

“The CRAB - Bucket Effect and Its Impact on Job Stress” – An Exploratory Study With Reference To Autonomous Colleges

Mr. Tushar Soubhari,

Research Scholar/ Assistant Professor,
Department of Commerce, St.Aloysius College
(Autonomous),
Mangalore- 3.

Dr. Yathish Kumar,

Associate Professor, Department of UG/PG Studies in
Commerce & Management,
University College,
Mangalore-1.

Abstract--The World today is expanding and really competitive. For any person who is a victim of crab mentality (“Crab-Bucket Effect”), it’s a terrible stressor. Until now, whatever he/ she has been reputed for or worked hard for, are all in great jeopardy. The reason to popularize this social epidemic is to refer those people’s action of pulling others down, denigrating them rather than letting them get ahead or pursue their dreams. The study highlights on the distressed teachers in Autonomous colleges in Mangalore. In general, an accusation of having this type of mentality is a poor reflection of on someone’s personality. It creates neighborhood rivalry, chastising the people for not cooperating and leading to envy and competitive conspiracies at workplace. While the reason for crab mentality is thought to be jealousy, and a paucity of resources leading to perpetual competition, it also appears to be a behavioral trait indulged in despite people knowing it to be disadvantageous to them.

Keywords: Crab- mentality, stressor, jeopardy, envy, competitive, personality.

I. INTRODUCTION

The term “crab mentality” is used to describe a kind of selfish, short-sighted thinking that runs along the lines of “if I can’t have it, neither can you.” This term is especially widely used among Filipinos, who use it specifically to refer to people who pull other people down, denigrating them rather than letting them get ahead or pursue their dreams. As a general rule, an accusation of having this type of mentality is a poor reflection on someone's personality. This concept references an interesting phenomenon that occurs in buckets of crabs. If one crab attempts to escape from a bucket of live crabs, the others will pull it back down rather than allowing it to get free.

Explaining “THE CRAB-BUCKET EFFECT”

- If the basket is left with no heavy cover, the crabs inside it will all have gotten out fast in less than an hour.
- If the basket is weak, they go to one side and cause it to fall toward it, thus freeing them all. If the basket is designed against their escape, they cannot all go out. They all try to get out of where they are, and in that process pull each other down, whether they succeed in getting out or not.
- For them, pulling down or stepping on others is a fact of their existence. It is natural for them in the quest for success or when confronting failure. Crab mentality is also part of humanity. It simply is envy. (Crabs do not envy one another; they just want to be free.)

Message:

Humans envy and try to outdo each other because of selfishness and greed, but not all the time. When one envies somebody, one of his natural reactions is to knock him down, but this does not always happen. Each one of us may envy, yet we do not always pull others down. We usually just keep to ourselves those envious feelings and then let them go away. ‘Neighbors defaming neighbors, reporters inventing stories about celebrities, businessmen performing unfair competitions, and professionals dislodging fellow professionals’ are among the crab mentality practices.

II. OBJECTIVES OF THE STUDY

- To know the meaning and concepts involved in the “Crab-Bucket Effect”.
- To relate the crab-mentality among teachers, peers and higher officials, causing stress among themselves.
- To probe- in the reasons for such stressful situations
- To suggest precautionary measures to manage stress at workplace.

Hypothesis:

H0: There is no impact of crab-mentality over stress among teachers in autonomous colleges.

H1: Like-minded colleagues defame others creating stress among their neighbours in autonomous colleges.

METHODOLOGY

The study involved a number of 100 teachers and 50 higher officials (management –level). The scope of this study is

limited within the Mangalore city. Convenient sampling method was adopted for data collection primarily, via; questionnaires. Later, it was measured empirically using SPSS.

III. LITERATURE REVIEW

According to a recent study at the University of California at Berkeley, researchers discovered that hermit crabs congregate together, not for protection or mating, but to trade their shell in hopes of finding a roomier one. The crabs all line up in a row, from smallest to largest, with each crab grabbing a hold of the one in front of it. They then go at it – trying to uproot each other from their homes with the goal of moving into better real estate, which in hermit crab terms is

a larger shell. (Kim, Jen “Valley with a Brain”, October 31, 2012).

Within a circle of comfort is where the majority of people live their lives. However, if he goes outside his circle of comfort then an amazing thing happens. Not only does his level of comfort expands to achieve that task but his whole circle expands such that the most common fearful thing becomes within his comfort zone.(Robbins, Tony)

IV. DATA ANALYSIS & INTERPRETATION

Scale: Impact of crab-mentality factors based on age & profession

Case Processing Summary

		N	%
Cases	Valid	150	100.0
	Excluded ^a	0	.0
	Total	150	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Lambda	1	.059
	2	.203
	3	.063
	4	.232
	5	.195
	6	.343
N of Items		15

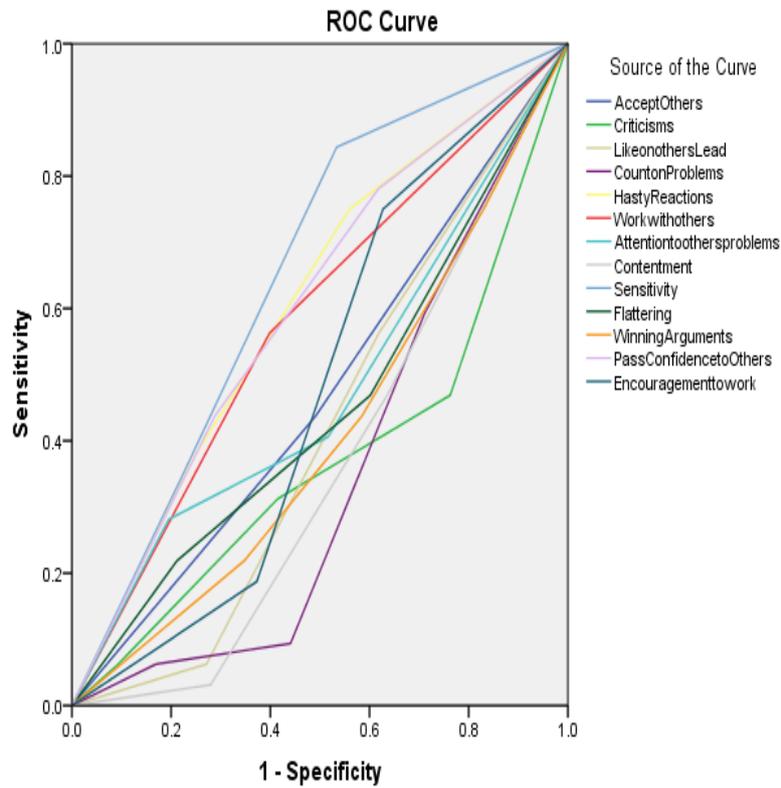
ANOVA with Friedman's Test

	Sum of Squares	df	Mean Square	Friedman's Chi-Square	Sig
Between People	115.184	149	.773	364.864	.000
Between Items	317.744 ^a	14	22.696		
Within People	Residual	1511.056	2086	.724	
	Total	1828.800	2100	.871	
Total		1943.984	2249	.864	

Grand Mean = 2.0027

The Alternative study (H1) that ‘Like-minded colleagues defame others creating stress among their neighbours in autonomous colleges’ is proved satisfactory since the ‘p’- value is .000 which is lower @ 5% level of significance. Hence, the null hypothesis is rejected.

a) The below given chart highlights on how the crab-mentality factors differ based on ages:



Diagonal segments are produced by ties.

Case Processing Summary

Age ^a	Valid N (listwise)
Positive ^b	32
Negative	118

- Larger values of the test result variable(s) indicate stronger evidence for a positive actual state.
- a. **The test result variable(s):** Sensitivity has at least one tie between the positive actual state group and the negative actual state group.
 - b. The positive actual state is below 30 years.

Area Under the Curve

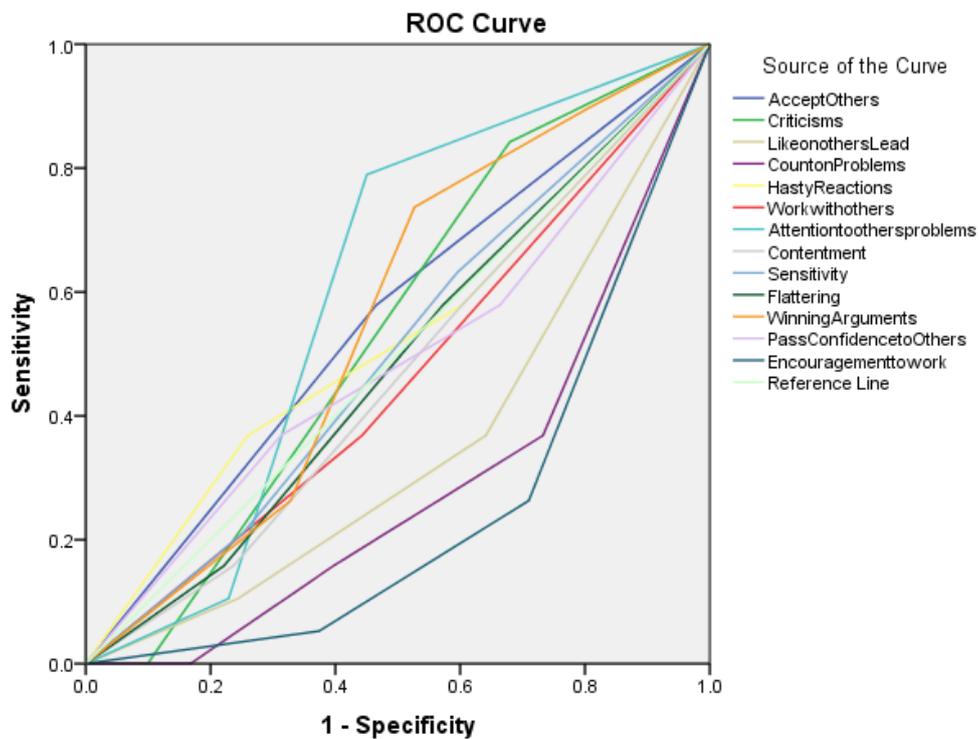
Test Result Variable(s)	Area
AcceptOthers	.473
Criticisms	.373
LikeonothersLead	.415
CountonProblems	.349
HastyReactions	.608
Workwithothers	.582
Attentiontoothersproblems	.478
Contentment	.361

Sensitivity	.654
Flattering	.450
WinningArguments	.410
PassConfidencetoOthers	.604
Encouragementtowork	.480

The test result variable(s):

Accept Others, Criticisms, Like on others Lead, Count on Problems, Hasty Reactions, Work with others, Attention to others problems, Contentment, Sensitivity, Flattering, Winning Arguments, Pass Confidence to Others, Encouragement to work has at least one tie between the positive actual state group and the negative actual state group.

b) The below given chart highlights on how the crab-mentality factors differ based on profession:



Diagonal segments are produced by ties.

Case Processing Summary

Profession ^a	Valid N (listwise)
Positive ^b	19
Negative	131

- Larger values of the test result variable(s) indicate stronger evidence for a positive actual state.

- a. The test result variable(s): Sensitivity has at least one tie between the positive actual state group and the negative actual state group.
- b. The positive actual state is Professors.

Area Under the Curve

Test Result Variable(s)	Area
AcceptOthers	.557
Criticisms	.540
LikeonothersLead	.352
CountonProblems	.289
HastyReactions	.524
Workwithothers	.463
Attentiontoothersproblems	.603
Contentment	.467
Sensitivity	.501
Flattering	.484
WinningArguments	.555
PassConfidencetoOthers	.489
Encouragementtowork	.246

The test result variable(s): Accept Others, Criticisms, Like on others Lead, Count on Problems, Hasty Reactions, Work with others, Attention to others problems, Contentment, Sensitivity, Flattering, Winning Arguments, Pass Confidence to Others, Encouragement to work has at least one tie between the positive actual state group and the negative actual state group.

V. FINDINGS OF THE STUDY

- Among the crab-mentality factors discussed, non-acceptance of other’s feelings accounts the most reactions to stress. Secondly, the actions like greed, jealousy, lust, obsession, disrespect and hatred have greater tendencies to boost disconfidence in others.
- Most of the management- heads aren’t ready to accept the junior teaching staff’s (assistant professors/ lecturers) feelings. Infact, they are dodged and disrespected for their iconic accolades. They are law makers and at the cost of their autonomy, they expect their staffs to do more work than expected.
- Most of the senior staff- members (associate professors) and a few professors are UGC- granted Aided staffs who are much older and filled with ego. They like to dump most of the work over the junior staffs and take the entire credit for having done any unshared work.
- Some other Professors are greatly involved in research activities and involved in contributing to their college’s credits. They partially encourage their juniors on any great achievements as of their busy work schedule.
- The consequences of such stressful situations have indeed made their staffs undergo certain Physiological (physical) or Psychological (mental) disorders. Many have undergone heart surgeries or are left single (unmarried) or divorced.

VI. IMPLICATIONS OF THE STUDY

The term “crab mentality” is used to describe a kind of selfish, short-sighted thinking that runs along the lines of “if I can’t have it, neither can you.” An accusation of having this type of mentality is a poor reflection on someone’s personality. Of course, this concept is universal and a timeless neighborhood rivalry. There is no separate training needed for personnels of such behavior. It’s not a problem or a psychic disorder. It’s merely a reflection of the past

experiences in one's own sub-conscious mind. Research studies have proved that personal- counseling is the key to solve such misconceptions. Give employees an opportunity to be certified and work hard and reward them for working hard. This helps to retain the best, but failure to do so will get the bare minimum performance until they quit.

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