion of adolescents come to suffer from psychopathology. The study of temperament and its relation to psychopathology has been burgeoning and has consistently proved important for understanding of developmental psychopathology. The present study aims to explore the association of temperament as well as character with psychopathology and prosocial behaviour. The study was correlational in nature and the sample comprised of 138 adolescent school-going females (Age range 12 to 16 years). Temperament and character was assessed using Junior Temperament and Character Inventory (TCI) whereas different forms of psychopathology and prosocial behaviour were assessed by Strengths and Difficulties Questionnaire (SDQ). Results indicate that Harm Avoidance is associated positively with emotional symptoms as well as peer problems and negatively with prosocial behaviour. Novelty Seeking is found to be associated positively with hyperactivity and conduct Problems and negatively with prosocial behaviour. Reward Dependence is found to be associated positively with prosocial Behaviour. Persistence is found to be associated negatively with all the forms of psychopathology considered in this study and positively with prosocial behaviour. The character dimensions of Self-directedness and Cooperativeness are associated negatively with all the forms of psychopathology considered and positively with prosocial behaviour. Self-transcendence is found to be associated positively with prosocial behaviour. The results are discussed and implications as well as limitations are pointed out.

Keywords: *Temperament, Psychopathology, Prosocial Behaviour*

Application of Behaviour Technology for the Management of Pornographic Addiction among Adolescent Girls

G. Rajesh* and M. Jayasree**

Reid and Colleagues (2001) defined Pornography as 'materials that creates or elicits sexual feelings or thoughts, and contains explicit images or descriptions of sexual acts involving the genitals'. When a considerable time is spent on watching pornographic materials and the entire thought process gets centered on them and it affects studies and other normal functioning, this condition can be termed as addiction. Adolescents learn sexual behaviours by observing the sexually explicit material (Alex, Burges & Prentkey, 2009; Haggstrom- Nordin 2006; Haggstrom - Nordin, Tyden, Hanson, Larsson, 2009 and Hunter 2010). They believe these materials might serve as a source of knowledge but most of the times this distorts their images of reality (Huggstrom – Nordin, 2006). Exposure to pornography creates distorted or deviant messages about sexual relationship and sexual behaviour.

A serious concern is the impact of pornified culture on adolescents as they at times tend to understand relationships through the lens of this culture. This pornified environment with lack of healthy information affects their vulnerability to victimization and perpetration. Haggstrom – Nordin (2005) has reported that 76% high school girls watch pornography. Sexual activities in adolescent girls have risks like pregnancy, sexually transmitted diseases etc.

This paper reports a case study of an adolescent girl addicted to pornography who was treated with a module of Behavior Technology Interventions.

It is concluded from the present study that the Behaviour Technology Module was found to be effective in the Management of Pornographic Addiction.

Keywords: *Behaviour Technology, Pornographic Addiction, Adolescent Girls.*

Assessment in Counselling: A Perspective

*Chandra Prabha Pathak**

Assessment is an integral part of the counselling process and the Counsellors need to be skilled assessors. The intent of this paper is to examine in details application of assessment in counselling. It discusses how assessment is an integral part of counselling. It analyses the areas of professional training. The paper recapitulates about assessment tools. In order to understand current assessment technique and instruments the paper briefly examines the history of assessment. Finally, formulates a perspective on future trends and direction.

Keywords: *Counselling, Assessment*

Strategies towards Enrichment in Life: The Realities of Golden Aging

Sisodia Devendra Singh*

The objective of the study was to see effect of aging and gender on life satisfaction. The locale of the study was confined to the state of Rajasthan. The sample consisted of 60 subjects divided into four experimental groups; 30 male, 30 female, 15 early old age male (60-74 years), 15 late old age male (75 years and above) and 15 early old age female (60-74 years) and 15 late old age female (75 years and above). Life Satisfaction Scale developed by Q.G. Alam and Ramji Srivastava was used. Results indicate that as the age increases, level of life satisfaction decreases, life satisfaction of males is better than that of females. Early old age persons show average and late old age persons show low level of life satisfaction. Aged male and female both showed average level of life satisfaction.

Keywords: *Enrichment, Golden Aging*

Personal and Job Related Correlates of Employee Engagement at Work

Arti Bakhshi and Richa Gupta***

The purpose of the present empirical study was to explore personal and job related correlates of employee engagement at work. Using convenience sampling, data was collected from 109 employees (37 females and 72 males) in the age range of 33-51 years working in various banks of Jammu city. Work engagement, mental health, job satisfaction and work motivation were assessed using standardized questionnaires. For the statistical analysis of data, mean, standard deviation and correlation method were used. Pearson product moment r showed significant and positive correlation between mental health and employee engagement. There was a significant and positive correlation between job satisfaction and employee engagement at work. The results also indicated significant and positive correlation between work motivation and work engagement of the employees. The study concludes with a reciprocal relationship between employee engagement and it's personal and job related correlates, thus suggesting a fundamental need to create a positive and balanced work environment. Furthermore, practical and theoretical implications for practicing managers are elaborated on. Enriching employee engagement can positively influence mental health among employees and vice versa. Dedicated, involved and vigorous employees are more motivated and satisfied with their responsibilities, thereby benefitting the organization as a whole. Managers seeking to raise job satisfaction and motivation of the employees while promoting their mental health thus need to attend to employee engagement at work.

Keywords: *Work Engagement, Mental Health, Job Satisfaction, Work Motivation*

Contributory Factors of Marital Quality for Joint and Nuclear Family Setup: A Study on Urban Couples

Papia Mukherjee*, Anindita Chaudhuri** and Sonali De***

The magnitude of changes that the Indian family has experienced over last few decades is enormous. The virtual disappearance of traditional joint family setup from the urban scene, increase in the incidence of marital discord, changed role functioning between the couples in different dimensions of marital relationship are some of the key features that has been emerged in the last two decades. The present study thus attempted to explore how the family functioning along with love attitude, feeling of security and motivation to acquire relationship threatening information, subjective well being and dimensions of personality of couples contributes to the marital quality of joint and nuclear family differentially. The sample consisted of 30 couples from joint family and 30 couples from nuclear family. The age of the participants ranged from 30 to 50 years, with minimum five years of length of marriage, from middle to higher socio economic group, at least graduate and having at least one offspring. The participants completed Love Attitude Scale, Indian Adaptation of Maslow's Security - Insecurity feeling Inventory, Motivation to Acquire Relationship Threatening Information Scale, Subjective Well Being Scale, Marital Quality Scale, NEO Five-Factor Inventory (NEO-FFI) and Family Assessment Device. The data were analyzed using Stepwise Multiple Regression Analysis (SMRA) separately for females from joint family, females from nuclear family, males from joint family, and males from nuclear family. Result showed that Conscientiousness, Openness, Erotic Love and Agape style of love contribute 59.5% to Marital quality for the group of female from joint family whereas Storge Love style and confidence in coping (subjective well being) contribute 27.7% to marital quality in case of female group from nuclear family. In case of male group of joint family, feelings of security and general family functioning contribute 27.5% to their marital quality whereas Pragmatic love and agreeableness contribute 30.5% to marital quality for the group of nuclear family male.

Keywords: Marital Quality, Love Attitude, Subjective Well Being, Feelings of Security, Family type

Coping with Spousal Burden in Chronic Schizophrenia: A Gender Based Analysis

O. P. Gangil*, **A. Gaur****, **S. Mohanty***** and **S. Kumar******

In married schizophrenic patients, spouses experience considerable burden of care. In this paper we compared spouses of both male and female chronic schizophrenic patients on the quantum of burden and attempted to explore various coping mechanism used by spouses to deal with the burden. 120 spouses of chronic schizophrenic patients drawn from Institute of Mental Health and Hospital, Agra served as the study sample. Burden Assessment Schedule and Coping Checklist were individually administered on each spouse. The analysis revealed significant gender differences in spousal burden. The results also indicated differential use of coping mechanisms across gender.

Keywords: *Burden of Care, Chronic Schizophrenics, Coping Mechanisms.*

Dr. Ambedkar and Resilience: Bouncing Back

Lalit Kumar Singh and Kiran Srivastava***

Stress, conflict, adverse life events certainly influence negatively to mankind but few are able to overcome successfully the challenges of life and establish themselves as winner. In this paper we will study the resilience of Dr. Ambedkar a powerful personality who is known not only in the India but world accepts his potential. To study his ability to move ahead even in the worst case scenario is main focus of the paper so that specific understanding can be formed to popularize his unique style to face the challenges which can be used to show the path to resilience to many other who are facing the same adverse situation which Baba Saheb faced.

Keywords: Adversity, Resilience, Challenges.

A study of Life Satisfaction in relation to Family Environment and School Environment among Adolescents

Puneet Kaur and Rajinder Kaur***

The present investigation is an attempt to study the relationship between life satisfaction, family environment and school environment among students. Life satisfaction among students has become an important construct in the present day scenario, as adolescents experience considerable pressure and stress from their environment and find it difficult to cope with these pressures and stress as adolescence is a transitional phase of human existence. 500 Senior Secondary Students (250 = males; 250 females) from Amritsar city comprised the sample of this study. Comparison of means (t -ratio) and Correlational analysis (Pearson r) were used to analyse the obtained data. The main findings of the study reveal significant gender differences in the perception of family environment and school environment among students. Females experience higher degree of life satisfaction as compared to males. The correlational analysis reveals that family environment and school environment significantly influence life satisfaction among adolescents, however the relationship differs qualitatively between male and female students.

Keywords: *Life Satisfaction, Adolescence, Family Environment, School Environment.*

Depression among Patients with HIV/AIDS

Hetal M. Patoliya and Minakshi D. Desai***

The purpose of this study was to examine the depression among patients with HIV/AIDS. The sample of the study consisted of 360 HIV/AIDS patients (180 rural and 180 urban males and females) selected from the antiviral therapy (ART) center in the Pandit Dindayal Upadhyay Government Hospital, Rajkot. The sample falls in the age range of 21-50 year. Depression among HIV/AIDS patients was measured using SCL-90-R Scale constructed by Derogatis. The data was analyzed using 'F' test and Tukey Test. The result revealed significant difference in depression between male and female patients. It was observed that the female patients experienced higher level of depression than male patients. No significant impact of residential area and age on depression among HIV / AIDS patients was observed.

Keywords: *Depression, Adolescent, HIV/AIDS.*

Assessment of Extroversion, Neuroticism Personality and Suicide Tendency in Boys and Girls

Krishna N. Parmar and Gandharva Joshi***

The main purpose of this research was to find out the mean difference on some personality variables and suicide tendency in boys and girls. The total of 80 subjects, of which 40 boys and 40 girls were taken. The MMPI (Eysenck's Personality Inventory) was used to assess personality variables and Suicide Tendency Scale by R.G. Meghnanthy was used to assess Suicide Tendency. t-test was applied to find out significance of difference between boys and girls on measured variables.

The study revealed that there was no significant difference between boys and girls in extroversion, neuroticism personality. There was significant difference between boys and girls in suicide tendency.

Keywords: *Extroversion, neuroticism personality and suicide tendency in boys and girls.*

Bengali Translation and Adaptation of Metacognition Awareness Inventory

Sudeshna Roy* and Sadhan Dasgupta**

The paper presents the adaptation of Bengali version of Metacognition Awareness Inventory (MAI) (Schraw & Dennison, 1994), on a sample of college and university students (N=100) of Kolkata, India. The English MAI scale was translated in Bengali, rated and checked by three bilingual professors and both the original English version and the translated version were administered on students who are comfortable with both languages. Cronbach alpha for the full scale was found .93 indicating a good internal consistency whereas Cronbach alpha for the eight subscales ranges from .61 (procedural knowledge) to .77 (information management strategies) which indicates acceptable internal reliability. In order to validate the scale, the scores of the eight subscales were correlated against the scores of original English version of MAI and all the items of Bengali MAI were correlated against its subscales. The correlation values of all the eight subscales were all statistically significant (0.01 level). Thus it can be concluded that Bengali version of MAI is a reliable and valid tool for measuring Metacognitive Awareness.

Keywords: Metacognition, Scale, Bengali

Quality of Life among Parents of Children with Neuro-developmental Disabilities in Relation to Family Environment, Coping Style and Social Support

Rajesh Kumar Mourya and R. N. Singh***

Present study aimed to examine the role of family environment, social support and coping style in quality of life among the parents of children with neuro-developmental disabilities. Fifty such parents (N=50) participated in this study and were divided into two groups: parents of children with intellectual disability (N=29) and parents of children with cerebral palsy (N=21). Besides, thirty parents having normal children (N=30) also participated. Their age ranged from 26-55 years. The participants in case of affected children were selected from some rehabilitation centers and special school at Varanasi. They were administered Family Environment Scale, Multi-dimensional Scale of Perceived Social Support, Coping Checklist, and Quality of Life scale. Correlational analysis revealed that perceived social support, good family environment and positive coping style were positively associated with quality of life. The results of stepwise regression analysis indicate that perceived social support, family environment and coping style emerged as significant predictors of quality of life among the parents of children with neuro-developmental disabilities. The results are thoroughly discussed and interpreted and implications of the findings are also underlined.

Keywords: *Family Environment, Coping Style, Social Support and Quality of Life*

Conceptualization and Organizational Outcome Correlates of Spirituality at Workplace

Vinod Kumar Gupta and A. P. Singh***

In the era of positive psychology, organizations need to incorporate a set of humanistic and spiritual values into workplaces to enable human hearts, spirits and souls to grow and flourish. Spirituality is recognized as one of the crucial dimensions of the human personality. This paper is an attempt to review the meaning of the spirituality and its role in organizations in present context. This paper will contribute to know the different aspects related to the conceptualization of spirituality, to know differences between spirituality and religion, and to create awareness about workplace spirituality, its importance in work setting for employees as well as organization. Literature shows that in the present time spirituality is playing important role not only for individual who works in the organization but also play important role in organizations and thus enhance their performance and productivity. The growing of research in spirituality in workplace has shown the needs of it nowadays. This paper also presents the theoretical basis for positive outcomes of the spirituality as well as present some suggestions how organizations should try to enhance the implementing the spirituality in the organizations.

Keywords: Spirituality and Workplace Spirituality.

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