

BEHAVIORS IN WOMEN ACADEMICIANS: A PERSPECTIVE FROM HIGHER EDUCATIONAL SECTOR

*Fuentes socioeconómicas de los comportamientos psicológicos en mujeres
académicas: una perspectiva del sector educativo superior*

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Resumen

Las mujeres constituyen un segmento social altamente no representado en términos de investigación del comportamiento psicológico en la academia. Al cerrar esta brecha, el presente estudio amplía la comprensión del comportamiento psicológico de las mujeres y su relación con su estado socioeconómico que finalmente afecta a la academia. Se realizó una encuesta basada en la muestra de 300 profesores de las instituciones de educación superior de Pakistán, seleccionados mediante una técnica de muestreo aleatorio. Los datos se analizaron mediante ACP (análisis de componentes principales), regresión lineal y ANOVA unidireccional utilizando SPSS. Los resultados revelaron que el estado socioeconómico de la facultad docente femenina desempeña un papel importante en la configuración de sus comportamientos psicológicos. Teóricamente, este estudio ha agregado la clase socioeconómica como un precedente importante del comportamiento psicológico de las mujeres en la academia. Además, ha ofrecido ideas para la gestión en las instituciones de educación superior para impartir conciencia sobre la exhibición de comportamientos psicológicos positivos y reducir la influencia negativa de la conciencia del estado a través de sesiones de tutoría y capacitación.

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Abstract

Women constitute a highly unrepresented social segment in terms of psychological behavior research in academia. Bridging this gap, the present study extends the understating of women's psychological behavior and its relation to their socio-economic status which finally effect the academia. A survey was carried out based on the sample of 300 female faculty in the Higher Educational Institutions of Pakistan, selected through random sampling technique. The data were analyzed via PCA (principal component analysis), Linear Regression, and one way ANOVA using SPSS. The findings revealed that the socio-economic status of female teaching faculty plays a significant role in shaping their psychological behaviors. Theoretically, this study has added socio-economic class as an important precedent of the psychological behavior

of women in academia. Moreover, it has offered insights for the management in the Higher Educational Institutions to impart awareness regarding the display of positive psychological behaviors and reduce the negative influence of status consciousness through mentoring and training sessions.

Palabras Clave: Estatus socioeconómico, comportamiento social, comportamiento personal

Keywords: Socioeconomic status, social behavior, personal behavior

Introduction

Behavior is the way to act and react. Behaviors are always backed by human psychology. Every person behave in his own way. Behavior has its own influence on person's social living as well as on its social relations. The behavior impulses are different in male and female. Both genders act differently under the same situation. Behavioral factors of teachers not only affect the social relationships but also affect the academia. Student's colleagues and even the departments suffered due to negative behavioral impulses shown by the female teachers. The one of the reasons behind their negative behavior is the socioeconomic status of themselves or their spouse. High social status or one can say higher social class exhibits more unethical behavior (Piff, Stancato, Côté, denton, & Keltner, 2017). Socio-economic status is the measure of individual's abilities to cope with the society that how well he/she is established in himself that he can meet the demands of the society. The measures which calculate the socioeconomic status also measures the social position as well (Hollingshead, 1957). The socio-economic status of a person consists of his power, wealth and prestige. It can also be said that socioeconomic status can be defined as a financial and sociological collective measure of an individual's work involvement and of an individual's or family monetary and social position as compared to the others, due to high salary, high training, and well renown occupation. It is often estimated as a combination of direction, pay and profession.

Scrutiny of financial status usually un-hides the disparities to get access the assets, to identify the benefits, power and control. Socio-economic status pays attention not only on income but it comprises on education also, which also plays a major role. It provides not only a monetary security but also a subjective view of public position and social class. Socio-economic status can encircle individual satisfaction characteristics and in addition the openings and benefits stand to persons inside society. Neediness, mostly, isn't an only factor but instead it is developed by different physical and psychosocial stressors. Further, Socio-economic status is a sound and solid indicator of an immense range of results over the life anticipation for being wellbeing. Through this way, Socio-economic status is very much important to the all fields of behavioral and sociology, including research, practice and instructions (Coie, Dodge & Coppotelli, 1982).

Human behavior is the totality of concrete attitude (Spiro & Traditional, 1952). Human behavior is the combination of individual's internal as well as external stimuli. The individual personality traits are the determinant of his success, these can be measured through IQ tests as well as the personality is the key to success (Almlund, Heckman, Duckworth, & Kautz, 2011). Social behavior is the subset of human behavior which includes social interaction, behavior, rapport, ethics and authority of an individual. Human behavior is the reactions of people or social events of people to inside and outer lifts. It suggests the diversity in each physical activity and clear feeling related with people, and furthermore humankind. If we study the women side then women pioneers scored fundamentally higher than male pioneers in convincingness, as indicated by the Caliper. In spite of being facilitated by age and acquired qualities, immediate, went to a limited degree by considerations and thoughts, is a perception into specific identity, uncovering despite various things points of view and attributes. Social thought, a subset of human behavior, think about the critical impact of social interest and culture. Further impacts of behavior join together the morals, encasing, world-class, equality, charming, effect and weight.

The examination of social behavior is routinely endorsed as "social character get some information about", however truly thinking about social affiliations isn't just the major issue. Sociologists and anthropologists, among others, in like way

consider social tries in different ways. What sees social character get a couple of data about out of these unmistakable controls is the supplement for an individual as the explanation, that is, social psychologists explain that how individual behave in different situations, and how the individual get affected by social structures. Once in a while, the considering is what things influence the individual behavior through others, and that is considered as social impact. Social impact can join design impacts, as overpowering key ace, what's more circumlocutory impacts, for instance, envisioning how sidekicks would influence in different situations. In the other scenario, social experts consider the academic strategies that are used in understanding ourselves what's more in outstanding people, called social learning. Stereotyping and point of view alter are occasions of social mental structures.

Women behavior is comparatively less studied area especially in higher education departments. Women tend to show more emotions, feelings as compared men even at work place. A worldwide investigation was done in 2009 by the Accenture and argues that 70% of the subordinates (both men and women) approach their managers for complains and difficulties which they are facing at workplace and the women request more as compared to the men. Women used to perform their duties more dutifully and with punctuality even for more hours, about 54% of women worked for 9 to 11 hours per day as compared to the 41% men. Women likewise communicated an eagerness to do some work on unpaid leave, and were less inclined to spend their debilitated days "playing hooky, taking a psychological well-being day, experiencing a headache, or meeting for another activity."

The behavior of women, particular related to the living things falls inside a range with some behavior being common, some surprising, some adequate, and some past satisfactory cutoff points. In human science, coordinate when all is said in done joins practices having no centrality, being not created at various individuals, and in this way all essential human activities. Coordinate in this general sense ought not to be blended up with social behavior, which is a further made social development, particularly arranged at various individuals.

Human behavior is investigated by the particular instructive controls of psychiatry, cerebrum science, social work, humanism, cash related points of

view, and human sciences. Various factors like hereditary qualities, social measures, and assurance join together to form a behavior. Human behavior is experienced all through a man's whole lifetime. It merges the way they act in light of various activities or behaviors from every individual. Social impact can actually strengthen the impacts, similar to total fundamental activity, and spiteful impacts, for instance, envisioning how individual would respond to a specific circumstance. In different cases, social guidance take a gander at the psychological approach that we use in understanding ourselves and what's more exceptional people, called social information. Stereotyping and perspective change are occasions of social mental frameworks.

There are very less researches in this discipline of socioeconomic status on the behavior of women even the researches related to the socioeconomic status are itself in a good collection, even the behavioral problems also have a lot of researches but the combination of these too variables are not found in any journal. Although socioeconomic status has been measured through many dimensions in the literature but not from this edge.

Due to the shortage availability of research articles regarding specific to this topic. The significance of this research is to evaluate the change in the behavior of women with change in their status would be helpful for the institution in understanding the behavior of their employees affecting the student performance/results and even the educational administrative activities. Women with high social status get self-oriented most of the time and like to be social sometime to meet the same type of community to get benefits. This research focuses on such type of behaviors which arises out of the change in their monthly income and designation.

Literature Review

The common measures of socioeconomic status are mentioned in the literature as income and social position of a person. The division and rankings of education seems to be better but the index usually combines the education and occupation together (Coie, Dodge & Coppotelli, 1983). Jones(1981) uses the questionnaire survey technique to find the relationship between the political

characteristics and socioeconomic status about the new developing organizations. According to his research behavior in china he found the positive relationship between them. SES is also used in health sciences by the health researcher, the measures of SES are Occupation, income and wealth. There are many ways to measure such construct that 'is showing its complexity. The terminologies social stratification, social class and socioeconomic status are sometimes used synonymously, but each terminology has also its own theoretical bases as well (Galobardes, Shaw, Lawlor, Lynch, & Smith, 2006). Measure through these two dimensions, *designation and monthly income*.

Psychological behavior is measured through these two dimensions, *social behavior and personal behavior*. Social behavior refers to the variety of social activities and feeling related with people, and additionally humankind. While special characteristic of one's identity and nature might be more reliable, different practices will change as one move from birth through adulthood.

The exemplary perspective of personal behavior is that individuals have mental characteristics that give designing and cognizance to their conduct. In any case, despite the fact that the emphasis is on characteristics of the individual, it is right to state that these great positions, be they psychodynamic, phenomenological, or dispositional, all determine to some degree that their presumed qualities have relational sources and, regularly, orientations. Examples of tension and safeguard, unauthentic self-discernments, and characteristics create through an arrangement of genuinely normal and regular relational encounters (Uchino, Vaughn, & Matwin, 2012).

This investigation demonstrated that personality ought to be considered as a distinctive factor during the time spent. Be that as it may, identity measurements ought not to be investigated all in all as the general personality closeness may not precisely survey the real coordinating between people. Rather, they performed data analysis which demonstrated the presence of relations among the individual measurements.

Designation and behavior

Designation is a social position of a person, which refers to the relative rank that an individual holds; this incorporates orderly rights, obligations, and way of life, in a social progressive system in view of respect or renown. The designations' helps a person in earning more that's why his purchasing power get increase. Sosa, Biediger-Friedman & Banda (2014) in his research coded that the patrons purchasing behavior of a person always depends upon his designation.

Designation also personal and social behavior and this relationship gets strong when the organizations get higher degree of internationalization, and he also notifies that the relationship between the political ties and socioeconomic statuses is weaker when the ventures get high degree of innovation. The main determinants of socioeconomic status are the income, occupation or the combinations of these both dimensions, according to (Winkleby, Jatulis, Frank & Fortmann, 1992).

H1-Designation has relationship with the personal behavior of women

H2-Designation has relationship with the social behavior of women

The education is mostly used to measure the socioeconomic status, he also concluded that the higher education of an individual may be the good predictor of his good health. The egoism of an individual is based upon his monetary wealth (Zabel, 2005). As the person's socioeconomic status even do not effect on his religious funding or capabilities (Rahayu Hijrah Hati & Idris, 2014). Mostly the consequences of socioeconomic status effects the minds (Straiton, Reneflot & Diaz, 2016). One of the researcher also did research on behavior of women and selected his population from nursing side and he argue the presence of stimuli of positive behaviors among nursing staff (Araujo & Figueiredo, 2019).

Income and behavior

Usually women more focus on problems rather than their solution (Maddock, 1993). Researcher argue that human nature is that everything can be purchased, problem of any type could be solved through money (Zabel, 2005).

There are various purposes behind thinking about wealth, income and the income-wealth proportion as key pointers of prosperity (Christelis, Jappelli, Paccagnella, & Weber, 2006). Women are the part of my studied usually a woman thinks that her lifestyle and self-concept is her identity (Peters, Shelton, & Thomas, 2011).

According to (Galobardes et al., 2006) income is the indicator of SES that most straightforwardly measures the material assets segment. Similarly as with different markers, for example, instruction, income has a "dosage reaction" relationship with wellbeing. Income additionally has a combined impact over the life course and is the SES marker that can change most on a transient premise, in spite of the fact that this dynamic viewpoint is once in a while considered in epidemiological studies. It is improbable that cash in itself straightforwardly influences wellbeing; therefore it is the change of cash and resources into wellbeing improving products and administrations by means of use that might be the more significant idea for translating how salary influences wellbeing.

Personality stability theory implied on the social networks of the individuals, the (Maria et al., 2014) verified that similar personalities attract each other for some values, such as openness, agreeableness and extraversion, he also told that some people personality can be judged through their way of conversation. A great many people put something aside for retirement, and achieve retirement age with significant measure of benefits. These benefits give pay to the elderly as rents from land, interests on government and different bonds, profits from stocks. Similar resources can be spent amid the retirement time frame and changed over into a stream of utilization. Personality is such a subject which is researched by many researchers' from a decade, it is the totality of behavior emotional and attitudinal patterns (Maria et al., 2014). Women are the under studied area which we analyzed from past researches. Income not only effect the personal behavior but it also smoothen the firm equilibrium behavior too (Lambert, 1984) thus income is interrelate to the behaviors.

H3- Monthly income has relationship with the personal behavior of women
H4- Monthly income has relationship with the social behavior of women

Moreover, riches can give a support to ensure wellbeing and different dangers, which is vital now and again when the length of life is expanding together with the cost of medicinal services. To discuss such related issues a survey was behavioral in different countries with similar type of standard of living but in different institutions (Christelis et al., 2006). The overconfidence with optimism and the proactive behavior are positively and significantly correlated with each other (Syed, Burke, Acar, Fiksenbaum & Koyuncu, 2010).

The attitudes that separate men and women, and prompt contrasting socialization, create at a beginning time. Conventional stereotyping begins from the time of birth in light of the fact that whether the youngster is a boy or girl. Youth socialization and the recreations kids play may have a result for women' inability to see the casual power arrange. Socialization shapes singular work desires, for instance, what sort of occupations are open and furthermore different needs throughout everyday life, for example, the significance of family. The exceptionally most recent research mirrors the impacts of guardians' conventional sex-part states of mind; in spite of young women and young men having a similar school reviews and being scored also in math's tests, guardians of young women express less trust of the guardians as compare to the guardians of girls (Lahtinen & Wilson, 1994). Human behavior is viewed as the aftereffect of three constituting segments: social forming genetic disposition, and situational correctives. These parts are associated and interlinked in an "inward model" with the assistance of four input circles (constructivist criticism circle, crisis and reflex criticism circle, connection criticism circle, and adjustment criticism circle) in the solidarity of eco-and psycho sphere (Zabel, 2005).

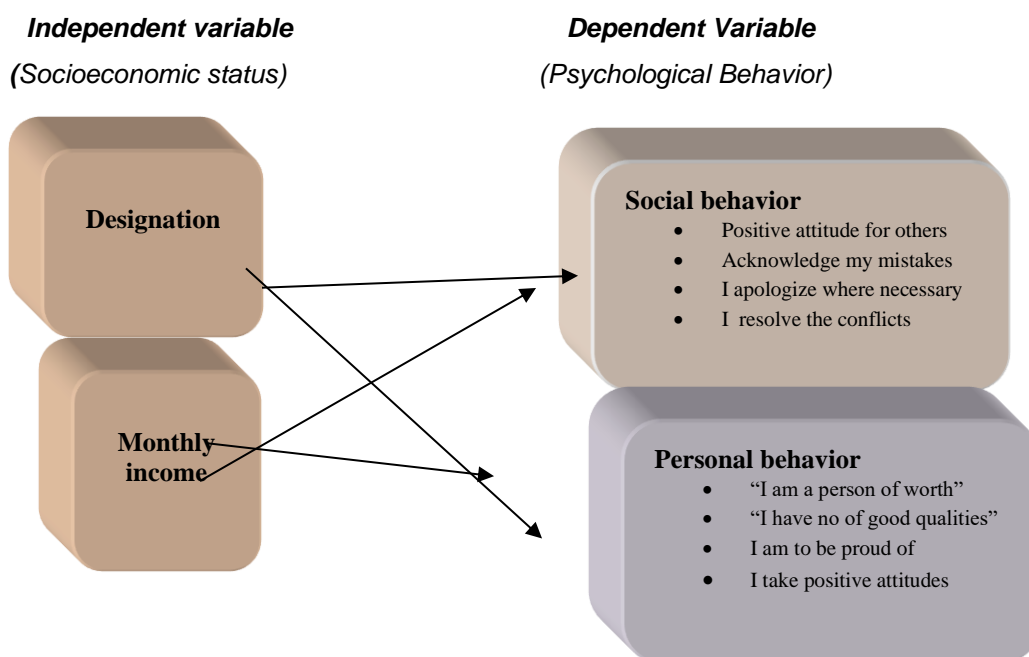
The researcher initially evaluates if women' identity characteristics of aspiration, inspiration and flexibility are by implication identified with their administrative progression through preparing and advancement and work hours (mediation). It at that point looks as if identity characteristics (the moderators) impact the manner by which women utilize preparing and improving the work hours. A confidential, review was sent to 1,346 women working in banks.

One of the researcher proved that the relationship between the five factor of personality and prototype image of an effective leader is significant in

nature(Leung & Bozionelos, 2004). The outcomes give confirm that masculinity and versatility are identified with women. The outcomes additionally demonstrate that personality traits work as moderator, by demonstrating that desire ambitions weaken the training and development (Metz, 2014). One argue that the behavioral of the researcher argue that the behavioral factors are influenced by the genes of ancestors which inherits us , she further focus that if selfish behavior leads to a reproductive success then it will impel the individual to be a selfish(Bergstrom, 2002).

The biologists don't believe that the behavior passes from generation to generation (Rachlin, 2002) other than a strong mechanism. The gender differences creates behavioral differences(Urquhart & Yeoman, 2010). As the social position also affect the behavior and health of an individual as one of the researchers claim that lower the position of a person lower the mortality rates and vice versa (Lundberg, Diderichsen & Yngwe, 2001). The social status also create behavioral problems among the growing children which can be of internal as well as external (Mcgrath, 2015). Socioeconomic status also create health attitudes and issues.

Fig. 1. Theoretical Model



The research has been done on children behaviors, nurses' behavior even on health issues which are directly or indirectly related to SES but no research was done in this scenario regarding the behavior of women from higher education department due to socioeconomic status. Women are the under studied area ever and their behavior in different situations is also need to be study, so the research gap which was existing is the women behavior changes with the change in their socioeconomic status positively and in a self-oriented way both.

Methodology

Quantitative approach is used to analyze the data through survey method. For this purpose the female academicians are selected from the higher education department which covers a huge quota of education department and the selected sample size was 300. Data were collected through random sampling technique. The questionnaires which returned backed were 242. 58 questionnaires were lost by the respondents.

Total questionnaires	Return back questionnaire
300	242

The data was coded first of all; the responses of the respondents were coded in this way by using the five likert scale

RESPONSES	CODING
Highly disagree	1
Disagree	2
Neutral	3
Agree	4
Strongly agree	5

Then different types of tests are applied first of all the descriptive statistics of survey items are given.

Descriptive Analysis of Survey Items

The survey was based on 12 items, where the responses vary from 1 to 5; I would like to explain with Table 1: the table given below is showing that total no of responses were where the means value ranging between (1.08 to 4.5), its means most of the responses were between disagree to strongly agree because minimum value is more than 3 and maximum value is crossing the 4, similarly the standard deviation which represents the variation in the data ranging from (0.709 to 1.12), Table is given below:

Table 1.

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
<i>Designation</i>	241	1.00	5.00	1.1494	.55761
<i>Monthly income</i>	242	1.00	5.00	1.3636	.95544
<i>I have positive attitudes for others</i>	241	1.00	5.00	4.4105	.63412
<i>I acknowledge my mistakes</i>	241	2.00	5.00	3.4938	.60636
<i>I apologize</i>	242	1.00	5.00	4.5496	.59005
<i>I resolve conflicts</i>	242	2.00	5.00	4.3306	.71019
<i>I am person of worth</i>	241	1.00	5.00	4.2944	.77525
<i>I have no of qualities</i>	241	1.00	5.58	4.1642	.86117
<i>I am much to be proud</i>	242	1.00	5.00	3.9174	1.05127
<i>I take positive attitude</i>	242	2.00	5.00	4.1488	.80105
<i>Valid N (listwise)</i>	239				

Reliability Measurement Technique

Reliability is measured through the Cronbach's Alpha; this technique is used to check the internal reliability between the variables.

Table 2. Reliability Measurements Through Cronbach's Alpha

CONSTRUCTS	VALID N	NUMBER OF ITEMS	OF CRONBACH'S ALPHA
<i>socioeconomic status</i>	249	2	.618
<i>Social behavior</i>	247	4	.60
<i>Personal behavior</i>	240	4	.68

The value of cronbach's alpha varies from 0.60 to 0.70. The value of cronbatch's alpha should between 0.6 to 0.7, which is acceptable in literature as Cronbach's alpha is a measurement normally cited by researchers to show that tests and scales that have been developed or embraced for investigate ventures are fit for reason. Writers frequently refer to alpha esteems with little discourse to clarify why they feel this measurement is applicable and seldom interpret the outcome. All the more truly, illustrative cases from the science training literature exhibit that alpha might be worthy notwithstanding when there are perceived issues with the scales concerned. Alpha is additionally infrequently improperly used to guarantee an instrument is uni-dimensional but there are values present on border line it means the internal consistency among the components of the variables is present although not strong enough but statistical techniques can be continued. According to (Taber, 2017) the value of Alpha ranging between (0.61-0.65) is moderate and between (0.64-0.85) is adequate.

Factor Analysis

In order to constructs whether they are valid or not, factor analysis was conducted using PCA techniques with varimax rotation model.

Table 3. KMO and Bartlett'S Test

Constructs	No of items	KMO MEASURE OF SAMPL ADEQUACY	BARTLETT'S TEST OF SPHERICITY CHI SQUARE	BARTLETT'S TEST OF SPHERICITY SIG.
<i>socioeconomic</i>	2	.5	103	.000

status				
Social behavior	4	.644	102.8	.000
Personal behavior	4	.722	145	.000

KMO test mainly conducted to make sure that all the combined components of one variable have different information which is valuable or something similar that would have no benefit future. Kaiser was an statistician which introduce a few Kaiser added a few trimmings known as factor analysis approach with Eigen values this is usually characterized by the principal component analysis approach with Eigen values greater than 1 followed by the varimax rotation (Release, 2016). Similarly the Bartlett test represents that all the constructs are correlated to each other or not, the value of KMO varies between 0 to 1, the 0 indicates larger dispersion among components and 1 indicates that components pattern is correlated, the KMO value 0.5 is considered to be poor and 0.6 is acceptable and above it are better . In the above constructs the value of KMO is more than 5 and even more than 6 in case of social interaction and personal attitude which means further analysis can be run. The Bartlett test of sphericity indicates the correlation between constructs which must be less than ($p=0.05$), the above results are showing the ($p=.000$) and ($p=0.04$) its means all the constructs are correlated in its components and further tests can be applied.

Eigenvalues

In table 4 the eigenvalues and total variance explained that how much the selected constructs have the effect of inner components for example the component 1 socioeconomic status which is consisted of 4 components generating 1 component having (79.3% of total variance). The social behavior (having 4 components) generating 1 component has (45.9% of total variance) and the personal behavior which was also consisting of 4 components and has generated 1 component has (51 % of total variance).

Table 4. Eigenvalues and Total Variance Explained

<i>Constructs</i>	<i>Components</i>	<i>Total</i>	<i>initial eignvalues</i>	
			<i>%age of variance explained</i>	<i>Cumulative %age of variance explained</i>
<i>Socioeconomic behavior</i>	<i>Component 1</i>	1.586	79.320	79.320
<i>Social behavior</i>	<i>Component 1</i>	1.838	45.941	45.941
<i>Personal behavior</i>	<i>Component 1</i>	2.053	51.332	51.332

Factor Loading

In the table 5 components matrix the constructs validity can be measured, in the components matrix table the value of each component of each variable must be more than 0.4 which represents that data has valid construct validity, the table 5 given below the values are (0.842, 0.832, 0.82, 0.764, 0.812, 0.859, 0.815, 0.740, 0.775, 0.751, 0.889, 0.869). The above mentioned value showing that all the components has value more than 0.4, its mean data has constructs validity and can be proceed further.

Components Matrix

In the table 5 components matrix the constructs validity can be measured, in the components matrix table the value of each component of each variable must be more than 0.4 which represents that data has valid construct validity, the table 5 given below all values are more than 0.4 except the value of I acknowledge my mistake which is 0.3. Its mean data has constructs validity and can be proceed further.

Table 5. Components Matrix

<i>Items</i>	<i>Components</i>
Socioeconomic status	
<i>Designation</i>	.891
<i>Monthly income</i>	.891
Social behavior	
<i>I have positive attitudes for others</i>	.653
<i>I acknowledge my mistakes</i>	.687
<i>I apologize</i>	.725
<i>I resolve conflicts</i>	.643
Personal behavior	
<i>I am person of worth</i>	.669
<i>I have no of good qualities</i>	.743
<i>I am much to be proud</i>	.788
<i>I take positive attitude</i>	.659

Linear Regression Analysis

The regression analysis in table 6 represents the significant or insignificant relationship between variables. The value of t equal to and more than 2 is significant and value of p less than 0.0 is significant, there are two independent and two dependent variables in my model on which I applied the linear regression to test them one by one. The relationship between the monthly income and social behavior is significant with the values ($\beta= 0.337$, $p=.003$, $t= 3.03$) whereas the relationship between the monthly income and personal behavior is also significant with the values ($\beta= 0.503$, $p=.000$, $t= 4.6$) and in all the above cases the value of t-test is more than 2.

Table 6. Regression Analyses

CONSTRUCTS	β VALUE	p VALUE	t VALUE
<i>Monthly income with social behavior</i>	0.337	.003	3.03
<i>Monthly income with personal behavior</i>	0.503	.000	4.6

In order to test the second component of social status which is designation we have to apply the ANOVA, the designation of the employee is independent variable and the social and personal behavior are going to be treated as dependent variables.

One Way ANOVA

The relationship between the designation and social behavior is significant with the value ($p=0.007$) and the relationship between the designation and personal behavior is also significant with the value ($p=0.000$).

Table 7

CONSTRUCTS	p VALUE
<i>designation with social behavior</i>	<i>0.007</i>
<i>designation with personal behavior</i>	<i>0.000</i>

Post Hec Test

Post hoc test explain that the lecturer possess positive social behavior with the value 0. whereas the associate professor possess 0.6133 positive behavior as compared to lecturer and head of the department possess -0.444 (negative social behavior) as compared to lecturer whereas the values of their relationship are insignificant with the p values ($p=0.706$, $p=0.864$) and the lecturer has significant relationship with social behavior with the value $p=0.007$.

The lecturer, associate professor and head of the department possess negative insignificant relationship with the social behavior as compared to the asst. professor which has significant negative relationship (-.83382979) with the value 0.007.

The lecturer has negative relationship with the value (.22052911) with social behavior as compared to the associate professor whereas the asst. prof possess positive social behavior with the value (.22052911) and head of the department also possess negative behavior as compared to the associate

professor with the value (-1.05793158). Whereas these all have insignificant relationship with social behavior.

Table 8. Post Hec Test

DEPENDENT VARIABLE	Designation (I)	Designation (J)	Mean difference (I_J)	Sig.
SOCIAL BEHAVIOR	Lecturer	Lecturer	.83382979*	.007
		associate prof	.61330068	.706
		head of department	-.44463090	.864
	Asst. prof	Lecturer	-.83382979*	.007
		associate prof	-.22052911	.984
		head of department	-1.27846069	.167
	Associate prof.	Lecturer	-.61330068	.706
		Asst. Prof	.22052911	.984
		head of department	-1.05793158	.552
	Head of department	Lecturer	.44463090	.864
		Asst. prof	1.27846069	.167
		Associate prof	1.05793158	.552
PERSONAL BEHAVIOR	lecturer	Lecturer	1.71212018*	.000
		associate prof	1.65299908*	.008
		head of department	-.81264064	.394
	Asst. prof	Lecturer	-1.71212018*	.000
		associate prof	-.05912110	1.000
		head of department	-2.52476082*	.000
	Associate prof.	Lecturer	-1.65299908*	.008
		Asst. prof	.05912110	1.000

	<i>head of department</i>	-2.46563972*	.004
<i>Head of department</i>	<i>Lecturer</i>	.81264064	.394
	<i>Asst. prof</i>	2.52476082*	.000
	<i>Associate prof</i>	2.46563972*	.004

The lecturer associate professor head of the department possess positive social behavior with the values (0.81, 2.52, 2.46) as compared to the associate professor whereas the relationship between the social behavior and asst. professor and associate professor has insignificant relationship with social behavior.

The lecturer and associate professor has positive relationship with the values (1.7, 1.6) as compared to lecture whereas the head of the department has negative relationship with the value (0.8) and whereas the lecturer and associate professor has significant relationship with personal behavior with the p values (p=0.000, p=0.008).

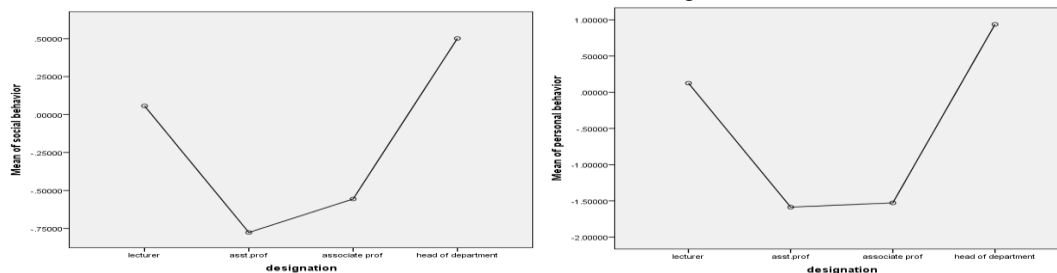
The lecturer associate prof and head of the department possess negative personal behavior with the value (-1.7, -0.05, -2.5) and also lecture and head of the department has significant relationship with the p values (p=0.000, p=0.000) The lecture and head of the department possess negative significant relationship with personal behavior as compared to the associate professor with the values (-1.6, -2.4) and p values (p=0.008, p=0.004) whereas the asst. professor possess positive insignificant relationship with personal behavior.

The lecturer associate professor head of the department possess positive personal behavior as compared to the associate professor whereas the relationship between the social behavior and asst. professor and associate professor is significant with the values (p=0.000, p=0.004).

Means Plots

Means plots are denoting the graphical representation of values of means between the designation and social and personal behavior.

Means Plot between Social & Personal Behavior and Designation



Discussion

The study of personality is a common subject from a decade but the interrelation the behavioral pattern of personality with the social status was still a gap which we try to find out. According to (Cobb & Schurer, 2013) Personality is a cognitive skill that is inherited in nature and it is not driven by the economic conditions. In contrast other author said personality is the predictor of academic and economic success (Almlund et al., 2011). The selected variables are explained theoretically well in the above sections to justify their selection, the variable names socioeconomic status is itself measured on the basis of two components, which are itself measured variables names designation and monthly income, whereas the psychological behavior of women which is dependent variable is itself a concept which is operationalized in the basis of two dimensions (social behavior and personal behavior) whereas the both behaviors consists of four items in each. The social and personal behaviors' reliability is checked through the cronbatch' Alpha, which has values more than 6 and less than 8 which are in acceptable range. There are wide varieties of research articles in which researcher interpret and describes the value of Alpha with its range. The value of Alpha ranging between (0.61-0.65) is moderate and between (0.64-0.85) is adequate (Taber, 2017).

The dimensions of psychological behavior are reduce and squeeze into one component through PCA and the sphericity and adequacy of data is checked through KMO and Bartlett tests, the descriptive statistics and component matrix of each item of dimensions are given in the above table 5.

The relationship between the monthly income (which is the component of social status) and the personal and social behavior (dimensions of psychological behavior) is measured through linear regression, which are showing positive significant relationship between the monthly income and personal and social behavior. The relationship between the sex education race and between income of family is significantly correlated to each other (Misra & Panigrahi, 1996). The similar relationship between the monthly income and social behavior focus on that point that with the increase in monthly income (social status) the social behavior of women significantly changes as she show more positive behavior for others, she acknowledge her mistakes wherever necessary, she also try to resolve the conflicts among different members of her community and she apologize wherever she feels necessary. And the relationship between the monthly income and personal behavior is also significantly exist as she thinks she has number of good qualities, she is person of worth, she has positive attitude for herself and she feels proud on herself.

Whereas the relationship between the designation (component of social status) and personal and social behavior is test through the one way ANOVA, which not only tells the significance of the relationship but also the range of relationship with each item of each variable, ANOVA also explain that the relationship between the designation and personal and social behavior are significant as showing in the table below. The relationship between the designation and social behavior focus on that point that with the change in social position (determinant of social status) the social behavior of women significantly changes as she show more positive behavior for others, she acknowledge her mistakes wherever necessary, she also try to resolve the conflicts among different members of her community. Usually introvert women are less conflict creating and have full control over their emotions (Akhavan, Dehghani, Rajabpour & Pezeshkan, 2016). And she apologize wherever she feels necessary. Individual social position always effects his behavior as the socioeconomic status and the political condition are significantly related to each other (Lin, Lasserre, Mai, Xiong & He, 2015). And the relationship between the social position (designation) and personal behavior is also significantly exist as she thinks she has number of good qualities, she is person of worth. Actually the egoism is the self actualization which individual usually exhibits (Zabel, 2005), she has positive attitude for herself and she feels proud on herself.

Conclusion

Social status is the symbol of individual's worth, that's why the persons having high social status show different behavioral pattern as compared to the normal status person. Personality traits of an individual always affected by the environment in which he/she is living and the person to whom he is interacting. Personality refers to the feelings self-perception and thinking style (Akhavan, Dehghani & Rajabpour, 2016) . The women were my area of interest as the women nature is really versatile; she used to change herself according to the situation. According to my research as the social status of the women considerably put impact on her behavior, she become more social as well as more concerned about herself. The purpose of my research was to search the relationship between the socioeconomic status and psychological behavior of women.

And to test the relationship between the designation and social and personal income the one way ANOVA was applied which also proved the significant relationship between the designation and personal and social behavior. The women although have high educational degree some time suffers with the same social position as men due to differences in behavioral factors (Lahtinen & Wilson, 1994). Thus the both dimensions of socioeconomic status have significant relationship with the social and personal behavior which is the dimensions of psychological behavior. Statistical analysis rejects the null hypothesis and hence accepts the alternative hypothesis. And the research proves that socioeconomic status has significant impact on the psychological behavior of the women. One of the researcher also claim that after applying the regression he find out that that optimism and psychological behavior are significantly correlated (Fiksenbaum et al., 2010).

Table 9

Hypotheses	Regression results (p value)	Anova results (p value)	Relationship (p)
<i>Designation has relationship with the social behavior of women</i>		0.007	Significant

Designation has relationship with the personal behavior of women	0.000	Significant
Monthly income has relationship with the social behavior of women	0.003	Significant
Monthly income has relationship with the personal behavior of women	0.000	Significant

Further research could be done to test the relationship between the socioeconomic status and psychological behavior of men as well as the psychological behavior of women other than higher education institutions can also be examined. Furthermore the comparative study can be done on both men and women behavioral factors. This study is not only helpful for higher education institution to making policy to control such behavioral factors but also for students in educational institutions (many teachers on higher ranks are seems to be uncooperative). Recommendations are that session/seminars should be conducted in the premises of colleges and universities to control such negative behaviors.

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