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## MULTIPLE COMPARISON OF MEANS OF TREATMENT GROUPS OF SELF-ACTUALIZATION

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### Abstract:

*This paper reviews Carl R. Rogers' concept of the actualizing tendency as an operational premise in client-centred therapy. Rogers' view of actualization is clarified including the relationship of the concept to Rogers' speculations about the "fully functioning person." The function of the actualizing concept in therapy is demonstrated by reviewing segments of a therapy session. The client-centred therapist implements the actualizing tendency by creating a specific interpersonal climate during the therapy session.*

### KEY WORDS:

Self-actualization, fully functioning person, therapy session, actualizing tendency.

### INTRODUCTION

Vide Table-1 there are 8 treatment groups of students. The obtained F-ratios (3.0590) with reference to finding 6, indicates that the treatment groups differ significantly. However, it is not clear from the above finding that which of the comparisons of the treatment groups differ significantly in terms of their proneness to the tendency of self-actualization. Hence, to know this, comparison of means of all treatment groups was carried out.

It is the common practice to run to 't' test for the comparison of means. But Sax (1979) Warns that statistically, it is a mistake to run t-test following an Analysis of Variance. There are two reasons for this. In the first place if there are ten means to compare, there will be 45 different combinations to test. Not only does this entail much work, but it increases the probability that Type-1 errors will increase. Second, should experimenter decide to select two most extreme means to test, then the next two etc., an important assumption is violated, namely, that all groups have been 'randomly' sampled from the same population.

However, to overcome the above mentioned shortcomings Scheffe (1953) has proposed a method of determining which means differ significantly following at F-test (Sax, 1979, p. 392). Hence, this test has been employed in the study. Scheffe's simultaneous confidence intervals for possible comparison of treatment groups are presented in the following table :

**Table – 1 : Comparison of Two Treatment Groups on Self-actualization– Scheffe’s Simultaneous Confidence Intervals**

S. No.	Treatment Groups	Corresponding Means	Simultaneous Confidence Interval	P-value	Signi.
1	b <sub>2</sub> c <sub>1</sub> -b <sub>1</sub> c <sub>2</sub>	140.6671 & 156.4578	-18.3711 ; -3.2113	<0.05	Yes
2	b <sub>2</sub> c <sub>2</sub> -b <sub>1</sub> c <sub>2</sub>	145.7042 & 156.4578	-13.3352 ; -8.1739	<0.05	Yes

b<sub>1</sub> – high , b<sub>2</sub> – low , c<sub>1</sub> – high , c<sub>2</sub> – low

It is revealed from the above table that :

1. The simultaneous confidence interval values of S. No. 1 are in the same direction i.e., - 18.3711 and – 3.2113. Therefore, the difference is significant.

Hence, the means of the treatment groups b<sub>2</sub>c<sub>1</sub> (140.6671) and b<sub>1</sub>c<sub>2</sub> (156.4578) differ significantly in respect of their proneness to the tendency of self-actualization.

2. The simultaneous confidence interval values of S. No. 2 are in the same direction i.e., –13.3352 and –8.1739. Therefore, the difference is significant.

Hence, the means of the treatment groups b<sub>2</sub>c<sub>2</sub> (145.7042) and b<sub>1</sub>c<sub>2</sub> (156.4578) differ significantly in respect of their proneness to the tendency of self-actualization.

However, the observation of the two means clearly indicates that the mean of the treatment group b<sub>2</sub>c<sub>2</sub> is less than the treatment group b<sub>1</sub>c<sub>2</sub>.

This further implies that teachers with higher work value and lower leadership behaviour are more prone to the tendency of self-actualization than the teachers with lower work values and lower leadership behaviour.

The comparison of means of three treatment groups on self-actualization using Scheffe’s test is given in the following table :

**Table – 2 : Comparison of Means of Three Treatment Groups – Scheffe’s Simultaneous Confidence Intervals**

S. No.	Treatment Groups	Corresponding Means	Simultaneous Confidence Interval	P-value	Signi.
1	a <sub>1</sub> b <sub>2</sub> c <sub>1</sub> -a <sub>1</sub> b <sub>1</sub> c <sub>2</sub>	138.3348 & 154.0003	-18.2447 ; -3.0848	<0.05	Yes
2	a <sub>2</sub> c <sub>1</sub> b <sub>2</sub> -a <sub>1</sub> b <sub>2</sub> c <sub>1</sub>	158.9176 & 138.3348	18.0021 ; 23.1622	<0.05	Yes
3	a <sub>2</sub> c <sub>1</sub> b <sub>2</sub> -a <sub>1</sub> b <sub>2</sub> c <sub>2</sub>	158.9176 & 145.7787	10.5598 ; 15.7196	<0.05	Yes
4	a <sub>2</sub> c <sub>1</sub> b <sub>2</sub> -a <sub>2</sub> c <sub>1</sub> b <sub>1</sub>	158.9176 & 142.0911	14.2485 ; 19.4085	<0.05	Yes
5	a <sub>2</sub> b <sub>2</sub> c <sub>1</sub> -a <sub>2</sub> c <sub>1</sub> b <sub>2</sub>	143.0012 & 158.9176	-18.4956 ; -3.3356	<0.05	Yes
6	a <sub>2</sub> b <sub>2</sub> c <sub>2</sub> -a <sub>2</sub> c <sub>1</sub> b <sub>2</sub>	145.6289 & 158.9176	-15.8669 ; -0.7068	<0.05	Yes

a<sub>1</sub> – high, a<sub>2</sub> – low, b<sub>1</sub> – high, b<sub>2</sub> – low, c<sub>1</sub> – high, c<sub>2</sub> – low,

It is revealed from the above table that :

1. The simultaneous confidence interval values of S. No. 1 are in the same direction i.e., –18.2447 and –3.0848. Therefore, the difference is significant.

Hence, the mean of the treatment groups a<sub>1</sub>b<sub>2</sub>c<sub>1</sub> (138.3348) and a<sub>1</sub>b<sub>1</sub>c<sub>2</sub> (154.0003) differ significantly in respect of their proneness to the tendency of self-actualization.

However, the observation of two means clearly indicates that the mean of the treatment group a<sub>1</sub>b<sub>2</sub>c<sub>1</sub> is smaller than the mean of the treatment group a<sub>1</sub>b<sub>1</sub>c<sub>2</sub>.

2. The simultaneous confidence interval values of S. No. 2 are in the same direction i.e., +18.0021 and +23.1622. Therefore, the difference is significant.

Hence, the mean of the treatment groups a<sub>2</sub>c<sub>1</sub>b<sub>2</sub> (158.9176) and a<sub>1</sub>b<sub>2</sub>c<sub>1</sub> (138.3348) differ significantly in respect of their proneness to the tendency of self-actualization.

However, the observation of two means clearly indicates that the mean of the treatment group a<sub>2</sub>c<sub>1</sub>b<sub>2</sub> is greater than the mean of the treatment group a<sub>1</sub>b<sub>2</sub>c<sub>1</sub>.

3. The simultaneous confidence interval values of S. No. 3 are in the same direction i.e., +10.5598 and +15.7196. Therefore, the difference is significant.

Hence, the mean of the treatment groups a<sub>2</sub>c<sub>1</sub>b<sub>2</sub> (158.9176) and a<sub>1</sub>b<sub>2</sub>c<sub>2</sub> (145.7787) differ significantly in respect of their proneness to the tendency of self-actualization.

However, the observation of two means clearly indicates that the mean of the treatment group

a2c1b2 is greater than the mean of the treatment group a1b2c2.

4. The simultaneous confidence interval values of S. No. 4 are in the same direction i.e., +14.2485 and +19.4085. Therefore, the difference is significant.

Hence, the mean of the treatment groups a2c1b2 (158.9176) and a2c1b1 (142.0911) differ significantly in respect of their proneness to the tendency of self-actualization.

However, the observation of two means clearly indicates that the mean of the treatment group a2c1b2 is greater than the mean of the treatment group a2c1b1.

5. The simultaneous confidence interval values of S. No. 5 are in the same direction i.e., +18.4956 and -3.3356. Therefore, the difference is significant.

Hence, the mean of the treatment groups a2b2c1 (143.0012) and a2c1b2 (158.9176) differ significantly in respect of their proneness to the tendency of self-actualization.

However, the observation of two means clearly indicates that the mean of the treatment group a2b2c1 is lesser than the mean of the treatment group a2c1b2.

This further implies that teachers at the Degree level with lower organizational commitment higher leadership behaviour and lower work value are more prone to the tendency of self-actualization than the teachers with lower organizational commitment, lower work value and higher leadership behaviour.

6. The simultaneous confidence interval values of S. No. 6 are in the same direction i.e., -15.8671 and -0.7068. Therefore, the difference is significant.

Hence, the mean of the treatment groups a2b2c2 (145.6289) and a2c1b2 (158.9176) differ significantly in respect of their proneness to the tendency of self-actualization.

However, the observation of two means clearly indicates that the mean of the treatment group a2b2c2 is lesser than the mean of the treatment group a2c1b2.

This further implies that teachers at the Degree level with lower organizational commitment higher leadership behaviour and lower work value are more prone to the tendency of self-actualization than the teachers with lower organizational commitment, lower work value and lower leadership behaviour.

## CONCLUSION

On the basis of the above finding, it may be concluded that, there is no difference in their tendency of proneness to self-actualization among Lecturers at the Degree level serving in Government and Private aided institutions.

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