



Flaccid or Pushy – An Empirical Study on Young Professionals

KEYWORDS

Passive, Assertive and Aggressive behaviour

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ABSTRACT *Flaccid (Passive) behaviour is a style in which individuals have developed a pattern of avoiding expressing their opinions or feelings, protecting their rights, and identifying and meeting their needs. It is typically born of low sense of worth. It will leads to uneasy and life is out of control, depression among the individuals, lot of uncertainty and unable to become a grown-up person. Such uniqueness affects the professional life of people.*

Pushy (Aggressive) communication is a style in which individuals express their feelings and opinions and advocate for their needs in a way that violates the rights of others. Aggressive communication is characterized by estrange from others, generate and hatred in others and always finding fault with others. In a team work process such features will affect the performance of the group.

Passive-aggressive character is a style in which individuals appear passive on the surface but are really acting out annoy in a subtle, indirect, or out of sight way. People who develop a pattern of passive-aggressive message usually feel powerless, stuck, and resentful – in other words, they feel incapable of dealing directly with the object of their resentments. Such kind of people seems to be separated from others, having the feeling of powerlessness and act as immature people.

Assertive behaviour is a style in which individuals clearly state their view and thoughts and firmly support for their rights and needs without violating the privileges of others. Pushy communication is born of far above the ground of self-esteem. These individuals value themselves, their time, and their emotional, spiritual, and physical needs and are strong advocates for them while being very respectful of the rights of others. Assertive is characterized by feeling of connected with others, control of life, respectful environment and matured behaviour.

This research paper addresses the Passive and Assertive behaviour of young MBA and MCA students and approaches to be adopted by the young professionals for significant life.

1. Introduction to Assertive, Passive and Aggressive Behaviour

Passive behaviour is a style in which individuals have developed a pattern of avoiding expressing their opinions or feelings, protecting their rights, and identifying and meeting their needs. Passive communication is usually born of low self-esteem.

As a result, passive individuals do not respond overtly to hurtful or anger-inducing situations. Instead, they allow grievances and annoyances to mount, usually unaware of the build up. But once they have reached their high tolerance threshold for unacceptable behavior, they are prone to explosive outbursts, which are usually out of proportion to the triggering incident. After the outburst, however, they feel shame, guilt, and confusion, so they return to being passive.

Passive communicators will lead to,

- Fail to assert for themselves
- Allow others to deliberately or inadvertently infringe on their rights
- Fail to express their feelings, needs, or opinions
- Tend to speak softly or apologetically
- Exhibit poor eye contact and slumped body posture

Aggressive behaviour is a style in which individuals express their feelings and opinions and advocate for their needs in a way that violates the rights of others. Thus, aggressive communicators are verbally and/or physically abusive. Aggressive communication is born of low self-esteem (of-

ten caused by past physical and/or emotional abuse), unhealed emotional wounds, and feelings of powerlessness.

Aggressive communicators will lead to,

- control others
- use embarrassment to control others
- disparage, guilt or show aggression others
- be very reckless
- have low annoyance
- speak in a loud, serious and imperious voice
- act gloomily and curtly
- not listen sound
- interrupt often
- use "you" statements

have painful eye contact and an arrogant posture

Assertive behaviour is a style in which individuals clearly state their opinions and feelings, and firmly advocate for their rights and needs without violating the rights of others. Assertive communication is born of high self-esteem. These individuals value themselves, their time, and their emotional, spiritual, and physical needs and are strong advocates for them while being very respectful of the rights of others.

Assertive communicators will have the following features,

- state needs and wants clearly, appropriately, and respectfully
- express feelings clearly, appropriately, and respectfully
- use "I" statements

- communicate respect for others
- listen, without interrupting
- control of self
- good eye contact
- speak calm with clear tone of voice
- relaxed gestures
- feel related to others
- feel competent
- not allow others to mistreat or influence them
- stand up for their privileges

The impact of a pattern of assertive communication is that these individuals:

- feel related to others
- feel of be in command of their life
- are able to grown-up because they address issues and problems as they arise
- create a deferential atmosphere for others to grow and mature

2. Methodology

To find out the assertive or passive behaviour of individual, 130 MBA and MCA students have been selected for data collection. Out of 130, only 125 gave sufficient data. Hence only 125 samples were taken for further analysis. Convenient Sampling Method was followed to select the samples.

3. Research Findings

The following are the findings from the study,

- Parents from village are having low level of educational background except one or two cases. It may be the one of the reason for 18 percent of respondents are passive in character.
- In case of Female parents in Urban, either of the parents or one of them is having Degree or PG Degree. It might be the reason behind female from urban are having high level of mean score and assertive in character.
- Female with passive character are having the parents only with primary school level education.
- Male with passive character are also having the parents only with primary school level education. It shows that the parents' educational level is one of influential factor in building the character of an individual.
- In certain cases mother is illiterate or having very low level of educational background.
- 56 percent of the respondents are Male and 44 are Female
- Most of the respondents are the native of Town and 37.6 percent are urban. And 22.4 are having rural background. Only 5.6 percent female and 16.8 male are having rural background.
- 102 respondents are assertive in their character, out of which 61 are male and 41 are female. 9 male and 14 female are passive. It shows that most of the assertive respondents are male. In case of passive female are more than male.
- In case of native based analysis, 20 town based respondents are passive when compared to Urban and Village areas.
- In case of assertive behaviour, there is no much difference between urban and town areas. Both are characterized in similar way. 82.2 of village based respondents are also having the assertive behaviour.
- Female respondents are having higher level of mean score when compared with male in all areas. Even fe-

male average score is higher than male in village area also.

- In case of passive behaviour female are having very low level of mean score when compared with male in all areas. Especially female from village background are passive in character. It might be based on their brought up or their family background or parents educational background.

Suggestions to change the passive to assertive character

Over coming the fear of lacking in communication

- Assertiveness is not an inborn character or it is not based on the native place. People with different background are having different character. Free flow of communication and able to adjust with team will provide a change in the behaviour.
- Listening to other people and getting clues from others will improve the behaviour of self.
- Frequent events like group discussion, management games and group seminar will also bring the assertive behaviour within an individual.

3. Conclusion

Assertiveness is a practical communication tool. Its application is appropriate and it is not appropriate to be assertive in all situations. Unexpected use of assertiveness may be alleged as an act of hostility by others. But assertiveness will bring sense of worth and position to the individual. The passive is the character of unpopularity and will create a inferiority complex within the individual. When professional people have to meet different kind of situation the assertive behaviour is more suitable than the passive behaviour. Even no interviewer is like to select a passive personality individual. However, the assertiveness is not an innate personality; people can attain assertive character with controlled direction.

Appendix

**Table No. 1
Classification of Respondents**

Sl. NO	Gender	No. of Respondents	Percentage
1	Male	70	56
2	Female	55	44

56 percent of the respondents are Male and 44 percent are Female

**Table No. 2
Classification of Respondents**

Gender	Urban		Town		Village	
	No. of Respondents	Percentage	No. of Respondents	Percentage	No. of Respondents	Percentage
Male	23	18.4	26	20.8	21	16.8
Female	24	19.2	24	19.2	7	5.6
Total	47	37.6%	50	40%	28	22.4%

Most of the respondents are the native of Town and 37.6 percent are urban. And 22.4 are having rural background. Only 5.6 percent female and 16.8 male are having rural background.

Table No. 3
Passive or Assertive or Aggressive character of Respondents

Gender	Passive		Assertive		Aggressive	
	No. of Respondents	Percentage	No. of Respondents	Percentage	No. of Respondents	Percentage
Male	9	40	61	60	-	-
Female	14	60	41	40	-	-
Total	23		102		-	-

102 respondents are assertive in their character, out of which 61 are male and 41 are female. 9 male and 14 female are passive. It shows that most of the assertive respondents are male. In case of passive female are more than male.

Table No. 4
Native and Character of Respondents(Passive and Gender)

Gender	Urban-Passive		Town-Passive		Village-Passive	
	No. of Respondents	Percentage	No. of Respondents	Percentage	No. of Respondents	Percentage
Male	2	4	4	8	3	11
Female	6	13	6	12	2	7
Total	8	17	10	20	5	18

In case of native based analysis, 20 town based respondents are passive when compared to Urban and Village areas.

Table No. 5
Native and Character of Respondents (Assertive and Gender)

Gender	Urban-Assertive		Town-Assertive		Village-Assertive	
	No. of Respondents	Percentage	No. of Respondents	Percentage	No. of Respondents	Percentage
Male	21	45	22	44	18	64
Female	18	38	18	36	5	18
Total	39	83	40	80	23	82

In case of assertive behaviour, there is no much difference between urban and town areas. Both are characterized in a similar way. 82.2 of village based respondents are also having the assertive behaviour.

Table No. 6
Mean Score of Respondents Assertive Behaviour

Sl.No	Gender	Native	Mean Score
1	MALE	URBAN	16.28571
2	MALE	TOWN	16.22727
3	MALE	VILLAGE	16.38889
4	FEMALE	URBAN	17
5	FEMALE	TOWN	16.55556
6	FEMALE	VILLAGE	16.6

Female respondents are having higher level of mean score when compared with male in all areas. Even female average score is higher than male in village area also.

Table No. 7
Mean Score of Respondents Passive Behaviour

Sl.No	Gender	Native	Mean Score
1	MALE	URBAN	12
2	MALE	TOWN	9.75
3	MALE	VILLAGE	11.33
4	FEMALE	URBAN	10.5
5	FEMALE	TOWN	10.83
6	FEMALE	VILLAGE	9.5

In case of passive behaviour female are having very low level of mean score when compared with male in all areas. Especially female from village background are passive in character. It might be based on their brought up or their family background or parents educational background.

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