

CONFORMITY OF MALE PROFESSIONALS

by

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CONFORMITY OF MALE PROFESSIONALS

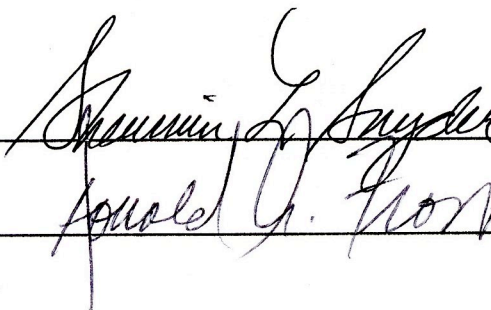
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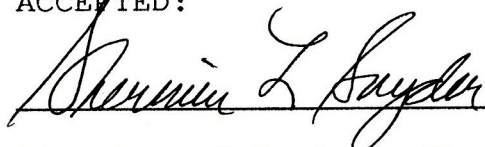
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ABSTRACT

Conformity in male professionals has the potential to stifle creativity in all organizations by limiting the free flow of thoughts and ideas in the work place. Research literature was reviewed concerning the issue of conformity. One instrument was utilized in this study to test the hypothesis that white male professionals will conform at a higher rate in a semiprivate situation to other white professionals than they will to black professionals that they perceive to have the same educational background; while black male professionals will conform at a higher rate to white male professionals than to black male professionals they perceive have the same educational background.

Autokinesis is a classic example of motion perception without objective light displacement. A total of forty subjects were utilized, twenty white male professionals and twenty black professionals. Two confederates were utilized, one white male and one black male. After being introduced, both the subject and the confederate were taken into a room and asked to verbalize how many inches a beam of light had moved. Each subject was given 20 seconds to view the beam of light.

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Each time the confederate was asked to answer first and gave a very exaggerated answer (six inches). The results were interesting. Neither group of black male professionals or white male professionals were swayed by the confederate in significant number. The data collected suggested, however, that race may be a factor in conformity in the sense that one is more likely to conform to one's own race. This finding contradicts part of the original hypothesis that black male professionals would conform at a higher rate to white male professionals.

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CHAPTER 1

INTRODUCTION

The act of conforming means to bring into harmony or accord. In this study, conformity was defined as a change in a person's behavior or opinions as a result of a real or imagined pressure from a person or group. The purpose of this study was to determine whether male professionals would act independently in a semiprivate situation or if they would conform when confronted with an opinion contrary to their own by another professional male (black or white) that they perceive to have the same educational background as themselves. If one substitutes the words "going along with" for conformity, the question becomes: Are male professionals more likely "to go along with" professionals of the same race or professionals of a different race?

RATIONALE OF STUDY

This study was conducted in order to test the hypothesis that white male professionals will conform at a higher rate in a semiprivate situation to other white male professionals than they will to black male professionals that they perceive have the same educational background. Black male professionals, on the

other hand, will conform at a higher rate to white male professionals than to black male professionals that they perceive have the same educational background.

STATEMENT OF THE PROBLEM

Conformity, no matter what word is used to describe it, is dangerous to any organization. Conformity decreases individuality and kills creativity which are vital assets that companies look for in a professional staff person. When an organization does not do everything in its power to decrease conformity, the organization can lose its greatest assets: the minds and ideas of its employees. If a company can spot trends in conformity, they can stop it by encouraging their employees to be self thinkers. Companies can also set up educational programs to enhance the employees sharing of ideas no matter what the racial composition of the meeting's participants.

PURPOSE OF THE STUDY

The purpose of this study is to determine whether male professionals, confronted with opinions contrary to their own, will shift their judgement in the direction of the confederate (professionals) that are the same race or go with the confederate (professionals) that are of a difference race.

HYPOTHESES

The hypotheses that were tested in the study were that white male professionals will conform at a higher rate in a semiprivate situation to other white male professionals than they would to black male professionals that they perceived as having the same educational background while black male professionals will conform at a higher rate to white male professionals than to black male professionals that they perceive to have the same educational background.

DEFINITION OF TERMS

Conformity: A change in a person's behavior or opinions as a result of a real or imagined pressure from a person or group.

Confederate: A person who is united in an alliance with the experimenter. In this study, the confederates are as follows: one black male and one white male confederate.

Professional: One that engages in a pursuit or activity that involves receiving a financial return.

ORGANIZATION OF STUDY

The organization of the remainder of this study will be as follows: Chapter 2 will contain the literature review. This chapter will contain a review of pertinent literature and will also contain the conceptual framework for the study. Chapter 3 will contain the methodology of

the study. Chapter 4 will contain the findings of the study and the analysis of the study. The last chapter of this study will be Chapter 5. This chapter will contain an overview of the study, conclusions and recommendations.

CHAPTER 2

LITERATURE REVIEW

The subject of conformity, as it pertains to social influence, has been the subject of much research; but conformity, as it pertains to social influence among male professionals, has been subjected to very little research. For that reason the work that will be cited pertains to conformity but not conformity among male professionals.

Conformity is defined as "a change in a person's behavior or opinions as a result of real or imagined pressure from a person or a group of people" in Webster's Ninth New Collegiate Dictionary (1989).

Asch (1955) conducted a study on conformity in which he had six confederates and one subject. In this study, subjects were shown two cards. One bore a standard line, the other bore three lines--one of which was the same length as the standard. The subject was asked to choose this line. (The confederates were instructed to choose the incorrect line before the experiment began.) The subject was placed in a position in which, while he was actually giving the right answer, he found himself in a minority of one. According to Asch, two alternatives

were open to the subject: he could act independently, repudiating the majority, or he could go along with the majority, repudiating the evidence of his senses. Of the 123 subjects in the study, a considerable percentage yielded to the majority. In ordinary circumstances, according to Asch, individuals matching the lines will make mistakes less than one percent of the time.

However, under group pressure, the minority subjects swung to acceptance of the misleading majority's wrong judgements in 36.8 percent of the selections.

Asch found that when a subject was confronted with only one person who contradicted his answer, he swayed a little, but he continued to answer independently. When the opposition was increased to two, the pressure became substantial, and minority subjects accepted the wrong answer 13.6 percent of the time. Under the pressure of three, the subjects' errors jumped to 31.8 percent. This further increase in the size of the majority, according to Asch, does not increase the amount of conformity.

Social influence does seem to increase when subjects are in a public situation as opposed to a private situation. Argyle (1956) tested two hypotheses: 1. more social influence occurs in public than in private situations; 2. more social influence occurs when the need for acceptance is aroused. A standard amount of social influence was created by using confederates.

Experimental variables were manipulated by arranging two contrasting ways of expressing the final judgement. In the public condition, subjects went up from behind the screen and told each other face to face. In the private situation, they entered their final judgement on a questionnaire and placed it in a sealed envelope. They were assured that the information would not be connected with them in any way. The need for acceptance was varied by giving an accepting or a rejecting tone to the message received by the subject. The principal-dependent variable was the occurrence and extent of change of judgment. This was measured by a comparison of initial and final judgments on a six-point scale. The end result of both hypotheses tested showed the same result, that social influence has more of an effect in public situations than private situations, proving the first of the two hypotheses tested.

Hollander (1964) proposed that a group member holding a minority position must conform initially to the majority position and show competence before being allowed not to conform to majority beliefs later. In contrast, Moscovici and Faucheux (1972) suggested that the minority member must consistently and resolutely not conform from the onset. Both models agree that a person in a minority can influence those in the majority, but

they differ in explaining how to exercise nonconformity to yield maximum influence.

Bray, Cholestrom and Johnson (1982) discussed conformity as a social influence process and nonconformity as an aspect of the influence process. Two experiments were observed. The first used one confederate and male subjects. The subjects were told to choose from three opinion tables. The second experiment followed the same procedure, except it contained two confederates and used females along with male subjects. The results showed for males in both experiments that the pattern of greatest influence occurred under conditions of high competence. Experiment #2 showed that overall females were influenced less than males, and both experiments showed significant influence relative to a baseline of control subjects.

Group size may not be a good factor in determining the level of conformity in subjects. Stang (1976) did a field experiment which tested the hypothesis that conformity is an increasing concave downward function of the numerosity of a unanimous influence source. This was tested by experimenting with students and petitions and the probability of the students signing the petitions. The probability increased from zero to four signatures and then leveled off. The results generally supported the hypothesis that group size increases conformity. The

field experiment also suggested variations of situations and influences as related to the concave downward function of unanimity of the influence source. It is also noteworthy that even over the range of group sizes, where there was an apparently linear increasing relationship between two variables, the relationship was fairly weak. Other experimental factors mostly account for far more variation in conformity than does the group size.

Influence processes may increase or decrease an individual's originality. Kwan and Smith (1983) hypothesized that exposure to persistent minority views caused subjects to present minority views. Subjects tend to concentrate on the position proposed, converge thinking and be less original. Testing was done to prove this hypothesis using light stimulation to manipulate subjects' minds. Subsequent to this, subjects gave two word associations which were used in the test. Findings indicated that subjects in majority conditions gave more associations and were more original. Subjects in minority conditions were less original. Results, in general, support the thesis that such factors determine originality when brainstorming, after being given or receiving a stimulus.

Past research (Levine, 1977; Moscoviech, 1972; Moscovici and Nemeth, 1974) suggested that individuals

and active minorities can serve as sources of influence and pressure when the minority is viewed as a source rather than as a target.

Wolf and Latane (1981) reviewed two lines of research as well as some recent evidence from the perspective of a new theory of social impact. This theory views social influence as coming about from factors operating in the social field. Social impact theory offers a general model of social influence processes that combine findings and accounts for the reciprocal influence of majorities and minorities. By reviewing social impact as a unitary concept, this theory permits comparisons between conformity and innovation and predicts their effects. Wolf and Latane concluded that majority and minority influences require different explanatory frameworks. Minorities are inherently disadvantaged with respect to social influence, status and power. It was concluded that it is responsible for changes that occur in the realm of an individual.

At least one study (Wolf, 1985), compared group cohesiveness and behavioral styles as mediators of majority and minority influence. Wolf tested the hypothesis that majorities produce more manifest influence and minorities produce more latent influence. This experiment was conducted using female confederates in a minority or majority position in a group. The

experimental design was to measure a high or low consistency of behavioral style of the influence source of the group. Results confirmed the greatest influence of majorities on a manifest level but not of minorities on a latent level. Both groups were affected by group cohesiveness, neither was affected by behavioral style. Results provided no evidence of different processes underlying majority and minority influence consistent with a unitary model of social influence phenomenon. Therefore, this study does not permit firm conclusion regarding the latent influence, although the conversion hypothesis by Moscovici is confirmed by present data.

Moscovici and Personnaz (1980) studied social influence and conversion behavior in a perceptual task. They discussed the effects of influence attempts by a minority and by a majority on both manifest and response levels and a latent perceptual level. The experiment was done by using blue slides labeled as green by a confederate to establish a majority or a minority. The two hypotheses tested were: 1. response of the subjects' judgment of the chromatic after-image would be modified when the influence was done by a minority; and 2. the modification would be more pronounced when the source of influence is absent than when it is present. The results supported both hypotheses.

Wolf and Latane (1981) dealt with the effects of varying majority and minority size and strength on social influence. The authors tested the predictions derived from the social impact theory that influence by either a majority or minority would be a multiplicative function of number and strength. Participants were given restaurant preferences and asked how much they would like to eat at each restaurant mentioned. The information was integrated and six levels of majority--minority size (unanimous majority of 1, 2, 4, 6 and holding minority size to 4). Two levels of expertise and two directions of influence were varied with different restaurant assignments. The results of the stimulus given indicated that the participants were responsive to the variation in the descriptions provided. However, the negative information given had no effects on the individual's restaurant preference; and positive information did have an effect on preference according to past research conducted by people more attracted to, more interested in, and influenced by similar others (Allen, 1966; Kiesler & Kiesler, 1969). The results indicated that they are motivated to become even more similar by adhering to group norms of what is the right behavior and what is the right opinion.

In contrast, Santee and Maslach (1982) suggested that personal needs and motives (e.g. for recognition,

approval, self validation) are more likely to find expression and be fulfilled when social pressures are strong and clear cut. Accordingly, dissenting and conforming responses should be better predicted by self concept variables when peer opinion is unanimous than when it is split.

Santee and Maslach (1982) did a multivariate analysis in their study of the effects of self concept on dissent and conformity. It was conducted using a new experimental paradigm that can assess an individual's personal values and prior experiences. This paradigm reflects, with greater fidelity, important facets of everyday social influence situations. The relationship of self concept to dissent and conformity was predicted to be stronger when peer opinion was unanimous than when it was divided. Groups of individuals expressed problems and other groups listened. It was the listening group's choice to dissent by choosing other approaches or to go along and conform. The results supported the predictions that personal needs and motives are more likely to find expression and be fulfilled when social pressure is strong and clear cut. The study clearly showed that to understand social influence, research must explicitly study the characteristics of the experimental situation as it relates to the opportunity to conform and dissent.

In past research, conformity has been seen as a function of the subjects linking, or attraction, to some other person or group of other persons (Weider, 1983).

Research conducted by Solomon, Insko, Drenan, Smith and Wade (1983) showed evidence that agreement effects, in triads of p-o-x source, or semicycles, are at least partially a function of consistency of positive self-evaluation with being right. This was proven by an Asch-type experiment using judgment stimuli where sets of three colors were used. Subjects were asked to indicate what color was closest in relation to other colors. The results indicated that conformity occurred more in public situations than in private situations. When subjects were lead to believe that the relationship among the colors was objectively determined rather than undetermined, the subjects conformed more in the public situation than in the private.

Conformity can occur prior to the emergence of specific group norms. This was shown in a study conducted by Sheehan (1979). This was done by using a variation of Asch's social influence situation to determine whether individuals would gear their behavior to forthcoming group behavior. Two groups were used, and they differed from the original Asch studies in two

ways: 1. the experimental group's consensus displayed a consistent bias; and 2. midway through the experiment, the subject was switched from responding last to responding first. In conclusion, the second phase responses revealed that even after they were switched to the first response position, the subjects tended to respond to the consistent group bias. The findings supported that social influence may occur prior to group emergence. The results were consistent with the belief that people behave in a way which they think will lead to smooth social interaction.

Age seems to be a more important indicator for conformity than race for conforming behavior in prison, according to a study done by Rowe (1983). In this experiment, he studied different human developments as far as social rules are perceived by the American society. This study centered around prison life and how each race in America perceived conforming to social rules. In this study, it is suggested that non-whites conform less than whites. Rowe found no difference in tendency and found it to be related to life cycle. Testing was done by using the data banks of the state prison system of Georgia for November 15, 1982. After grouping data by age, race and sex, nonconforming incidents at the prison were grouped by age, sex and

race. After careful study, the results supported the hypothesis that nonconformity is inversely related to age.

Iscoe, Williams and Harvey (1963), and Costanzo and Shaw (1966), have found that under conditions of at least partial ambiguity, conformity tends to increase drastically.

Hoving, Hamm and Galvin (1969) found that increasing conformity with age was conditioned by the ambiguity of the task. They found decreasing conformity to group judgment or an unambiguous task. The results suggested that the conformity exists under ambiguous circumstances but does not yield when matters are factually clear.

In the literature reviewed it is apparent that conformity does occur. Conformity occurs in all walks of life, in all sexes and in all ethnic groups.

CONCEPTUAL FRAMEWORK OF STUDY

In this study, autokinesis will be used. Autokinesis is a classic example of motion perception without objective light displacement. The autokinesic effect is produced when an observer watches a stationary point of light from a short distance in total darkness and undifferentiated surroundings. Small, irregular movements are seen as if the light source is being gently moved. These small rations are followed by movements of much greater magnitude and the light appears to wander

off into space, sometimes appearing to move at least four feet. It may seem to proceed smoothly or in a series of jerky movements. The pathway may be straight, curved or circular. Some individuals see limited movements while others see none. However, the extent and pattern of movement seems constant for a given person under normal exposure (Santosh, 1982).

CHAPTER 3

METHODOLOGY

REVIEW OF PURPOSE OF THE STUDY

This study was conducted in order to test the hypothesis that white male professionals will conform at a higher rate in a semiprivate situation to other white male professionals than they will to black male professionals that they perceive have the same educational background; black male professionals, on the other hand, will conform at a higher rate to white male professionals than to black male professionals that they perceive have the same educational background.

DESCRIPTION OF METHODOLOGY

The study was conducted utilizing an experimental design. Two confederates were utilized. Both confederates were in their mid thirties, clean shaven and of average build. Both the confederates were dressed in blue jeans, belt, pullover shirt with a collar, socks and loafers. Forty professional males were utilized in this study--twenty professional black males and twenty professional white males (see Table 1).

The participants were recruited from Phoenix South Community Mental Health Center, East Valley Behavioral

Health Association and the South Side Baptist Church. All participants in this experiment were voluntary.

MATERIALS UTILIZED

A cardboard box, 22 centimeters by 22 centimeters, was placed on a 128-centimeter pedestal. Inside the box was placed a red two-centimeter Christmas bulb. The room that was utilized was 240 centimeters wide by 300 centimeters long.

OVERVIEW OF PROCEDURES

Testing occurred in three sessions: Saturday, May 25, 1991, June 1, 1991 and June 8, 1991. Participants were mailed notification of when each session was to be held and that they could walk in to complete the experiment between 11:00 A.M. and 3:00 P.M. on any of the days.

Once the participant was at the experiment location, he was asked his age, name, occupation and highest level of education completed. He was then introduced to a confederate. One-half of the white subjects were introduced to a white confederate. The other half of the white subjects were introduced to a black confederate. The introduction also included a statement to make the subject think that the confederate had the same educational background as the subject. The following introduction was utilized: _____, this is _____. He also has a _____. Or, _____, this

is _____. He also is a _____. Example: Paul (subject), this is David (confederate). He also has a degree in Psychology. Or, Paul (subject), this is David (confederate). He also works as a hair stylist.

After the introduction, the subjects were instructed not to talk with each other. The same procedure occurred for the black subjects. One-half of the black subjects were introduced to a white confederate. The other half were introduced to a black confederate.

The introduction occurred in front of the experiment room door. After the introduction, the subject and the confederate were taken into the experiment room. Both the subject and the confederate were given an instruction card which read: the lights will be turned off for a period of 20 seconds. While the lights are turned off, please look at the red light. When the lights are turned back on, you will be asked at that time how many inches the light had moved. Please only answer when asked. After the experiment is over, you will be taken back to the lobby at which time you may leave. Thank you for your help. The subject(s) and the confederate(s) were asked to stand side-by-side seven feet away from the light.

After the light came on each time, the confederate was asked first to tell how many inches the red dot had moved in the 20-second span of time. The confederate's

response was always six inches and was documented each time. With the confederate still present, the subject would be asked how many inches the light had moved in the 20-second time span.

The subjects' responses, after all the information was collected, were divided into four categories: 1. white subject/white confederate; 2. white subject/black confederate with same educational or professional background; 3. black subject/white confederate; 4. black subject/black confederate with perceived same educational or professional background.

The responses, after being categorized, were analyzed statistically to determine the mean and the standard deviation.

TABLE 1
RESEARCH SUBJECTS

<u>Age</u>	<u>Profession</u>	<u>Race</u>
28	Work Adjustment Specialist	Black
42	Program Coordinator	Caucasian
56	Supportive Employment Specialist	Black
37	Owner, Art Museum	Black
27	Owner, Auto Body Shop	Caucasian
32	Accountant	Black
37	Comptroller	Caucasian
46	Accountant	Caucasian
29	Case Manager	Caucasian
31	Master Sergeant, U.S. Air Force	Black
28	Job Coach	Black
32	Master Sergeant, U.S. Air Force	Caucasian
36	Sales Manager	Caucasian
31	Job Coach	Caucasian
26	Hair Designer	Black
29	Production Manager	Caucasian
32	Assistant Manager	Black
29	Office Coordinator	Black
36	Court-Ordered Case Manager	Black
47	First Sergeant, U.S. Air Force	Black
29	Therapist	Caucasian
36	Sales Representative	Caucasian

Table 1 cont.

<u>Age</u>	<u>Profession</u>	<u>Race</u>
32	Case Manager	Black
28	Case Manager	Caucasian
42	Respiratory Therapist	Black
29	Police Officer	Black
36	Seventh Grade School Teacher	Black
31	Loan Officer	Caucasian
26	Sergeant, U.S. Air Force	Caucasian
42	Executive Director	Caucasian
36	Director	Caucasian
36	Assistant Executive Director	Caucasian
29	Residential Coordinator	Caucasian
27	Quality Assurance Specialist	Caucasian
34	Quality Assurance Supervisor	Caucasian
36	Owner, Janitorial Service	Black
37	Captain, U.S. Army	Black
27	Sales Representative	Black
52	Pastor	Black
24	Mental Health Technician	Black

CHAPTER 4

PRESENTATION AND ANALYSIS OF THE DATA

The hypothesis that was being evaluated was that white male professionals would conform at a higher rate in a semiprivate situation to other white male professionals than they would to black professionals whom they perceive to have the same educational background; while black male professionals, on the other hand, will conform at a higher rate to white male professionals than to black professionals whom they perceive to have the same educational background.

RESULTS OF STUDY

Forty subjects were utilized in the study (Table 1). The results indicate that race did affect the white subjects' answers. Forty percent (40%) of the white subjects answered the same as the white confederate. Fifty percent (50%) answered one inch less than the white confederate. While only one percent (1%) of the white subjects answered the same as the black confederate, thirty percent (30%) answered one inch less than the black confederate (Graph 1). Thirty percent (30%) of the black subjects answered the same as the white

confederate. Thirty percent (30%) answered one inch less than the white confederate. Thirty percent (30%) of the black subjects answered the same as the black confederates. Forty percent (40%) of black subjects answered one inch less than the black confederate (Graph 2).

The results were also calculated to examine the mean and standard deviation of each group's answers and are included in Table 2. White males paired with a white confederate resulted in a mean (\bar{x}) of 5.6 with a standard deviation of 1.357. White male subjects paired with black confederates resulted in a mean of 4.2 with a standard deviation of 0.854. The black male subjects, when paired with a white confederate, resulted in a mean calculated to 5.1 and a standard deviation of 1.357. Black male subjects paired with black male confederates resulted in a mean of 5.3 with a standard deviation of 0.9.

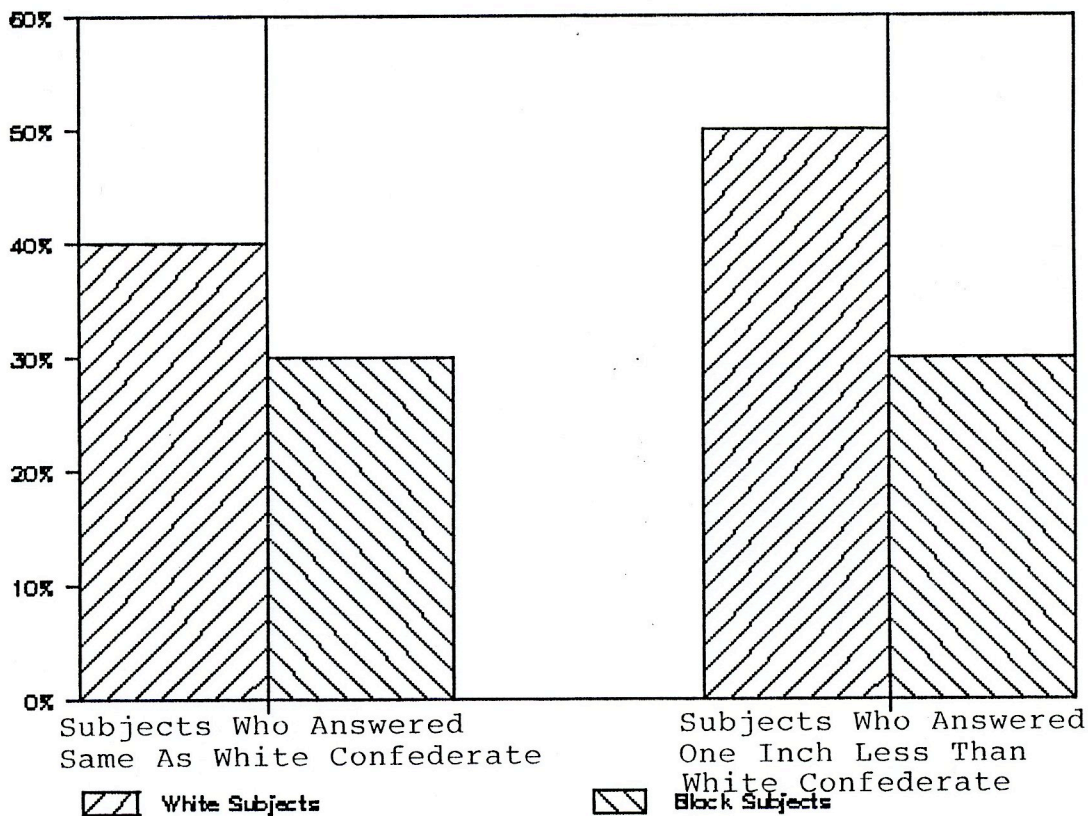
The results of this study did not confirm the hypothesis that white male professionals will conform at a higher rate in a semiprivate situation to other white male professionals than they will to black male professionals whom they perceive have the same educational/employment background. Black male professionals, on the other hand, will conform at a higher rate to white male professionals than to black

male professionals whom they perceive have the same educational/employment background.

The findings show that white male professionals conform at a higher rate to other white males than they do to black males they perceive as having an equal education or employment background (Table 2).

GRAPH 1

WHITE CONFEDERATE



GRAPH 2

BLACK CONFEDERATE

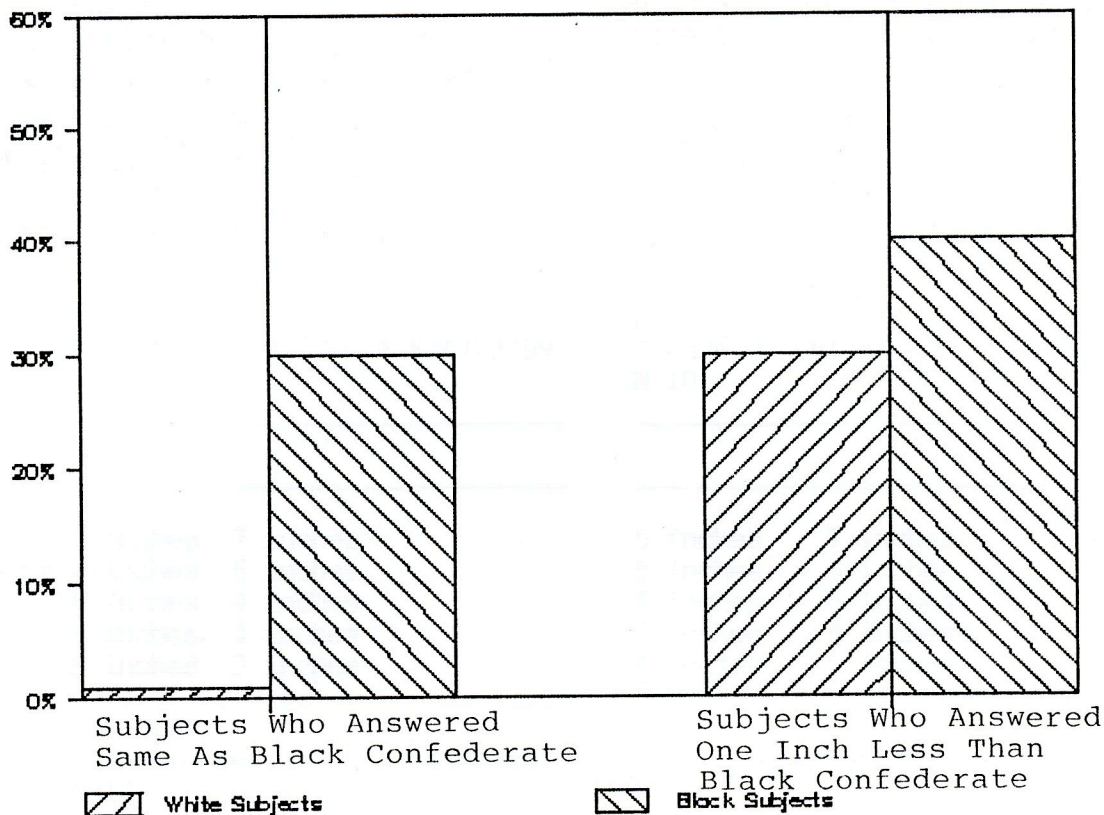


TABLE 2

MEAN AND STANDARD DEVIATION OF SUBJECTS' ANSWERS

	White Confederate		Black Confederate with Perceived Same Educational/Employment	
White Subjects	7 inches	6 inches	4 inches	5 inches
	6 inches	5 inches	3 inches	4 inches
	5 inches	5 inches	4 inches	5 inches
	5 inches	6 inches	5 inches	3 inches
	6 inches	5 inches	3 inches	6 inches
	x = 5.6 Standard Deviation 1.854723699 N=10		x = 4.2 Standard Deviation 0.9795897 N=10	
Black Subjects	5 inches	7 inches	6 inches	7 inches
	4 inches	6 inches	5 inches	6 inches
	6 inches	4 inches	6 inches	5 inches
	6 inches	4 inches	5 inches	4 inches
	5 inches	3 inches	4 inches	5 inches
	x = 5.6 Standard Deviation 1.35781669 N=10		x = 5.3 Standard Deviation 0.9 N=10	

CHAPTER 5

CONCLUSIONS

SUMMARY OF STUDY

The hypothesis was that white male professionals will conform at a higher rate in a semiprivate situation to other white male professionals than they would to black male professionals whom they perceived as having the same educational background; while black male professionals will conform at a higher rate to white male professionals than to black male professionals whom they perceive to have the same educational background.

The researched literature on conformity was reviewed. In the literature reviewed, conformity was more likely to occur in a group setting and race was not a contributing factor.

In this study, a process called autokinesis was utilized, which is a classic example of motion perception without objective light displacement.

CONCLUSIONS OF STUDY

The results of the experiment suggested that race may be a factor in conformity in the sense that one is more likely to conform to one's own race. This finding contradicts part of the original hypothesis that black

male professionals would conform at a higher rate to white male professionals. Even though the research supports the above statements, it is recommended that further research be done on professional male conformity and that the research have a pure control group that takes age into account. Future research in this area may also want to attempt to control for competition occurring on the subject's part towards the confederate by not introducing the confederate as having the same educational background or employment as the subject. An attempt to have the subject believe that the confederate has equal status but not the same occupation or educational background may control for competition. It is also recommended that additional variables be added, such as female professional.

This research showed that male professionals still are not at the point where they are not influenced by other variables and not influenced by pure fact. However, they are easily swayed by things that should not be utilized to measure competency and skill level--things such as race, sex or age. Unfortunately, this is a trend that started years ago and will sadly continue.

RECOMMENDATIONS

Studies conducted in the past along with this study and future studies will have an impact. It is hoped that

in the future there will be an increase in educational programs in the work place so that employees can learn that even if a coworker is of a different race, their ideas are just as valuable as someone of the same race. Hopefully, studies like this will help people realize that race is a factor in decision making in corporations big and small and that because of this everyone suffers. Awareness needs to be heightened at all levels to stop this from happening and to stop it from continuing.

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