

UNSTABLE WORK RECORDS AND DELAY OF GRATIFICATION  
INTERNAL-EXTERNAL CONTROL OF REINFORCEMENT AND  
SOCIAL DESIRABILITY RESPONSE SET

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Marcellus J. Sprenger

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Marcellus J. Sprenger

Approved by Committee:

Elaine Davis  
Chairman

Jan E. Krupp

W. H. Wines

Samuel L. Campbell  
Dean of Graduate Division

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## CHAPTER I

### INTRODUCTION

Work activities take up a great deal of man's day. Although the importance of work in regard to general social and psychological adjustment has been noted by some investigators, e.g. Neff (1965), little research has been directed to psychological factors which may relate to the maintenance or nonmaintenance of a job.

The individual who formerly would and could go from employer to employer and successfully arrange employment without being concerned about the unstable work record now finds the employer quite concerned. This concern is in part due to the increase in automation and technological advancements which result in the need of more skills to perform the job satisfactorily. This causes the employer to investigate the work history of potential employees as a protection of his investment. The investment is the time and money spent to bring this employee to some particular production level. Additionally the employer is interested in the potential of keeping this newly trained employee on his staff.

Two general areas have been outlined as possible causes of job-hopping activities; an external force, e.g. the employer and automation and technology in industry, and an internal force, e.g. a personality characteristic.

A great deal of the literature has been concerned with the effects which family, home, and the school have on an individual. It would seem that similar correlations might exist in work situations. Assuming that poor work records may be associated with behavioral maladjustment,

the present study was concerned with an attempt to discover internal characteristics which might be descriptive of the job-hopper. This study was concerned with three characteristics: the ability to delay gratification, the locus of control of reinforcement, and the social desirability response set.

### Delay of Gratification

Delay of gratification has appeared in the literature sporadically during the past forty years. For example, one author (Oberndorf, 1951) commented, ". . . persons who constantly regard work as something difficult and unpleasant are those who have not emerged from the necessity of immediate rewards and are reluctant to assume the responsibilities (self-support) inherent in nature (p. 84)."

Another article (Mowrer and Ullman, 1945) suggested that the "prodigious" capacity of humans to use reasoning might have its greatest use in allowing individuals to determine value in present and future probabilities of reward and punishment. The investigation continued by suggesting that reasoning and the action following are indicative of a learned behavior and that inability to delay gratification may be a significant antecedant to psychopathology.

Most of the early studies of the ability or lack of ability to delay gratification were conducted in experimental laboratories using animals and apparatus such as mazes. During the past decade, however, much of the emphasis has been on delay of gratification as a personality variable. In a review article (Kernner, 1964), delay of gratification was characterized as "acquired with age and experience." Furthermore,

delaying capacity has certain correlates that are essential to social maturity, e.g. social responsibility and need achievement. This study followed the approach of delay of gratification as a personality variable.

One of the approaches used to study the capacity to delay gratification as a personality variable has been performance on the Porteus Maze. The Porteus Maze has been described by its originator as a measure of foresight and planning ability (Porteus, 1959). The qualitative score (Q) supposedly measures impulse control and the test quotient (TQ) is said to measure foresight and planning ability. The ability to control motor movements in the test results in Q scores of higher value. To accomplish this the individual must control his movements because any impulsive movement might result in an error.

Porteus (1945) suggested that preoccupation with getting through the maze results in a betrayal of "habitual habits of work free from any restraints of self criticism." His early works involved experimentation with delinquent and nondelinquent subjects. The delinquent Ss obtained lower Q scores. He also found that a group of subjects judged undependable, for reasons other than an apparent low mental capacity, strongly resembled the delinquent group in their maze performances. These groups were drawn from a factory, institutions, and schools. They were all compared with Ss rated as dependable by instructors or supervisors and drawn from similar populations. Results from other researchers (Doctor and Winders, 1954, Fooks and Thomas, 1957) supported this difference.

Later research on the delay of gratification for the most part has involved the use of candy, money, cigarettes, etc. by increasing the amount, size, number, or value with a delayed time factor. The subjects

are given a choice of the item of lesser value now or the items of greater value after a specific time lapse.

Mischel (1961) was able to support his hypothesis that delinquents were less able to delay gratification than nondelinquents. He measured this capacity to delay by offers of candy--a small piece now or a significantly larger piece one week later. He measured the consistency of the choice by having them respond to a verbalized question, formed to indicate an immediate or delayed response choice.

Roberts and Erickson (1968) used the Porteus Maze, a written situation requiring a response that was judged as either a delay or immediate reward response, and a behavior choice situation. The study was conducted with institutionalized delinquents as Ss. The authors hypothesized that delinquent adolescents willing to delay gratification (behavior choice) would achieve higher TQ scores and lower Q scores on the maze test. Their data supports the inverse relationship between delaying capacity and impulse control. The ascending relationship of planning ability and delay of gratification was supported only to a degree. The written response was also found to be significantly related to the behavioral choice.

Delay of gratification might be related to work in view of the remuneration received for some given unit of production and also because it is usually received at some time in the future. In view of the apparent relationship between undependability and impulse control, foresight and planning ability, and delay of gratification, it seems reasonable that job-hoppers could be placed in this category. Thus, it was hypothesized that job hoppers would show less capacity to delay gratification than nonjob-hoppers.



### Internal-External Control of Reinforcement

Merton (1949) suggested in comments regarding work and its failures that there are groups of people, "particularly the unsuccessful who find little reward in the efforts of work itself." To them the "doctrine of luck" is one of the mechanisms on which to blame their failures and thus preserve their self-esteem. They become inefficient producers because they cannot see themselves as the controllers of their fortunes.

The idea of luck is one of the factors used by some individuals to explain their perception of the occurrence of reinforcement. Phares (1957) outlined and demonstrated some support for a personality construct dealing with the forces that control reinforcement. This construct, internal-external control of reinforcement (I-E), is a refinement drawn from the generalized expectancies of Rotter's (1954) social learning theory. Those individuals who tend to believe that luck, powerful others, complexities of human existence, and other such outside forces are the primary controls of reinforcement lie at the external end of the I-E continuum. At the internal extreme are those individuals who believe that they are the primary controls of reinforcement.

Phares (1957) was able to show that subjects could be categorized according to their beliefs about their control over reinforcements. He developed a scale that has since been revised by James (1957) and again to its present form by Liverant, Rotter, and Seeman (Rotter, 1966).

One way in which the validity of the I-E scale has been tested is to demonstrate a relationship between internality on the scale and attempts that people make to better their life or control their environment. An early attempt to determine the validity of the scale was made

by Seeman and Evans (1962) on hospitalized patients. They studied the degree of knowledge that patients expressed about their physical conditions and their evaluation of the feedback from medical personnel. Since internals by definition should be concerned about how they are doing and what they must do to control their environment, it was hypothesized that they would be more knowledgeable of their condition and less satisfied with the information they got from the medical staff. Their hypothesis was supported. Other studies concerning action-taking to better the individual's environment have obtained similar results (Ritchie and Phares, 1969; Phares, 1968; Gore and Rotter, 1963).

Efran (1963) found that internals tended to forget failures more readily than the externals. He suggested that this might be because internals, who presumably feel responsible for their failures, use methods of avoidance, while the externals would be simply unconcerned about the failures since they have no feelings of responsibility for the action. Phares, Ritchie, and Davis (1968) were able to demonstrate that externals make fewer choices of action to better their life than internals.

In view of the relationship which has been demonstrated between internality and action-taking, it appeared logical that I-E might relate to job-hoppers versus nonjob-hoppers. If the employee sees his work as his control over the pay he receives, it seems that the connection between work and pay would reinforce job stability for the Ss. Conversely, it is possible that the job-hopper would show evidence of not recognizing the reinforcement, i.e. not perceiving the pay as a reward for his efforts. This could be because externals tend to take less action than internals in the face of failure. Thus they might feel less responsibility

about job maintenance. The specific prediction was that job-hoppers would evidence a more external orientation than nonjob-hoppers.

#### Social Desirability Response Set

So far it has been hypothesized that job-hoppers will show less ability to delay gratification and will tend to believe that they have less control over the rewards for their efforts than nonjob-hoppers. These attributes are generally not the acceptable responses expected by society. This is to say that society expects an individual to become responsible for earning a sufficient amount to provide for his needs. Society, in general, supports the concept of payment for some given unit of production.

Individuals learn that certain kinds of responses are more desirable and that other kinds are less desirable. The desirability of behaving within the confines set out by the individual's larger group is dependent on the strength of societal pressures with which the individual is confronted through his learning experiences. The effect of these experiences is that the individual will tend to omit the undesirable responses or check the more favorable responses on a personality questionnaire.

There have been a number of studies, e.g. Meehl and Hathaway (1946), Fordyce (1956), and Edwards (1957), showing that variances in personality measures could be accounted for by the social desirability of the responses that the items allow. Determination of this response set resulted in the development of several correcting or identifying scales. Examples are the validity scales of the MMPI (L, F, and K), the

Edwards Personal Preference Scale (EPPS), and the Marlowe-Crowne Social Desirability Scale (M-C SDS). Taylor's (1961) study offered the possibility that individuals who endorse large numbers of socially undesirable items of an attitude scale would also tend to endorse large numbers of personality statements that society considers undesirable.

The activity of job-hopping, inability to delay gratification, and the belief that other forces control reinforcements are generally considered responses that are less socially desirable in our society. An awareness of social expectations in terms of job maintenance, delaying rewards, and control of rewards generally are developments, at least to some degree, expected by society from each of its members. In view of previously stated hypotheses and the categorizing of the groups it seemed logical to predict that job-hoppers would endorse fewer socially desirable items than those with better records of job maintenance.

A summary of the hypotheses suggested in this study is as follows:

1. Delay of gratification will be significantly lower for job-hoppers than for nonjob-hoppers.
2. Job-hoppers will tend to perceive reinforcement as controlled more by outside forces than nonjob-hoppers.
3. A smaller number of socially desirable responses will be made by job-hoppers than by nonjob-hoppers.

## CHAPTER II

## METHOD

Subjects

The subjects in this study were applicants from the Concentrated Employment Program (CEP) and the Iowa State Employment Service (ES), Des Moines, Iowa.

The Employment Service has the contractual responsibility to provide counseling and placement services and the administrations of the other manpower services for the CEP.

Enrollment into the CEP program, in general, is based on the income of the individual during the past twelve months and on being a resident of the city of Des Moines proper. Further screening is used to eliminate the individuals with medical or psychological conditions that prevent them from participating full time.

The criteria for dividing the subjects into job-hopper and nonjob-hopper groups was their work records. The job-hoppers were those Ss who have held two or more jobs during the past six months or three or more jobs during the past twelve months. Temporary jobs of a day or so were not counted. The nonjob-hoppers were individuals not fitting this criteria.

Fifteen (15) job-hoppers and fifteen (15) nonjob-hoppers matched for age and education were selected from the CEP enrollment. A similar selection of Ss was made from the ES office applicants. No attempt was made to match the CEP Ss with the ES Ss for age and education. All Ss were white males.

### Instruments

Each subject was asked to complete the Delay of Gratification Questionnaire (DGQ), to measure delaying capacity, the Internal-External Control of Reinforcement, the Marlowe-Crowne Social Desirability Scale (M-C SDS) to measure social desirability response set, and the Mini-Mult to determine personality characteristics as measured by the MMPI.

The Delay of Gratification Questionnaire was developed for this study in an attempt to establish the utility of a paper and pencil test covering this particular area along with the attempt to measure possible differences of orientation between the job-hopper and the nonjob-hopper.

Paper and pencil measures of delaying capacity apparently have not been attempted other than the use of a single written item (Erickson and Roberts, 1966). The most usual measure consisted of a behavioral choice of items which could be varied in some way to change the value and the time factor.

The questionnaire for this study on delay of gratification was developed as simply as possible because of the relatively low reading skills of those being tested. It was kept short, in view of the total number of items to which the Ss were asked to respond. The score on the Delay of Gratification Questionnaire consisted of the total number of responses marked in the delayed direction.

In order to assess the validity of the Delay of Gratification Questionnaire all CEP Ss were offered a choice of one dollar at the time they completed the tests, or two dollars if they waited one week after they completed the tests. The ES Ss were not included in the behavioral choice situation because of the lack of control. However, in order to

acquire the number of Ss needed, the latter Ss were paid two dollars to complete the tests.

Some of the literature quoted earlier implied possibilities of psychopathology. For example Mowrer and Ullman (1945) suggested that the inability to delay gratification might be an antecedent to psychopathology and Taylor's (1961) research indicated that a tendency to select undesirable attitude statements results in a similar selection tendency of personality statements. In view of these suggested implications, the Mini-Mult (Kincannon, 1968) was included in the testing to determine if job-hoppers could be differentiated from nonjob-hoppers through the responses on this type of instrument.

The Mini-Mult is an inventory of 71 items taken from the MMPI. Estimates of loss of correspondence to standard MMPI scale score was approximately 14% (range 25% to -2%). Correlations between standard MMPI scores and the same test being rescored for the 71 items ranged from .80 to .96. Kincannon suggested that the Mini-Mult may underestimate high scores on scales F and 9.

For CEP Ss the four instruments were randomly presented in an attempt to avoid any bias that one test might have over the other. Because of the limited control of the testing circumstances at the ES office and in consideration of the total length it was decided that the Mini-Mult would be the final test with the ES group. The other three instruments were randomly presented.

## CHAPTER III

## RESULTS AND DISCUSSION

The means and standard deviations which resulted from the matching procedures on age and education within the CEP and ES groups may be seen in Table 1. The differences in age and education between the job-hopper and the nonjob-hopper were determined as not significant through analysis of variance procedures (Age:  $F = 2.01$ ; Education:  $F = < 1$ ). The analysis also indicated no significant differences among the four groups on these variables. Thus, even though Ss from CEP were not matched with those from ES they were very similar in terms of ages and education (Age and Education:  $F < 1$ ). Ages and educational level can be seen in Appendix B.

TABLE 1  
Means and Standard Deviations  
for  
Age, Education, and Personality Scales

ITEMS	Means and Standard Deviations							
	CEP				ES			
	JH		NJH		JH		NJH	
	$\bar{X}$	SD	$\bar{X}$	SD	$\bar{X}$	SD	$\bar{X}$	SD
AGE	24.2	8.07	24.7	5.00	25.2	13.9	22.5	15.5
EDUCATION	10.6	1.92	10.5	1.73	10.2	2.36	10.1	1.38
DELAY SCALE	10.1	2.10	10.9	2.10	9.4	1.89	9.93	2.34
I-E SCALE	13.5	4.08	10.6	5.06	13.3	3.37	10.0	3.97
SDS	16.0	5.06	16.0	7.32	14.6	5.19	14.0	3.83

Delay of Gratification

It was hypothesized that job-hoppers would make fewer delayed responses than nonjob-hoppers. This delaying capacity was measured in two ways, by questionnaire and by behavioral choice. The behavioral choice



was also used to determine the validity of the questionnaire constructed for this study.

The questionnaire was initially scored for delay responses on all fifteen items. The Ss were then separated into delayers and nondelayers on the basis of behavioral choice. The relationship between the questionnaire and the behavior choice yielded a point biserial correlation of .381. A t test yielded a score of 2.18 ( $p < .05$ ) for the correlational value. However, the strength of the association is approximately .06 indicating a rather limited association between the obtained scores and job stability.

A survey of the responses on the questionnaire did not readily indicate which of the items were primarily responsible for measuring the relationship. The relationship between each item on the questionnaire and the behavioral choice was then tested by computing phi-coefficients. Two items (13, 14) yielded values significant beyond the .05 level and three items fell between the .05 and .25 confidence level (see Table 2).

Using the five items (6, 9, 10, 13, 14) the scale was rescored. A second correlational value was computed and an  $r_{pb}$  of .601 ( $t = 3.98$ ;  $p < .001$ ) was obtained. The index of the association is also strengthened to a .20 value. This would seem to offer some minimal support for the possible validity of the questionnaire as a measure of delaying abilities.

Further support for this high correlation is that one item (13) was worded similarly to the behavioral choice made following the completion of the test. A phi-coefficient of .540 ( $p < .005$ ) between these two

choices is indicative of a high level of consistency for what Ss say they will choose and what they actually chose. This significant finding, i.e. consistency between what they say they would choose and what they chose, is consistent with the findings of Mischel (1961).

TABLE 2  
Phi-Coefficients  
Delay of Gratification and Behavior Choice

Phi-Coefficients for Delay Questionnaire Items					
Item	$\phi$	Item	$\phi$	Item	$\phi$
1.	.029	6.	.199***	11.	.059
2.	.045	7.	.189	12.	.093
3.	.127	8.	0	13.	.540*
4.	.047	9.	.301**	14.	.378**
5.	.029	10.	.276***	15.	.120

\*  $p < .005$

\*\*  $p < .10$

\*\*\*  $p < .25$

However, it is possible that the correlation was inflated because the Ss wanted to appear consistent in their choice, i.e. choose what they said they would in the questionnaire, since they recognized the similarity. Statements of conflict by Ss, i.e. "I chose the two dollars on the test so I should choose the two dollars next week", occurred on several occasions when the behavioral choice was presented.

It was stated previously that delay of gratification was tested in two ways by questionnaire and by behavior choice. Neither the results of the written questionnaire (all items,  $F = 2.39$ ,  $df = 1/28$ ; 5 items,  $F = 2.4$ ,  $df = 1/28$ ) nor the behavioral choice (6 Ss chose immediate and 9 chose delayed rewards in both the CEP and ES groups) supported the hypothesis

that job-hoppers would delay less than nonjob-hoppers. An analysis of variance also indicated no significant difference between the CEP and ES groups (all items,  $F = 1.62$  and 5 items,  $F = < 1$ ). Scores are found in Appendix A.

Although the hypothesis was not supported by the data obtained in this research, it is possible that the assumption was not tested adequately. Several developments were noted during the testing which possibly might account for the lack of hypothesis support. One of the developments noted was a question of trust. Comments were made at the time the behavior choice condition was presented that indicated disbelief that they would actually get the delayed reward if they chose it. It is possible that this would have been controlled if the testing had been delayed until after the Ss second week of enrollment in the CEP program. By then the examiner would have become familiar to them.

However, Rotter (1954) proposed that the selection of immediate over delayed reward is an outgrowth of experiences with unkept promises of future reward, thus, the observations noted above would appear to be expected.

A second point that seems to merit consideration is whether the difference between one dollar immediately or two dollars one week later is sufficiently different in value and time as a contrast for immediate and delayed reward. Interest in this time and value factor has been expressed by others, e.g. Mahrer (1956), however, apparently no research has been attempted to differentiate the conditions, i.e. what is the time factor that can be labeled delay and what change in value is necessary to cause delay. It should be noted, however, that in this study the one

week time span is, in general, equivalent to pay periods for past work productions.

A third factor that might have influenced the results of this study is the possibility that a weekly stipend which the Ss were receiving could have modified the behavioral choice. As an example, if the test were given a day prior to payday, needs, e.g. meals, transportation, etc., would possibly be higher than if it were given a day after receiving the stipend. Control of this variable could have been managed by testing on one particular day of the week.

#### Internal-External Control of Reinforcement

The second hypothesis was that job-hoppers would perceive reinforcements as controlled by forces other than themselves more than non-job-hoppers. The I-E Scale was scored in the external direction. Means and standard deviations are given in Table 1. An analysis of variance of the data yielded a highly significant difference ( $p < .01$ ) between job-hoppers and nonjob-hoppers in the predicted direction (see Table 3). To determine the strength of the association between job stability and I-E scores, an omega coefficient was computed. This index yielded a .405 ratio indicating that the association between I-E score and work stability, was quite strong. Scores are to be found in Appendix B.

These results provided support for the hypothesis that job stability is related to an internal frame of reference. This would seem to be consistent with the action-taking studies of Gore and Rotter (1963, Ritchie and Phares (1969), and Phares (1968) which have shown that internals tend to respond with action to improve their life situation more

than do externals. An example using the categories of this study might be that the nonjob-hopper with his belief that he controls reinforcement, would probably make more attempts to correct the job situation, by consulting with the supervisor over conflicts, and by dealing with other outside situations such as transportation, work habits, etc., to insure job maintenance, than the job-hopper.

TABLE 3  
Analysis of Variance  
Internal-External Control of Reinforcement

Source	df	ms	F
Total	59	-	-
Between <u>Ss</u>	29	-	-
CEP vs ES	1	1.9	<1
Error <sub>b</sub>	28	17.18	-
Within <u>Ss</u>	30	-	-
JH vs NJH	1	114.1	8.24*
JH, NJH x CEP, ES	1	.9	1
Error <sub>w</sub>	28	17.48	-

\*  $p < .01$

Of interest however, is a finding of Scott and Phelan (1969) using "hard core unemployables" taken from a west coast welfare roll. "Hard core unemployables" may be defined as individuals who for health or behavioral reasons are for all practical purposes unsuitable as employees. The data from these Ss on the I-E scale yielded a mean of 8.3 (N=60) while the Ss of the present study, who would be somewhat better suited for employment had a mean of 11.85 (N=60). Thus the sample in

the present study appears to be somewhat more external than the "hard core unemployables" in Scott and Phelan's study. This is rather surprising since it seems reasonable that the CEP Ss and the hard core unemployables might be similar in terms of I-E. That is, one might assume that these "hard core unemployables" recognize their situations as a result of conditions that are not controlled by themselves.

One line of thought about why this apparent difference exists is the differences in the kind of Ss that make up welfare rolls as opposed to those enrolled in CEP. It is highly likely that welfare could be provided to Ss with higher education and from middle classes when such needs arise, while CEP Ss, though they could be welfare recipients, tend to be high school dropouts and from the lower socioeconomic class. If such a division did exist, lower external scores would probably be expected from the Ss on the welfare rolls because at some time in their life they would probably have had a greater opportunity for exposure to conditions from which these expectancies arise. This is, of course, assuming that generalized expectancies are a result of some earlier learning experiences. An alternate to this is a possibility of a sampling artifact in one of the studies.

Aside from the specific categories of this investigation a comparison of the mean of these data with the means of data listed by Rotter (1966) might be suggestive of a difference in I-E orientation between populations. Approximately two-thirds (1900 of 3000) of the subjects were college applicants, students, or graduates. The remainder of Rotter's list could not be readily differentiated from the Ss of this research. The range of the means of Rotter's list is from 6.06 to 10.00

while the mean of this research was 11.85 for all subjects. More recent research, all with college populations has yielded lower mean scores than this study, e.g. Williams and Nikels (1969)  $\bar{X} = 9.28$ , Abramowitz (1969)  $\bar{X} = 8.44$ , Phares (1968)  $\bar{X} = 8.38$ , Eisenman and Platt (1968)  $\bar{X} = 9.21$ . This would appear to support a difference in orientation of I-E between college students and the subjects from the lower socioeconomic populations.

Since the study did result in highly significant findings between job-hoppers and nonjob-hoppers it might be feasible to use the I-E scale as an instrument for screening Ss to determine a form of learning or re-learning necessary before job readiness is adequately established. As an example, prior to or along with skill training some modifying procedures to produce an internal frame of reference might be introduced. The literature to date, however, does not offer any research concerned with the changing of an external belief to a more internal one.

#### Social Desirability Response Set

The final hypothesis was that job-hoppers would tend to choose a lesser number of socially desirable responses than nonjob-hoppers. Means and standard deviations can be found in Table 1. The scores are the sum of socially desirable responses. This hypothesis was not supported ( $F < 1$ ). Scores are located in Appendix B.

Failure to support the hypothesis could be due to several things. The rationale for the hypothesis was that job-hopping activities, inability to delay gratification, and a tendency to have external beliefs about reinforcements were in themselves undesirable and as a result the Ss were

expected to make a smaller number of socially desirable responses.

Since the social desirability scale data did not differentiate between the job-hopper and the nonjob-hopper, it might be reasoned that job-hopping activities are not viewed as undesirable in themselves by the Ss. It might also mean that the test is inadequate outside the culture group on which it was devised and standardized. Scott (1963) found that individuals from a very specific social group, e.g. fraternities, sororities, communes, etc., may have different ideas of what is a desirable trait and that this idea is a product of a style they most admire.

Further support of this idea would seem to be evidenced by mean scores. The norms on which the scale was developed (Crowne and Marlowe, 1964) yielded means for males of from 10.06 to 16.73. Only two groups were higher than the job-hopper mean score of 15.3 in the present sample. The scores represent the number of choices in the socially desirable direction, therefore the higher the score the more socially desirable is the response set. One of the higher scoring groups was prison inmates and the other was a group of psychiatric in-patients. The other groups were all college participants.

There is another possibility that might contribute to the rather high mean score. Recent developments in the various agencies, i.e. employment service, welfare, rehabilitation agencies and other such manpower, health, and educational programs, include a concerted effort to serve. One of the results, other than the services rendered, is that the clients have a number of opportunities to learn the right responses to enhance their chances for getting the things the agency can provide. Thus, the results of the present study may indicate that, contrary to the



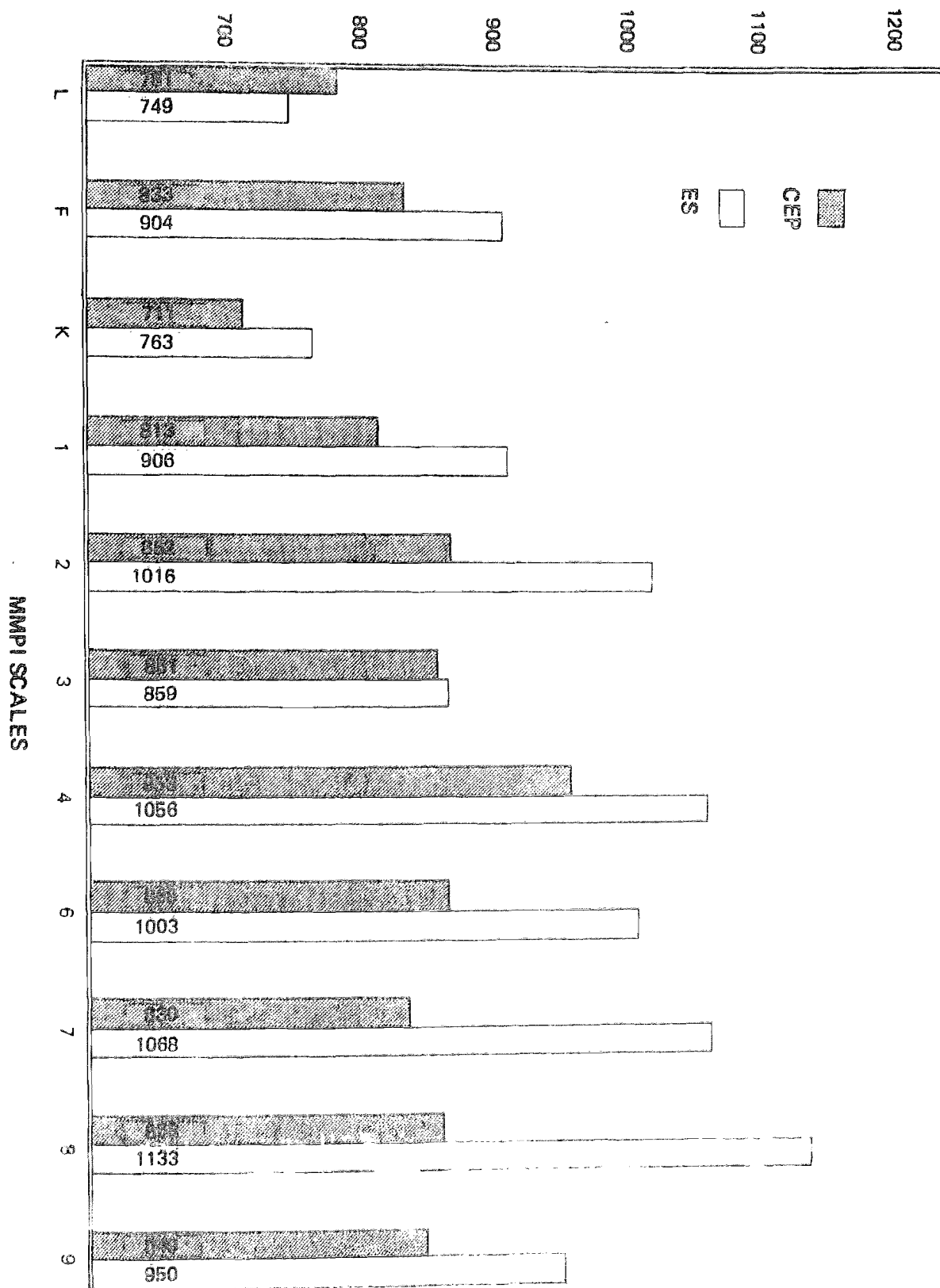
hypothesis, no difference exists between job-hoppers and nonjob-hoppers in terms of socially desirable responses.

### Mini-Mult

The Mini-Mult was included in view of several implications of psychopathology mentioned in the review of the literature on delay of gratification and social desirability response set. The T scores can be found in Appendix C. A repeated measures two factor design analysis of variance was used to determine if significant differences existed between the groups, i.e. job hoppers versus nonjob-hoppers or CEP versus ES groups. The findings indicated that a significant difference did exist in the interaction CEP, ES x SCALES ( $p < .001$ ) but not in the interaction JH, NJH x SCALES ( $F < 1$ ). Conclusions from this data would be that certain scales are not parallel to other scales of the test between the CEP and ES groups, i.e. there is not an equal difference between the ES and CEP groups across all the scales. The parallelism not existing in this data means that certain scales of the Mini-Mult did differentiate between the CEP and ES groups. Results are diagrammed in Figure 1. Reviewing the Figure 1, it would appear that the difference between the two groups is on the validity scale L and the clinical scales 2, 4, 7, and 8. Again, noticing the figure, it can be observed that the ES Ss had higher mean scores on all scales except the L scale.

The results from the Mini-Mult were completely unexpected. In view of the rather generalized categories, i.e. job-hoppers and nonjob-hoppers and CEP and ES, any proposals about the reason for the results would be highly speculative. Since all CEP Ss could have been ES Ss,

FIGURE 1  
Mean of Sum of Scores



but only certain subjects from the ES group could have been CEP subjects, it is possible that certain CEP eligible ES subjects might have certain conditions that have kept them from participating in CEP. Considering the Mini-Mult data, one of the conditions might be one of inappropriate behavior that resulted in making no attempt at CEP enrollment, or perhaps the behavior was such that it was identified and CEP refused to enroll the Ss on the basis that the need of that individual was beyond the scope of the program.

TABLE 4  
Analysis of Variance: Mini-Mult

Source	df	ms	F
Total	659	-	-
Between <u>Ss</u>	59	-	-
CEP vs ES	1	9020	14.1
Error <sub>b</sub>	58	637.1	-
Within <u>Ss</u>	610	-	-
JH vs NJH	1	1473	4.79
SCALES	10	2295.4	257.9
CEP, ES x JH, NJH	1	606	1.97
CEP, ES x SCALES	10	315.6	3.54*
JH, NJH x SCALES	10	72.6	.62
CEP, ES x JH, NJH x SCALES	10	74.6	.63
Error <sub>1</sub>	28	307	-
Error <sub>2</sub>	280	89	-
Error <sub>3</sub>	280	117	-

\*p < .001

## CHAPTER IV

## SUMMARY AND CONCLUSIONS

Briefly, this study was unable to support the hypotheses that job-hoppers would show less capacity to delay gratification and make a smaller number of socially desirable responses on a social desirability scale than the nonjob-hoppers. This research did result in support of the hypothesis that job-hoppers would tend to perceive reinforcements as controlled by outside forces more than the nonjob-hopper. This study appears to offer some support for the utility of a paper and pencil questionnaire in place of actual items of value to measure ability to delay gratification should such a need exist. However, a more specific study in this area is necessary before conclusions can be reached about its utility.

Some implications the findings of this research might suggest would be the possible usefulness of the I-E scale as a screening instrument. The level of significance and the strength of the associations appears to offer rather strong support for this idea. Used as a screening instrument, the I-E scale might offer some guides in determining an area of behavior where change is necessary before stabilized employment is possible. If changing this I-E expectancy is not adaptable to long term change or any change at all the scale might then be used to determine the appropriateness of training. The reasoning for the last statement is that it appears it would be expected that externals may have a tendency to "just want work" rather than invest their time in training.

In view of the rather high correlation between the Delay of Gratification Questionnaire and the behavioral choice of immediate and delayed rewards it would appear that additional valid items to the questionnaire

might make this a highly useful instrument particularly where research funds are limited or nonexistent.

Research has been predominantly with college populations or captive audiences, i.e. prison inmates and psychiatric in-patients, used as subjects. The present emphasis in many manpower, health, and educational programs is on assistance to the lower socioeconomic population to change their way of life to one of self-sufficiency adequate enough to be competitive in our present technological society. This discrepancy highlights the need for continued research with the latter group to establish variables both individually and culturally before either this research or the other limited research can be meaningful.

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APPENDIX A

	PAGE
Delay of Gratification Questionnaire . . . . .	31

Below are a number of situations in which people find themselves and have to make a choice. Imagine yourself in these situations and indicate how you believe you would choose. Mark column a or b as you would choose.

- | a | b |   |
|---|---|---|
| 0 | 0 | 1. You're in need of a car because your new job is several blocks from the busline and the weather is getting colder. You find a car that looks all right, but the salesman refuses to give any kind of a guarantee. Would you<br>a. go on looking for a better deal, or,<br>b. take a chance and buy this car.   |
| 0 | 0 | 2. It's vacation time but you don't have enough money to go for more than three days. In another month you could afford to go for a week. If everything is equal except for the money would your choice be<br>a. take the short three day vacation, or,<br>b. wait a month and take the week's vacation.  |
| 0 | 0 | 3. You have a job you enjoy very much and you are in a good position for a promotion in about six months. You make \$2.00 an hour but find it very hard to live on this and pay your bills. The boss offers you a job paying \$2.50 an hour but it would not offer much chance of a promotion. Would you<br>a. take the new job for the extra money now, or,<br>b. stay with the same job and wait for the promotion. |
| 0 | 0 | 4. You go to the barber shop every other Saturday and always go to the same barber because he cuts it exactly as you like it. Today is the day for the haircut but he is on vacation and won't be back until next Wednesday. Will you<br>a. wait until your regular barber gets back, or,<br>b. go to another barber.   |
| 0 | 0 | 5. Your child asks you for a candy bar about an hour before the evening meal. If money is no problem, and you have a choice of giving the child the candy bar now or offering to buy him a bag of candy later on in the evening, would you<br>a. buy the bag of candy later, or,<br>b. give him the candy bar now.  |
| 0 | 0 | 6. There are two sports coats that you would like to have. The one that you want the most costs about \$10.00 more than you can afford. The other one is within your budget. You know the more expensive one is a better coat. Would you<br>a. go ahead and buy the coat that you can afford but is your second choice, or,<br>b. buy the one you prefer by putting it in layaway.                                    |

- 0 0 7. You want to read this evening and you find a True and a Forbes magazine. Which one would you read
- True
  - Forbes
- 0 0 8. You have worked all day but the work is not finished. The supervisor offers you double overtime to work straight through and finish the work or time and a half if you want to take your earned break before going back to finish the work. Would you choose
- take the double time working straight through to completion, or,
  - the rest and the time and a half until the job is complete.
- 0 0 9. You have the desire to change jobs. You have completed a job interview and are offered a job paying \$2.50 per hour and you can start tomorrow morning or wait until a week from tomorrow to start. Your problem is that yesterday you had a successful interview and that company offered you a job paying \$3.00 per hour but they cannot start you for another two weeks. Would you
- take the lesser paying job in which you would start sooner, or,
  - wait for the two weeks for the better paying job.
- 0 0 10. Your TV set is not working. Your favorite program is on tomorrow evening and is a special one that you want to see. The repairman says that he can have it fixed in time but it would cost you \$20.00 because he's very busy now and he wants his money when he completes the job. He offers to fix it for \$15.00 if you can wait until next week when he is not so busy. Would you
- pay the \$20.00 for repairing the set now, or,
  - wait until next week when he'll fix it for \$15.00.
- 0 0 11. You're a real sports fan and your favorite team is playing in town tonight. A week from today you could see the same team in two games for the price of one. Your funds won't allow you to go both nights. Would you
- forget it for now and plan to see the two games next week, or,
  - go ahead and buy the tickets for tonight's game.
- 0 0 12. The light and gas company sends bills at the end of each month. They offer a small discount of about a dollar if you pay by a certain date. Because your payday is always several days after this date do you
- wait until payday and then pay the whole amount, or,
  - save enough from the last paycheck to be able to get the discount.

- 0 0 13. If you were offered a dollar right now or two dollars if you wait until day after tomorrow, which would you choose
- a. one dollar right now, or,
  - b. two dollars day after tomorrow.
- 0 0 14. You're a high school drop-out but now have an opportunity to earn your diploma without having to return to school. You plan to have it completed in two months. Today you are offered a job paying \$2.00 an hour. It's hard work and long hours so you wouldn't have time to study. If you earn the diploma, you are sure of making at least \$2.50 per hour. Which would you choose
- a. the diploma first and the better paying job later, or,
  - b. the \$2.00 an hour job now.
- 0 0 15. You have decided that your apartment is entirely too small and you want to move. You have found two places that suit you. One is somewhat larger and is the one you prefer. The other is bigger than your present apartment but smaller than the one you prefer. The one you prefer will not be available for another month. The other is available now. Would you
- a. wait for the month for the ones you prefer, or,
  - b. take the other one that is available now.

## APPENDIX B

Age, education, number of jobs  
Behavior choice and

Scores for: Delay of Gratification Questionnaire  
Internal-External Scale  
Marlowe-Crowne Scale

	PAGE
CEP Job-hopper and Nonjob-hopper . . . . .	35
ES Job-hopper and Nonjob-hopper . . . . .	36

CEP JOB-HOPPERS								CEP NONJOB-HOPPERS							
AGE	EMJC.	JOB 6 mo/12 mo	BEHAVIOR CHOICE	DELAY QUEST. CHOICE	I-E	SDS		AGE	EMJC.	JOB 6 mo/12 mo	BEHAVIOR CHOICE	DELAY QUEST. CHOICE	I-E	SDS	
1.	26	9	1/3	d	10	13	10	27	9	1/2	d	12	2	9	
2.	22	12	6/9	d	12	10	16	20	11	1/2	i	14	10	10	
3.	26	12	1/3	i	9	7	17	28	12	1/2	i	10	7	29	
4.	21	11	4/6	i	5	17	10	22	10	0/2	d	10	15	20	
5.	19	12	2/4	d	14	10	5	18	12	1/2	d	11	8	18	
6.	20	12	0/3	i	11	6	19	18	12	1/2	d	9	14	14	
7.	18	10	2/7	d	13	15	24	20	10	1/1	d	14	10	12	
8.	24	12	4/6	d	10	17	22	21	12	1/2	d	13	7	11	
9.	23	12	1/4	d	8	19	19	23	12	1/2	d	12	12	14	
10.	20	12	2/4	i	10	14	15	20	12	1/2	i	7	6	8	
11.	31	8	1/4	i	9	16	19	28	9	0/2	i	9	10	22	
12.	26	11	2/3	i	10	12	14	25	12	1/2	i	10	11	4	
13.	34	7	3/5	i	11	14	19	30	8	1/2	d	12	22	20	
14.	23	12	10/30	d	10	20	13	23	12	1/2	i	8	7	23	
15.	38	7	2/3	d	10	12	20	38	7	1/1	d	12	18	27	

APPENDIX B

ES JOB-HOPPERS							ES NONJOB-HOPPERS								
	AGE	EDUC.	JOB 6 mo/12 mo	BEHAVIOR CHOICE	DELAY QUEST. CHOICE	I-E	SDS		AGE	EDUC.	JOB 6 mo/12 mo	BEHAVIOR CHOICE	DELAY QUEST. CHOICE	I-E	SDS
1.	29	11	2/3		8	5	24		30	10	1/1		12	6	13
2.	19	12	4/6		13	14	14		18	12	1/1		11	12	13
3.	17	11	4/7		10	14	14		17	11	1/1		9	12	14
4.	25	10	3/3		9	15	14		27	10	1/2		7	16	18
5.	48	13	3/5		11	15	5		45	12	1/1		12	17	14
6.	40	9	3/3		9	10	23		41	9	1/1		11	9	8
7.	18	12	2/10		12	16	15		18	12	1/2		10	4	18
8.	57	8	4/10		10	17	15		48	9	1/1		11	4	13
9.	17	10	2/4		10	14	15		17	11	1/2		13	9	18
10.	17	10	2/6		9	14	15		17	9	1/2		11	13	8
11.	22	12	3/4		10	19	20		26	11	1/2		13	6	22
12.	20	11	2/3		9	10	16		18	12	1/2		9	8	10
13.	18	8	6/9		8	12	12		18	8	1/2		6	11	15
14.	18	8	3/9		8	12	11		19	9	1/2		8	10	13
15.	18	9	0/3		5	13	6		19	9	1/2		6	13	13



## APPENDIX C

## Mini-Mult Scores

Scales L, F, K, 1, 2, 3, 4, 6, 7, 8, and 9

	PAGE
CEP Job-hopper and Nonjob-hopper . . . . .	38
ES Job-hopper and Nonjob-hopper . . . . .	39

MINI-MULT SCORES

	CEP JOB-HOPPERS											CEP NONJOB-HOPPERS										
	L	F	K	1	2	3	4	6	7	8	9	L	F	K	1	2	3	4	6	7	8	9
1.	50	53	47	42	63	53	60	62	56	73	55	50	68	46	70	72	53	74	70	75	73	55
2.	43	50	59	59	58	47	71	62	65	74	68	43	77	42	67	63	69	68	70	60	83	67
3.	43	50	34	32	0	0	0	35	2	18	0	63	53	48	82	77	78	64	50	52	69	55
4.	56	58	59	85	72	75	82	82	79	90	70	56	53	53	54	55	53	69	47	50	57	58
5.	50	60	51	52	53	58	79	62	66	73	70	43	64	42	52	58	53	74	78	60	84	68
6.	56	58	52	49	53	47	50	68	53	74	70	56	54	48	47	48	58	64	50	48	53	68
7.	50	53	36	49	53	49	43	50	50	51	60	50	48	48	57	72	53	62	50	66	57	55
8.	63	58	51	49	58	58	71	50	48	61	70	50	53	53	49	58	58	67	50	54	63	60
9.	50	56	40	47	48	55	67	67	64	71	60	56	48	53	49	63	53	67	50	58	74	65
10.	40	56	31	34	20	35	23	42	23	28	23	43	76	43	47	53	48	64	70	52	69	63
11.	63	43	53	44	58	49	62	47	44	53	60	50	53	48	57	53	51	69	62	52	57	58
12.	50	53	48	72	84	75	69	67	77	96	58	43	68	35	62	83	78	79	56	56	73	63
13.	50	43	53	49	48	53	64	48	44	48	58	63	43	55	63	73	69	79	61	71	61	48
14.	50	53	66	54	63	65	77	56	69	73	45	56	58	62	58	58	58	64	56	53	55	50
15.	56	48	46	44	53	44	53	56	50	55	55	51	58	64	52	53	58	71	62	62	50	44

APPENDIX C

MINI-MULT SCORES

	ES JOB-HOPPERS											ES NONJOB-HOPPERS										
	L	F	K	1	2	3	4	6	7	8	9	L	F	K	1	2	3	4	6	7	8	9
1.	56	58	53	44	68	60	74	62	79	90	60	50	48	59	48	53	55	60	50	46	58	60
2.	63	48	55	57	53	73	69	50	52	55	58	50	64	46	54	63	53	57	75	79	82	75
3.	43	48	45	52	48	60	57	48	52	61	65	50	53	53	54	72	64	74	56	68	63	65
4.	66	64	53	74	62	73	74	62	73	74	68	56	64	62	65	80	71	83	82	87	97	68
5.	43	64	40	57	77	69	76	70	83	82	73	43	76	48	47	48	49	68	62	44	57	68
6.	43	58	55	62	68	64	67	70	75	76	57	50	68	43	41	72	55	72	50	60	69	55
7.	50	26	51	45	58	53	55	67	66	57	58	50	53	62	80	48	55	64	56	48	50	55
8.	43	48	40	52	53	53	43	57	50	40	60	56	58	46	65	80	73	69	67	89	88	70
9.	50	53	48	52	77	65	76	62	73	84	63	56	80	51	65	77	72	79	70	85	87	65
10.	56	80	55	88	68	69	90	67	75	97	75	43	58	46	93	88	80	77	88	88	103	73
11.	43	68	55	52	49	68	73	77	47	61	53	63	58	53	44	58	55	69	67	44	58	53
12.	43	80	53	80	77	77	73	76	68	84	53	43	53	44	44	72	60	73	66	74	76	55
13.	50	58	46	45	84	60	73	73	78	82	68	56	53	61	70	77	78	83	75	82	92	60
14.	56	76	46	70	73	53	69	94	72	87	55	43	53	43	62	77	64	62	62	74	73	60
15.	43	64	61	80	84	69	87	70	87	88	60	43	76	53	70	68	69	67	76	78	96	65