

TO STUDY THE EGO DEFENSE MECHANISMS OF WORKING EXECUTIVES

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ABSTRACT

The study was conducted to study the Ego Defense Mechanism of working executives (Teachers, Engineers and Lawyers) in Delhi. The sample for the present study was 131 by using simple random sampling technique. For the measurement of Personality of working Executives, **Eysenck's Personality Questionnaire was used. This questionnaire is only assessing the personality traits.** It is concluded by the researcher Scholar that maximum of respondents has high score on the lie scale of personality characteristics. It reveals that they are using the ego defense mechanisms i.e. avoiding unacceptable emotions by focusing on the intellectual aspects. This may be due the influence of other associated factors such as Age, Gender, family Type and Work Experience. The results of the study showed that maximum of respondent using the immature defense mechanisms i.e. intellectualization and reaction formation.

KEYWORDS: Personality, Ego Defense mechanisms, Intellectualization

A STUDY OF EGO DEFENSE MECHANISMS AMONG WORKING EXECUTIVES IN DELHI

INTRODUCTION:

PERSONALITY

The literal meaning of the Term Personality is derived from the term persona-the mask used in make -up by actors in the Roman theatre. In that setting the mask led the audience to expect a consistent pattern of behavior from the person enacting a particular role.

In psychology personality refers to a person's unique and relatively stable qualities that characterize behavior patterns across different situations and over a period of time. Personality is the complex organization of cognitions, affects, and behaviors that gives direction and pattern (coherence) to the person's life. Like the body, personality consists of both structures and processes and reflects both nature (genes) and nurture (experience). In addition, personality includes the effects of the past, including memories of the past, as well as constructions of the present and future.

Temperament: Biologically based characteristic way of reacting.

Trait: Constant, Persistent and specific way of behaving

Type: Distinct category to which people with a pattern of traits are assigned.

Disposition: Tendency in the person to react to a given situation in a characteristic way.

Character: Total pattern of regularly occurring behavior.

Habit: Learned mode of behaving.

Values: Goals that are considered worthwhile.

Defense mechanisms

Everyone probably feels the need for defending himself from uncomfortable feelings now and then. He may feel guilty or ashamed about something he is doing, has done, or has failed to do. He may feel deflated (depressed) by someone else's superior achievements. He may be snubbed (hurt) by someone

whose good opinion he values. In such circumstances, it is natural to look for excuses and explanations that make the hurt less. The need to feel comfortable about the self is a very powerful motivation in everyone. No one likes to believe that he is at fault, inferior to other people, or dislike by them.

At times, such self-defenses may be justified. There may be good excuses or reasonable explanations. Sometimes, however, comforting excuses and explanations are manufactured in effort to feel good about the self, a person ignore or distort reality. Some people have inner weaknesses that make them particularly quick to feel that some incident threatens their self esteem. They cannot admit the true facts about themselves. As a result, they may find ways of defending themselves from these facts. This method of self- defense, called defense mechanisms, becomes so habitual that they spring into action automatically whenever the need arises.

While defense mechanisms are often thought of as negative reactions, some of these defenses can be helpful. For example, utilizing humor to overcome a stressful, anxiety-provoking situation can actually be an adaptive defense mechanism.

Ego defense mechanisms

According to Sigmund Freud's psychoanalytic theory of personality, personality is composed of three elements. These three elements of personality-- known as the id, the ego and the superego--work together to create complex human behaviors.

The Id

The id is the only component of personality that is present from birth. According to Freud, the id is the source of all psychic energy, making it the primary component of personality. The id is driven by the pleasure principle, which strives for immediate gratification of all desires, wants, and needs. If these needs are not satisfied immediately, the result is a state anxiety or tension. For example, an increase in hunger or thirst should produce an immediate attempt to eat or drink. The id is very important early in life, because it ensures that an infant's needs are met. If the infant is hungry or uncomfortable, he or she will cry until the demands of the id are met. However, immediately satisfying these needs is not always realistic or even possible.

The Ego

The ego is the component of personality that is responsible for dealing with reality. According to Freud, the ego develops from the id and ensures that the impulses of the id can be expressed in a manner acceptable in the real world. The ego functions in the conscious, preconscious, and unconscious mind.

The Superego

The last component of personality to develop is the superego. The superego is the aspect of personality that holds all of our internalized moral standards and ideals that we acquire from both parents and society--our sense of right and wrong. The superego provides guidelines for making judgments.

The Interaction of the Id, Ego and Superego

With so many competing forces, it is easy to see how conflict might arise between the id, ego and superego. Freud used the term ego strength to refer to the ego's ability to function despite these dueling forces. A person with good ego strength is able to effectively manage these pressures, while those with too much or too little ego strength can become too unyielding or too disrupting. According to Freud, the key to a healthy personality is a balance between the id, the ego, and the superego.

DEFENSE MECHANISMS

Defense mechanisms are unconscious mechanisms aimed at reducing anxiety that arises from three different scenarios:

When the id impulses are in conflict with each other;

When the id impulses conflict with superego values and beliefs;

When an external threat is posed to the ego

Now the ego has a difficult time satisfying both the id and the superego, but it doesn't have to do so without

help. The ego has some tools it can use in its job as the mediator; tools that help defend the ego. These are called Ego Defense Mechanisms or Defenses.

Ego defenses are not necessarily unhealthy as you can see by the examples above. In fact, the lack of these defenses or the inability to use them effectively can often lead to problems in life. However, we sometimes employ the defenses at the wrong time or overuse them, which can be equally destructive.

The Diagnostic and Statistical Manual of Mental Disorders (DSM-IV) published by the American Psychiatric Association (1994) includes a tentative diagnostic axis for defense mechanisms largely based on George Eman Vaillant's (1977) hierarchical view of defenses. In Vaillant's categorization, defenses form a continuum related to their psychoanalytical developmental level:

Level I - pathological defenses (psychotic denial, delusional projection)

Level II - immature defenses (fantasy, projection, passive aggression, acting out)

Level III - neurotic defenses (intellectualization, reaction formation, dissociation, displacement, repression)

Level IV - mature defenses (humor, sublimation, suppression, altruism, anticipation)

DENIAL

Denial is an ego defense mechanism that operates unconsciously to resolve emotional conflict, and to reduce anxiety by refusing to perceive the more unpleasant aspects of external reality.

The theory of denial was first researched seriously by Anna Freud. She classified denial as a mechanism of the immature mind, because it conflicts with the ability to learn from and cope with reality.

DISPLACEMENT

Displacement is an unconscious defense mechanism, whereby the mind redirects emotion from a "dangerous" object to a "safe" object. In psychoanalytic theory, displacement is a defense mechanism that shifts sexual or aggressive impulses to a more acceptable, or less threatening, target that can serve as an emotional substitute. The most classic example is a worker, angry at his boss, obviously unable to direct his anger and hostility to his intended target, comes home and yells at his wife. She, now also angry and upset, displaces her anger on the child, who then further displaces it on their pet dog. Most often, we take out our frustrations on the people we love.

Another, far more destructive form of displacement is what Anna Freud called "turning-against-self." This happens when the anger and/or other negative emotions (such as hatred) are redirected towards oneself, instead of another object. This dynamic is commonly associated with depression and suicide.

INTELLECTUALIZATION

Intellectualization is a defense mechanism in which reasoning is used to block confrontation with an unconscious conflict and its associated emotional stress. Intellectualization helps to protect us against anxiety by separation from the painful or stressful events, hiding the emotions it provokes behind big words, almost a scientific focus on the facts. This is accomplished by thinking about the event in cold, rational terms, clinically analyzing it. For example, a wife whose husband is dying may try to learn everything about his disease, its prognosis, and treatment options. She may talk about it in scientific terms, analyzing and describing the medical facts about his condition. Doing so may help her not to feel all the pain, anger, and onslaught of other emotions provoked by the imminent death of her beloved.

PROJECTION

Projection can be defined as attributing to others one's own unacceptable or unwanted thoughts and/or emotions. Projection reduces anxiety in the way that it allows the expression of the impulse or desire, without letting the ego recognize it.

To understand the process, imagine an individual (Alice, for example) who feels dislike for another person (let's say Bob), but whose unconscious mind will not allow her to become aware of this negative emotion. Instead of admitting to herself that she feels dislike for Bob, she projects her dislike onto Bob, so that her conscious thought is not "I don't like Bob," but rather "Bob doesn't like me." In this way one can see that projection is related to denial, the only defense mechanism that is considered more primitive than projection. Alice has denied a part of herself that is desperate to come to the surface. She cannot flatly deny that she dislikes Bob, so instead she projects the dislike, thinking that it is Bob who dislikes her.

RATIONALIZATION

In psychology, rationalization is the process of constructing a logical justification for a decision that was originally arrived at through a different mental process. This process can range from fully conscious (e.g. to present an external defense against ridicule from others) to mostly subconscious (e.g. to create a block against internal feelings of guilt). Simply put, rationalization is making excuses for one's mistakes, and by doing so avoiding self-condemnation or condemnation by others.

REACTION FORMATION

In psychoanalytic theory, reaction formation is a defense mechanism in which anxiety-producing or unacceptable emotions are replaced by their direct opposites. For example, one who is strongly attracted to pornography, but has moral or religious obligations to avoid it, might become its staunch critic.

REGRESSION

Regression involves the reversion to an earlier stage of development in the face of unacceptable impulses. When we are faced with anxiety, we tend to retreat, as if in a "psychological time machine," to the point in time when we last felt secure and safe—our childhood. Under stress, or in an anxiety-provoking situation, people very often can become more childish and primitive. Even an adult may want to curl up in bed in a fetal position.

REPRESSION/SUPPRESSION

Repression and suppression are very similar defense mechanisms. They both involve a process of pulling thoughts into the unconscious, and preventing painful or dangerous thoughts from entering consciousness. The difference is that repression is an unconscious force, while suppression is a conscious process, a conscious choice not to think about something.

SUBLIMATION

Freud considered this defense mechanism the most productive, and psychoanalysts have continued to refer to sublimation as the only truly successful defense mechanism.

Sublimation is related to displacement, another redirection of an impulse, but is considered the healthier one of the two. Many great charities were started by people who lost someone to a disease, or whose loved ones suffered from a disability.

COMPENSATION

Alfred Adler observed that much of human life is devoted to compensating for whatever we think are our weaknesses. Sometimes we try to improve on whatever we are weak in, the most famous example being Demosthenes becoming a great speaker.

Sometimes people recognize a weakness in one area, but try to excel in another. Some examples of this can be seen in average students becoming outstanding athletes, and students who are physically not very attractive becoming great scholars. These are healthy ways to handle the anxiety of feeling inferior or

inadequate. There are, however, unhealthy ways to compensate, such as a person feeling unloved becoming promiscuous, substituting quantity for quality.

DISSOCIATION

Dissociation usually stems from a trauma, intense pain, or a serious identity crisis. It may manifest itself in disorders such as Post-Traumatic Stress Disorder, memory loss, Multiple Personality Disorder, Dissociative Amnesia, as well as the more common phenomena of flashbacks, and forgetting something embarrassing.

FANTASY

Fantasy (daydreams, literature, television, Internet) is a way to escape real problems. Imagining that one is successful may lead to feelings of success, especially when one's reality is the opposite of success. In some cases, this may be beneficial: fantasy acts as a rehearsal for our future success.

IDENTIFICATION

Identification (sometimes also called introjections) involves identifying with someone else, taking on their personality characteristics, in order to solve some emotional difficulty and avoid anxiety. This was originally Freud's solution to Oedipus and Electra complexes: identify with the same sex parent and try to become like him or her.

UNDOING

The defense mechanism of "undoing" is based on the notion that it is possible to make amends, to correct mistakes made. In essence, it involves feeling guilty and trying to do something to undo the harm that may have been inflicted. It is trying to reverse or undo a feeling by acting in some opposite or compensatory manner. The simplest example of this defense mechanism at work is an apology.

Freud used undoing to explain some obsessive-compulsive acts, such as a youth reciting the alphabet backwards to undo his sin of sexual thoughts and feelings.

WITHDRAWAL

Withdrawal involves the removal of oneself from anything and everything that carries reminders of painful or stressful thoughts and emotions. Withdrawal is one the most severe defense mechanisms because it can lead to feelings of alienation and loneliness, which create more anxiety and pain. Combined with fantasy, withdrawal can paralyze one's life.

MALADAPTIVE USE

Defense mechanisms are helpful and healthy if used in a proper manner. However, if misused or overused, the same defense mechanisms may also be unhealthy.

Maladaptive use of defense mechanisms can occur in a variety of cases, for example when they become automatic and prevent individuals from realizing their true feelings and thoughts. Frequent or continuous use of defense mechanisms disrupts reality-testing. Denial and paranoid projection are considered to be psychotic in nature, as their repeated use can cause people to lose touch with the real world and their surroundings, and consequently isolate themselves from reality and dwell in a world created of their own design.

DEFENSE MECHANISMS CAN ALSO BE HARMFUL IF:

There are too few defenses that can be employed in coping with threats;

There is too much superego activity, which causes the use of too many defenses.

REVIEW LITERATURE:

The Third Charcot student was Sigmund Freud (1856-1939). His theory of Personality and method of therapy, Psychoanalysis had a great impact on millions of life and our society as a whole. His basic theory emphasis on unconscious processes, the importance of the sexual and aggressive instincts, the importance of early experience in the formation of personality, and the role of anxiety and the defense in the formation of neuroses. His terms for the parts of personality, ID, EGO and SUPEREGO, are virtually a part of the everyday expression of our culture and the focus for cartoons in popular magazines. Psychoanalysis is a clinical method of investigation of the wishes and fears of the people.

Hans J. Eysenck(1916) another British psychologist, pursued the correlational approach to personality. He derive three basic trait dimensions of personality: Introversion-Extraversion, Neuroticism(stable-unstable), and Psychoticism (insensitive-sensitive) and devised questionnaires to measure individual differences on the three dimensions. After that in early 1990s, A consensus seems to be emerging among proponents of this approach that there are five basic dimensions of personality i.e. Neuroticism, Extraversion, Conscientiousness, Agreeableness and openness to experience. The focus of the correlational approach is on individual difference but a clinical approach interest is in the functioning of the person over a wide range of situation and in all aspects of personality. Clinical approach use both self report data and actual observation of behavior, at least in the clinical setting but correlational approach is limited to self-report data.

Lie scales were originally introduced into personality measures in order to detect the "faking good" of scores on other scales (O'Donovan, 1969). The theory is that lie scales are constructed from items listing issues and behaviours which are either socially desirable but infrequently practiced or frequently practiced but socially undesirable. According to Eysenck and Eysenck (1976) the lie scale included in the Eysenck Personality Questionnaire permits lying to be diagnosed when a set of rarely performed acts are endorsed by the respondent as being habitually done and when frequently performed non-desirable acts are denied by the respondent. It has become increasingly recognized, however, that lie scales are open to multiple Interpretations. As well as measuring the tendency to "fake good" there is evidence that lie scales should be interpreted as measuring a personality dimension in their own right (McCrae and Costa, 1983; Furnham, 1986). According to some commentators this dimension is best characterised as social acquiescence or conformity (Finlayson, 1972; Powell, 1977; Massey, 1980; O'Hagan, 1981; Birenbaum and Montag, 1989; Granleese and Barrett, 1990). According to other commentators this dimension is best characterized as lack of self insight (Dicken, 1959; Crookes and Buckley, 1976; Kirton, 1977; Francis et al., 1983; Brown and Kodadek, 1987).

(Pearson and Francis, 1989; Francis, 1991; Francis et al., 1991), A series of papers by Francis explains Eysenckian lie scales contain more than one component and distinguished between two components. Component A is concerned more with the image of the well behaved socially conforming individual, while component B is less concerned with the image of the well behaved socially conforming individual and more concerned with those desirable but unlikely behaviours and those undesirable but likely behaviours which more truly reflect the essence of the theory on which lie scales were originally devised Chris J. Jackson a, Leslie J. Francis b, (1997) study has examined the relationship between neuroticism scores and the lie scale scores under different test conditions. Two main conclusions emerge from the findings. First, the study lends support to the view that the correlation between neuroticism scores and lie scores provides insight into the extent to which a group of respondents has faked good. A significant negative correlation between neuroticism scores and lie scale scores suggests that the lie scale is functioning as an index of faking good. Second, the study lends support to the view that both component A and component B of the lie scale, as identified by Francis (1991) function in a similar way as indices of faking good.

Vaillant (1977) has further limited these classifications into four categories like pathological, immature, neurotic and mature etc. Pathological defense mechanisms are psychotic (psychotics are the people passing through the abnormal state of mind, where they are experiencing complete loss of contact with reality) in nature and found in dreams and throughout childhood. Delusional projection, Conversion, denial, distortion,

splitting, and extreme projection are the defense mechanisms included in this category.

Immature type of mechanisms is found in adults and these mechanisms help to reduce distress and anxiety initiated by the uncomfortable reality. These are dominant in the state of major depression and personality disorders. Excessive use of immature defense mechanism always leads to serious problems in a person's ability to adjust with self and environment. Immature mechanisms include acting out, fantasy, idealization, passive aggression, projection, projective identification and summarization.

Neurotic ego defense mechanisms are again fairly common in practice among adults; neurotics are the people with extreme mood swings. These types of defenses have short-term advantages in coping, but can cause long-term problems in relationships, work and adjustment in life, when used as one's primary style of adjustment with the world. These mechanisms include displacement, dissociation, hypochondriasis, intellectualization, isolation, rationalization (making excuses), reaction formation, regression, repression, undoing and withdrawal.

Mature defense mechanisms are mostly used by emotionally healthy adults and therefore considered as mature. Mature defense mechanisms are learnt during the immature stage of development and such defenses have been adapted through the years to optimize success in life and relationships. The use of these defenses enhances pleasure and feelings of control. These defenses help to integrate conflicting emotions and thoughts, whilst still remaining effective. These mechanisms include altruism, anticipation, humour, identification, introjections, sublimation and thought suppression.

OBJECTIVES

To study the Ego Defense Mechanisms among the working Executives (Engineers, Teachers and Lawyers)

PROCEDURE OF ANALYSIS OF DATA:

All data analyzed through statistical measures like mean, median, SD.

TOOL SELECTED: The Eysenck Personality Questionnaire is the result of many years of developmental work. It was designed to give rough and ready measure of four important personality dimensions: Extraversion, Neuroticism, Psychoticism and Lie Scale. Each of these four traits are measured by means of 100 questions, carefully selected after lengthy item analysis and measuring these three traits have been reviewed in The structure of Human Personality, and the detailed description of the actual derivation of the scale here presented has also been published. The theoretical background and the experimental validation of the concepts of psychotism, neuroticism and extraversion have been given in a series of books. It must be suffice here to say that psychotism is an independent dimension which describes the personality as solitary, troublesome, cruel, lacking in feeling and empathy, hostile to others, sensation seeking, and liking add an d unnatural things. Neuroticism refers to the general emotional liability of a person, his emotional over-responsiveness and his liability to neurotic breakdown under stress. Extraversion as opposed to introversion, refers to the outgoing, Uninhibited, sociable proclivities of a person. These three dimensions are conceived of as being quite independent; thus all the theoretically possible combinations of scores may in fact be observed. The table No. 3.8 describes the traits that are associated with the three dimensions in Eysenck's model of personality:

CHARACTERISTICS OF DIMENSIONS OF THE PERSONALITY

| Psychoticism | Extraversion | Neuroticism |
|----------------------|--------------------|-----------------|
| Aggressive | Sociable | Anxious |
| Assertive | Irresponsible | Depressed |
| Egocentric | Dominant | Guilt Feelings |
| Unsympathetic | Lack of reflection | Low self-esteem |
| Manipulative | Sensation-seeking | Tense |
| Achievement-oriented | Impulsive | Moody |
| Dogmatic | Risk-taking | Hypochondriac |

| | | |
|--------------|------------|------------------|
| Masculine | Expressive | Lack of autonomy |
| Tough-minded | Active | Obsessive |

ABOUT LIE SCALE

It also seems clear that under certain circumstances (e.g. when subjected to a selection procedure) many people will dissimulate or camouflage, and even under ordinary experimental test conditions, some people will dissimulate. Due to this factor it becomes important to attempt the construction of scales for the measurement of dissimulation. Several methods have been tried in this connection, but the most important has undoubtedly been the construction of the Lie Scales. The present scale is only measure the personality traits. It is not meant for any pathological diagnosis.

RESULTS**Table No. 1: Frequency of Working Executives (Teachers, Engineers and Lawyers)**

| Respondents | Frequency | % |
|------------------|-----------|------|
| Teachers(Cat-1) | 45 | 34.4 |
| Engineers(Cat-2) | 49 | 37.4 |
| Lawyers(Cat-3) | 37 | 28.2 |
| Total | 131 | 100 |

(Source: Primary Data)

Table No- 1 Shows the frequency of distribution of 131 respondents, and Out of 131 respondents, teachers belong to total no. of 45 respondents (34.4%), Engineers belong to total no. of 49(37.4%) and Lawyers belong to total no. of 37(28.2%) of total population of the respondents (131). The data is collected from public sector and government organization for Engineers, Private schools for teachers and practitioner lawyers. The socio-economic profile of respondents is presented in the table 4.3 which include demographic characteristics such as category of respondents, age, gender, qualification, category, years of service or working and family type of respondents.

SAMPLE CHARACTERISTICS**Table No.2: Demographic Data (N-131)**

| variables | category | frequency | % |
|---------------|----------------------|-----------|-------|
| Age | 20 to 30years (A1) | 27 | 20.61 |
| | 31 to 40 years(A2) | 33 | 25.10 |
| | 41 to 50 years(A3) | 46 | 35.11 |
| | 51 to 60 years (A4) | 25 | 19.08 |
| | Total | 131 | 100 |
| Gender | Male (G1) | 69 | 52.67 |
| | Female (G2) | 62 | 47.32 |
| | Total | 131 | 100 |
| Qualification | Diploma (Q1) | 17 | 12.97 |
| | Graduation (Q2) | 77 | 58.77 |
| | Post Graduation (Q3) | 37 | 28.2 |
| | Total | 131 | 100 |
| Category | Teacher (C1) | 45 | 34.4 |
| | Engineer (C2) | 49 | 37.4 |
| | Lawyer (C3) | 37 | 28.2 |
| | Total | 131 | 100 |

| | | | |
|-----------------|---------------------|-----|-------|
| Work Experience | 5 to 15 years (E1) | 76 | 58.01 |
| | 16 to 25 years (E2) | 31 | 23.66 |
| | 26 to 35 years (E3) | 24 | 18.32 |
| Total | | 131 | 100 |
| Family Type | Joint (F1) | 49 | 37.4 |
| | Nuclear (F2) | 82 | 62.59 |
| | Total | 131 | 100 |

(Source: Primary Data)

It is inferred from table 2 that the entire study is based on sample drawn by proportionate sampling. The respondents comprises of three categories, Teachers (C1), Engineers (C2) and Lawyers (C3). The total no of respondents are 131. Out of total sample teachers are 45(34.4%), Engineers are 49(37.4%) and Lawyers are 37(28.2%). Age wise distribution of respondents indicates that a major share of respondents belongs to Age group A3 which is 35.11% of total sample. 25.10% belongs to age group A2 and 20.61% to age group A1. Only 19.08% belong to age group A4. Thus, it is inferred that a large number of the respondents belong to the age group 41- 50 i.e. 35.11 per cent. The respondents were classified based on years of experience in their profession. Out of total sample of 131, maximum 58.01 percent belongs to the group E1(5-15 years), 23.66% belongs to the group E2(16-25 years) and only 18.32 percent belongs to groupE3(26-35 years). As far as the gender of respondents is concerned, it is inferred from the table 4.3, 52.67 percent are belongs to group G1(male) and 47.32 percent are belong to group G2(female). The respondents were classified based on their qualification. It was found that 58.77 percent of the respondent are graduate and belongs to group Q2, 28.2 percent are belongs to group Q3(post graduation). Only 12.97 percent of respondent belong to group Q1 (diploma). To analyze the life style of the respondent, respondent also classified on the basis of their family type. Table no.2 also shows that 62.59 percent of respondent live in a nuclear family and 37.4 percent live in joint family.

Table No. 3: Mean and SD of Personality (Teacher, Engineer and Lawyers)

| Personality Dimension | category | Teachers (C1) | Engineers (C2) | Lawyers (C3) |
|------------------------------|-----------------|----------------------|-----------------------|---------------------|
| P1 Extraversion | Mean | 6.07 | 5.27 | 5.62 |
| | SD | 1.68 | 1.69 | 1.23 |
| P2 Neuroticism | Mean | 4.80 | 5.08 | 5.22 |
| | SD | 1.69 | 2.23 | 1.83 |
| P3 Psychoticism | Mean | 6.80 | 6.27 | 6.11 |
| | SD | 2.09 | 2.01 | 1.66 |
| P4 Lie scale | Mean | 8.13 | 8.35 | 7.59 |
| | SD | 1.29 | 1.33 | 1.82 |

Source: (Primary Data and analysis SPSS 19.0)

Personality is the second variable of the present study. There are four dimensions of the personality i.e. Extraversion, Neuroticism, Psychoticism and Lie scale. In all three categories, C1, C2 and C3 Lie scale is the most significant dimension, second is the Psychoticism and neuroticism is least significant in three categories.

Table 4: Comparison Table showing personality Variables of all Respondents (N-131):

| Personality variables | category | Number | % |
|------------------------------|-----------------|---------------|--------------|
| Lie Scale | Low | 42 | 32.06 |
| | High | 89 | 67.93 |
| Extraversion | Low | 97 | 74 |
| | High | 34 | 26 |
| Neuroticism | Low | 107 | 82 |
| | High | 24 | 18 |
| Psychoticism | Low | 72 | 55 |
| | High | 59 | 45 |

(Source: Primary Data)

Table No. 5 showing the difference between the score of Lie scale in male and female Respondents (N-89)

| Personality Variable | Category | Total No of Male-68 | Total no of female-63 |
|-----------------------------|-----------------|----------------------------|------------------------------|
| Lie Scale | High | 45 (66%) | 44(70%) |

(Source: Primary Data)

INTERPRETATION & DISCUSSION

Present study had maximum number of engineers as respondent i.e. category 2 (37.4%), which are from the core disciplines like electrical and architecture department descending by Teachers i.e. category 1 (34.4%) and Lawyers i.e. category 3 (28.2%). Descriptive statistics show that lie scale of personality is most effective factor in the entire respondent (Mean=8.06) as compared to Psychoticism (Mean=6.41), Extraversion (Mean=5.64), Neuroticism (Mean=5.02). The least score of all the respondents are on neuroticism scale, which indicates that they do not have any Anxiety, Depression, Guilt Feelings, Low self-esteem, Tension, Moody, Hypochondriac, Lack of autonomy. Parallelly, maximum influencing score of all respondent is on ‘lie scale’.

In any Psychological Questionnaire of personality, Lie scale is to be considered as most important factor as compared to others. The lie scale included by Eysenck (1976) in the ‘Eysenck Personality Questionnaire’ permits lying to be diagnosed when a set of rarely performed acts are endorsed by the respondent as being habitually done and when frequently performed non-desirable acts are denied by the respondent.

It means, they are hiding the real facts. This conclusion supported by Dicken (1959) has three possible and plausible reasons for high scoring on the L scale:

- 1) Deliberate ‘faking’ with intent to deceive the user
- 2) Response in terms of an ideal self-concept rather than a candid self- appraisal
- 3) Response in terms of an ‘honest’ but inaccurate and un-insightful self assessment.

Apart from the above mentioned three possibilities, the fourth possibility i.e. genuine conformity to social rules and mores can also be the reason for high score on Lie scale.

Chris J. Jackson a, Leslie J. Francis b, has also studied the correlation between neuroticism and Lie scale which support to the view that the correlation between neuroticism scores and lie scores provides insight into the extent to which a group of respondents has faked good. A significant negative correlation between neuroticism scores and lie scale scores suggests that the lie scale is functioning as an index of faking good. Second, the study lends support to the view that both component A and component B of the lie scale, as identified by Francis (1991) function in a similar way as indices of faking good.

In this study, the researcher also found that the Score of lie scale is high in female executives (70%) than male executives (65%) which may reflect in part the assumed greater social pressure for conformity in females. This was already suggested by Hartshorne and May (1928). They found that girls had higher L scores than boys; they gallantly suggested that this might be due, not to more dissimulation in girls, but rather to their greater conformity which allowed them to answer more questions truthfully in the socially desirable direction. Whether the respondent L score represent the dissimulation or conformity, it can be assessed by the situation in which he/she is. In present study, it is more towards the dissimulation because maximum respondents are experienced executives and in the age range of 41 to 50 years. This statement also supported by the scores on the personality dimension called Neuroticism which is low in 82% of the respondents.

Above discussion showed that maximum no. of respondent were using ego defense mechanisms to hide real facts. By studying the literature about ego defense mechanisms, personality scores and demographic characteristics, it seems that intellectualization and reaction formation type of defense mechanism is used by most of respondent. Intellectualization helps to protect us against anxiety by separation from the painful or stressful events, hiding the emotions it provokes behind big words, almost a scientific focus on the facts.

The concept of reaction formation involves converting a socially unacceptable impulse into its opposite. To apply this notion to esteem protection, one may propose the following:

People respond to the implication that they have some unacceptable trait by behaving in a way that would show them to have the opposite trait. Insinuations of hostility or intolerance might, for example, be countered with exaggerated efforts to prove oneself a peace-loving or tolerant person. Limitation of this study is that this is the tools to assess the personality traits and not for pathological diagnosis. In future, there is a need to further detailed study on the basis of present study.

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