

**EXTREMISM TENDENCIES, PERSONALITY TRAITS,
SOCIAL AXIOMS, AND GENDER ROLE BELIEFS
AMONG YOUNG ADULTS**



By

SHAHID IRFAN

Dr. Muhammad Ajmal
NATIONAL INSTITUTE OF PSYCHOLOGY
Centre of Excellence
Quaid-i-Azam University
Islamabad – Pakistan

2017

**EXTREMISM TENDENCIES, PERSONALITY TRAITS,
SOCIAL AXIOMS, AND GENDER ROLE BELIEFS
AMONG YOUNG ADULTS**

By

SHAHID IRFAN

A dissertation submitted to the

Dr. Muhammad Ajmal

National Institute of Psychology

Center of Excellence

Quaid-i-Azam University, Islamabad

In partial fulfilment of the requirements for the degree of

DOCTOR OF PHILOSOPHY

IN

PSYCHOLOGY

2017

CERTIFICATE

Certified that Ph.D. Dissertation titled, “**Extremism Tendencies, Personality Traits, Social Axioms, and Gender Role Beliefs among Young Adults**” prepared by **Shahid Irfan** has been approved for submission to Quaid-i-Azam University, Islamabad.

Dr. Anila Kamal
Supervisor

Foreign Evaluators

Prof. Dr. Louise T. Higgins

Psychology Department
University of Chester
United Kingdom

Prof. Dr. Wilbur Ralph Hood

Department of Psychology
University of Tennessee
Chattanooga
United States of America

CONTENTS

List of Tables	i
List of Figures	iv
List of Appendices	vi
Acknowledgements	vii
Abstract	viii
CHAPTER 1: INTRODUCTION	1
Extremism Tendencies	4
Empirical Approaches to Explore Predictors of Extremism	8
Trait Perspective of Personality	12
Structure of Big Five Personality Traits and its Significance	15
Social Axioms	24
Distinction between Personality and Social Axioms	28
Significance of Social Axioms	32
Gender Role Beliefs	34
Personality Traits and Extremism Tendencies	39
Social Axioms and Extremism Tendencies	42
Gender Role Beliefs and Extremism Tendencies	43
Extremism Tendencies and Demographic Variables	47
Rationale of the Study	50
CHAPTER II: OBJECTIVES AND RESEARCH DESIGN	54
CHAPTER-III: STUDY I: TRANSLATION, AND CROSS LANGUAGE VALIDATION OF SOCIAL AXIOMS SURVEY SCALE	57
CHAPTER-IV: STUDY II: PILOT STUDY	67
Objectives	67
Sample	67
Instruments	69
Procedure	74
Results	75
Discussion	86
CHAPTER-V: STUDY III: MAIN STUDY	90
Objectives	90
Hypotheses	91
Operational Definitions of the Variables	92
Sample	96
Instruments	97
Procedure	97
Results	98
Discussion	142
Limitations and Suggestions	154
Implications	157
Conclusion	160
REFERENCES	153
APPENDICES	184

Dedicated to

***My Mentor
and Family***

LIST OF TABLES

Table 1	Alpha reliability estimates for Urdu and English Versions of SASS at Time 1 and Time 2 (<i>N</i> =160)	64
Table 2	Retest Reliabilities of the Urdu and English Version of Social Axioms Survey Scale and its Subscales (<i>N</i> =160)	65
Table 3	Demographics Characteristics of the Participants of the Pilot Study (<i>N</i> =210)	68
Table 4	Mean, Standard Deviations, Alpha Coefficients and Skewness of the NEO PI-R domain scales, Social Axioms Survey Scale, Gender Role Beliefs Scale and Extremism Scale (<i>N</i> =210)	76
Table 5	Item Total Correlations for Urdu Version of Social Axioms Survey Scale (<i>N</i> =210)	78
Table 6	Inter Scale Correlations among Personality Domains, Subscales of Social Axioms, Gender Role Beliefs and Extremism (<i>N</i> =210)	79
Table 7	Means, Standard Deviations and t-values on Study Variables among Men and Women (<i>N</i> =210)	80
Table 8	Means, standard deviations and t-values on study variables among BA/BSc students and MA/MSc students (<i>N</i> =210)	82
Table 9	Means, Standard Deviations and t-values on Study Variables among University and College Students (<i>N</i> =210)	83
Table 10	Predictors of Extremism Tendencies (<i>N</i> =210)	85
Table 11	Frequencies and Percentages for age, education, monthly income, permanent residence, and educational institute (<i>N</i> =1000)	96

Table 12	Means, Standard Deviations, Alpha Reliabilities, Skew index and kurtosis for the main study scales ($N=1000$)	99
Table 13	Model Fit Indices for CFA of NEO PI-R Scale ($N = 1000$)	101
Table 14	Standardized Solutions by 2 nd order Confirmatory Factor Analysis of NEO PI-R ($N = 1000$)	102
Table 15	Model Fit Indices for 2 nd Order CFA of Social Axioms Survey Scale ($N = 1000$)	105
Table 16	Standardized Solutions by 2 nd Order Confirmatory Factor Analysis of SASS ($N=1000$)	106
Table 17	Model Fit Indices for CFA of GRBS ($N = 1000$)	109
Table 18	Standardized Solutions by Confirmatory Factor Analysis of GRBS ($N = 1000$)	110
Table 19	Model Fit Indices for 1 st and 2 nd Order CFA of Extremism Tendencies Scale ($N = 1000$)	112
Table 20	Standardized Solutions by 2 nd Order Confirmatory Factor Analysis of Extremism Tendencies Scale ($N = 1000$)	113
Table 21	Means, and Standard Deviations and Alpha Coefficients for Urdu & English Versions of NEO PI-R ($N=1000$)	116
Table 22	Percentiles on Domain Scales of NEO PI-R (Urdu) for Young Adults ($N=1000$)	118
Table 23	Z Scores and T Scores for Domain Scales of NEO PI-R for Young Adults ($N=1000$)	126
Table 24	Z Scores and T Scores for Domain Scales of NEO PI-R for Men ($n=524$)	127
Table 25	Z Scores and T Scores for Domain Scales of NEO PI-R for Women ($n=476$)	128
Table 26	Inter scale correlations among Personality Domains, Subscales of Social Axioms, Gender Role Beliefs and	130

	Extremism Tendencies ($N=1000$)	
Table 27	Model Fit Indices for effects of personality domain scales on the subscales of extremism tendencies ($N = 1000$)	132
Table 28	Standardized Path Coefficients for Direct Effects	133
Table 29	Model Fit Indices for effects of subscales of social axioms and gender role beliefs on the subscales of extremism tendencies ($N = 1000$)	134
Table 30	Standardized Path Coefficients for Direct Effects ($N = 1000$)	135
Table 31	Model Fit Indices for subscales of extremism tendencies ($N = 1000$)	136
Table 32	Model Fit for Extremism Tendencies ($N = 1000$)	138
Table 33	Mean and Standard Deviations of Extremism Tendencies and Its Subscales in Relation to Demographics ($N = 1000$)	140
Table 34	Multivariate and Univariate Analysis of Variance for the Extremism Tendencies and Its Subscales ($N = 1000$)	141

LIST OF FIGURES

Figure 1	Cross Language Validation Procedure (<i>N=160</i>)	63
Figure 2	Standardized Factor Loadings 1 st Order Model of Urdu Versior of NEO PI-R (<i>N=1000</i>)	103
Figure 3	Standardized Factor Loadings in 2 nd Order Confirmatory Factor Analysis of Urdu Version of NEO PI-R (<i>N=1000</i>)	104
Figure 4	Standardized Factor Loadings in 1 st Order Confirmatory Factor Analysis of Urdu Version of Social Axioms Survey Scale (<i>N=1000</i>)	107
Figure 5	Standardized Factor Loadings in 2 nd Order Confirmatory Factor Analysis of Urdu Version of Social Axioms Survey Scale (<i>N=1000</i>)	109
Figure 6	Standardized Factor Loadings in Confirmatory Factor Analysis of Urdu Version of Gender Role Beliefs Scale (<i>N=1000</i>)	111
Figure 7	Standardized Factor Loadings in Confirmatory Factor Analysis of Urdu Version of Extremism Tendencies Scale (<i>N=1000</i>)	114
Figure 8	Standardized Factor Loadings in 2 nd Order Confirmatory Factor Analysis of Extremism Tendencies Scale (<i>N=1000</i>)	115
Figure 9	Percentiles for Men, Women and Total Sample on Neuroticism Dimension (<i>N=1000</i>)	121

Figure 10	Percentiles for Men, Women and Total Sample on Extraversion Dimension (<i>N=1000</i>)	122
Figure 11	Percentiles for Men, Women and Total Sample on Openness Dimension (<i>N=1000</i>)	122
Figure 12	Percentiles for Men, Women and Total Sample on Agreeableness Dimension (<i>N=1000</i>)	123
Figure 13	Percentiles for Men, Women and Total Sample on Conscientiousness Dimension (<i>N=1000</i>)	123
Figure 14	Percentiles for Total Sample on Urdu and English Versions of Personality Domains (<i>N, E, O, A, C; N=1000</i>)	124
Figure 15	Percentiles for Women on Urdu and English Versions of Personality Domains (<i>N, E, O, A, C;)</i>	124
Figure 16	Percentiles for Women on Urdu and English Versions of Personality Domains (<i>N, E, O, A, C</i>)	125
Figure 17	Direct Effects of Domains of Personality (<i>N=1000</i>)	132
Figure18	Direct Effects of Subscales of Social Axioms (<i>N=1000</i>)	134
Figure 19	Model Predicting Extremism Tendencies (<i>N=1000</i>)	137

LIST OF APPENDICES

Appendix A	Permission for Use of Social Axioms Survey Scale
Appendix B	English Version of Social Axioms Survey Scale (60 Items)
Appendix C	Back Translation of the Social Axioms Survey Scale
Appendix D	Authors Feedback on Back Translation of Social Axioms Survey Scale
Appendix E	Urdu version of the Social Axioms Survey Scale (60 Items)
Appendix F	Urdu Version of NEO PI-R (240 Items)
Appendix G	Urdu Version of Gender Role Beliefs Scale (22 Items)
Appendix H	Extremism Tendencies Scale (42 Items)
Appendix I	Demographic Sheet
Appendix J	Names of Universities and Colleges for Pilot Sample
Appendix K	Instructions
Appendix L	Informed Consent
Appendix M	Names of Universities and Colleges for Main Study Sample
Appendix N	Permission to Use NEO PI-R in Study
Appendix O	Permission to Use Gender Role Beliefs Scale in Study

ACKNOWLEDGEMENTS

All thanks to Allah Almighty the most beneficent and the most merciful, who bestowed upon me the courage and ability to do my present work. I wish to convey my sincerest thanks and the deepest gratitude to my respected and loving supervisor Prof. Dr. Anila Kamal who has been a constant source of help, guidance, and encouragement at every stage of this research. Her knowledge, experience, strong vision, and commitment enabled me to do my study in a focused and comprehensive way. She provided me the chance to work and enhance the knowledge of not only myself but also the knowledge of all the persons who will use these pages as reference.

I am also thankful to Dr. Anis-ul-Haq, Mr. Abdul Qayoom, and Mrs. Irum Naqvi for their guidance and generous help. With their expertise in research and statistics, they helped me to solve my problems of methodology and data analysis.

I am grateful to all those persons who helped me in data collection. I would also like to extend my sincerest thanks to all those people who offered valuable critiques and thoughtful recommendations. Their efforts have helped me to conduct a comprehensive study.

I highly appreciate the financial support and encouragement of Higher Education Commission (HEC) of Pakistan. I am also thankful to my parents and family. Their sacrifices, patience, and prayers are the sole reason of being successful in achieving whatever successes I have on my credit. A special thanks to all my friends for their exceptional help and encouragement during my study.

Shahid Irfan

ABSTRACT

The present research aimed to assess extremism tendencies, personality traits, social axioms and gender role beliefs among graduating young adults. This research was completed in three independent studies. Study I aimed for translation, and cross language validation of the Social Axioms Survey Scale (Leung et al., 2002) into Urdu. Study II, the pilot study was done to assess psychometrics for the study variables and general trends in the data on a sample of 210 young adults. Results showed that Urdu Version of Social Axioms Survey Scale, Urdu version of Gender Role Beliefs Scale (Khan, 2006), Urdu Version of NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002) were internally consistent and can be used in the study.

Study III: the main study was carried out to achieve the overall objectives of the study. Sample (N=1000) consisted of young adults with an age range of 18-24 years and mean age of 21.40 years. Alpha reliability coefficients were established on a large data set of adults for the Urdu versions of Social Axioms Survey Scale (α , .81 - .92); Gender Role Beliefs Scale (α , .90); NEO PI-R (α , .87 - .92); and The Extremism Scale (α , .76 - .88). Factorial structure of the study instruments was validated with 1st and 2nd order confirmatory factor analyses. All the Indices of model fit (GFI, AGFI, CFI, NFI) indicated a good fit for the Urdu versions of Social Axioms Survey Scale (.90 - .96); Gender Role Beliefs Scale (.95 - .97); NEO PI-R (.93 - .96); and The Extremism Scale (.92 - .98) with acceptable factor loadings.

Norms for the domain scales (neuroticism, extraversion, openness, agreeableness, and conscientiousness) of the Urdu version of NEO PI-R (Chishti, 2002) on a data of adults in Pakistan were reported in the form of Percentiles, Z

scores and T scores. Results showed that an individual with raw score of 120 on extraversion domain has 3 percentile score in present study. While at the same raw score, percentile score is 69 for the English man. These findings supported the idea of having the local norms for the NEO PI-R-Urdu version. The effects of personality domain scales on subscales of extremism tendencies were explored and it was found that neuroticism has negative impact on submission to authority and agreeableness has negative impact on hostility/intolerance and rigidity. Subscales of social axioms like social flexibility has negative impact on submission to authority; fate control has positive effect on rigidity; and religiosity also has significant positive impact on power and toughness. Gender role beliefs have no direct impact on extremism tendencies.

Finally, the mediating role of gender role beliefs and social axioms on relationship between personality domain scales and extremism tendencies was tested through model fit indices. Results partially supported the mediating role of both the variables. Gender role beliefs fully mediated the relationship between extraversion, and power and toughness. Multivariate analyses revealed significant differences in hostility/intolerance where men had significantly higher mean score as compared to women. Adults with high income were high in intolerance while people with low income were high in submission to authority. Adults, with high level of education, have less traditional gender role beliefs as compared to adults with low level of education. Overall, findings of the study have highlighted the role of gender, age, monthly income, level of education, neuroticism, openness, agreeableness, social axioms, and gender role beliefs to predict extremism tendencies.

Chapter I

INTRODUCTION

Extremism tendencies are a critical issue for many individuals, societies, and nations independent of their political, social, and financial progressions. Overall experience demonstrates that as a way and a method for taking care of financial, political, religious, natural, and different issues, extremism tendencies can rise in any nation including developed and under developed ones (Zinchenko, 2014). The term extremism tendencies have become the word of mouth as individuals use it mainly whenever there is some incidence of extremism. It is much of the time discussed on news channels, in homes, in colleges, in universities and essentially everywhere. Extremism tendencies are an important issue to every state and society. It reflects constraints and poses threat to harmony and stability in every society. The religious, political, ethnic, and sectarian type of extremism tendencies among individuals has become major concern for social organizations, and government institutions (Neuman, 2010). Level of extremism tendencies among young adults of Pakistan has become concern for the researchers, scholars, civil society organizations, and government agencies (Siddiqa, 2011).

Within prevailing environment of Pakistan, there are different types of extremism tendencies. Feyyaz (2013) explored that common trends of extremism tendencies among young adults include: Political extremism, xenophobia in Pakistan, religious and societal vigilantism, ethno-nationalist, genocide extremism, honor and cultural extremism, inter faith extremism, brain drain extremism, and sectarianism. All these negative perceptions about the involvement of young adults in extremism

tendencies stressed the need to investigate the phenomenon of extremism tendencies among young adults.

There is across the board suspicion in worldwide groups that extremism tendencies in Pakistan reflects prohibitive thinking and it does not look good for inter civilization relations (Siddiqa, 2011). Riedel and Embrace (2011) explained that extremism tendencies in Pakistan are because of medieval and tribal structures, out dated social traditions, religious extremism, primitive social relationship styles, ethnicity, and poor economic conditions. These findings suggest that individuals are at high risk to indulge in extremism tendencies.

Keeping in view the vulnerability of young adults to be a part of different types of extremism tendencies, this study means to investigate the level of extremism tendencies; personality traits; social axioms; and gender role beliefs of the young adults. This exploration would recognize level of extremism tendencies among young adults. It will decide the part of personality traits and social axioms in predicting extremism tendencies. This would help to identify personality traits and beliefs of young adults that predict their ability to indulge in any sort of extremism tendency. By having this information, analysts can have intervention plans to offer adults some assistance to reinforce themselves, so they could keep themselves far from distinctive types of extremism tendencies.

Individuals selectively pay attention to visible causes of extremism tendencies. They use available or generally accessible descriptors that accord with their own beliefs, expectations, and concerns. A kind of trait heuristic operates at the core of the impressions that individual's form of a situation. That same trait-based heuristic allows individuals to have confidence that their judgment and mastery shape their

extreme tendencies. Individuals would prefer to go for extreme groups that share their worldviews and principles. Hence, personality traits as well as belief patterns can predict extremism tendencies among individuals (Caprara & Sapienza, 2004).

Personality traits and beliefs are rooted in different intellectual traditions, the former in personality psychology and the latter in social psychology (Bardi & Schwartz, 2003). Personality traits are enduring dispositions, whereas beliefs are enduring goals. Traits describe what people are like. Beliefs refer to what people consider important. Traits vary in the frequency and intensity of their occurrence. Beliefs vary in their priority as standards for judging behavior, events, and people. Yet it is likely that beliefs and traits operate as components of the same self system and influence one another reciprocally (Bilsky & Schwartz, 1994).

Personality presents many facets, traits, motives, values, and self-beliefs, which may serve multiple functions (Knafo, 2002). The general importance of beliefs is being acknowledged in the studies of attitudes (Zaller, 1992). Beliefs are cognitive representations of desirable, abstract goals that serve as guiding principles in people's lives (Rohan, 2000). Beliefs allow people to organize their evaluations in a relatively consistent manner. Yet there has been surprisingly little empirical research on the impact of beliefs on extreme decisions in different social and cultural contexts (Feldman, 2003). Traits and beliefs have become more critical in the formation of extremism tendencies among individuals.

Beliefs are classified as generalized expectancies (Leung et al., 2002). Beliefs vary in specificity and some beliefs are classified as general and may be viewed as generalized expectancies (Kurman & Ronen-Eilon, 2004). Specific beliefs, on the other hand, are only applicable to a narrow range of situations and actors (Leung & Bond, 2004). These are anchored in a context, defined by actors involved and tied to a

particular setting in a given time period. Bem (1974) defined a belief as a perceived relationship that exists between two things or between something and a characteristic of it. The important role of traits in the process of explaining extremism tendencies should be complemented by a fuller appreciation of the contributions of specific (gender role beliefs) and generalized beliefs (social axioms) as key predictors of extremism tendencies.

Personality traits explain extremism tendencies at the individual level (Sigelman, Tuch, & Martin, 2005). Present study has utilized the framework of five factor theory of personality for studying how personality traits influence beliefs and extremism tendencies. Building on recent work in five factor theory of personality (McAdams & Pals, 2006; McCrae & Costa, 1999), social axioms and gender role beliefs should be thought of as characteristic adaptations that are the product of essential dispositional traits, socialization process, and environmental factors. Characteristic adaptations are the acquired skills, habits, attitudes, values, beliefs, and relationships that result from the interaction of individual and environment (McCrae & Costa, 1996). More generally, this approach provides a structure for developing hypotheses regarding aggregate-level relationships between personality traits and extremism tendencies, as well as expectations for how social axioms and gender role beliefs mediate these relationships. The next section describes the phenomenon of extremism tendencies in the context of present study.

Extremism Tendencies

This segment highlights the social, political, and psychological meanings of extremism tendencies that are more close to idea of extremism tendencies used in

current study. Extremism tendencies are best characterized in connection to norms, society, time, environment, and setting. It is opposite to that of basic, customary, common thoughts, feeling, contemplations, and activities. Typical ideas, basic thoughts, and practices get to be extreme when they happen in exorbitant amounts or intensities (Basit & Rathore, 2010). There is a positive view of extremism tendencies as well. Numerous incredible pioneers who were considered as troublemakers at their own particular time were considered as extraordinary pioneers later on. Their thoughts prompted social advancement of human culture. With the progression of time, extreme thoughts can develop as key to accomplishment in future (Kilp, 2011).

Extremism tendencies are the extensive ideas that hold a variety of implications. This term begins from the worldwide ideological (McCauley & Moskalenko, 2008), political level (Yousaf, 2011) to the national noteworthy turndowns (Khan, 2011). It can be some of the time characterized and connected with political thoughts which are utilized in different ways. It is now and then used to wipe out oppositions or to stand up to them. The other essential meaning of the extremism tendency is that opposing the perspectives of others and simply liking the opinion of self. Additionally, the dismissal to the human life, potential, and damages to human principles and values is termed as extremism tendencies. It can even be philosophy of somebody. Whether it depends on a few religious compelling beliefs and examples or it is about national or social difficulty, extreme negative religious or political perspectives holders are named as extremists (Feyyaz, 2013).

Unacceptable extremism tendencies can go from induction of social, racial, or religious scorn, to supporting the utilization of savagery to accomplish major change to the established structure of the nation. People can hold great perspectives without

embracing extremism tendencies. The powers are worried with any type of extremism tendency that embraces, elevates or prompts extremism (Department of Education & Skills, 2006). Extremism tendencies mean holding intense political and religious perspectives or taking of extreme activities on the premise of beliefs. At the point when these perspectives and beliefs are changed into activities, a few arrangements and methodologies are contrived and executed. This usage achieves the circumstance of apprehension and dread, which impacts the rival to acknowledge whatever it is not prepared to acknowledge otherwise. Along these lines, extremism rises as a basic structure (Khalid, 2014). McCauley and Moskaleiko (2008) characterized extremism tendency as an adjustment in belief, feeling, or conduct toward collective support for inter group struggle.

Social, political, and religious definitions of extremism tendencies concentrate on limit making trouble others, yet some likewise incorporate limit of suicide as type of threat to self. Limit of the demonstrations that purposefully cause physical, psychological, or passionate damage or harm to someone else would fit inside most definitions. It is additionally essential to comprehend components adding to extremism tendencies as elements can lead it to positive acts like development in human culture and negative acts like brutality, and terrorism.

The psychological concepts of the extremism tendencies are complex, multilevel, and multi segment. Zinchenko (2014) proposed that extremism tendency has cognitive and activity level dimensions. Extreme negative perspectives, thoughts, and actions reflect extremism tendencies. In this association, engaged sentiments, feelings, and beliefs substitutes reason and common sense. Extremists have particular individual types of thinking. This thinking expresses the personality of specific groups

of individuals who end up in direct conflict with the norms and estimations of a ruling society. Such a personality uncovers itself in diverse and rebellious lifestyle.

Present study is based on an indigenous concept that describes extremism in terms of five elements. Altaf (2002) viewed extremism tendency in its multi aspectual form of origin and its multi-variant forms of passing into society as a socio psychological concept expressed by the actions of individuals within society. There are five indigenous sub components of extremism tendencies including: Conservatism, hostility/Intolerance, submission to authority, rigidity, and power and toughness. Conservatism is in favor of customary values in society and it does not support change in any issue of interest. Hostility/Intolerance displays unfriendliness and dislike towards a thought, construct, or context. Submission to authority is the act of accepting the authority or control of another person who is in power. Rigidity refers to state of being firm to a thought or circumstance and imperviousness to change. Power and toughness describes the privilege to control intense conditions through solid physical and passionate capacities. The concept of conservatism describes sense of resistance to change and the tendency to lean toward protected, customary and ordinary types of institutions and conduct (Wilson, 1973).

Altaf (2002) developed the Extremism Tendencies Scale that measures five dimensions of extremism tendencies. This 42 item scale is developed on the data of university students, using interviews, focus groups, and item level analyses. The internal consistency of the scale has been established. However, factor structure validation of the scale is missing. That is why, current study aimed to estimate the factor structure of the scale and its subscales on a data of young adults in Pakistan.

In examining the substance of the idea of extremism tendency one ought to pay consideration on various issues. First, in the logical environment there are distinctive understandings of this idea. This absence of congruity in characterizing extremism tendencies is normal for the whole world group, and intense verbal confrontations about the rightness of the diagnostics happen worldwide all the time. Along these lines, one can talk about the multifaceted way of the implications and understandings of extremism tendencies. Every group, society, and country treats extremism tendencies on the premise of its own position (Zinchenko, 2014).

Extremism tendencies are a result of multi-causal factors. However a solid theory is yet to be produced. Extremism tendencies are typically broken down by utilizing distinctive methodologies like: Multi-causal methodology, political or basic approach, hierarchical methodology, and psychological approach. Current study depends on psychological approach concentrating on the role of individual characteristics in extremism tendencies. This study plans to research the extremism tendencies in connection to personality traits, social axioms, and gender role beliefs. The next section describes an overview of the approaches that have supported the idea of studying the factors contributing to extremism tendencies at individual level.

Empirical approaches to explore the predictors of extremism tendencies.

The vast majority of the extremism tendencies component research in the social sciences has concentrated on vulnerability of youth to general extremism tendencies. Analysts (Bjorgo, 2005; Borum, 2004; European Union Commission Expert Group, 2008; Fenstermacher & Leventhal, 2011; Loza, 2007; Nesser, 2004; Slooman & Tillie, 2006; Victoroff, 2005) have recognized distinctive variables like sexual

orientation, disposition, anxiety, social, cultural, and individual level variables that add to extremism tendencies. Extremism tendencies are result of connection between these variables. However, Fenstermacher and Leventhal (2011) proposed that it is not a decent approach to clarify extremism tendencies through a solitary variable. They recommended recognizing impact of elements like psychological vulnerabilities, group dynamics, opportunity, and accessibility.

There are multiple causes and reasons for extremism tendencies (European Union-Commission Expert Group, 2008; Hudson, 1999; Silber & Bhatt, 2007). This suggests that extremism tendencies must be the result of a perplexing association between different psychological, social, individual, natural, political, religious, and contextual variables. Greater globalization has prompted expanded consideration being paid to individual differences, cultural diversity and their influences on personal, social, and organizational practices (Triandis, 1994). As the world turns into a smaller place, the potential for extremism tendencies in daily interactions is expanding. Additionally, cultural components interact with personality and this association should be considered while analyzing the extremism tendencies.

Borum, Swartz, and Swanson (1996) comprehensively characterized the danger elements for extremism tendencies into static and dynamic classes. Static elements may be historical, constant, or dispositional in nature. Dynamic variables are commonly personal, social or situational elements that regularly do change. Institute of Community Cohesion (2007) identified a list of the variables adding to extremism tendencies and divided the components into four classes including: Community context, individual context, push factors, and pull factors.

Psychologists attempted to clarify the issue of extremism tendencies with the assistance of major psychological perspectives. Psychoanalytic model has few empirical foundations to portray a wide range of extremism tendencies (Beck, 2002). This perspective saw extremism tendencies all the more by and large as an inalienable and instinctual human characteristic, which ought to exceed in the ordinary course of human improvement. Oots and Wiegele (1985) prescribed to consider the part of biological perspective in deciding the extremism tendencies of a person. Raine (1993, 1997) expressed that lower than normal levels of excitement and low reactivity are connected with aggressive and antisocial conduct.

Learning hypothesis recommends that aggressive extremism tendency is obtained as an after effect of the outcomes of a conduct (Oots & Wiegele, 1985). Cognitive hypothesis concentrated on part of social cognition to infer extreme conduct. People communicate with the others and environment on the premise of their perceptions, beliefs and views about them. Crenshaw (1988) stated that cognition leads to hostility when someone fails to generate peaceful solution to conflicts and he or she is perceptually hypersensitive to extreme interpersonal or environmental cues.

The paradigm of extremism tendencies is a consequence of a sudden development of information technology in developed and under developed countries, which is particularly manifested in the fact that extremists have recognized the role mass media has on the accomplishment of their aims (Peresin, 2007). The modern technologies have made it possible for individuals high in extremism tendencies to use mass media as a tool to public their interests. Modern media technology and communications satellites have had a marked effect in increasing the publicity potential of extreme acts of individuals and groups. Hoffman (2003) used the term

symbiosis between media and extremism tendencies and he mentions three great revolutions in mass communications which had a direct influence on extremism tendencies. The revolution in mass communication offers new opportunities to communicate on a vaster scale than ever before and the development of technological inventions significantly changed the way news are communicated, making them accessible to a great number of people. Media freedom in an open society enables their manipulation and exploitation (Tuman, 2003). Yakovenko (2005) suggested that free media are a symbol and basic value of a democratic society. But, due to competition in open society and ever-present rivalry in who will be the first one to deliver a significant news, media sometimes consciously react on extremist propaganda. Individuals who have high level of extremism tendencies try to manipulate and exploit mass media for their own purpose.

Current study depends on psychological approach concentrating on the role of individual characteristics in explaining extremism tendencies and its elements. Subsequently, the five factor theory of personality (McCrae & Costa, 1996) has been utilized to explore the individual level predictors of extremism tendencies. Major components of the five factor theory are derived from trait perspective. The following section portrays the trends in trait perspective of personality.

Trait Perspective of Personality

Depicting an individual's personality is attempting to catch the individual's substance. It includes solidifying something from the bits of learning about the individual. Personality alludes to intuitive and moderately stable patterns of behaviors, thought processes, and feelings that describe a person all through life (Schultz & Schultz, 2001). It can likewise be characterized as a steady arrangement of traits and tendencies that decide those shared traits and contrasts in the general psychological conduct, thoughts, sentiments, and activities of individuals over time.

Personality traits predict behavioral outcomes in the presence of social norms values, and different contextual variables (McShane & Von Glinow, 2005). Traits best describe behavior in combination with the situation and environment (DeRaad, 2000). Individuals contrast from one another in many ways. An essential inquiry for personality psychology research is to develop taxonomy of variables that describe how individuals differ (Revelle, 2000).

Individuals with comparative traits tend to get together and it gives a premise to build participation and cohesiveness among individuals. For instance, findings recommends constructive relationship between the level of likeness among people on personality traits, dispositions, demographics, and the nature of their interpersonal encounters with each other (Byrne, as cited in Giberson, Resick, & Dickson, 2005). Personality is a major variable of conduct and it incorporates a substantial number of characteristics which cannot be changed effectively. It is influenced by a few elements like: Family, values, learning, social impacts, and psychological elements (Mishra, 2001).

John and Gosling (2000) considered traits as the real units of personality. Personality traits are steady patterns in the way people act, feel, and think. For instance, when one depicts a person as kind, it implies that this individual tends to act in a kind way over time and across situations. Traits serve three noteworthy functions. Traits may be utilized to compress, to foresee, and to clarify a man's behavior. Traits permit to make forecasts around a man's future conduct. Finally, traits propose that the clarification for a person's conduct will be found within the individual instead of in the circumstances. These features of traits perspective are in line with the causal attribution theory, which sees characteristics as steady and inside and along these lines as distinct from values that are provisional and are externally caused. A personality trait is viewed as a predisposition to perform a certain category of behaviors (Webster, 2009). Five factor theory of personality (McCrae & Costa, 1996) best describes how personality functions.

Five-Factor Model (FFM) explains the structure of personality, however, does not highlight the working of personality. To address this issue, McAdams (1992) contended that personality ought to be deciphered as possessing three levels: Dispositional traits, individual concerns, and life stories. Costa and McCrae (1994) introduced an ambitious model that recognized continuing and changing components of personality. They named it as Five-Factor Theory (FFT) of personality because it was based on the whole body of findings connected with research on the FFM. Five factor theory started with perceptions of trait stability of change and it is supposed to explain the functioning of the personality traits in daily life situation. Biological bases and external impacts are the inputs, speaking to communications of personality with the physical body and with the environment. The objective biography is the output. It

is everything the individual does, considers, or feels over the entire lifespan. It varies, obviously, from the life narratives or subjective biography that is highly selective.

The three focal components of Five Factor Theory (FFT) are named as basic tendencies, characteristic adaptations, and the objective biography. The heart of the model is the refinement between basic tendencies and characteristic adaptations. Basic tendencies are the abstract capacities of the person. While, the characteristic adaptations are concrete obtained structures that are result of individual interaction with the environment. In this manner basic tendencies can be steady, while characteristic adaptations change. For instance, the ability to learn a new language is a basic tendency that every human newborn child has. But the knowledge of an individual is characteristic adaptation. All learned expertise is characteristic adaptations like habits, interest, attitudes and beliefs. Learning processes like observation, adaptation, reasoning, thinking, and long term plans direct the interaction among components of five factor theory (McCrae & Costa, 1996).

Five factor theory directs to comprehend working of personality in everyday life situations in the shape of postulates. Future studies can be founded on any of these postulates independently. Current study depends on some of these postulates. These included: Personality traits influence patterns of thoughts, feelings, and actions of individuals to shape their behavior; and individuals react to situation on the basis of interaction of their thought, beliefs and feelings with their basic tendencies. Characteristic adaptations can change over time as a result of changes in the environment, however basic tendencies remain unchanged. The social and physical environment connects with personality traits to shape characteristic adaptations and with characteristic adaptations to direct the objective biography. People go to and

decipher the environment in ways that are consistent with their personality traits (Costa & McCrae, 2006).

On the basis of postulates of the five factor theory (McCrae & Costa, 1996), current study aims to investigate the contribution of personality traits (basic tendencies) with social axioms and gender role beliefs in anticipating extremism tendencies. It also aims to see the mediating effects of gender role beliefs, and social axioms (characteristic adaptations) upon the relationship of personality traits and extremism tendencies. The following segment depicts the basic personality traits and their significance as personality traits are the sole segment of current study.

Structure of big five personality traits and its significance. Psychologists attempt to comprehend human behavior and personality in light of proof accumulated from research information. They evaluate variety of people who fluctuate extraordinarily in their capacities and fit in with distinctive societies and topographical areas. Analysts use both subjective and objective measures to know the personality of people (Schultz & Schultz, 2001). This study has concentrated on basic five components of personality (Costa & McCrae, 1992).

McDougall (as cited in Boeree, 2006) proposed a five factor model of personality including both desirable as well as undesirable attributes. Goldberg (1990) recognized big five dimensions of personality traits. Costa and McCrae (1992) identified five factors and six facets in each factor. These were:

1. Neuroticism (Anxiety, Angry hostility, Depression, Self-consciousness, Impulsiveness, Vulnerability)

2. Extraversion (Warmth, Gregariousness, Assertiveness, Activity, Excitement seeking, Positive emotions)
3. Openness to experience (Fantasy, Aesthetics, Feelings, Actions, Ideas, Values)
4. Agreeableness (Trust, Straightforwardness, Altruism, Compliance, Modesty, Tender-mindedness)
5. Conscientiousness (Competence, order, dutifulness, achievement striving, self discipline, diligence)

The premise of conscientiousness lies in individual differences for planning, organizing, and completing tasks. Particularly, the individual who scores high on this domain is more organized, purposeful, reliable, determined, punctual, and has strong will. An individual, who is low on conscientiousness, lacks to work for his or her goals; and is careless, aimless, and unreliable. Neuroticism dimension explains adjustment, emotional stability, maladjustment, and neuroticism. Individuals high on the neuroticism will encounter unsteady emotions and will exhibit attributes of worry, fear, guilt, anger, embarrassment, sadness, and disgust. On the other hand, individuals low on neuroticism will be emotionally stable, even tempered, relaxed and will display attributes of serenity. In addition, they will probably handle unpleasant circumstances without getting furious, though people high on neuroticism will be more reluctant to control their motivations and have low capacity to adapt to stress (Costa & McCrae, 1991).

Agreeableness primarily deals with interpersonal tendencies. An individual high on agreeableness is characterized as being helpful, sympathetic to others, soft-hearted, cooperative, and good-natured. In contrast, an individual who scores low on agreeableness is characterized as being egocentric, competitive, irritable, and

skeptical about the intentions of others. Extraversion assesses the quantity and intensity of interpersonal interaction and activity (Pervin, 1996). Individuals who score high on extraversion are referred to as extraverts and exhibit characteristics of sociability, assertiveness, talkativeness, and high activity. In addition, extraverts are cheerful, energetic, and optimistic. In contrast, individuals who score low on this dimension are referred to as introverts, and can characteristically be described as reserved, independent, and quiet (Costa & McCrae, 1991).

Individuals characterized as high on openness to experience dimension demonstrate curiosity for both inner and outer worlds and are willing to entertain new and original ideas and values. Conversely, individuals who score low on this dimension exhibit conventional and conservative behavior, prefer familiar to novel, and usually have muted emotional responses (Costa & McCrae, 1991).

Costa and McCrae (1985) developed the NEO Personality Inventory that describes five dimensions of personality. The revised version of this inventory is known as NEO Personality Inventory-Revised (NEO PI-R; Costa & McCrae, 1991). It has 240 items and it estimates personality at domain and facet level. This inventory is developed on the data of middle-aged and older adults, using both factor analytic and multi-method validation procedures of test development. The internal consistency and test retest reliability have been reported in the manual of NEO PI-R for American sample. It is the most widely used measure to assess personality at domain and facet level. They both also introduced short version of 60-item NEO Five Factor Inventory (NEO FFI; Costa & McCrae, 1992) that measures personality at domain level. It is based on 12 items having the highest positive or negative loading on each domain.

Costa, McCrae, and Dye (1991) identified five factors through varimax-rotated principal component method. Costa and McCrae (1992) have determined content validity by identifying six distinct facets to measure each facet. They have reported the convergent and discriminant validity of NEO PI-R with California Q-Set (Block, 1961), Hogan Personality Inventory (Hogan, 1986), Eysenck Personality Inventory (Eysenck & Eysenck, 1964), State Trait Personality Inventory (Spielberger, 1979), Personality Research Form (Jackson, 1984), and Twenty Statements Test (Kuhn & McPartland, 1954) in the manual as well.

Costa and McCrae (1992) have also provided evidence of construct validity for form S and R with respect to variety of external criteria like psychological well being, coping and defenses, needs and motivation, interpersonal traits, openness to experience, creativity, and divergent thinking. Norms of the Form S of NEO PI-R are based on a composite sample of three sub samples. They have mentioned percentile score for men, women and combined sample in the manual. They suggested that norms should be established for the adults from all professions of life. Paunonen, Jackson, Trzebinski, and Forsterling (1992) concluded that five factor model is most useful, promising, accurate, and precise.

NEO PI-R has been utilized to characterize personality traits of individuals. At present, the revised NEO Personality Inventory has been interpreted into Arabic, Chinese, Czechoslovak, Dutch, French, German, Hebrew, Japanese, Norwegian, Polish, Portuguese, Swedish, and Urdu language for research purposes (Costa & McCrae, 1991). The FFM has been assessed with both etic and emic approaches. In etic studies, a formerly distinguished personality structure is applied in an alternate

society or culture; in emic approaches, a personality structure is indigenously inferred with a sampling of the target culture's personality traits.

Cross-cultural tests of the five factor model in more than 50 societies across six continents have supported the existence, comprehensiveness, and universality of the model (McCrae, 2002). An all inclusive structure proposes uniform covariance in traits among individuals despite vastly different culture, history, economy, social life, belief system, and various forms of cultural and behavioral expression. Across cultures studies have generally replicated the five factor model and factor scales show high internal reliability. However, extraversion and agreeableness are sometimes sensitive to cultural effects and are not always clearly differentiated (Rolland, 2002). Despite the increasing consensus supporting the model, a five factor structure does not robustly emerge everywhere, and some researchers have posited more than five personality factors within certain populations (Gurven, Rueden, Massenkoff, & Kaplan, 2012). Egan, Deary, and Austin (2000) studied emerging British norms and did an item-level analysis. They suggested that neuroticism, agreeableness and consciousness are more reliable than openness to experience and extraversion.

Personality is shaped by both genetic and environmental influences (Maccoby 2000). Social axioms and gender role beliefs are result of socialization process and shape some of the variance of personality. There is relationship between socialization practices and personality dimensions (Rohner, 1999). Both within and between cultures when people are cooperative and less conservative to each other, they become sociable, emotionally stable, have high self-esteem, feel self-adequate, and have a positive world view. When society is rejecting (hitting, using sarcastic

language, humiliating, neglecting), they become hostile, unresponsive, unstable, immaturely dependent, and have impaired self-esteem and a negative world view.

In Pakistan, researchers have correlated personality dimensions with the variables from educational, abnormal, health, organizational, and social psychology. Chishti (2002) translated (into Urdu), adapted and validated the NEO-PI-R (Costa & McCrae, 1991). Among 240 items, the 4 culture specific items were adopted according to culture of Pakistan. The alpha coefficients for Urdu version ranged from .73 (openness to experience) to .89 (conscientiousness). Cross language validation suggested that Urdu version operates in the same way as the original one. Convergent and discriminant validity was assessed by using Adjective Checklist (ACL; John, 1990) and Life Satisfaction Ladder Scale (Cantril, 1965) on a sample of 215 Pakistan Air Force Cadets. He compared personality profile of general duty pilot cadets and aeronautical engineering branch cadets by using the translated and adapted version of NEO PI-R (Costa & McCrae, 1991). He reported non significant statistical differences between both the groups of cadets. He suggested assessing the construct validity of the inventory in future studies as well. Later, Akhtar (1997), Safdar (2002), Naz (2008), Taj (2004), and Tasmeeera (2002) used Urdu Version of NEO PI-R in their studies.

Taj (2004) investigated the personality traits using NEO PI-R of working and non-working women and identified relationship with some selected demographic variables. Result showed non-significant difference among working and non-working women on the total score of personality traits, but significant differences were found on four facets in working and non-working women i.e., Neuroticism, extraversion, agreeable, and conscientious. Shaheen (2007) did a study to explore personality

characteristics of alcohol, charrs, heroin, and poly drug addicts by using NEO PI-R. The findings indicated that drug addicts are found to be neurotic. There was statistically non significant interaction between types of drugs used personality traits. Fayyaz (2008) used NEO FFI to investigate effects of personality dimensions on listening abilities of English as an outside dialect. Ahmad (2011) used NEO FFI to assess effects of major dimensions of personality on student performance. Fayyaz and Kamal (2011) also used NEO FFI (Costa & McCrae, 1992) to see the influence of personality factors on the meta-cognitive listening skills of English as a foreign language in Pakistan. Some previous studies in Pakistan found that reliabilities of openness to experience and agreeableness are low in Pakistani culture (Bashir, 2013; Burki, 2009; Fayyaz, 2008; Ikram, 2009).

Irfan and Kamal (2008) explored the main features of the studies in the broad domain of personality psychology at National Institute of Psychology, a Centre of Excellence at Quaid-i- Azam University, Pakistan. They found that Chishti (2002) have made a solid contribution by translating, adapting, validating the NEO PI-R form S into Urdu for Pakistani population. Researchers (Bashir, 2013; Burki, 2009; Fayyaz, 2008; Ikram, 2009; Khan, 2012; Shaheen, 2007) have successfully used the Urdu version of NEO PI-R in their studies. However, factorial validity and norms for the Urdu version of NEO PI-R are missing. Current study aimed to assess factorial validity of five domains of personality and develop norms of personality dimensions for young adults in Pakistan. These norms would serve as an asset for the future studies in the domain of big five personality traits in Pakistan.

There are four good reasons to establish norms for the Urdu version of NEO PI-R (Chishti, 2002). Following quite a few years of contention over the role of norms

in foreseeing conduct, the research has shown that social norms guide behavior and activities in immediate and significant ways (Aarts & Dijksterhuis, 2003; Goldstein, Cialdini, & Griskevicius, 2008; Hogg & Terry, 2001). Second, the differing qualities and unpredictability of factors influencing personality scale scores encourage usage of local norms than those provided in test manuals (American Psychological Association, 1999). Third, personality test scores are often analyzed in different environments with reference to applicable scale norms (Bartram, 1992; Van Dam, 2003). Finally personality traits have pervasive and huge effects on people's lives (Costa, Fagan, Piedmont, Ponticas, & Wise, 1992).

The expansion of personality traits distinguished over the time of five decades had brought about endeavors to characterize personality traits in five general classifications that could better help in research studies and in development of personality theories (Hassan, Asad, & Hoshino, 2016). Personality psychologists frequently emphasize that personality traits has the inherent power for predicting a wide variety of consequential actions and behaviors (Ozer & Benet-Martínez, 2006; Roberts, Kuncel, Shiner, Caspi, & Goldberg, 2007). Rybanska (2015) stated that the personality characteristics represent a complex of essential variables which figure out who a man truly is, the manner by which he carries on, considers, responds, settle on choices, and how he acts in all aspects of his life. The personality of individuals determines how he sees his way of life, family, world around him, and how he reacts to them. Five factor model of personality has solid empirical support (Kaplan & Saccuzzo, 2013), the correlations between domain and facet scales (Kluck, 2014) and long term stability (Benson, 2014). Gombas (2014) studied the personality traits of

youth and reported large amount of neuroticism, warmth, openness to emotions and aesthetics among women, and increased level of competence among men.

The relative noteworthiness of personality traits, gender role beliefs, and social axioms has been the issue of concern to study human behavior. Snyder and Kendzierski (1982) argued that personality will guide extreme behavior just if individuals know about their beliefs. Powers in a general public and parts within an individual might be basic determinants of human conduct (Magnusson & Endler, 1977).

The impact of beliefs on extremism tendencies and on extremist ideologies particularly is getting consideration in the area of extremism tendencies. Brannan, Parsons, and Priola (2011) expressed that extremism tendency is the issue of subjective culture. Social dimensions of culture are the unique accumulation of social roles, institutes, values, thoughts, and images operating in all societies. These dimensions significantly influence the path in which individuals see the world and react to its challenges. Drake (1998) found that belief framework clarifies behavior. Behavioral tendencies depend on shared beliefs and normative behavioral standards. For extremists, belief framework gives the vision that moves their demonstrations, shapes the way in which they see the world, and describes how they judge the activities of people, groups, and associations. The next section highlights the concepts of generalized (social axioms) beliefs that have been considered as predictor of extremism tendencies along with personality traits.

Social Axioms

Social axioms best provides the information about beliefs of individuals within a culture (Leung & Bond, 2004). Beliefs are subjective component of culture that moves along a continuum of specification. Some beliefs are situation specific, while others are general and may be considered as general expectancies (Rotter, 1966). Leung and Bond (2008) utilized the concept of social axioms to name these sorts of generalized beliefs. The word social supports the assumption that social axioms is obtained through personal experiences and concerned with living as characteristically social animals. The word axioms explain that the general beliefs are the general premises that individuals support.

Leung et al. (2002) described the concept of social axioms. Social axioms are general beliefs about the self, the culture, physical surroundings, or the spiritual world. These are in the form of an assumption about the association between two elements or ideas. They built up a Social Axioms Survey Scale (SASS) to assess generalized beliefs of individuals in Hong Kong and Venezuela (Leung & Bond, 2004); and afterword validated in Japan (Chen, Fok, Bond, & Matsumoto, 2006); Germany (Chen, et al. 2006); and the USA (Leung & Bond, 2004).

The concept of social axioms was introduced as a consequence of multicultural studies in 41 nations and it consists of five sub factors that include: Social cynicism, reward for application, social flexibility, religiosity, and fate control (Leung & Bond, 2004). Cynicism refers to an antagonistic perspective of human nature; a perspective that life leads to unhappiness; that individuals abuse others; and a mistrust of social foundations. Social Flexibility describes the confidence in

different methods for accomplishing a given task and agreement that human conduct is variable crosswise over circumstances. Reward for application explains the general beliefs that hard work, careful planning, and relevant knowledge will provide success. Religiosity describes the confidence in the truth of an incomparable being and the positive elements of religious practice towards self-refusal, sympathy toward others, and patience. Finally, fate control presents the belief that life occasions are foreordained and that there are routes for individuals to impact these destined results.

Religiosity may add to level of extremism tendencies as a process or as an institution (Liebman, 1983). Process level refers to religious activities while institutions refer to code of laws of a religion. Religiosity can add to level of extremism tendencies in different ways. Religious groups can move a drive to expand their group by controlling collective or private behavior of opponents. Religious groups try to impose their program on society. Imposed restrictions can add to level of extremism tendencies of opponents. Religious groups have negative attitude towards those elements of society who do not accept their laws. It makes them isolated and conservative. Religiosity can also add to extremism tendencies by rejecting cultural forms and values that are not perceived as indigenous to the religious traditions. Religiosity may also predict extremism tendencies as a result of authentic religious orientation and basic religious tenants.

Singelis et al. (2009) used Confirmatory Factor Analyses (CFA) to approve Social Axioms Survey Scale (Leung et al., 2002). They found that items showed high factor loadings on their respective factors that were result of exploratory analysis and factors were uncorrelated with each other. The chi-square was statistically significant. Goodness-of-fit indexes including: Bentler-Bonnett normed fit, Lisrel adjusted

goodness of fit, standardized root mean square residual, and the root means square error of approximation were quite good. They reported that the five-factor solution of the social axioms on a data in American sample. Mean were computed to have scores for each sub factor of social axioms. The results of CFA and uncorrelated sub factors indicated that these are distinct sub factors. Men were high on social cynicism than women, while women high in religiosity than men. Women were also high in social flexibility than men. There were no gender differences in reward for application and fate control.

The social axioms are product of individual experiences and socialization process within the society institutes like family and educational institutes. People make use of these beliefs to regulate their behavior as they are helpful in adapting to issues of survival and effective working (Bond, Leung, Au, Tong, & Chemonges-Nielson, 2004). The uniqueness of the concept of social axioms has been established. Social axioms does show some low and interpretive correlations with values (Leung, 2006) and with other personality traits (Chen, Bond, & Cheung, 2006; Chen, Fok, et al., 2006). Social axioms can be used together along such individual difference constructs for a better comprehension and prediction of extreme tendencies in diverse societies and nations.

The validity of the sub scales of social axioms has been established by their associations with other measures of interpersonal trust, locus of control, cognitive flexibility, paranormal beliefs, and self-reported behaviors like praying, among a sample of female college students in the USA (Singelis, Hubbard, Her, & An, 2003). Social axioms have moderate impact on personal and social behaviors like vocational choice, conflict resolution styles, impulsive behavior and coping styles (Bond et al.,

2004). Furthermore, social axioms were also associated with measures of personality traits among Chinese college students (Chen et al., 2006).

Guan, Bond, Dinca, and Iliescu (2010) tested the structure of social axioms in Romanian culture to validate the subscales of the social axioms on a large sample to assess the stability of the concept. Subscales of religiosity, fate control, and interpersonal relations were associated with gender roles in Romania. Further, individuals of a more established age, lower training, and lower salary were high on social cynicism and religiosity.

Social axioms are the assessment of general beliefs held by individuals. Social axioms are an independent construct and by their structure these are not the manifestations of personality. Social axioms are influenced by the experiences of the individuals and by the changes in the situation and context that individuals face (Leung & Bond, 2004). These have moderate association with personality domains. This study considers social axioms as characteristic adaptations that can directly impact extremism tendencies and can also mediate the relationship between personality traits and extremism tendencies.

Research in Pakistan needs to concentrate on the commonness of social axioms among the diverse dialects and cultural groups due to following reasons. Social axioms are a newly included construct in the social sciences and exploration on social axioms has interpretive power (Leung & Bond, 2004). Social axioms are a new method for researchers to assess and explore different topics within the area of social psychology (Bond et al., 2004). Social axioms add to comprehension of social working by catching imperative components of a society and help people to comprehend the world (Kurman & Ronen-Eilon, 2004). The direct translation of an

instrument is often the best choice. It is the simplest and less cumbersome approach and also best protects the chances of a high level of equivalence across tests (VanDeVijver & Leung, 1997). The reason for translating Social Axioms Survey Scale (Leung et al., 2002) into the Urdu language is to make it useful in the multicultural and diverse context of Pakistan.

Distinction between personality and social axioms. Most of the personality trait inventories, for example NEO PI-R (Costa & McCrae, 1992), and State Trait Personality Inventory (Spielberger, 1979), are blend of statements about beliefs, values, emotions, attitudes, and behavioral reports. That is why one can conclude that beliefs are part of personality. But, it is not the case. Beliefs are an independent construct that can add to culture and personality. As Chen, Bond, and Cheung (2006) stated that general beliefs about the world and personality are independent constructs and social axioms are not nested within personality measures. They also explained that the belief items in personality trait measures are of intrapersonal focus, whereas social axioms focus on social situation, context, and the world around. Katz (1960) stated that beliefs are the explanations and views about various objects or individuals around us.

Chen et al. (2006) have shown that social axioms were poorly anticipated by Western and Chinese indigenous personality measurements: like the NEO-PI-R (Costa & McCrae, 1992), the Chinese Personality Assessment Inventory (Cheung, 2001), and the Sino-American Person Perception Scale (Yik & Bond, 1993). Less than 20% of the variance of each axiom subscale was due to any of these personality instruments. The results give convergent evidence to propose that the traditional

personality traits are not significant predictors of social axioms as might have been presumed.

Social axioms and personality. Researchers have found the relationship of personality traits with subscales of social axioms (Ashton & Lee, 2001; Saroglou & Munoz-Garcia, 2008). Watson and Clark (1997) found that all the domain scales of personality traits were associated with religiosity that is a subscale social axioms. The between-group heterogeneity was significant for extraversion, agreeableness, and openness to experience, and these domain scales were strongly associated with religiosity (positively for extraversion and agreeableness; negatively for openness to experience) among adults than adolescents. More situation-specific, results were found for extraversion, neuroticism, and openness to experience domains. Extraversion and openness to experience anticipated present day and reflective forms of religiosity. However, low openness to experience predicted strong form of religiosity like fundamentalism on a data of older participants.

Facet level analyses of personality traits explained more variance in religiosity at domain level analyses (Ashton & Lee, 2001; Saroglou & Munoz-Garcia, 2008). Some of the NEO-PI-R facets were more close to religiosity than others. The religiosity is positively associated with all facets of agreeableness (trust, straightforwardness, altruism, compliance, and tender-mindedness) except modesty as well as the agreeableness-related extraversion facet of warmth. Second, religiosity is positively related to all facets of conscientiousness, including both proactive (competence, achievement striving, and deliberation) and inhibitive (order, dutifulness, and self discipline) ones, and negatively related to the neuroticism facet

of impulsiveness and the extraversion facet of excitement seeking. Third, religiosity is also linked to low openness to values, a facet of the openness to experience factor.

Saroglou (2002) meta-analyzed previous studies of the links between religiosity (subscale of social axioms) and the big five personality factors. Religiosity showed moderately positive correlations with the big five personality factors of agreeableness, extraversion, and conscientiousness. Openness to experience was associated with higher levels of religiosity. Religious individuals tend to be somewhat better socialized than non-religious persons, as the combination of agreeableness and conscientiousness suggests a responsible and amiable style of conduct. High-openness to experience individuals were inclined toward religiosity and low-openness to experience people were inclined toward traditionalism, and orthodoxy. Religiosity was associated with agreeableness facet. Individual differences in cynical beliefs about human nature were related to various negative outcomes across different spheres of life. For instance, individuals scoring high on cynical distrust are less likely to report positive mood and are more inclined to neuroticism than their less cynical partners or friends (Egan, Chan, & Shorter, 2014).

Chen et al. (2006) assessed the relationships between social axioms and the personality model in Hong Kong with the SAS, and found that social cynicism was positively associated with neuroticism, and negatively associated with extraversion and agreeableness. Reward for application was positively correlated with extraversion, agreeableness, and conscientiousness. Social flexibility was emphatically connected with neuroticism and openness to experience. There was a positive correlation between religiosity and agreeableness. There were non-significant correlations between fate control and the five personality dimensions. These findings

depend on one social group and the generalization of these findings over different societies is untested.

Distinction between social axioms and values. The differences among values and social axioms look like the conceptual differences of these phenomena described by expectancy value theory. In this classic theory, beliefs and values together shape dispositions and behaviors (Feather, 1992). Values characterize the results craved by an individual, while beliefs characterize the probability with which a target object takes up with a specific result. The empirical evidence gathered supports the conclusion that beliefs and values are to a great extent independent of each other. Specifically, social axioms are weakly associated with basic values measured with Schwartz's Value Survey (Schwartz, 1992). Moreover, after controlling for values, social axioms can predict psychological variables like political attitudes (Keung & Bond, 2002), style of conflict resolution, vocational interests, and coping strategies (Bond et al., 2004). The empirical differences between social axioms and values add to this new endeavor and specially give promise for the utility of social axioms in future.

Social axioms are not quite the same as the values. Social axioms depict the association among two conceptual elements and the association might be causal (Bond et al., 2004). On the other hand, a value describes the willingness and desire of a single conceptual element. To differentiate among a value and an axiom, take the value of power as an example. In assessing individuals' value of power, respondents are usually requested to report willingness or desire magnitude for that power. However, in social axiom of power, respondents are usually asked to evaluate the

probability of the situation explained by the statement, not to report if they desire power or its outcome. For instance, powerful people tend to misuse others (Chen et al., 2006).

Significance of social axioms. Constructs of attitudes, values, and beliefs are generally taken as predictors of human behavior, practices and, survival (Kruglanski, 1989). Schwartz (1992) has embraced this functionalist perspective and suggested that his value structure is universal in light of the fact that people, in assorted societies, need to adjust with relative survival needs. Leung and Bond (2004) contended that social axioms have imperative survival esteem in social association and critical thinking.

Social axioms have been selected as a variable in this study because of its multi dimensional functioning. Social axioms serve at least four functions: Value-expressiveness, knowledge (helping individuals comprehend the world), instrumentality (encouraging achievement of essential objectives), and ego-defensiveness to ensure self-esteem (Leung et al, 2002). Social axioms are the general information about the world entities, such that these work as governing standards for beliefs in various particular domains. In accordance with this contention, social axioms anticipate attitudinal variables in different areas like conservatism (Keung & Bond, 2002), paranormal beliefs (Singelis et al., 2003), vocational interests (Bond et al. 2004), and attitudes towards help-seeking (Kuo, Kwantes, Towson, & Nanson, 2006).

Importantly, social axioms also have survival utility. Kurman and Ronen-Eilon (2004) stated that social axioms are the important psychological construct that

helps individuals to move in the social world and to deal with daily life situations. In addition, social axioms are guiding standards of progress towards the accomplishment of essential objectives in life. A belief reflects how a resource is identified with a particular end and the subjective judgment of the probability with which a specific resource prompts a specific end in a given circumstance (Vroom, 1964).

Social axioms have vital ramifications for self-esteem and subjective prosperity. Social axioms characterize functions of different sources to achieve a given objective and anticipate how people adapt to the difficulties of life and accomplish self-esteem and prosperity (Leung et al., 2002). For instance, reward for application predicts the utilization of a critical thinking adapting style, while fate control predicts aloof types of adapting, namely day dreaming and distancing (Bond et al., 2004).

Along with social axioms, gender role beliefs have also been part of this study. Social beliefs have for quite some time been contemplated as broadly shared gender stereotypes and beliefs (Eagly, Wood, & Diekmann, 2000). Considering these convictions with regards to the gender orientation, however, recommends that gender role beliefs are more specific in nature. Generally held gender role beliefs are basically social guidelines or directions for establishing the social structure of distinction and disparity. Gender role beliefs are also a fundamental social construct. John (1989) recommended that gender roles should furthermore be assessed to explain actions, behaviors, and thought. In current study, social axioms and gender role beliefs have been used as these two represent subjective culture and are result of socialization process. The next section provides an overview of the concept of gender role beliefs.

Gender Role Beliefs

Gender is the socially decided role of person that is credited as a result of his or her sex. Gender-role beliefs refer to views about the roles and acts that are suitable for men and women (Kalin & Tilby, 1978). An egalitarian gender-role ideology declares that these roles and practices should be equal for both genders, while a traditional ideology holds that men and women are in a general sense diverse, and ought to hence expect distinctive roles and behaviors (Cota & Xinaris, 1993). As a general rule, men's roles and practices have a tendency to be more noteworthy in status and organization than women's roles (Eagly & Wood, 1999). These traditional roles are maintained by the perception like being unfeminine for women to be career-oriented and that a genuine man should be the provider of the family (Wilson & Liu, 2003).

Gender roles describe how men and women act in a particular society (Zanden, 1990). Gender-role beliefs relate to an individual's views about whether men and women should have distinctive rights, obligations, and roles in a society. Hoffman and Hurst (1990) stated that difference in men and women's social roles lead to formation of gender stereotypes.

Pleck (as cited in Anila, 1992) suggested that men and women are seen as different regarding their sex, personality traits, and acts. Traditional gender role beliefs present circumstances in which the women are taken as more powerless, vulnerable, and submissive than men. Men and Women are different in terms of their sex, personality traits and practices. Carver, Vafaei, Guerra, Freire, and Phillips (2013) described men as instrumental and women as expressive. The instrumental

men should be the provider, the director, and the pioneer of the family. The expressive woman role is to deal with passionate prosperity of the family, giving stability, and comfort.

Gender roles are value able as they provide the link among the individual and the society (Costa & McCrae, 2006). Gender roles are also functional units of society and without even mentioning individual persons a sociologist can predict a society on the basis of nature of gender roles. The nuclear family, for instance, comprises of a father and mother (in the reciprocal role of a couple) and one or more children, who, in addition to being sons and daughters to their parents, are likewise sisters and siblings to each other. Everybody in this framework has a predefined role to play. Parents should deal with the children and are responsible to control and guide them. Children should love and comply with their parents.

Gender role beliefs are important for individuals. As characteristic adaptations, they can be considered as guide that advises individuals what to do in particular circumstances. For example, a man who has internalized the role of administrator has taken in the abilities expected to oversee others and comprehends the commitment to make work assignments, assess execution, and train new representatives, etc (Costa & McCrae, 2006).

Popenoe (1996) found that the increased participation of women in the jobs has not prompted the downfall of traditional gender role beliefs because men have not contributed in the household domain to the same degree that women have added to family wage through paid work. In various communities men do less care of children, especially of young infants. Robinson and Godbey (1997) found women doing 80 % of childcare. Suitor, Mecom, and Feld (2001) found that female faculty members in

universities spend 13 % more time than male faculty in childcare. However, Bianchi (2000) found that from 1965 to 1998 fathers' time spent in primary childcare went from 25 to 56 % of mothers' time. Ross (1993) holds that, adjustment in the division of work at home is gotten under way by women taking occupations outside the home, however should be finished by an adjustment in men's values.

Although traditional gender role beliefs do not hold true for each person, many people live out their lives as in according with extremely pervasive roles. Haq (1997) stated that the differences between men and women are far beyond doubt in Pakistan. Women have restricted access to advanced education, health facilities, employment opportunities, public transport, recreational facilities, and chances to take part in basic decision making. Gender role beliefs are an important construct and it has role in clarifying human behavior. Anila, Khan, and Sabir, (1993) studied gender roles along with culture, attitudes, personality traits, and behaviors for men and women.

In Pakistan, men and women perform totally different roles that are result of their biological gender (Khan, 2006). Despite the fact that these roles do not remain constant for every person, many individuals experience their lives as per these to a great degree pervasive roles. Anila (1992) stated that there is change in gender roles and men too play out the part in roles that are generally considered as roles of women. Ahmad and Kamal (2000) found significant differences among gender roles of men and women. Men usually support traditional gender roles. Khalid (2011) stated that the impression of proper roles for men and women has all around changed over the years. The change is predominantly because of urbanization, industrialization, media, and exposure to different societies, innovation, migration, and repatriation of populations.

Gender role beliefs for women and men can shift altogether starting with one nation or culture then onto the next, even inside a nation or society. Gender role beliefs can change as per the social gathering to which a man has a place with or the subculture with which he or she recognizes. Gender role beliefs profoundly affect the relations amongst men and women in our society, in all circles of life, in the family, educational system, and in both administrative and non-administrative positions within a work environment (Mirza & Jabeen, 2011). Khan, Naz, Anjum, and Khan, (2015) concluded that gender roles in Pakhtun society fit into the patriarchal social structure of Pakhtuns and characterize social role and obligations regarding quiet conjunction of the two genders.

It is fundamental for a new study to identify gaps among the existing literature to add into the body of knowledge. As such, just few investigations of gender role beliefs in association with different variables have been led in Pakistan (Anila, 1992; Ahamd & Anila 2000; Anila, Khan, & Sabir, 1993; Haq, 1997; Hussain, Habib, & Akhter, 2014; Khalid, 2011, Khan, 2006; Khan et al., 2015). Khan (2006) translated Gender Role Beliefs Scale (Prasad & Baron, 1996) into the Urdu language. However, the factorial validation of this scale is missing. That is why present study aims to identify factorial structure of this scale on a data of young adults as well.

Gender roles are viewed as behavioral standards connected with males and females inside a society or framework. The ideas of masculinity and femininity exist in comparative relation to one another. At the end of the day, femininity does not exist autonomously of masculinity and the other way around. Gender roles affects and are affected by social, political, financial, and religious forces. Hussain et al. (2014) reported that women face inequality in social insurance administrations,

education, openings for work, and endorsed roles when compare with men. Gavali (2012) reported that women score high in neuroticism and agreeableness domains and on facet scales like warmth, openness to feelings and conscientiousness while men tend to be more assertive and open to ideas.

Gender role beliefs were traditionally divided into strict feminine and masculine categories in Pakistan. With the progression of time these traditional roles began moving towards more liberal parts for both women and men. Traditional gender roles focus on the differences among men and women. These distinctions were regularly thought to be innate. They additionally propose that women ought to carry on in a feminine way and men ought to act in a masculine way (Mirza & Jabeen, 2011). Along these lines society forces desires on the conduct of the individuals from society, and particularly on the gender roles of people, resulting in suggestions about gender role beliefs.

Present study has used the idea of gender role beliefs (Prasad & Baron, 1996). Gender role beliefs refer to views about differences in the appropriateness of males and females for different roles. Kulik (1999) stated that gender role belief is the conviction of gender roles at work, at home, and in society. Katz and Boswell (1984) developed a five item scale that examines attitudes toward gender roles at home, in the society, and at workplace. In all social orders today, men and women differ in their roles. The objective of current research was to gain a better understanding of the gender role beliefs of university and college young adults. It also aimed to analyze the mediating role of gender role beliefs. This assessed how individual personality interacts with social axioms and gender role beliefs to impact

extremism tendencies. The next section describes the effects of personality traits, and gender role beliefs on extremism tendencies.

Personality Traits and Extremism Tendencies

Extremism tendencies are the result of a complex set of interactions between individuals, groups, and their environment. There are a variety of systematic methods and models that can help in providing insight into these relations. A longitudinal study by Block and Block (2006) uncovered various personality differences among liberals and conservatives that appear in adulthood are as of now present when youngsters are in nursery school, much sooner than they characterize themselves in terms of political orientation. In particular, preschool youngsters who later distinguished themselves as liberal were seen by their educators as: Self-dependent, vivacious, candidly expressive, gregarious, and rash. By difference, those youngsters who later distinguished as conservative were seen as: Rigid, hindered, uncertain, dreadful, and over controlled. These discoveries, particularly in conjunction with adult information, support the idea that there is a heritable segment of extremism tendencies (Alford, Funk, & Hibbing, 2005).

The personality defect model affirms that some people lack certain personality traits that make them more defenseless to taking part in extreme behavior (Crossett & Spitaletta, 2010). This sort of personality is to a great extent the consequence of a dysfunctional childhood that cultivates a poor feeling of self and hostility toward authority. This disdain to authority might be an outgrowth of unconscious hostility

toward harsh or controlling parents, and is later reflected in the adult extreme behavior.

Sensation and curiosity seeking is a standardized feature of growth tied to expected changes in neural action and can play a role in extremism tendencies. Extreme behavior is exciting activity to fulfill natural requirements for abnormal state incitement, danger, and catharsis (Victoroff, 2005). The interaction of narcissism, extroversion, and sensation seeking may incline one to extreme tendency (Crossett & Spitaletta, 2010). Gottschalk and Gottschalk (2004) reported that extremists were found to present higher levels of psychopathic, depressive, and schizophrenic tendencies. Avoidant and subordinate personality styles, impulsiveness, unstable feelings, and ego strength were associated with high level of extremism tendencies (Merari, Diamant, Bibi, Broshi, & Zakin, 2010).

Jost, Glaser, Kruglanski, and Sulloway (2003) found that conservatism is significantly associated with closed mindedness and mental rigidity; danger arising from social and financial hardship; intolerance of ambiguity and increased fanaticism; diminished openness to experience; lowered self-regard; decreased cognitive flexibility; uncertainty avoidance; personal need for structure; need for cognitive closure; fear, anger, and hostility; cynicism, disgust, and scorn; fear of death; and risk to the security of the social framework. Gerber, Herber, Doherty, and Dowling (2010) found relationships among major personality traits and conservatism. They found that conscientiousness explains general conservatism and conservative financial and social attitudes, whereas openness to experience is adversely associated with conservatism. Emotional stability is connected with social conservatism. Extraversion is connected with social conservatism. Agreeableness is associated with social conservatism.

Caprara, Barbaranelli, and Zimbardo (1999) found that openness to experience is contrarily connected with conservatism, while conscientiousness is decidedly connected with conservatism. The same patterns were also followed in many other studies (Ekehammar, Akrami, Gylje, & Zakrisson, 2004; Gosling, Rentfrow, & Swann, 2003; McCrae, 1996; Stenner, 2005). Low conscientiousness has been linked to extremism tendencies and antisocial behavior (Ozer & Benet-Martinez, 2006).

Stenner (2005) contended that conscientiousness is basically associated with rigidity, and orderliness. Carney, Jost, and Gosling (2008) found no predictable confirmation for the relationship of agreeableness, neuroticism, and extraversion with conservatism, rigidity, and submission to authority. So far, above studies highlights the direct relationship of personality traits with different forms of extremism tendencies. As a general rule, conservatives are less liberal in their pursuit of creativity, imagination, and diversity. Conservatives love to do things more systematic, customary, and better organized. Among the inspirations for current study was the likelihood that extremism tendencies could be partially explained by the influence of personality traits.

Before thinking about relationship among personality traits and extremism tendencies, there is need to consider whether this supposed link is even logically sustainable or not. Personality traits predispose individuals to encounter certain circumstances while avoiding different circumstances. External factors unrelated to personality such as social influence, gender roles, beliefs, and other situational factors may also influence an individual's level of extremism tendencies (Schbley, 2003). Specific personality traits could add into individual's probability to have high level of extremism tendencies. Conversely, certain personality traits could diminish this

probability (Gottschalk & Gottschalk, 2004). Beyond demonstrating aggregate correlations between personality traits and level of extremism tendencies, present study also aims to report the route in which these impacts fluctuate within the presence of social axioms and gender role beliefs.

Social Axioms and Extremism Tendencies

Because of the general nature, social axioms are prone to identify with an extensive variety of social practices and behaviors across different situations (Leung et al, 2002). Studies have shown interpretable association between the subscales of extremism tendencies and social axioms. Keung and Bond (2002) investigated the relationship of subscales of social axioms with conservatism. Belief in reward for application provided a psychological support for a socially conventional perspective, balancing out the change in strategy by prompting appraisals that results are genuinely decided through individual efforts.

Social flexibility correlated positively with the submission to authority, with a feeling of social inter-relatedness, and sympathy for others. Fate control, likewise, associated positively with the value dimension of conservatism and with a faith in the viability of generic operators in human life. Individuals, who score high on fate control, value the defenselessness of the present state of affairs to disturbance and are worried in outcome about protecting what has as of now been accomplished socially. At last, the religiosity was negatively associated with conservatism with the view that non material powers and religious establishments decidedly impact the

working of the human world. Rupf and Boehnke (2002) likewise reported a negative relationship between religiosity and conservatism in Germany.

Social cynicism is positively associated with the power and toughness (Leung & Bond, 2004). It is linked with the potential for abuse, oppression, discrimination, segregation, and other negative behaviors in social life. In the event that one sees social world as by and large noxious and social trades as by and large exploitative, one would be watchful in securing one's self intrigue and prosperity. The fate control perceives that one's predetermination and life results are foreordained, and can diminish a feeling of moral obligation and expansion hazard taking in various life spaces, including those involving submission to authority (Hui, Bond, & Ng, 2007). Social cynicism may empower unsafe behaviors that can lead to potentially adverse outcomes. This outcome may serve as one of the variables representing the strong finding that social cynicism is consistently associated to a more bleak psychological condition, such as extreme behaviors and psychological distress (Kuo et al., 2006).

Chen and Zhang (2004) stated that distinctive subscales of social axioms have been identified with components of extremism tendencies. Reward for application characterizes the possibility between efforts contributed and compensation received, whereas social cynicism characterizes the possibility between one's social force and plausible reward. In conflict circumstances, reward for application predicts inclination for collective and trading off procedures to achieve a superior choice and has positive association with submission to authority. While social cynicism predicts a rivalry orientation, which includes an activity of force or barrier against its probable use by a partner and is emphatically connected with power and toughness (Bond et al., 2004).

Reward for application predicts inclination for utilizing powerful impact strategies. While social cynicism predicts confident and relationship-based strategies and it again practices in force and status advantage (Fu, Kennedy, Tata, & Yukli et al., 2004). Sidanius (1988) found a positive association between the social flexibility and extremism tendencies. Ahsan (2002) suggested that a religion gives a sweeping heap of life that does not propel extreme perspectives rather it invigorates novel unique thinking.

The above cited literature has highlighted that social axioms is an important construct to describe subscales of extremism tendencies. However, a model of explaining the role of social axioms to explain extremism tendencies is missing. Furnham (1988) that individuals commonly experience circumstances where they apply what they think about the world when settling on choices about acceptable behavior. It thus seems obvious that social axioms would increase the predictive power of personality traits with respect to extremism tendencies. Current study elicited the mediating role of social axioms and gender role beliefs among the relationship of personality and extremism tendencies on the basis of five factor theory (McCrae & Costa, 1996). The next section describes the gender role beliefs and extremism tendencies.

Gender Role Beliefs and Extremism Tendencies

Gender role beliefs are socially developed feelings. The convictions of gender oriented tasks and power roles may vary inside a society and over various societies. Social role approach is the transcendent way to deal with gender role

beliefs. It describes these beliefs as a consequence of diverse social roles performed by women and men (Eagly & Wood, 1991). This approach defines the gender-role ideology in terms of roles expected from men and women. The division of social behaviors along sexual orientation makes differential desires of women and men. For instance, women are relied upon to sustain and administer to others while men are required to display instrumental conduct. Gender role beliefs are examined in current study, because it is a key variable affecting various aspects of life like occupation, lifestyle, extreme behaviors, and personality traits.

A social structure can be comprehended as together constituted by the social standards or schemas by which it is established and the circulations of assets that result (Sewell, 1992). Gender role beliefs are the social guidelines or mappings on which the gender framework rests (Ridgeway & Correll, 2000). It is just through the advancement of such characterizing social beliefs that a system of contrast like gender or race gets to be developed as a solid organizing norm of social act (Ridgeway, 2000). In this way gender role beliefs have a significantly more extensive social importance than basic comprehension of the expression.

Cunningham (2003) found that social orders with traditional gender role beliefs have more vulnerability to extremism tendencies than those who have some space for women. Gender egalitarianism was examined within strict and helping societies. It was characterized as the extent to which society as a whole minimizes gender inequality (House, Hanges, Javidan, Dorfman, & Gupta, 2004). Hofstede (1980) found that cultures with low gender egalitarianism ban different roles for men and women. Men are supposed to show values such as power, toughness, confidence, success, and rivalry. While women are inclined towards the values of nurturance,

participation, and submission to authority. Horgan (2008) found that people who are low on gender egalitarianism will have a more serious danger for being high in accommodation to power and submission to authority. Miller (1958) identified that the societies supporting crime focus on toughness, shrewdness, and autonomy and would have positive association with the high level of extremism tendencies. Nisbett and Cohen (1996) found that masculine values of being strong were related to power and toughness (subscale of extremism tendencies).

Sometimes extremism tendencies, street sexual violence, unsafe sexual practices, power relations, and denial of women's rights operationalize and influence gender role beliefs. Social institutions and extreme groups provide support for men to have traditional gender roles to maintain control over the behavior of their female partners (Keleher & Franklin, 2008). Men and boys worldwide internalize the pressure to live up to rigid ideals about how they should act and feel as men in a society (Greene, Robles, & Pawlak, 2011). There are multiple masculinities, which are influenced by diverse socio-cultural statuses of men (Levant, 2011). Cultural differences among men and their connection with extreme groups can influence their gender ideologies (Haddad & Esposito, 1998).

Gender role fundamentally identifies with personality styles and its sub types (Schwartz, Buboltz, Seeman, & Flye, 2004). Gender roles have been significantly associated with personality traits of neuroticism, extraversion, and openness to experience, agreeableness, aggressiveness, narcissism, and reliance (Kratzner, 2003). The individuals who are high in traditional gender roles ascribed high scores on neuroticism, introversion, and narcissism. The individuals, who are low in

traditional gender role beliefs, were more inclined to openness to experience, extraversion, and agreeableness.

The circumstances in Pakistan today reflect two positions with respect to the impacts of gender roles on the subscales of extremism tendencies. Traditional gender role beliefs are positively associated with conservatism, submission to authority, and rigidity. The conservative group supports the marginalization of women in society and is against their independence from the home. The liberal group acknowledges an egalitarian view of women and men and supports liberation of women and is connected to power and strength for women (Khalid, 2011).

Gender role beliefs have relationship with various the forms of extremism tendencies. These also influence the personality. Eagley (1987) holds that personality traits are influenced by the roles assigned to men and women. Haq (1997) proposed that it would not be surprising if there is variation in the relationship of personality traits and extremism tendencies on the basis of gender role beliefs. The present study was aimed to add into existing knowledge by exploring the direct and mediating role of gender role beliefs to predict extremism tendencies among young adults.

Extremism Tendencies and Demographic Variables

Alongside significant variables of the study, it is expected that individuals will be different in extremism tendencies on the basis of their demographic variables like gender, education, and socio-economic status. Chowdhury, Barakat, and Shetret (2013) stated that the reasons for why women are high in extremism tendencies are not widely researched. Both women and men are vulnerable to have high extremism

tendencies for a variety of reasons unrelated to gender. Moreover, their outcomes found that women in extremism were more likely to be poor, widowed or divorced compared to males. Usually, same factors prompt men and women to become extreme, for example, death of a family member, sociopolitical conditions, fanatical commitment to ideological beliefs, or willingness to impact social change (Chowdhury et al., 2013). Cunningham (2003) recognized a few topics from the South Asian setting that gives insight into extremism tendencies among women. Individual thought processes affected women to be high in extremism tendencies at both group and individual levels. Wilkinson (2006) distinguished ethnic, religious, and ideological conflicts as causes of extremism through multi-causal methodology.

Sageman (as cited in Fenstermacher & Leventhal, 2011) stated that there is need to perceive philosophy and political grievances also. He endorsed a multi layer approach to address the issues like imperatives, extremism tendencies, and discrimination. Crenshaw (1992) proposed that injustice can incite demonstrations of extremism tendencies. Reasoning and solidarity at group level is more basic to choose extreme behaviors than individual contrasts. Ross (1993) saw deceit as grievances prompting demonstrations of extremism tendencies. These grievances may be financial, ethnic, racial, honest to goodness, political, religious, or social and they might be engaged to individuals, groups, foundations, or classes of people.

Alison (2003) uncovered that women are related to self-determination, autonomy, and land rights as a reason for being high in extremism tendencies. Other factors included fear, anger, sexual abuse, and diminishing life openings. Jacques and Taylor (2013) analyzed the backgrounds and social encounters of women compared to men. They found that women who were high in extremism tendencies were equivalent

in age and were more likely to have low levels of education and were unemployed. Carney, Jost, and Gosling (2008) found that race, ethnicity, and socioeconomic status were statistically significant predictors of extremism tendencies. Individuals with high socioeconomic status were high on conservatism and rigidity as compared to the members of ethnic minority and lower socioeconomic groups. Extremism tendencies are explained through financial, ethnic, racial, legal, political, religious, and social factors. Zinchenko (2014) suggested that increasing social tension, financial emergencies, an exceptional fall in the way of life of most of the individuals, twisting of political organizations, force structures, cross-ethnic clashes, a yearning of particular social gatherings to accelerate the quest for answers for their issues, and deficient political desire incite extremism tendencies.

The road to extremism tendencies is enhanced to a great extent by the inability to fulfill social, financial, political, national, social, essential human needs, interests, and rights. However, the role of psychosocial elements like values, beliefs, attitudes, social notions, stereotypes, needs, and so forth is missing in demographic studies. Psychological approaches helped investigators with recognizing diverse variables and mix of these variables that were critical to extremism tendencies. Studies (Bandura, 2001; Caprara & Cervone, 2000) have found that expectations of the particular ways in which personality traits, social axioms, and gender role beliefs predict level of extreme tendencies. And in which beliefs have greater predictive value than do personality traits in this domain. Such findings mesh well with the view of personality in which individual beliefs and standards usually drive extreme behavior.

Veldhuis and Staun (2009) displayed a root cause model of extremism tendencies in which macro-level factors are seen as preconditions for development of

extremism tendencies however these components are insufficient to elucidate the extremism tendencies. Micro level elements can best clarify the extremism tendencies and its components as individuals are the sole contributor to this construct. Micro level factor include social and individual elements. Social variables portray how people turn out to be a part of social structures through social coordinated efforts and identifications. Individual variables depict how individual experiences respond to social and natural context. Micro level approach takes the individual characteristics responsible for extremism tendencies. The present study is an effort to explore a micro level explanation to understand the predictors of extremism tendencies with the help of five factor theory of personality (McCrae, & Costa 1996).

Overall, the objective of the introduction section was to explore the possibility of using personality traits, social axioms and gender role beliefs as potential factors to predict extremism tendencies. As personality traits incline individuals to encounter certain circumstances, the individuals who are high in extremism tendencies may indeed have specific personality traits.

Rationale of the Study

Extremism tendencies seem to pervade almost all aspects of public and private lives of individuals, possibly now more than in recent decades (Carney et al., 2008). Not only does it portray how one think about and what one value in terms of individuals and society in general, yet it additionally seems to leave its mark on how one behave toward others, travel, decorate walls, clean homes and bodies, and on how

one choose to spend free time. The label of being high in extremism tendencies has clinched adults of Pakistan fundamentally in its grip (Feyyaz, 2013).

Extremism tendencies are currently perceived as one of the serious dangers to the wellbeing and security of individuals residing in Pakistan (Yusuf, 2011). It is essential to develop an understanding of the factors that drives a few individuals to extremism tendencies. Individuals might differ greatly in their level of extremism tendencies. Understanding the psychological characteristics that predispose individuals toward extremism tendencies is an important question for psychologists that study individual differences. It is sensible to imagine that there exists some combination of individual or social elements that can add to the level of extremism tendencies among individuals of various groups.

Different social and psychological factors may well be salient for individuals across different groups (Horgan, 2005). Each, humanities and social science has its own conceptual framework from which to analyze how and why individuals support or have high level of extremism tendencies. Psychological theories concentrate on characteristics of the person that might lead to participation in extremism acts. These characteristics may incorporate traumatic experiences, emotional sickness, beliefs, or specific personality traits (Bartlett & Miller, 2013).

There is probability that a link exists between personality traits, beliefs, and level of extremism tendencies among individuals. There are numerous assertions that particular personality traits do predict extremism tendencies (Gottschalk & Gottschalk, 2004). Given that, the connection between personality traits and extremism tendencies has not been broadly inquired about, there is a probability that such a connection exists. An absence of research does not show a nonappearance of

perceptible personality traits among those who have high level of extremism tendencies (Canadian Security Intelligence Service, 2015). Personality traits are assumed to impact on individuals' behavioral decisions in nations like Pakistan and India (Oskarsson & Widmalm, 2016). This supposition depended on studies in Bhopal in India and Lahore in Pakistan. All five factors of personality were significantly identified with individuals' political behaviors in one or both nations. All such findings recommend considering relationship among personality traits and extremism tendencies in a firm way in Pakistan. Support for this reasoning can be found all through the micro level approach to study extremism tendencies.

The investigation of micro level indicators of extremism tendencies among young adults in Pakistan would reveal some fascinating clarifications for its present condition. There has been striking advancement to concentrate on the indicators of extremism tendencies through micro level approach. Micro level factors include combination of individual and social components (Veldhuis & Staun, 2009). Personality traits are related with an extensive range of social variables and practices (Mondak, 2010). Personality traits make for an attractive explanation of social attitudes and behaviors because it is internal to the individuals (Medland & Hatemi, 2009). Five factor theory of personality depicts how personality traits foresee behavior (McCrae & Costa, 1996). The idea of five factor theory has been used to investigate the part of individual (personality traits) and social variables (social axioms and gender role beliefs) as indicators of extremism tendencies.

Personality traits alongside social axioms and gender role beliefs may hold unexploited contributions to comprehension of extremism tendencies. To begin with, adding personality traits to the other socio psychological variables may expand the

predictive force of psychological theories of extremism tendencies (Horgan, 2005). Second, based on this recognition, individuals who have high level of extremism tendencies might plausibly have different personality traits than individuals who have low level of extremism tendencies (King & Taylor, 2011). This can help to develop intervention plans for those adults who have high level of extremism tendencies. Third, exploring personality traits, gender roles, and social axioms may yield more extensive hypothetical advantages. Trimming down the complex construct of extremism tendencies to just inward or outside clarifications is doubtful and unrealistic. There is have to consider both social and individual variables to foresee level of extremism tendencies. Finally, if a connection between personality traits and extremism tendencies is found, personality traits could be exploited for applied purposes. Countering high level of extremism tendencies efforts may benefit from using information about the personality composition and beliefs of the individuals most likely to be lured into extremism tendencies. These efforts could be designed to be especially attractive to individuals who possess these personality traits. Clearly, the discovery of a link between personality traits and level of extremism tendencies holds potential for better understanding of the level of extremism tendencies among young adults.

OBJECTIVES AND RESEARCH DESIGN**Objectives of the Present Study**

The main objective of the present study was to assess the effects of personality traits, social axioms, and gender role beliefs on the extremism tendencies among young adults. More specifically, this investigation focused upon the following specific objectives:

1. Translation and cross language validation of Social Axioms Survey Scale (Leung et al., 2002)
2. To test the psychometric properties and factorial structure of the Urdu versions of Social Axioms Survey Scale, Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002) on a data of young adults
3. To establish the norms for the domain scales (neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness) of the Urdu version of NEO PI-R (Chishti, 2002) on a data of middle class young adults in Pakistan
4. To study the direct and mediating role of gender role beliefs and social axioms on relationship between personality domain scales and extremism tendencies among young adults.
5. To compare extremism tendencies on the basis of demographics (gender, age, level of education, monthly income, and permanent residence [Rural/Urban]).

Research Design

The current research has utilized a cross-sectional survey design. It comprises of three studies. Study I represented the translation and cross language validation of Social Axioms Survey Scale (Leung, et al. 2002). Study II constituted the pilot study while the study III was the main study. A detailed description of these three studies is as follows:

Study I: Translation, and cross language validation of Social Axioms Survey Scale. Translation, and cross language validation of Social Axioms Survey Scale (SASS; Leung et al., 2002) was carried out to have a valid Urdu version of the SASS for the local population. The real issue was having its appropriate translation and cross language validation for the young adults. A detailed description of various parts of translation and cross language validation has been reported in chapter III of the present dissertation.

Study II: Pilot Study: Psychometrics for the Urdu versions of SASS, GRBS, NEO PI-R, and Extremism Scale. The study two of the present research - pilot study was conducted in order to ascertain the psychometric soundness of various instruments (Urdu version of the Gender Role Beliefs Scale (Khan, 2006); Urdu version of NEO PI-R (Chishti, 2002); Extremism Scale (Altaf, 2002); and Urdu Version of Social Axioms Survey Scale). The pilot study was also found to be helpful in exploring the initial patterns of the relationship among various variables.

A detailed description of various parts of pilot study is available in chapter IV of dissertation.

Study III: Main Study. The main study aimed at testing the psychometric properties and factor structure of the Urdu versions of Social Axioms Survey Scale (Leung et al., 2002), Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002) through confirmatory factor analyses on a sample of 1000 adults. It also aimed at development of norms for the domain scales (neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness) of the Urdu version of NEO PI-R (Chishti, 2002) on a data of adults in Pakistan. The direct and mediating role of gender role beliefs and social axioms on relationship between personality domain scales and extremism tendencies among adults were explored. Further, mean differences in extremism tendencies on the basis of demographics (gender, age, level of education, monthly income, and permanent residence) were also explored. The findings have been discussed in relation to pertinent literature and implications for those young adults who are vulnerable to extremism tendencies have been proposed along with the recommendations for future research.

Chapter III**STUDY I: TRANSLATION, AND CROSS LANGUAGE
VALIDATION OF SOCIAL AXIOMS SURVEY SCALE**

Social Axioms Survey Scale (Leung et al., 2002) has been translated into Urdu language after permission of authors (see Appendix A). Finally, empirical equality of the new Urdu version of the Social Axioms Survey Scale is assessed thorough cross language validation. The details of the scale are as follows:

Social Axioms Survey Scale

The Social Axioms Survey (Leung et al., 2002) is a five-point Likert scale and it comprises of 60 items (see Appendix B). Social axioms are the general beliefs of individuals about the world and function as driving standards in different areas of beliefs (Keung & Bond, 2002). Usually, these axioms are statement describing the relationship between two elements or ideas. This scale depends on information from various 41 social groups of different nations including: Pakistan, America, Canada, China, Russia, Italy, Iran, and Nigeria etc (Leung, et al., 2002). Respondents are requested to rate each item to be true with range of strongly believe to strongly disbelieve.

The scale has five subscales including: (1) Social cynicism, (2) reward for application, (3) social flexibility, (4) fate control, and (5) religiosity (Leung et al., 2002). Social cynicism (18 items) portrays a negative perspective of human nature and a power-driven evaluation of social situations. Individuals with high scores on

this sub scale are inclined to negative affects and interpersonal discomfort. Individuals with high score on reward for application (14 items) trust that people can take care of issues and solve problems for reward. And investment of human resources in an issue will prompt positive results. High scorers on the subscale of social flexibility (12 items) believe that that there are different choices to tackle social issues and by selecting diverse ways they can get distinctive results. Fate control (8 items) refers to a belief that life occasions are pre-decided and affected by generic, outer powers. The individuals who score high on this sub scale trust that things are controlled by some external locus of control. They have a tendency to have faith in good fortune. High scorers on religiosity (8 items) believe that religious exercises, practices. Religious training has positive impact on human life and behaviors. Low scorers give no significance to religious convictions and do not relate religion to achievement.

The five orthogonal subscales of social axioms have been confirmed and their characterizing items have been confirmed in different national groups (Leung & Bond, 2004). The validity and handiness of the five subscales of social axioms have been confirmed by distinguishing significant correlations between citizen profiles over these subscales for each social group with societal attributes (Bond et al., 2004). Similarly, indigenous and cross-cultural studies additionally provide support for the implications of these axioms (Keung & Bond, 2002; Leung et al., 2002; Leung & Bond, 2004). Internal consistencies as for as alpha reliability coefficient ranged from .37 to .79 for social cynicism, .33 to .67 for social flexibility, and .33 to .72 for reward for application, .49 to .78 for religiosity, and .32 to .59 for fate control.

Translation and cross language validation of the scale has been completed in three steps after permission of the authors.

Step-I: Translation of the Scale into Urdu Language

For forward translation, five bilingual experts having knowledge and comprehension of both the Urdu and the English language were asked to make a translation of the scale into Urdu. Two of them were M.A English with a degree of Psychology also; two were with qualification of M.Phil Psychology with good comprehension of the English Language; and one was with degree of M.Phil Sociology knowing about social beliefs. Selected bilingual experts fulfilled the criteria proposed by Brislen (1986). All the bilinguals have clear understanding of the original language. They can discover a promptly accessible target language to keep away from utilization of new terms. They have capacity to write sensible target language items for the respondents.

All the bilingual experts translated the scales independently, so that they could not impact each other in translation process. They all were briefed about the motivation behind study and scale, with the goal that they could have knowledge about the scale. Bilingual experts tried to have maximum content similarity among English and Urdu language versions of scale. They kept up the basic language level of the original scale and they translated the original items with no disposal or substitution. Committee approach has been utilized to choose most proper and precise translations after having all the translations.

Step II: Selection of Best Translations for the Scale Items

The researcher managed a committee of experts including one PhD, two PhD students, and the researcher to discuss the obtained translations of the scale. The committee members discussed and decided all the ambiguities and selected a pre final Urdu version of the Social Axioms Survey Scale. The members discussed each item and checked that translated items convey the same meaning as the items in the English version of the social axioms scale. They picked only those items that were fitting with regard to original scale. The committee members likewise assessed the Urdu version of items according to context, language structure, and wording.

The committee attempted to have theoretical equivalence, basic meaning, and legally justifiable comparison among the English and Urdu versions of the social axioms scale. They proposed rephrasing an item (item no.35: Humility is dishonesty). Researcher requested to independent experts for rephrasing item no. 35 to enhance its comprehension. Later committee discussed the item and rephrased it as “Viewing oneself low than others is dishonesty”. Researcher enlisted all the precisely translated items of Social Axioms Survey Scale and requested the bilingual experts for back translation.

Step III: Back Translation

Brislin (1986) prescribed back translation process to translate the source language items into a target language and after that back translated into a source language by independent translators working alone or in committee. The measures

translated by twofold methodology have higher reliabilities than those that are translated from source to target language only.

Five bilingual experts were asked for to translate the Urdu version of the Social Axioms Survey Scale into English. Three of the experts were M.A (English) and two of them were M.Phil (Psychology). They were all new to the original English version of the scale. All the bilingual experts were informed about the scale and were told to make a translation of the Urdu items and instructions into the English language. Guidelines for the back translation were same as given for the translation procedures. All the items of the back translation of Social Axioms Survey Scale were taken to the committee for final selection.

The earlier committee examined the back translation of the Urdu version and original scale. The committee members compared the original and the back translated versions of the items. They observed that all the back translated items convey the same meaning as that of the original Social Axioms Survey Scale. Back translation (see Appendix C) was sent to the author for feedback that was quite satisfactory (see Appendix D). After the process of back translation, a final translation of the 60 items of the scale was selected for tryout (See Appendix, E).

A try out was done before cross language validation to know the understanding of Urdu Version of Social Axioms Survey items among young adults. Sample consisted of 20 female young adults and 20 male young adults. They were asked for to take note of the understandability of the statements, clarity of the words, and understanding of the instructions of the scale. Participants were requested to check and probe the difficult, troublesome, vague, alien, ambiguous, unfamiliar, and irrelevant items in the scale. On the basis of tryout, it was found that vocabulary of the

scale was easy and statements of all the items and instructions were also clear and straightforward.

Step IV: Cross Language Validation of the Social Axioms Survey Scale

Cross language validation process expected to evaluate the empirical equality of Urdu version of scale against the original English version. Urdu version of Social Axioms survey scale was compared with original English version of Social Axioms Survey Scale (Leung et al., 2002) to evaluate the quality of Urdu translation and decide the empirical equivalence of the Urdu version against the English version of scale.

Sample. At Time 1, the sample consisted of 190 bilingual young adults because it was assumed that bilinguals would give similar responses on the original English and targeted Urdu version of the instrument. Their age range of participants was 18-24 years and education level was graduation enrolled in masters programs at the universities of Islamabad. Young adults who had studied the English and Urdu language as a course in the past in different grades were screened out as bilinguals and were requested to participate in the study. 100 of them were male adults and 90 of them were female adults. However, at Time 2, 169 adults were available for the assessment after a gap of three months. 95 of them were male young adults and 74 of them were female young adults. Gap of three months was to avoid experience effect. 9 adults were not included in the study because of poor response patterns and blank responses against half of items of the scale at time 2.

Procedure. Accordingly, the Urdu and English versions of the scales were administered twice to two groups of bilingual young adults in Urdu-Urdu, English-English, English-Urdu and Urdu-English sequences. The administration of the tests carried out in groups including 40 in each group.

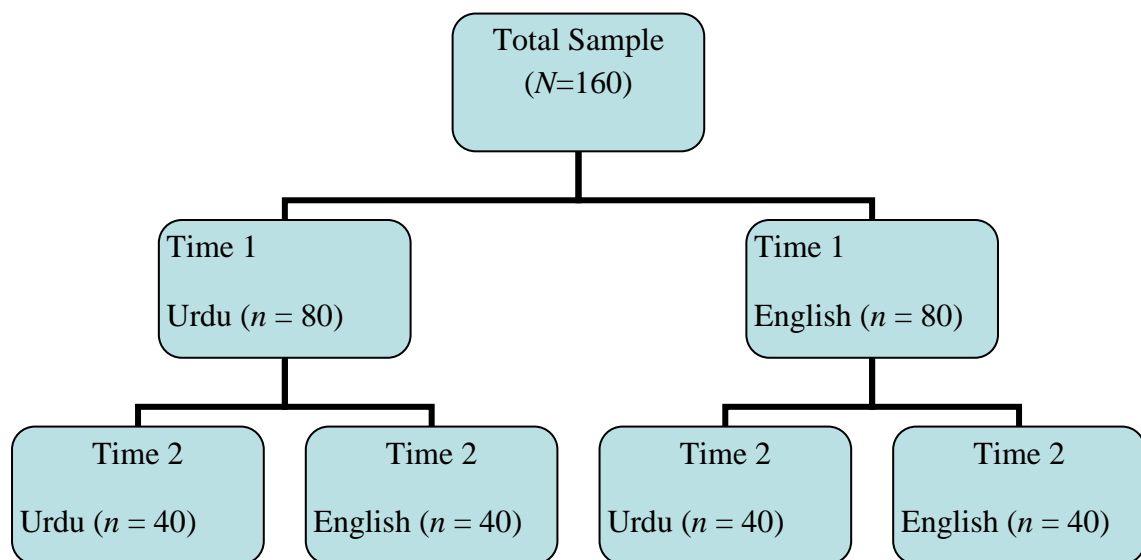


Figure.1 Cross Language Validation Procedure (N=160)

In Time 1, English and Urdu forms of the scale were randomly administered to the equal number of adults ($n=80$ in each group). In Time 2, following three months break (to avoid experience effects), both English and Urdu versions of the scale were administered to four groups ($n=40$). This time each of the group of Time 1 was randomly divided into two subgroups. Hence, random assignment of the participants to one of the four conditions emerged: English test and retest; Urdu test and Urdu retest; English test and Urdu retest; and Urdu test and English retest. Sequence of administration was counter balanced for the cross language group. Groupings and random assignment helped to control the impact of learning or previous experience as

participants had the orientation of both Urdu and English forms twice within three months time period.

Results. The test retest reliability and cross language validity of the five subscales was assessed by computing correlations between scores on the Urdu and English versions at Time 1 and Time 2 with a gap of three months. Results presented in Table 1 demonstrated that every one of four groups (English test and retest; English test and Urdu retest; Urdu test and Urdu retest; and Urdu test and English retest) have significant test retest reliability.

Table 1

Alpha Reliability Estimates for Urdu and English Versions of SASS at Time 1 and Time 2 (N=160).

Scales	Time 1		Time 2	
	Urdu (n = 80)	English (n = 80)	Urdu (n = 80)	English (n = 80)
Social Axioms Survey Scale (60 Items)	.90	.86	.92	.87
Social Cynicism (18 Items)	.82	.82	.87	.83
Reward for Application (14 Items)	.84	.81	.86	.83
Social Flexibility (12 Items)	.91	.76	.93	.80
Fate Control (8 Items)	.92	.79	.94	.84
Religiosity (8 Items)	.81	.80	.84	.82

Table 2

Retest Reliabilities of the Urdu and English Version of Social Axioms Survey Scale and its Subscales (N=160)

Scales	<i>UU</i>	<i>UE</i>	<i>EE</i>	<i>EU</i>
Social Axioms Survey Scale	.91**	.85**	.88**	.84**
Social Cynicism	.95**	.82**	.88**	.83**
Reward for Application	.91**	.84**	.89**	.85**
Social Flexibility	.92**	.92**	.87**	.86**
Fate Control	.95**	.87**	.96**	.86**
Religiosity	.96**	.93**	.87**	.77**

Note. UU= Urdu Urdu; UE=Urdu English; EE=English English; EU=English Urdu.

* $p < .05$, ** $p < .01$

The correlation coefficients showed high stability of the scale and its subscales overtime and over Urdu and English languages. Overall, results indicated the empirical equality of the original and translated version of the Social Axioms Survey Scale (Leung et al., 2002). The results supported the idea that both the Urdu and English language versions of the scale are measuring same construct.

Discussion. Indigenous psychologists like to translate and validate new scales into Urdu language so that these can be applied to local population with certainty and confidence. The objective of translating social axioms survey scale from the English to Urdu language was to allow research on social axioms and its dimensions among individuals from Pakistani sub societies. Cross culturally validated and reliable

translated instruments are useful to address the issue of diversity in population around the world (Sousa & Rojjanasrirat, 2010).

The findings of study I are in line with the previous work done on social axioms. Previous studies (Leung & Bond, 2004; Leung et al., 2002) provided support for the structural equivalence of the factors underlying the instrument. The five scales (social cynicism, reward for application, social flexibility, fate control, and religiosity) were found to be reasonably equivalent across cultures. Translation process of the scale reflected a consistency in the content and face validity between the English and the Urdu versions of the Social Axioms Survey Scale.

Cross language validation process planned to improve the adequacy of the translated Urdu Version of Social Axioms Survey Scale. Correlation coefficients demonstrated that Urdu version of SASS has test retest reliability and is empirically equivalent to original version of Social Axioms Survey Scale (Leung et al., 2002).

In general, translation and cross language validation of social axioms survey scale was a time consuming yet useful activity. This gave us an Urdu Version of Social Axioms Survey Scale (Leung et al., 2002) that would be utilized as a part of this study as well as even future researchers can also utilize this scale for the Urdu speaking population.

In study 1, only Social Axioms Survey Scale was translated and validated into Urdu language as all the other scale of interest including: Urdu version of the Gender Role Beliefs Scale (Khan, 2006), Urdu version of NEO PI-R (Chishti, 2002), and Extremism Scale (Altaf, 2002) are available in Urdu. That is why, Study II: pilot study was conducted to assess psychometrics of the scales and to know the relationship among study variables.

Chapter IV**STUDY II: PILOT STUDY**

Pilot study has been planned to achieve the following objectives on a small group data.

Objectives

1. To establish the psychometric properties of the Urdu versions of Social Axioms Survey Scale, Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002).
2. To find relationship between variables (personality traits, gender role beliefs, social axioms, and extremism tendencies) among young adults.
3. To see the gender, education and institute wise differences on personality domains, gender role beliefs, social axioms and extremism tendencies among young adults.

Sample

Sample for this study was young adults with an age range of 18 – 24 years. The 230 questionnaires were administered to obtain the required sample. 20 of them were not included in the study because of high missing data values. All respondent were enrolled at colleges and universities of Islamabad. The mean age of respondents

was 20.78 years with standard deviation of 1.79. Further details about sample are presented in Table 3.

Table 3

Demographics Characteristics of the Participants of the Pilot Study (N=210)

Characteristics	<i>F</i>	<i>%</i>
Gender		
Men	103	49
Women	107	51
Education		
Enrolled in BA/BSc/BS Program	146	70
Enrolled in MA/MSc Program	64	30
Monthly Income (Rs. per month)		
10000/- to 50000/-	86	41
51000/- to 100000/-	124	25
Permanent Residence		
Urban	110	53
Rural	100	47
Educational Institute		
University	132	63
College	78	27

Instruments

Following four instruments have been used in the pilot study: Urdu versions of SASS; GRBS (Khan, 2006); NEO PI-R (Chishti, 2002); and The Extremism Scale (Altaf, 2002).

Urdu Version of NEO PI-R. Costa and McCrae (1992) developed NEO PI-R in English language and it is published by Psychological Assessment Resources, Inc. It has two forms. Form S is a self-report measure, and Form R (separate forms for females and males) is for observer ratings. Shortened version of Form S is the NEO Five-Factor Inventory (NEO-FFI) and it requires 10-15 minutes to complete. The NEO PI-R measures the five major dimensions of normal, adult personality and it has 240 items. The five domain scales are: neuroticism, extraversion, openness to experience, agreeableness and conscientiousness. Each domain scale has six facet scales comprising of specific groups of interrelated traits.

The inventory gives a measure of one's emotional, experiential, interpersonal, enthusiastic, attitudinal, and motivational style. It is intended for people with age 17 or above. It takes 30-40 minutes to finish. Its normative findings are based on a sample of 500 males and 500 females selected to match 1995 U.S. Census projections for age, gender and race (Costa & McCrae, 1992).

Norms are available for both an adult sample and a college-aged sample with an age range of 17-20 for American sample. Internal consistency coefficients for the domain scales of form S range from .86 to .95 and .56 to .90 for the facet scales. Stability coefficients range from .51 to .83 in three to seven year longitudinal studies. Construct, convergent, and divergent validity of the NEO PI-R have been

demonstrated through correlations between self and spouse ratings, correlations with other tests and checklists, and through the construct validity of the five-factor model itself. It has been translated and adapted in various languages. Chishti (2002) translated it into Urdu (See Appendix F) that has been used in the present study.

The personality dimensions (neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness) are most easily explained by interpreting the meaning of extremely high or extremely low scores. Further points of interest of the major domain scales of the inventory are as follows:

Neuroticism is the propensity to experience negative feelings. The individuals who score high on Neuroticism may encounter fundamentally one particular negative feeling, for example, tension, outrage, or sadness. Individuals high in neuroticism are emotionally impulsive. They react ineffectively to environmental anxiety and their responses have a tendency to be more extreme than normal (Costa & McCrae, 1992). On the inverse end of the range, people who score low in neuroticism are all the more candidly steady and less responsive to push. They have a tendency to be quiet, calm, and more averse to feel strained or upset.

Extraversion and introversion are commonly comprehended as a solitary continuum. Extraversion is set apart by professed engagement with the outer world. The individuals who score high on this dimension, have a tendency to be with substantial groups and appreciate being with individuals. They are loaded with vitality, and regularly encounter positive feelings (Costa & McCrae, 1992). Introversion measures an individual's propensity to be self-centered. The individuals who score low on this dimension are known as introverts. These people regularly

enjoy single activities like reading, composing, drawing, watching videos, using mobiles and personal computers.

Openness to experience depicts a measurement of subjective style that recognizes inventive and innovative individuals from rational and traditional individuals. People who score high on this scale are mentally inquisitive, energetic about art, and touchy to beauty. They tend to think and act alone and are not interested in appraisal (Costa & McCrae, 1992). Individuals with low scores on openness to experience avoid encounter and risk. They have a tendency to follow routine and customary in their viewpoint and conduct. They incline toward well known schedules to new encounters and usually have a smaller scope of interests.

Agreeableness measures how compatible individuals are with other individuals. Agreeableness is an interpersonal measurement and alludes to the sorts of associations a man inclines toward along a continuum from sympathy to hostility. Individuals with high scores in Agreeableness have a tendency to be kind, well-meaning, trusting, supportive, excusing, and charitable. However, the individuals with low scores on this dimension are hostile. They have a tendency to be critical, discourteous, suspicious, un-agreeable, fractious and can be manipulative, vindictive, and merciless (Costa & McCrae, 1992).

Conscientiousness assesses the level of organization, steadiness, persistence, control, and inspiration in objective related conduct. High scorers have a tendency to be composed, reliable, dedicated, self-coordinated, prompt, circumspect, eager, and protecting. The individuals with low scores have a tendency to be heedless, problematic, languid, imprudent, careless, hedonistic, and decadent (Costa & McCrae, 1992).

Internal reliability coefficients of the NEO PI-R subscales were in acceptable range (Akhtar, 1997). Bashir (2013) obtained reliability indexes between .72 and .87 for subscales of NEO-FFI-R. The alpha reliability of neuroticism, openness to experience, agreeableness, and conscientiousness on another Pakistani sample were found to be .79, .72, .78, .71, .84 respectively (Kiani, 2010).

Urdu Version of Social Axioms Survey. The Social Axioms Survey was developed by Leung, et al. (2002) and has been translated in the Study I: Translation and cross language validation of social axioms survey scale (details are present in Chapter III).

Urdu Version of Gender Role Beliefs Scale (GRBS: Khan, 2006). Urdu version of GRBS (Khan, 2006) was utilized as a part of the present research that is a subscale of Gender Role Attitudes Scale (Prasad & Baron, 1996). The 22 items of the scale measure the beliefs about differences in the appropriateness of males and females for different roles (see Appendix G). Items are scored on a five point scale ranging from strongly agree to strongly disagree. Internal consistency (alpha) for the original English scale was (.93) and alpha for the Urdu version of the scale was (.90). High scores on this dimension indicate traditional gender role beliefs. Traditional gender roles perceive men as instrumental, outgoing, hard working, and guardian. However, women are perceived as nurturing, caring, submissive, and weak. Gender role beliefs are the socially decided feelings about the part of person that is attributed as a consequence of his or her sex. Gender role beliefs constitute how men and women carry on in a particular society.

The Extremism Scale. In present study, extremism tendencies were measured by utilizing the Extremism Scale (Altaf, 2002). This scale has 42 items (see Appendix H). It is an indigenous scale in Urdu language. Items are scored on a five point Likert scale with anchors of strongly disagrees to strongly agree. High score implies abnormal state of radicalism propensities and lower score implies lower level of fanaticism inclinations. Extremism tendencies refer to ones recognitions about his/her inclination to pick unyielding perspectives and positions. This scale has five subscales including: Conservatism, hostility/intolerance, submission to authority, rigidity, and power and toughness. Internal consistency (alpha) for five subscales ranges from (.81 to .93).

The extremism scale has five subscales: (1) Conservatism is a political and social reasoning and it advances holding customary social foundations according to culture and progress. Conservatism was measured through sixteen items; 1, 4, 8, 11, 16, 17, 23, 25, 28, 30, 33, 34, 39, 40, 41 & 42 in which item no. 4 and 30 were reverse scored. (2) Hostility/intolerance is seen as a type of emotionally charged angry behavior to express the conduct of indignation and animosity. It comprised of eight items; 2, 5, 10, 12, 18, 20, 29, & 37. (3) Submission to authority is seen as accommodation to power and is to depict a method for controlling and regulating that give value to order and authority over individual freedom. An administration keep running by power is generally headed by a dictator. It comprised of seven items; 7, 15, 19, 22, 32, 35 and 38. (4) Rigidity refers to an individuals' inability to maintain suitable conduct in new and unfamiliar circumstance. It comprised of eight items; 3, 6, 9, 12, 26, 27, 31 and 36. (5) Power and toughness speaks about the solid and unbending conduct of an individual (Altaf, 2002). It has three items; 14, 21 & 24.

In connection to extremism tendencies, education is an imperative element. Altaf (2002) found that individuals with higher level of education were low in extremism tendencies than the individuals with lower level of education. Savista (1990), in her study of education, sex, and authoritarianism, found no differences between men and women on authoritarianism. Saba (2004) investigated post adolescents on extremism tendencies among different religious groups. Alpha reliability coefficients and internal consistencies for the subscales of extremism scale were in good range in these studies.

Demographic Sheet. Demographic information related to age, year of education, gender, educational institution, family monthly income, and permanent residence status were also obtained from participants (see Appendix I).

Procedure

The respondents were approached at their respective universities & colleges (see Appendix J). Written instructions (see Appendix K) were given on the every questionnaire and respondents were informed about the reason of the study. Through informed consent (see Appendix L), participants were asked about their volunteer participation in the present study. Only those adults were allowed to participate in the study who volunteered for participation through informed consent. Respondents were guaranteed about privacy of their responses and utilization of data for the research purpose only. All questionnaires were administered individually. Participants were asked for to give reaction on all items of the scales. Before analyses, all the NEO PI-R

answer sheets were assessed on the basis of rules to handle missing values and validity checks mentioned in the NEO PI-R manual (Costa & McCrae, 1992).

Results

Results concentrated on the adequacy of the scales for the present sample. Means, Standard Deviations (SD), alpha reliabilities, and skew index were computed to assess the precision and accuracy of the study instruments. Correlation coefficients were computed to see the relationship direction among extremism tendencies and its subscales, personality domain scales, subscales of social axioms, and gender role beliefs. Mean differences were computed to see the differences among these variables as a result of gender and institute. Item total correlations and inter scale correlations were computed for the Urdu Version of Social Axioms Survey Scale (Translated in Study I).

Descriptive analyses and alpha coefficients. Descriptive were computed to show average scores of participants on personality domain scales, social axioms and its subscales, gender role beliefs, and extremism tendencies and its subscales. Skew index values show that the distribution of scores for a specific variable does not go off on a tangent from the normal distribution. The more the score is different from zero the more it deviates from normal distribution of the sample.

Table 4

Mean, Standard Deviations, Alpha Coefficients and Skewness of the NEO PI-R Domain Scales, Social Axioms Survey Scale, Gender Role Beliefs Scale and Extremism Scale (N=210)

<i>Variables (# of Items)</i>	<i>M</i>	<i>SD</i>	<i>α</i>	<i>Skew</i>	<i>Ku</i>	<i>Score Range</i>	
						<i>Potent</i>	<i>Actual</i>
Neuroticism (48)	93.32	13.33	.92	0.95	0.30	48-240	68-157
Extraversion (48)	116.67	14.73	.89	-0.69	-0.31	48-240	68-166
Openness to Experience(48)	92.99	23.24	.81	0.37	0.77	48-240	60-149
Agreeableness (48)	107.97	22.25	.82	0.34	0.62	48-240	64-150
Conscientiousness (48)	119.02	10.90	.88	0.27	0.63	48-240	55-149
Social Axioms (60)	138.29	22.06	.86	0.06	-0.6	60-300	90-255
Social Cynicism (18)	35.36	6.39	.76	0.24	0.05	18-90	45-76
Reward for Application(14)	34.53	7.80	.75	0.22	-0.56	14-70	19-59
Social Flexibility (12)	29.37	6.79	.80	0.07	-0.44	12-60	18-41
Fate Control (8)	17.65	4.51	.93	0.68	0.53	8-40	14-36
Religiosity (8)	21.38	4.69	.88	-0.38	-0.6	8-40	13-30
Gender Role Beliefs (22)	53.94	9.24	.83	0.28	-0.44	22-110	48-88

Cont...

Variables (# of Items)	<i>M</i>	<i>SD</i>	α	Skew	<i>Ku</i>	Potential	Actual
Extremism Scale (42)	102.67	21.23	.82	0.19	0.65	42-210	71-189
Conservatism(16)	39.16	9.21	.79	0.15	0.59	16-80	25-67
Hostility/Intolerance (8)	18.93	5.11	.82	0.71	-0.57	8-40	17-37
Submission to authority (7)	16.58	4.43	.75	0.16	-0.30	7-35	10-25
Rigidity (8)	20.14	5.08	.79	0.05	-0.31	8-40	9-32
Power and Toughness (3)	7.86	2.73	.81	0.35	-0.77	3-15	5-12

Note. *Ku* = Kurtosis

Table 4 demonstrates the alpha reliability coefficient of scales and their sub scales used in the present study. Good reliability values are the sign of high internal consistency within the scales, as in case of reliability the acceptable range is .70 to .90 (Field, 2013). Table 4 additionally showed the descriptive statistics for all the variables used in the present study. It is observed that the skewness is within the desired range of -1 to +1 indicating that the data is normally distributed and parametric tests can be carried out. Negative and positive values of Kurtosis on all scales and their respective subscales indicate that entire sample has variety of features evenly distributed uncovering unique status (Pallant, 2013).

Item-total correlations of Social Axioms Survey Scale-Urdu. Item-total correlations if item deleted were carried out to find out the internal consistency of the Urdu version of Social Axioms Survey Scale.

Table 5*Item Total Correlations for Urdu Version of Social Axioms Survey Scale (N=210)*

Item no.	R	Item no.	R	Item no.	R
1	.35**	21	.33**	41	.35**
2	.51**	22	.40**	42	.61**
3	.39**	23	.52**	43	.55**
4	.63**	24	.37**	44	.45**
5	.32**	25	.52**	45	.55**
6	.37**	26	.41**	46	.50**
7	.45*	27	.41**	47	.34**
8	.37**	28	.57**	48	.30**
9	.39**	29	.32**	49	.47**
10	.63**	30	.53**	50	.41**
11	.32**	31	.45**	51	.40**
12	.57**	32	.52**	52	.34**
13	.32**	33	.41**	53	.31**
14	.53**	34	.37**	54	.32**
15	.45**	35	.31**	55	.46**
16	.57**	36	.32**	56	.52**
17	.39**	37	.53**	57	.41**
18	.63**	38	.55**	58	.37**
19	.32**	39	.57**	59	.31**
20	.57**	40	.39**	60	.32**

** $p < .01$

Table 5 presents item total correlations for SASS. It is shown that all of the items contributed significantly positive to the total SASS score. All the items have significant item total correlation if item deleted ranging from .30, $p < .05$ to .57, $p < .001$.

Inter scale correlations. Inter scale correlation coefficients were computed to explore the relationship among personality domain scales, subscales of social axioms, gender role beliefs, and extremism scale.

Table 6*Inter Scale Correlations among Personality Domains, Subscales of Social Axioms, Gender Role Beliefs and Extremism Scale (N=210)*

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	N	—															
2	E	-.19*	—														
3	O	-.19*	.33**	—													
4	A	-.31**	.24**	.26**	—												
5	C	-.43**	.21*	.17*	.18*	—											
6	SC	.11	-.10	-.06	.04	-.02	—										
7	RA	.03	.06	.00	.09	-.04	-.33**	—									
8	SF	.00	.06	.01	.06	-.03	-.44**	.23**	—								
9	FC	-.17*	-.04	.09	.07	-.07	-.29**	.18*	.25**	—							
10	Rg	.15	-.04	.11	.06	-.03	-.32**	.27**	.39**	.36**	—						
11	GRB	.13	.10	.01	.04	-.04	-.16	.17*	-.33**	.17*	.11	—					
12	ES	-.20*	.02	-.19*	.21*	-.08	.23**	.10	.35**	.14	-.31**	.11	—				
13	Cn	-.21*	.05	-.17*	.11	-.05	.27**	.20*	.31**	.09	-.34**	.18*	.19*	—			
14	H/I	-.23*	.06	-.29**	.12	-.04	.14*	.21*	.26**	.11	-.32**	.22*	.23**	.28**	—		
15	SA	-.16*	.11	-.01	.31**	-.03	.23**	.09	.31**	.10	-.28**	.28**	.21**	.27**	.34**	—	
16	Rd	-.17*	.12	-.11	.01	-.06	.21**	.12	.19*	.11	-.19*	.19*	.22**	.29**	.33**	.35**	—
17	PT	-.14*	.12	-.10	.13	-.04	.22**	.11	.28**	.13	-.14	.21*	.23**	.31**	.32**	.34**	.31**

Note. Neuroticism=N, Extraversion=E, Openness to experience=O, Agreeableness=A, Conscientiousness=C, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity, GRBS=Gender Role Beliefs Scales, ES=Extremism Scale, Cn=Conservatism, H/I=Hostility/Intolerance, SA=Submission to authority, Rd=Rigidity, PT=Power and Toughness*

$p = .05$, ** $p = .01$

Table 6 shows inter scale correlations among personality domains and facet scales, gender role beliefs scale, subscales of social axioms, and extremism tendencies scale. Neuroticism had statistically significant but negative relationship with extraversion, agreeableness, conscientiousness, and fate control. However, Neuroticism had statistically significant positive relationship with the extremism scale. Agreeableness and openness to experience domain have statistically significant negative relationship with the extremism scale and its subscales. There was statistically significant positive relationship among conscientiousness and extremism tendencies. Religiosity, fate control, and social flexibility have statistically significant negative relationship with extremism tendencies. While gender role beliefs have statistically significant positive relationship with extremism scale and its subscales.

Gender wise mean differences among study variables. The gender (men, women) wise mean differences were assessed on personality domains, gender role beliefs scale, subscales of social axioms, and extremism tendencies scale.

Table 7

Means, Standard Deviations and t-values on Study Variables among Men and Women (N=210)

Variables	Men (n =103)		Women (n = 107)		t(208)	p	95 % CI		Cohen's d
	M	SD	M	SD			LL	UL	
N	87.09	16.16	99.33	20.29	4.82	.000	17.24	7.23	.66
E	116.99	26.84	116.36	20.41	.19	.849	-5.84	7.09	.02
O	94.20	23.05	91.82	23.47	.74	.459	-3.94	8.71	.10
A	107.69	22.46	108.24	22.14	.18	.857	-6.62	5.51	.02
C	121.32	29.29	116.81	28.48	1.13	.260	-3.35	12.36	.15

Cont...

Variables	Men		Women		95 % CI				Cohen's d
	(n =103)		(n = 107)		t(208)	p	LL	UL	
	M	SD	M	SD					
SAS	135.82	22.18	140.66	21.78	1.18	.237	-3.39	.84	.16
SC	34.64	6.39	36.05	6.35	1.03	.303	-2.81	.88	.14
RA	33.88	7.56	35.16	8.01	.64	.518	-1.63	.82	.08
SF	28.87	6.74	29.84	6.84	1.22	.220	-2.07	.48	.16
FC	17.45	4.17	17.85	4.82	.00	.999	-2.52	2.51	.00
Rg	20.97	4.88	21.77	4.50	1.57	.118	10.34	1.17	.21
GRBS	53.94	8.96	53.94	9.54	1.81	.072	-4.78	.20	.25
ETS	104.92	20.01	100.33	22.20	2.03	.043	-2.80	-.04	.28
Cn	37.99	9.04	40.28	9.27	.58	.559	-1.56	.84	.08
H/I	18.20	4.96	19.63	5.18	.88	.375	-2.00	.75	.12
SA	16.40	4.39	16.76	4.49	.28	.774	-.63	.85	.03
Rd	20.45	5.33	19.01	4.83	4.82	.000	17.24	7.23	.66
PT	7.91	2.76	7.80	2.72	.19	.849	-5.84	7.09	.37

Note. Neuroticism=N, Extraversion=E, Openness to experience=O, Agreeableness=A, Conscientiousness=C, SA=Social Axioms Survey, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity, GRBS=Gender Role Beliefs Scales, ETS=Extremism Tendencies Scale, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Ridity, PT=Power & Toughness; CI= Confidence Interval; LL= Lower Limit; UL= Upper Limit.

Table 7 presents the mean differences among men and women on personality domains, gender role beliefs scale, subscales of social axioms, and extremism tendencies scale. There were statistically significant mean differences among men and women on neuroticism, extremism tendencies, and rigidity. Women were high in neuroticism as compared to men. Men were high in extremism tendencies as compared to women. Similarly, men were high in rigidity as compared to women. Cohen's *d* values also confirmed that differences among men and women on neuroticism, extremism tendencies, and rigidity were noticeable.

Level of education wise mean differences. This section aims to assess any sort of mean differences among young adults on study variables that might be due to the level of education.

Table 8

Means, Standard Deviations and t-values on Study Variables among BA/BSc Young Adults and MA/MSc Young Adults (N=210)

Variables	BA/BS (n =146)		MA/MSc (n = 64)		t(208)	p	95 % CI		Cohen's d
	M	SD	M	SD			LL	UL	
N	91.95	18.00	93.69	19.16	1.48	.14	-4.05	0.57	.09
E	117.07	22.74	115.02	24.30	1.38	.17	-0.87	4.97	.08
O	92.35	22.94	92.30	23.40	0.04	.97	-2.82	2.94	.00
A	107.51	21.75	108.70	22.78	0.85	.40	-3.97	1.57	.05
C	118.50	28.72	119.58	29.10	0.59	.56	-4.68	2.52	.03
SAS	138.82	22.9	138.07	21.72	0.52	.60	-2.04	3.53	.03
SC	35.39	6.27	35.80	6.76	1.00	.32	-1.22	0.40	.06
RA	34.90	8.04	34.15	7.64	1.49	.14	-0.24	1.72	.09
SF	29.48	7.01	29.34	6.63	0.33	.74	-0.71	0.99	.02
FC	17.66	4.60	17.50	4.48	0.58	.56	-0.40	0.73	.03
Rg	21.39	4.74	21.28	4.65	0.36	.72	-0.48	0.69	.01
GRBS	51.75	9.16	54.05	9.34	03.51	.01	-1.45	4.86	.81
ETS	102.58	21.67	102.19	21.26	0.29	.77	-2.28	3.07	.01
Cn	39.11	9.26	38.88	9.12	0.40	.69	-0.91	1.38	.02
H/I	18.97	5.12	18.77	5.07	0.63	.53	-0.43	0.84	.03
SA	16.47	4.36	16.67	4.52	0.69	.49	-0.75	0.36	.02
Rd	20.14	5.16	20.02	4.97	0.38	.70	-0.51	0.75	.02
PT	7.89	2.74	7.86	2.72	0.16	.87	-0.31	0.37	.00

Note. Neuroticism=N, Extraversion=E, Openness to experience=O, Agreeableness=A, Conscientiousness=C, SA=Social Axioms Survey, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity, GRBS=Gender Role Beliefs Scales, ETS=Extremism Tendencies Scale, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Rigidity, PT=Power & Toughness; CI= Confidence Interval; LL= Lower Limit; UL= Upper Limit.

Table 8 describes the level of education wise mean values, standard deviations on the score of personality domain and facet scales, social axioms survey scale and its subscale, gender role beliefs, extremism scale, and its subscales. There were no statistically significant mean differences on all the main study variables including major personality domains (N.E.O.A.C.), extremism tendencies, and their subscales except gender role beliefs.

Institute wise mean differences among study variables. The institute (University, College) wise mean differences were assessed on personality domains, gender role beliefs scale, subscales of social axioms, and extremism tendencies scale.

Table 9

Means, Standard Deviations and t-values on Study Variables among University and College Young Adults (N=210)

Variables	University (n=132)		College (n=78)		t(208)	p	95 % CI		Cohen's d
	M	SD	M	SD			LL	UL	
N	95.33	19.22	89.30	18.92	2.19	0.03	0.60	11.45	.30
E	115.80	23.01	117.51	24.98	0.50	0.62	-8.45	5.03	.06
O	92.87	23.82	92.99	22.23	0.03	0.97	-6.72	6.49	.00
A	108.04	21.05	107.41	24.30	0.20	0.84	-5.70	6.96	.02
C	119.88	29.67	117.71	27.87	0.52	0.60	-6.07	10.41	.07
SAS	138.37	21.81	137.71	22.43	0.21	0.84	-5.60	6.92	.02
SC	34.97	6.24	36.01	6.70	1.13	0.26	-2.86	0.78	.15
RA	34.72	7.61	34.01	8.07	0.63	0.53	-1.50	2.92	.08
SF	29.52	6.70	28.95	6.94	0.59	0.56	-1.35	2.50	.08
FC	17.67	4.44	17.55	4.68	0.19	0.85	-1.16	1.41	.02
Rg	21.48	4.51	21.18	5.03	0.44	0.66	-1.04	1.64	.06
GRBS	53.85	8.88	54.09	9.76	0.18	0.85	-2.86	2.37	.02
ETS	103.47	20.80	100.88	21.94	0.85	0.40	-3.44	8.61	.11

Cont...

Variables	University (<i>n</i> = 132)		College (<i>n</i> = 78)		<i>t</i> (208)	<i>p</i>	<i>LL</i>	<i>UL</i>	Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>					
Cn	39.53	8.99	38.36	9.61	0.88	0.38	-1.44	3.79	.11
H/I	18.91	4.77	18.75	5.56	0.22	0.83	-1.28	1.60	.03
SA	16.72	4.39	16.38	4.55	0.53	0.60	-0.93	1.60	.07
Rd	20.39	4.58	19.54	5.76	1.18	0.24	-0.58	2.29	.16
PT	7.92	2.73	7.86	2.72	0.16	0.88	-0.71	0.84	.02

Note. Neuroticism=N, Extraversion=E, Openness to experience=O, Agreeableness=A, Conscientiousness=C, SA=Social Axioms Survey, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity, GRBS=Gender Role Beliefs Scales, ETS=Extremism Tendencies Scale, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Rigidity, PT=Power & Toughness; CI= Confidence Interval; LL= Lower Limit; UL= Upper Limit.

Table 9 shows the mean differences among university and college young adults on the personality domain scales; social axioms subscales; gender role beliefs scale; and extremism tendencies scales and its subscales. There were statistically significant mean differences among university and college young adults on the Neuroticism. University young adults were high in neuroticism as compared to college young adults.

Role of age, personality traits, social axioms, and gender role beliefs in predicting extremism tendencies. Multiple Regression analysis was used to explore the role of age, domains of personality traits, gender role beliefs, and social axioms in predicting extremism tendencies.

Table 10*Predictors of Extremism Tendencies among Young Adults (N=210)*

Variables	95% <i>CI</i>		
	<i>B</i>	<i>LL</i>	<i>UL</i>
(Constant)	-13.69**	-32.41	5.02
Age	.24	-.35	.84
Neuroticism	.11	-.05	.16
Extraversion	.01	-.03	.05
Openness to Experience	.00	-.03	.05
Agreeableness	.04	-.00	.09
Conscientiousness	-.02	-.05	.01
Social Cynicism	-.00	-.17	.17
Reward for Application	.10	-.29	.50
Social Flexibility	1.24**	.79	1.60
Fate Control	1.51**	1.06	1.97
Religiosity	.81**	.49	1.12
Gender Role Beliefs	.22**	.06	.39
R^2	.88		
F	120.55**		
ΔR^2	.88		
ΔF	120.55		

Note. R^2 =R Square, B =Un-standardized Regression Coefficient, ΔR^2 = R Square Change, ΔF = F Change

Table 10 shows the predictors of extremism tendencies. Results showed that over all model is predicting extremism tendencies (R square=.88) among young adults. Results showed that only the gender role beliefs, fate control, social flexibility, and religiosity are statistically significant in predicting extremism tendencies. All the other scales including age were present in the model with statistically non significant influence on the level of extremism tendencies.

Discussion

The results of the pilot study provided some insights into the sample characteristics, feasibility of instruments, dynamics of relationships among personality domain scales, social axioms subscales, gender role beliefs scale, extremism tendencies scale, and its subscales. Gender and institute wise mean differences were also explored on dynamics of relationships among personality domain scales, social axioms subscales, gender role beliefs scale, extremism tendencies scale, and its subscales. The results of pre-test indicated satisfactory estimates of internal consistency for Urdu versions of Social Axioms Survey Scale (Leung et al., 2002), Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002).

The alpha coefficients for all the domain scales of NEO PI-R ranged (.81 to .92). These findings were consistent with the original English version (.86 to .92) and with the Urdu version (.80 to .91) (Chishti, 2002; Costa, McCrae, & Dye, 1991). These results confirmed that all the items of all the domain scales are internally consistent and reliable.

Inter scale correlations for domain scales of NEO PI-R (Urdu Version) were also computed. The analyses showed that neuroticism is negatively associated with the extraversion, agreeableness, openness to experience, and conscientiousness. Moreover, extraversion, agreeableness, openness to experience, and conscientiousness have positive correlation with each other. Relationships of neuroticism, openness to experience, social cynicism, religiosity, and gender role beliefs with the extremism tendencies was in line with many studies that have been described in literature review (Gerber et al., 2010; Jost et al., 2003; McCrae, 1996; Stenner, 2005).

Internal consistencies in terms of alpha reliability coefficients for all the sub scales of Social Axioms Survey Scale ranged (.75 to .93) as compared to the original version of SASS (.59 to .79; Leung et al., 2002). These results supported that all the items of all the sub scales are internally consistent and reliable. Inter scale correlations for all the sub scales of Social Axioms Survey Scale were also computed. The analyses showed that social cynicism is negatively associated with all the other subscales including: Reward for application, social flexibility, fate control, and religiosity. The remaining subscales (reward for application, social flexibility, fate control, and religiosity) have positive relationship with each other. The item-total correlation analysis of SASS Urdu version indicated that all the items of all the scales have shown statistically significant positive correlations with the total scores. It supported the idea that all the items are measuring the same construct of social axioms.

Study shows that women were high on neuroticism as compared to men. These similar differences were explored in previous studies (Costa & McCrae, 1992; McCrae & Costa, 1996). Further, this might be because of socio economic situation in Pakistan. Women are under huge pressure to proceed with their studies in male prevailing society with a ton of expectations and troubles (Yusuf, 2011). Women are relied upon to have less interaction with their male colleagues and it is likewise expected that they convey the image of respect with their families when they go to their institutes. Stress and tension because of restrictions in social authority and status add to the higher rates of neuroticism among women (Goodwin & Gotlib, 2004).

It was found that men were high in extremism tendencies and rigidity as compared to women. There are various possible explanations of high level of rigidity in men. It is linked to development of adults in adolescence and childhood. In the childhood, children essentially learn from peer group and from their parents.

Numerous forces may collaborate to shape boys as inflexible and girls as supporting and nurturing. In particular, cognitive-developmental theory emphasizes close connection between gender orientation at home and child's primary cognitive growth (Martin, Ruble, & Szkrybalo, 2002). It additionally sees children as operators who effectively develop the significance of gender orientation classifications. Motivational drive to follow these gender classifications causes children to search out information about their sex and to carry on in understanding to what they esteem proper gendered ways (Stangor & Ruble, 1987).

Various forms of gender stereotypes are present in childhood as well (Miller, Lurye, Zosuls, & Ruble, 2009). At the point when suddenly portraying what young girls and young men resemble, children depict young girls generally in appearance-related terms. This incorporates things like: Dresses, adornments, hair, make-up, body sprays, and perfumes. Interestingly, when suddenly depicting what young boys resemble, children portray young boys to a great extent in action or conduct related terms. This incorporates depictions like: Hitting, wrestling, unpleasant and-tumble play, and action fantasy play. In this way, already at a childhood, young girls are what they resemble, whereas young boys are what they act (Cristofaro & Tamis-LeMonda, 2008).

The university young adults were low on the extremism tendencies and few facet scales as compared to college young adults. In relation to extremism tendencies, education is a very important factor. Altaf (2002) found that as the level of education increased, tendencies of extremism decreased. The same results were found by McClosky (1958) and Sanford (1973). These researches support the results that with the increase in the level of education, level of extremism tendencies decreases. Previous studies found that the higher rate of extremism tendencies were among school graduates, under graduates and illiterate (Merari, 1998; Russel & Miller,

1983). Education can be utilized to handle all types of extremism tendencies from society. It will help in building a more grounded, more secure society and it will help in dismissing viciousness and cold-bloodedness. It will also help prepare youngest to be peaceful world citizens (Ball, 2006).

Interpretation of differences on the basis of demographics is not that easy. Sometimes, the distinctions in variables on the premise of demographics can be shallow, nearness of one in number gathering in a classification can change the distinctions on another gathering (Costa & McCrae, 1992). To overcome this restriction, present study incorporated social axioms and gender role beliefs as well that carry the influences of demographics and other cultural variables as they are result of socialization processes (Leung, & Bond 2004). Beliefs are characteristic adaptations that are result of socialization process and interact with the innate personality tendencies to influence behaviors and attitudes. Studying gender roles in relation to personality traits instead of simple gender differences in future studies would be useful and beneficial (McCrae & Costa, 1996).

In all, pilot study showed that all the scales and subscales of the present study have acceptable alpha reliability estimates. It was decided to further assess the validity of Urdu versions of Social Axioms Survey Scale, Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R Urdu Version (Chishti, 2002), and The Extremism Scale (Altaf, 2002) through confirmatory factor analyses on a large set of data. The main study also aimed to investigate the role of personality domains, sub scales of social axioms, gender role beliefs, and demographics in predicting extremism tendencies.

Chapter V**STUDY III: MAIN STUDY**

There are individual differences and level of each individual to exhibit extremism tendency depends on internal and external factors. List of elements adding to extremism tendencies is long including: Financial pressure, socialization process, family expectations, individual differences, terrorist assaults, interior clashes, ethnic and sectarian brutality, poor governance, and development challenges (Yusuf, 2011). This all makes it troublesome for the individuals, specialists, researchers, groups, institutions, and governments to comprehend and fight against any sort of extremism tendency adequately and effectively. In this entire scenario, this study was a push to comprehend extremism tendencies in relationship with individual characteristics like personality traits, social axioms, and gender role beliefs.

Objectives

The main objective of the main study were as follows:

1. To test the psychometric properties and factorial structure of the Urdu versions of Social Axioms Survey Scale, Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002) on a data of young adults
2. To establish the norms for the domain scales (neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness) of the Urdu

version of NEO PI-R (Chishti, 2002) on a data of middle class young adults in Pakistan

3. To study the direct and mediating role of gender role beliefs and social axioms on relationship between personality domain scales and extremism tendencies among young adults.
4. To compare extremism tendencies on the basis of demographics (gender, age, education, monthly income, permanent residence and educational institution).

Hypothesis

Following hypotheses were formulated for their empirical test in the present study:

Personality traits.

1. Neuroticism (N) will be negative predictor of extremism tendencies among adults.
2. Extraversion (E) will be negative predictor of extremism tendencies among adults.
3. Openness to experience (O) will be negative predictor of extremism tendencies among adults.
4. Agreeableness (A) will be negative predictor of extremism tendencies among adults.
5. Conscientiousness (C) will be positive predictor of extremism tendencies among adults.

Subscales of social axioms.

6. Social Cynicism will be positive predictor of extremism tendencies among adults.
7. Reward for application will be negative predictor of extremism tendencies among adults.
8. Social flexibility will be negative predictor of extremism tendencies among adults.
9. Fate control will be positive predictor of extremism tendencies among adults.
10. Religiosity will be positive predictor of extremism tendencies among adults.
11. Social Axioms will mediate the relationship of personality traits with extremism tendencies among adults.

Gender role beliefs.

12. Gender role beliefs will be positive predictor of extremism tendencies among adults.
13. Gender role beliefs will mediate the relationship of personality traits with extremism tendencies among adults.

Operational Definitions of the Variables

The definitions of the major variables for the present study were as follows:

Personality. In the present study, personality of individuals will be defined by the concept of big five dimensions of personality Costa and McCrae (1992). Personality is defined by five major dimensions including: Neuroticism, extraversion, openness, agreeableness, conscientiousness. These dimensions are most conveniently explained by describing the meaning of extremely high or extremely low scores.

Neuroticism. Neuroticism is the tendency to experience negative emotions. Those who score high on neuroticism may experience primarily one specific negative feeling such as anxiety, anger, or depression. People high in neuroticism are emotionally reactive. They respond more poorly to environmental stress, and their reactions tend to be more intense than normal (Costa & McCrae, 1992). On the opposite end of the spectrum, individuals who score low in neuroticism are more emotionally stable and less reactive to stress. They tend to be calm, even tempered, and less likely to feel tense or rattled.

Extraversion. Extraversion and introversion are typically understood as a single continuum. Extraversion is marked by pronounced engagement with the external world. Those who score high on this domain, tend to be with large groups and enjoy being with people. They are full of energy, and often experience positive emotions (Costa & McCrae, 1992). Introversion is the tendency to be reserved with self. Those who score low on extroversion are considered as introverts. Introverts take pleasure in solitary activities such as drawing, watching movies, and using computers.

Openness to experience. Openness to experience describes a dimension of cognitive style that distinguishes imaginative, creative people from down-to-earth, conventional people. Individuals who score high on this scale are intellectually curious, appreciative of art, and sensitive to beauty. They tend to be more aware of their feelings (Costa & McCrae, 1992). People who score low on openness to experience are considered as closed to experience. They tend to be conventional and traditional in their outlook and behavior. They prefer familiar routines to new experiences, and generally have a narrower range of interests.

Agreeableness. In general, agreeableness measures how compatible people are with other people. Agreeableness is an interpersonal dimension and refers to the kinds of interactions a person prefers along a continuum from compassion to antagonism. People who score high in agreeableness tend to be soft hearted, good natured, trusting, helpful, forgiving, and altruistic. While those who score lows on agreeableness are called antagonistic. They tend to be cynical, rude, suspicious, un-cooperative, and irritable and can be manipulative, vengeful, and ruthless (Costa & McCrae, 1992).

Conscientiousness. Conscientiousness assesses the degree of organization, persistence, control, and motivation in goal-directed behavior. High scorers tend to be organized, reliable, hard working, and preserving. Low scorers tend to be aimless, unreliable, lazy, careless, lax, negligent, and hedonistic (Costa & McCrae, 1992).

Social axioms. Leung and Bond (2004) stated that these are generalize believes about self, environment, and spiritual world. Usually, these axioms are in the form of an assertion about the relationship between two entities or concepts. In present study, it will be determined by five factors mentioned by (Leung et al., 2002). These included: Social cynicism, social flexibility, reward for application, religiosity, and fate control.

Social cynicism. It represents a negative view of human nature and a power-driven assessment of social events. Individuals with high scores on this sub scale are prone to negative affects and interpersonal distress (Leung et al., 2002).

Social Flexibility. High scorers on this subscale believe that there are various options to solve social problems and by opting different ways they can get different outcomes (Leung et al., 2002).

Reward for Application. Individuals with high score on this subscale believe that humans can solve problems. And investment of human resources in a problem will lead to positive outcomes (Leung et al., 2002).

Religiosity. High scorers on this subscale believe that religious activities, practices, and education have positive influence on human life and activities. Low scorers give no importance to religious beliefs and do not relate religion to success (Leung et al., 2002).

Fate Control. Fate control refers to a belief that life events are pre-determined and influenced by impersonal, external forces. Those who score high on this sub scale believe that things are controlled by some external locus of control. They tend to believe in luck (Leung et al., 2002).

Gender role beliefs. Gender role beliefs constitute how men and women behave in a specific culture (Khan, 2006). For the present study the gender-role beliefs are operationally defined as higher the score on Gender-Role Beliefs Scale (GRBS) more will be the traditional beliefs of an individual, lower the scores less will be the traditional gender-role beliefs of an individual.

Extremism Tendencies. Extremism tendencies refers to ones perceptions about his/her tendency to opt for inflexible views and positions. In this study, extremism tendencies were measured by using the Extremism Scale (Altaf, 2002). High score means high level of extremism tendencies and its subscales and lower score means lower level of extremism tendencies and its subscales including: Conservatism, hostility/intolerance, submission to authority, rigidity, and power and toughness.

Sample Characteristics

Sample for the main study consisted of college and university young adults residing in the areas of Rawalpindi and Islamabad. Sample consisted of 1000 young adults with an age range of 18-24 years. All the young adults included in the study belonged to only two income categories of 10000/ – 50000/ and 51000/ to 100000/ Rs. Per month.

Table 11

Frequencies and Percentages for Age, Education, Monthly Income, Permanent Residence, and Educational Institute (N=1000)

Demographic Variables	F	%
Gender		
Men	524	52.40
Women	476	47.60
Education		
BA/BSc	541	54.1
BS/MA/MSc	459	45.90
Monthly Family Income (Pak. Rs. per month)		
10000/- – 50000/-	453	32.90
51000/- – 100000/-	547	34.70
Permanent Residence		
Urban area	611	61.10
Rural area	389	38.90
Educational Institution		
University	641	64.10
College	359	35.90

Table 11 described the major characteristics of the sample. Sample consisted of 1000 young adults with a mean age of 21.38 years and SD (1.77).

Instruments

Following scales were used in the main study:

1. Urdu Version of NEO PI-R (for details see p. 67-70)
2. Urdu Version of Social Axioms Survey Scale (for details see p. 55,56)
3. Urdu Version of Gender Role Beliefs Scale (for details see p. 70)
4. The Extremism Scale (for details see p. 71,72)
5. Demographics Sheet (for details see p. 72).

Procedure

The data was obtained from university and college young adults. The respondents were contacted at their educational institutions (see Appendix M). Written instructions were given on all the questionnaires and respondents were told about the aims and objectives of the present study. Only those adults were included in the study who volunteered for participation through informed consent. Before administration, they were assured that obtained information would be used only for research without losing their confidentiality. All questionnaires were administered individually. Researcher checked all the questionnaires to see the missing data and requested the respondents to complete the missing data. Before analyses, all the NEO PI-R answer sheets were assessed on the basis of rules to handle missing values and validity checks. Only those questionnaires were included in the sample that fulfilled the criteria mentioned in the NEO PI-R manual (Costa & McCrae, 1992).

Results

Obtained data was analyzed to achieve the overall objectives of present research and to assess the formulated hypothesis. First, results explained the sample characteristics and psychometric properties of the Urdu versions of Social Axioms Survey Scale (Leung et al., 2002), Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002). Normality assumptions of the data were assessed through the skewness and kurtosis values.

Then factor structure of the Urdu versions of Social Axioms Survey Scale (Leung et al., 2002), Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002) was established through confirmatory factor analyses. Norms for the domain scales (neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness) of the Urdu version of NEO PI-R (Chishti, 2002) on a data of middle class young adults in Pakistan were reported in the form of percentiles, Z scores, and T scores. The relationships among study variables were reported through inter scale correlations. Structure equation modeling was used to see the role of personality traits, gender role beliefs, and social axioms in predicting extremism tendencies among young adults. Scores on extremism tendencies were compared on the basis of demographics (age, gender, level of education, monthly income, rural / urban residence, and educational institution) through multivariate analysis of variance (MANOVA).

Psychometrics of the study scales. This section describes the mean standards deviations, alpha reliabilities, skewness and kurtosis for the major study instruments.

Table 12

Means, Standard Deviations, Alpha Reliabilities, Skew index and Kurtosis for the Main Study Scales (N=1000)

Variables	# of Items	<i>M</i>	<i>SD</i>	α	<i>Sk</i>	<i>Ku</i>	Score Range	
							Potential	Actual
N	48	89.44	13.83	.90	.56	-.39	48-240	60-160
E	48	141.02	12.32	.87	.19	.38	48-240	80-156
O	48	124.95	16.81	.90	.22	.18	48-240	64-153
A	48	132.18	17.11	.91	.41	-.40	48-240	78-160
C	48	132.01	16.50	.91	-.09	.35	48-240	94-190
SAS	60	180.77	25.87	.90	.01	.62	60-300	100-210
SC	18	54.47	13.20	.92	-.13	-.81	18-90	46-73
RA	14	41.59	10.05	.90	.13	-.83	14-70	21-58
SF	12	36.39	8.85	.88	.06	-.80	12-60	19-48
FC	8	24.64	5.67	.81	-.09	.05	8-40	16-33
Rg	8	23.70	5.53	.82	.03	-.76	8-40	14-29
GRBS	22	59.51	12.03	.90	-.10	-.34	22-110	53-78
ETS	42	126.68	15.87	.88	.05	-.63	42-210	93-172
Cn	16	48.78	11.31	.80	-.17	.60	16-80	27-61
H/I	8	22.16	5.92	.81	.07	-.64	8-40	18-31
SA	7	20.88	5.45	.78	.04	-.75	7-35	12-23
Rd	8	24.27	5.16	.78	.38	-.69	8-40	14-26
PT	3	8.90	2.54	.76	.11	-.67	3-15	6-11

^aStandard error of skewness = 0.07. ^bStandard error of kurtosis = 0.15

Note. Neuroticism=N, Extraversion=E, Openness to experience =O, Agreeableness=A, Conscientiousness=C, SA=Social Axioms Survey, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity, GRBS=Gender Role Beliefs Scales, ETS=Extremism Tendencies Scale, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Rigidity, PT=Power & Toughness; CI= Confidence Interval; LL= Lower Limit; UL= Upper Limit.

Table 12 shows descriptive (mean, SD), skew index, kurtosis, and alpha reliabilities for the main study variables. Descriptive were computed to show average scores of the study participants attained on study variables. Skew index values indicates that how much the distribution of scores for a particular variable deviates from the normal, the more the score is different from zero the more it deviates from normal distribution of the sample. The magnitude of alpha coefficients for personality domains was statistically significant and it was also statistically significant for subscales of social axioms and demonstrated high internal consistency. Alpha coefficients were also statistically significant for Gender Role Beliefs Scale (Khan, 2006) and Extremism Tendencies Scale (Altaf, 2002) and its subscales.

Factorial structure of the study instruments. This section presents the factorial structures of the measurement tools. The factorial models for the Urdu versions of Social Axioms Survey Scale (leung et al., 2002), Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002), report the factor loadings of the items in respective subscales are presented along with figures of factors analyses. AMOS was used to analyze the factorial validity of instruments.

Confirmatory factor analysis of NEO PI-R. Partial first and second order confirmatory factor analyses were used to assess the factorial structure of NEO PI-R scale at domain and facet level through AMOS-20. Table 13 presents fit indices for all domain scales of personality.

Table 13*Model Fit Indices for Partial CFA of NEO PI-R Scale (N = 1000)*

Models	χ^2	df	Fit Indices						
			GFI	AGFI	CFI	NFI	RMSEA	St.RMR	CMIN/df
Model1 (30 facets as items, Default Model)									
	525.5	398	.96	.96	.98	.93	.01	.02	1.33
Model 2 (2 nd Order Confirmatory Factor Analyses)									
	589	404	.96	.95	.97	.92	.02	.03	1.46

*** $p < .001$

Table 13 presents the model fit indices for confirmatory factor analysis of NEO PI-R. The measurement model of NEO PI-R was estimated through confirmatory factor analysis for the factors included neuroticism, extraversion, openness to experience; agreeableness and conscientiousness (see Fig.2). Each dimension has six facets or indicators. Thus, this model consisted of 30 facets as items. The findings of the default model of NEO PI-R where 30 items were independent in terms of their error co variances showed satisfactory results. The chi-square to *df* ratio was 1.33. This suggested that the sample data fit to the default measurement model. Other measures of fit were all satisfactory (*AGFI*=.96, *CFI*=.98, *NFI* = .93). Similarly, 2nd confirmatory factor analyses showed a chi-square to *df* ratio of 1.46. All the other fit indexes were satisfactory.

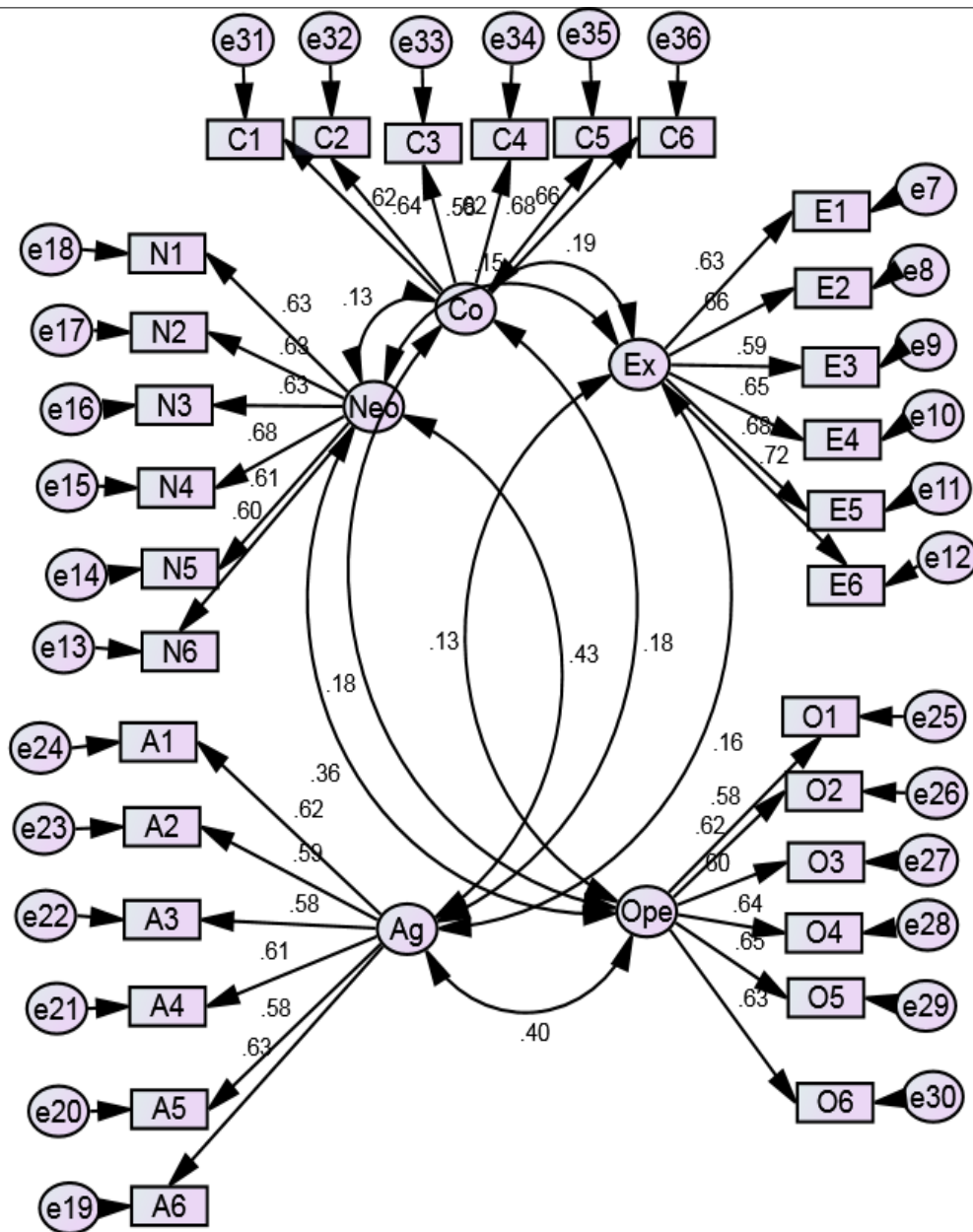
Table 14

Standardized Solutions by 1st Order and 2nd Order Confirmatory Factor Analysis of NEO PI-R (N = 1000)

Facets	N	Facets	E	Facets	O	Facets	A	Facets	C	Domains	Prs
N1	.62	E1	.66	O1	.56	A1	.61	C1	.65	N	.54
N2	.62	E2	.66	O2	.61	A2	.58	C2	.64	E	.43
N3	.63	E3	.59	O3	.59	A3	.57	C3	.58	O	.54
N4	.67	E4	.67	O4	.63	A4	.61	C4	.62	A	.53
N5	.61	E5	.69	O5	.64	A5	.57	C5	.68	C	.44
N6	.57	E6	.72	O6	.62	A6	.58	C6	.67		

Note. Prs= Personality, Neuroticism=N, Extraversion=E, Openness to experience =O, Agreeableness=A, Conscientiousness=C

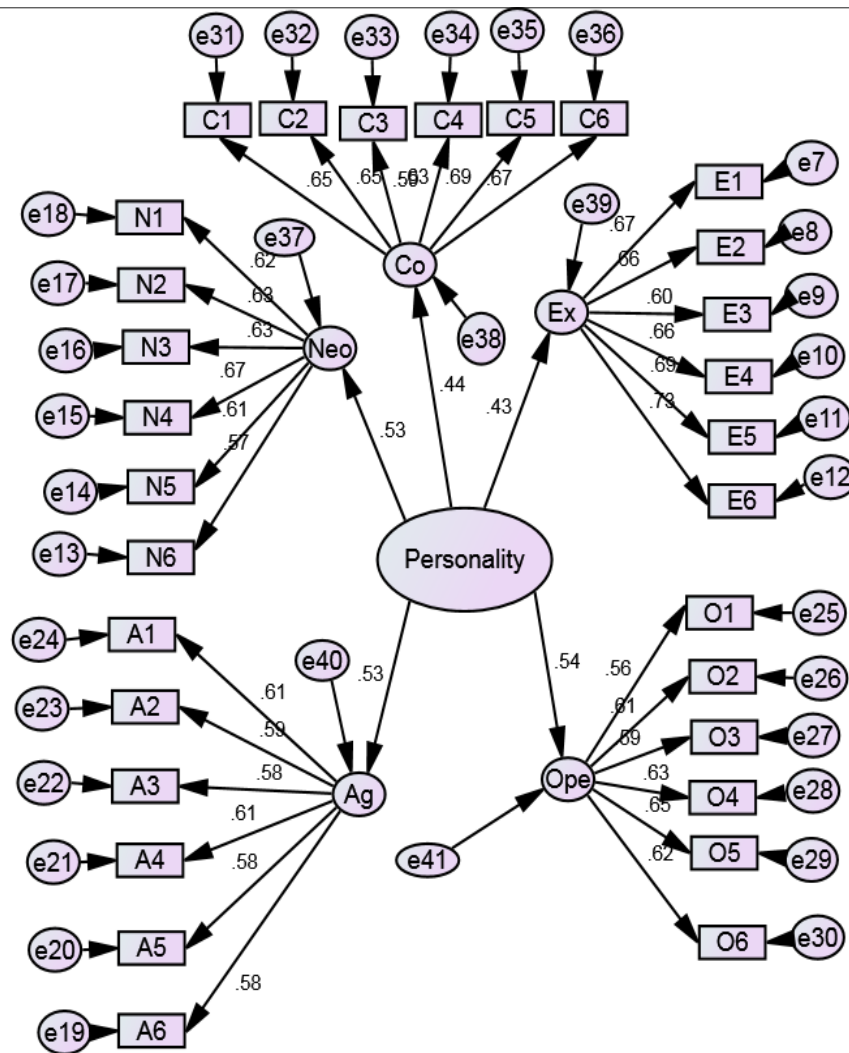
Table 14 presents the standardized solutions by 2nd order confirmatory factor analysis of NEO PI-R facet scales. All the factor loadings for the 1st order and 2nd order are above .4 indicating that facet scales are contributing to their respective dimensions and dimensions are contributing to personality.



$\chi^2=525.5$, DF =398, GFI =.95, AGFI=.94, CFI = .98, NFI =.93
 RMSEA=.01, St. RMR = .02, $\chi^2/df=1.33$

Note. Neo=Neuroticism, Ex=Extraversion, Ope=Openness to experience, Ag=Agreeableness, Co=Conscientiousness.

Figure 2. Standardized Factor Loadings in Default Model of NEO PI-R (N=1000)



$\chi^2=589$, DF =404, GFI =.96, AGFI=.95, CFI = .97, NFI =.92 ,
RMSEA=.02, St. RMR = .03, $\chi^2/df=1.46$

Note. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness.

Figure 3. Standardized Factor Loadings 2nd Order Model of NEO PI-R (N=1000)

1st and 2nd Order Confirmatory factor analysis of Social Axioms Survey

Scale (SASS). The factorial structure of Social Axioms Survey Scale was confirmed by 2nd order confirmatory factor analyses through AMOS-20.

Table 15

Model Fit Indices for 1st and 2nd order CFA of Social Axioms Survey Scale (N = 1000)

Model	χ^2	Df	Fit Indices						
			GFI	AGFI	CFI	NFI	RMSEA	St.RMR	CMIN/Df
Model 1(60 Items, 1 st order model)									
	2401	1700	.92	.92	.96	.90	.02	.03	1.41
Model 2 (2 nd Order Model)									
	2486	1719	.92	.92	.96	.91	.02	.04	1.45

Table 15 presents the model fit indices for the 1st and 2nd order confirmatory factor analysis of Social Axioms Survey Scale. The measurement model of social axioms was estimated through confirmatory factor analysis where factors included: Social cynicism, reward for application, social flexibility, fate control, and religiosity (See Figure 4). Social cynicism has 18 indicators, reward for application has 14 indicators, social flexibility has 12 indicators, fate control has 8 indicators, and religiosity has also 8 indicators. Thus, this model consisted of 60 items. The findings of the 1st and 2nd order model of social axioms where 60 items were independent in terms of their error co variances showed satisfactory results. The chi-square to *df* ratio was 1.41 for the first order confirmatory factor analyses. This suggested that the sample data did fit to the default measurement model. Other measures of fit were also within stringent criteria (*GFI*=.92, *AGFI*=.92, *CFI*=.96, *NFI* = .90). The chi square to *df* ratio was 1.45 for the second order confirmatory factor analyses. Other indices of model fit also demonstrated an excellent fit between the data and the model. The values of *AGFI*, *CFI*, *GFI*, and *NFI* were all above .90. The value of *RMSEA* was .02 with a non-significant *p* value of .99 and the standardized *RMR* .04 also showed a good fit. Model 2 also suggested that model fit for 2nd order confirmatory factor analyses were quite satisfactory. This model has 60 indicators at 1st order and five

indicators at 2nd order. All Fitness Indexes for Urdu version of Social Axioms Survey Scale (Leung et al., 2002) have shown the required level that indicates the construct validity of the social axioms.

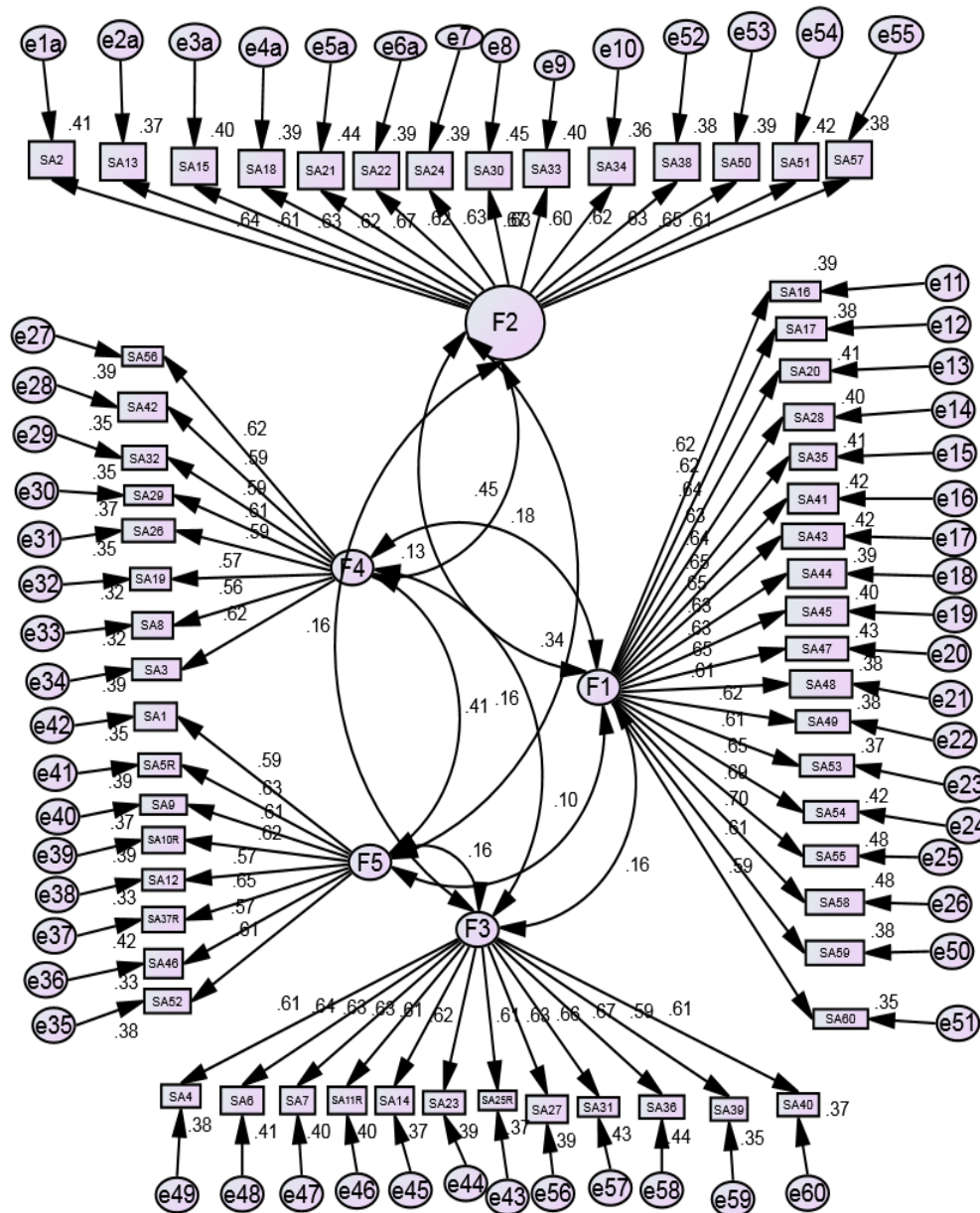
Table 16

Standardized Solutions by 1st and 2nd Order Confirmatory Factor Analysis of SASS (N=1000)

Items	1 st Order Loadings						2 nd Order				
	Sc	Items	RA	Items	SF	Items	FC	Items	Rg	Sub.S	SA
16	.63	2	.63	4	.62	3	.61	1	.58	Sc	.42
17	.63	13	.60	6	.65	8	.54	5	.62	RA	.44
20	.65	15	.62	7	.64	19	.55	9	.60	SF	.53
28	.64	18	.61	11	.64	26	.55	10	.61	FC	.54
35	.65	21	.65	14	.62	29	.59	12	.57	Rg	.52
41	.65	22	.61	23	.64	32	.58	37	.64		
43	.65	24	.61	25	.63	42	.57	46	.57		
44	.64	30	.66	27	.63	56	.62	.52	.61		
45	.64	33	.62	31	.66						
47	.66	34	.60	36	.67						
48	.62	38	.62	39	.60						
49	.63	50	.62	40	.61						
53	.62	51	.63								
54	.66	57	.58								
55	.70										
58	.71										
59	.62										
60	.60										

Note. Sub.S=Subscale, SA= Social Axioms, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity.

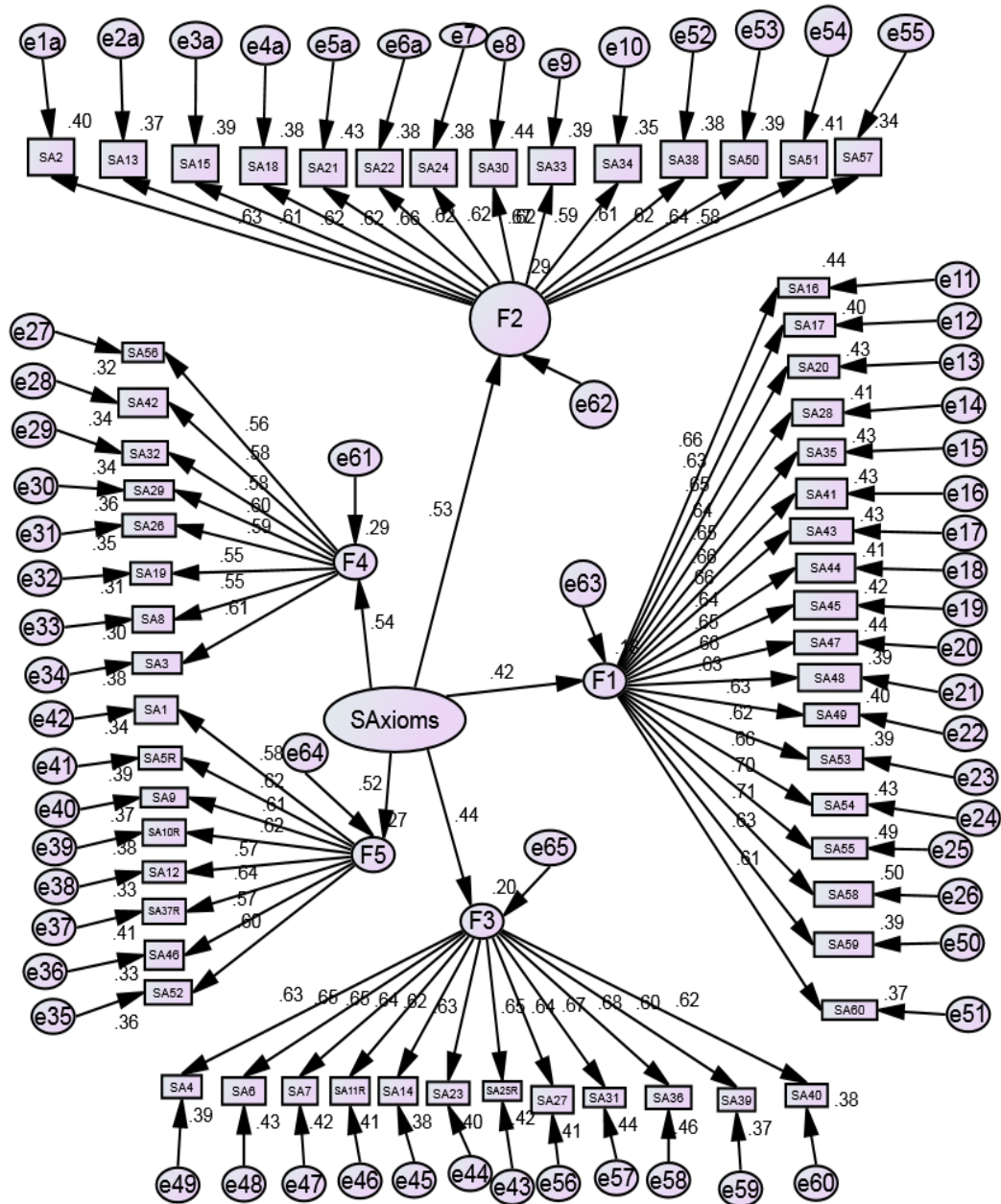
Table 16 presents the standardized solutions by 1st and 2nd order confirmatory factor analysis of social axioms survey scale. All the factor loadings are above .50 indicating that items are contributing to their respective subscales.



$\chi^2=2401$, DF =1700, GFI =.92, AGFI=.92, CFI = .96, NFI =.90 ,
RMSEA=.02, St. RMR = .03, $\chi^2/df=1.41$

Note. F1=Social Cynicism, F2=Reward for Application, F3=Social Flexibility, F4=Fate Control, F5=Religiosity.

Figure 4. Standardized Factor Loadings in 1st Order Confirmatory Factor Analysis of Social Axioms Survey Scale (N=1000)



$\chi^2=2486$, DF =1709, GFI =.91, AGFI=.90, CFI = .94, NFI =.91 ,
 RMSEA=.02, St. RMR = .04, $\chi^2/df=1.45$

Note. F1=Social Cynicism, F2=Reward for Application, F3=Social Flexibility, F4=Fate Control, F5=Religiosity.

Figure 5. Standardized Factor Loadings in 2nd Order Confirmatory Factor Analysis of Social Axioms Survey Scale (N=1000)

Confirmatory factor analysis of Gender Role Beliefs Scale (GRBS). Factor structure of Gender Role Beliefs Scales was assessed through 1st order confirmatory factor analyses by using AMOS-20. Table 17 presents fit indices for all items of gender roles.

Table 17

Model Fit Indices for CFA of GRBS (N = 1000)

Models	χ^2	Df	Fit Indices						
			GFI	AGFI	CFI	NFI	RMSEA	St.RMR	CMIN/df
Model (22 Items, 1 st order Model)									
	256	209	.97	.97	.99	.95	.01	.02	1.22

Table 17 presents the model fit indices for the 1st confirmatory factor analysis of Urdu version of Gender Role Beliefs Scale (Khan, 2006). The measurement model of gender role beliefs was estimated through 1st order confirmatory factor analyses. Thus, this model consisted of 22 items. The findings of the default model of Gender Role Beliefs Scale where 22 items were independent in terms of their error covariances showed very good results. The chi-square to *df* ratio was 1.22 that is below the value of 2. This suggested that the sample data did fit to the default measurement model. The values of *CFI*, *GFI*, *AGFI*, and *NFI* were above .95; *RMSEA* also indicated a good fit with non-significant p value.

Table 18

*Standardized Solutions by Confirmatory Factor Analysis of Gender Role Beliefs Scale
(N = 1000)*

Items	GRBS	Items	GRBS	Items	GRBS
1	.56	9	.51	17	.54
2	.56	10	.52	18	.55
3	.57	11	.53	19	.57
4	.56	12	.53	20	.56
5	.55	13	.53	21	.52
6	.56	14	.54	22	.55
7	.53	15	.51	17	.54
8	.53	16	.57	18	.55

Note. GRBS=Gender Role Beliefs Scales

Table 18 shows the standardized solutions by confirmatory factor analysis of gender role beliefs. All the factor loadings ranged from .51 to .57 indicating that items are contributing significantly to gender role beliefs.

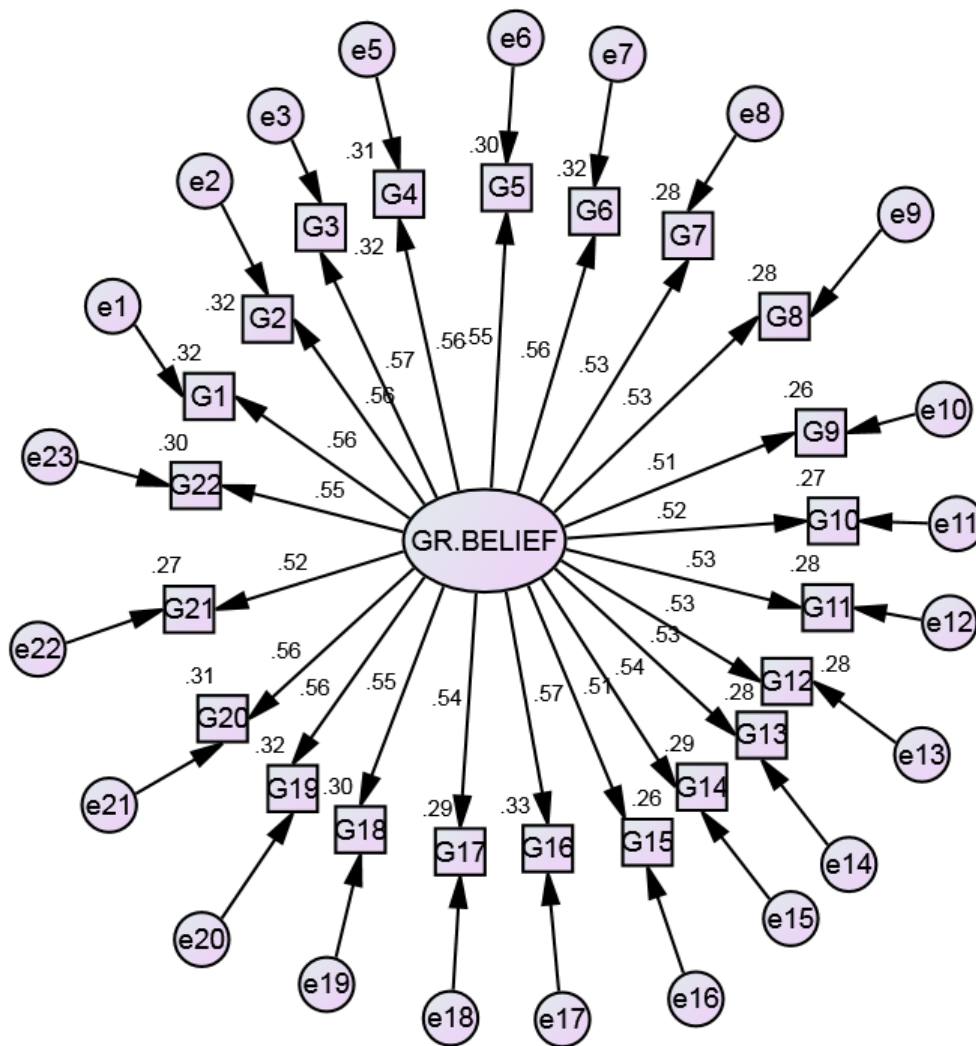


Figure 6. Standardized factor loadings in confirmatory factor analysis of Urdu Version of GRBS (N=1000)

1st and 2nd order confirmatory factor analysis of Extremism Tendencies Scales. The factorial structure of Extremism Tendencies Scale was assessed through 1st and 2nd order confirmatory factor analysis (CFA) through AMOS-20. Table 19 presents fit indices of factorial model of this scale.

Table 19

Model Fit Indices for 1st and 2nd Order CFA of Extremism Tendencies Scale (N = 1000)

Models	χ^2	df	Fit Indices						
			GFI	AGFI	CFI	NFI	RMSEA	St.RMR	χ^2/df
Model1 (42 Items, 1 st Order model)									
	1042	809	.95	.94	.98	.92	.01	.02	1.25
Model 2 (2 nd Order model)									
	956	818	.95	.95	.98	.90	.01	.03	1.17

Table 19 presents summary of model fit indices for the 1st and 2nd order confirmatory factor analysis of Extremism tendencies Scale (Altaf, 2002). The measurement model of extremism tendencies was assessed through confirmatory factor analysis where factors included conservation (16 indicators), hostility/intolerance (8 indicators), submission to authority (8 indicators), rigidity (7 indicators), and power and toughness (3 indicators). In sum this model 1 comprised of 42 indicators. The findings of the default model of extremism showed good model fit. In this model error term co variances were not applied for all 40 indicators. The chi-square to *df* ratio was 1.25 that is well below the value of 2. This suggested that the sample data did fit to the default measurement model. Other measures of fit were also satisfactory (*GFI*=.95, *AGFI*=.94, *CFI*=.98, *NFI* = .92). Hence results supported the existing factor structure of extremism tendencies scale. Model 2 also suggested that 2nd order factor solutions were quite satisfactory. This model has 42 indicators at 1st order and five indicators at 2nd order. All Fitness Indexes for Extremism Scale (Altaf, 2002) have achieved the desired level that indicates the validity of the constructs forming extremism tendencies.

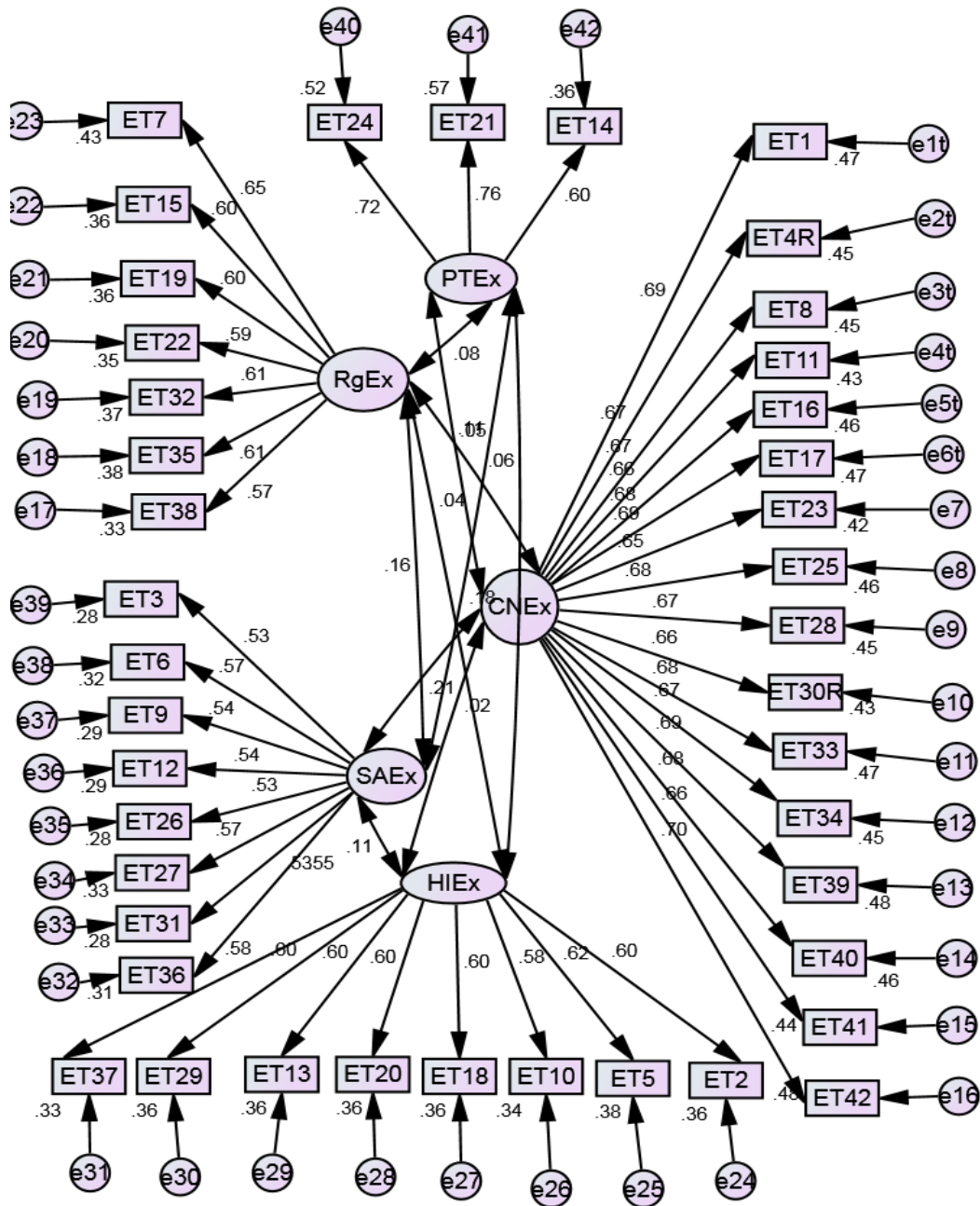
Table 20

Standardized Solutions by 1st and 2nd Order Confirmatory Factor Analysis of Extremism Tendencies Scale (N = 1000)

Items	1 st Order Factor Loadings						2 nd Order				
	Cn	Items	H/I	Items	SA	Items	Rd	PT	Sub.S	Ext	
1	.57	2	.60	3	.52	7	.62	14	.60	Cn	.60
4	.55	5	.61	6	.57	15	.58	21	.77	H/I	.57
8	.55	10	.57	9	.52	19	.58	24	.71	SA	.58
11	.54	13	.58	12	.53	22	.58			Rd	.77
16	.56	18	.57	26	.52	32	.65			PT	.63
17	.56	20	.58	27	.58	35	.64				
23	.53	29	.59	31	.52	38	.57				
25	.55	37	.57	36	.56						
28	.57										
30	.54										
33	.59										
34	.56										
39	.59										
40	.55										
41	.55										
42	.56										

Note. Sub.S=Subscale, Ext.=Extremism, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Rigidity, PT=Power & Toughness

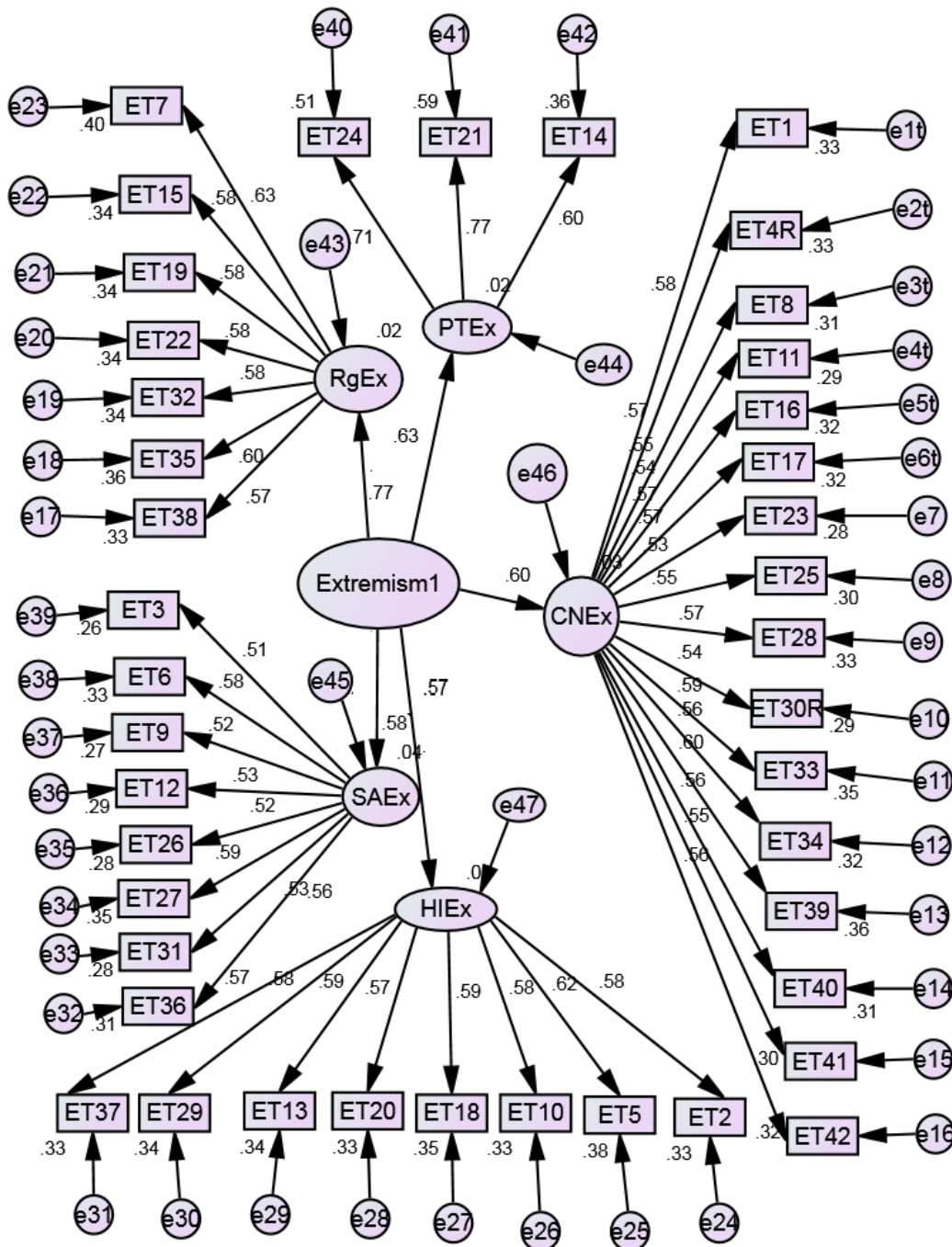
Table 20 presents the standardized factor loadings for Extremism Tendencies Scale. All the 42 items of the scale had high factor loadings on their latent construct ranging from .50 to .80. This means that all the items are contributing to their relevant subscales of extremism tendencies.



$\chi^2=1012$, DF =809, GFI =.95, AGFI=.94, CFI = .98, NFI =.92 ,
RMSEA=.01, St. RMR = .02, $\chi^2/df=1.25$

Note. CNEEx=Conservation, HIEx=Hostility/Intolerance, SAEx=Submission to Authority, RgEx=Rigidity, PTEEx=Power & Toughness

Figure 7. Standardized Factor Loadings in 1st Order Confirmatory Factor Analysis of Extremism Tendencies Scale (N=1000)



$\chi^2=956$, $DF =818$, $GFI =.95$, $AGFI=.95$, $CFI = .98$, $NFI =.90$,
 $RMSEA=.01$, $St. RMR = .03$, $\chi^2/df=1.17$

Note. CNEEx=Conservation, HIEx=Hostility/Intolerance, SAEEx=Submission to Authority, RgEx=Rigidity, PTEEx=Power & Toughness

Figure 8. Standardized Factor Loadings in 2nd order Confirmatory Factor Analysis of Extremism Tendencies Scale (N=1000)

Norms for the domain scales of NEO PI-R- Urdu among young adults in Pakistan. Norms are very important in personality testing because the raw scores of an individual provide little or no information about the interpretation of the obtained scores. The decisions are made on the basis of the normative data available from previous studies in the form of standardized scores. Standardized score help researchers and psychologists to identify standing of the individual in relation to other people who are similar to him or her (McCrae & Costa, 1996). This section explored standardized scores for (Percentiles, Z scores and T scores) among young adults on personality domains of NEO PI-R. This section also compared the current means, standard deviations, and alpha reliability coefficients with the findings of previous studies (Chishti, 2002; Costa & McCrae, 1991).

Table 21

Means, and Standard Deviations and Alpha Coefficients for Urdu & English Versions of NEO PI-R (Urdu N, 1000)

Variables	<i>Present Study</i> (Urdu, N=1000)			<i>Martinsen et al.(2011)</i> (English, N=620)		
	M	SD	α	M	SD	α
N	89.14	13.96	.90	58.95	19.97	.92
E	141.20	12.38	.87	130.64	16.87	.89
O	124.53	16.72	.90	116.96	17.32	.88
A	132.39	17.52	.91	126.96	15.05	.86
C	131.54	16.21	.91	135.13	16.62	.90

Note: N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Source for English Version (Martinsen, Nordvik, & Eriksen, 2011).

Table 21 describes mean and standard deviations for the personality domains of Urdu and English versions of NEO PI-R. Results showed that young adults who participate in the current study were high on domain scales of extraversion, openness

to experience, and neuroticism as compared to participants of previous study (Martinsen, Nordvik, & Eriksen, 2011). Alpha reliability coefficients for both the studies were acceptable.

Percentiles on the domain scales of NEO PI-R (Urdu). This section described the percentile scores for the young adults as these are more useful meaningful than raw scores. Percentiles are valuable to portray individual standings with in a group on each dimension of personality. Percentile scores are helpful to compare the person with people in general (Costa & McCrae, 1991).

Table 22*Percentiles on Domain Scales of NEO PI-R (Urdu) for Young Adults (N=1000)*

Raw Score	Total Sample (Source of Eng Percentiles; Costa & McCrae, 1991)									
	N		E		O		A		C	
	Eng.	Ur	Eng.	Ur.	Eng.	Ur.	Eng.	Ur.	Eng.	Ur.
25										
28										
31										
34										
37	1									
40	1									
43	3									
46	5									
49	6									
52	9									
55	12									
58	15									
61	19	1								
64	24	3								
67	30	9	1							
70	36	11	1							
73	42	13	2		1					
76	48	16	3		1				1	
79	53	17	5		3				1	
82	59	26	7		5		1		2	
85	64	32	9		7		1		2	
88	69	39	12		10		1		3	
91	72	47	16		13	1	2		4	1
94	77	52	21		16	2	4		5	1
97	80	54	27		22	4	5		7	2
100	83	64	32		28	6	6	1	10	4
103	86	65	38		35	10	9	2	12	5
106	88	74	43		42	12	12	2	16	5
109	90	77	48		48	14	16	5	19	7
112	93	81	56		55	18	20	6	23	9
115	94	84	62	1	60	24	25	10	30	12
118	96	88	69	2	67	29	33	14	36	16
121	96	89	73	5	73	35	41	20	43	19
124	97	94	78	10	79	41	48	28	51	26
127	98	96	83	16	84	48	56	39	58	32
130	98	96	87	21	97	56	66	47	65	39
133	99	98	91	30	90	65	73	52	72	46
136		99	93	37	92	70	80	58	78	52
139			94	46	95	77	85	65	84	57
142			96	56	95	81	89	71	88	64
145			97	65	97	84	92	75	91	69
148			98	75	98	86	94	80	93	74
151			98	82	99	88	95	82	95	79
154			99	87		90	96	85	96	85
157				89		93	98	86	98	91
160				91		94	98	88	98	94
163				93		96	99	89	99	95
166				95		98		92		97
169				98		99		98		97
172				99				99		99

Cont...

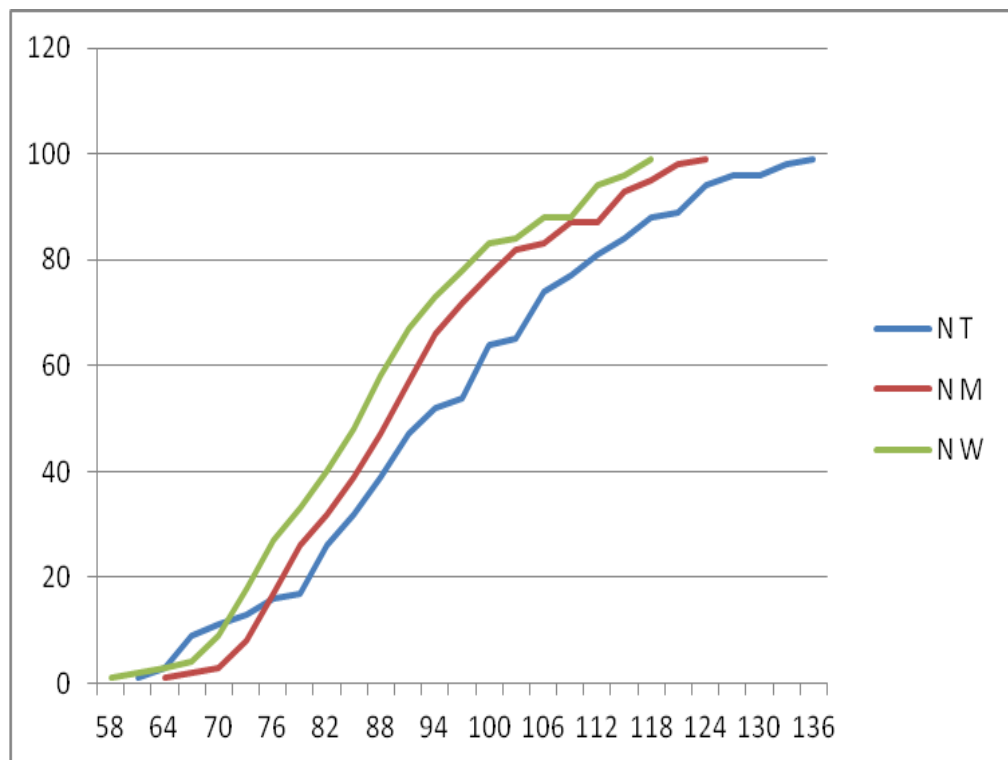
Raw Score	Men (Source of Eng Percentiles; Costa & McCrae, 1991)									
	N		E		O		A		C	
	Eng.	Ur	Eng.	Ur.	Eng.	Ur.	Eng.	Ur.	Eng.	Ur.
25										
28										
31										
34	1									
37	1									
40	2									
43	3									
46	6									
49	8									
52	11									
55	16									
58	19									
61	24		1							
64	30	1	1			1				
67	37	2	1			3				
70	43	3	2			3				
73	49	8	2		1	4				
76	56	17	4		1	5				1
79	61	26	5		2	9	1	1	1	2
82	68	32	8		4	11	1	1	1	2
85	72	39	10		5	13	2	4	2	3
88	77	47	13		7	17	3	5	2	4
91	79	57	17		11	23	4	9	3	4
94	85	66	21		13	28	6	13	4	6
97	87	72	27	1	16	34	8	19	6	8
100	88	77	33	4	24	40	10	27	7	11
103	91	82	39	9	30	47	14	38	10	15
106	93	83	44	15	37	55	19	46	12	18
109	94	87	49	17	42	59	24	49	16	25
112	96	87	58	20	49	64	28	51	19	31
115	97	93	64	29	54	69	34	57	23	38
118	97	95	71	36	59	76	42	64	28	43
121	97	98	75	45	66	80	52	70	35	45
124	97	99	80	51	74	81	60	72	41	51
127	98		85	55	79	83	65	74	49	56
130	99		89	64	85	85	75	79	57	63
133			91	74	89	87	81	81	63	65
136			93	81	91	89	87	84	71	68
139			95	83	93	90	90	85	76	73
142			96	86	95	92	93	86	83	78
145			97	88	96	93	95	87	88	84
148			98	90	97	95	96	88	92	87
151			98	91	98	96	97	89	93	90
154			99	92	99	97	98	91	95	93
157				94		98	99	97	96	94
160				97		99		98	98	95
163				98				99	98	96
166				99					99	96
169										98
172										99

Cont...

Raw Score	Women (Source of Eng Percentiles; Costa & McCrae, 1991)									
	N		E		O		A		C	
	Eng.	Ur.	Eng.	Ur.	Eng.	Ur.	Eng.	Ur.	Eng.	Ur.
25										
28										
31										
34										
37	1									
40	1									
43	2									
46	4									
49	4									
52	6									
55	9									
58	11	1								
61	15	2								
64	19	3				1				
67	24	4				1			1	
70	30	9	1			1			1	
73	35	18	1		1	2			1	
76	40	27	3		1	3			2	1
79	45	33	4		3	5		1	2	2
82	51	40	5		5	7		2	2	2
85	60	48	7		6	11		3	3	3
88	65	58	10		10	13		3	3	5
91	70	67	15		12	15		6	4	6
94	74	73	21	1	16	19	1	7	5	6
97	78	78	27	2	20	25	1	11	7	8
100	81	83	32	3	26	30	3	15	9	10
103	84	84	36	6	33	36	4	21	11	13
106	87	88	42	11	42	42	6	29	16	17
109	90	88	47	17	47	49	8	40	19	20
112	92	94	55	22	56	57	11	48	24	27
115	94	96	60	31	62	66	16	53	31	33
118	96	99	67	38	67	71	23	59	37	40
121	96		71	47	72	78	29	66	45	47
124	98		77	57	79	82	36	72	52	53
127	98		81	66	83	85	47	76	59	58
130	98		86	76	86	87	56	81	66	65
133	99		90	83	89	89	66	83	73	70
136			93	88	91	91	73	86	79	75
139			93	90	94	94	80	87	85	80
142			95	92	95	95	85	89	89	86
145			96	94	97	97	89	90	91	92
148			98	96	98	99	92	93	93	95
151			98	99	98		94	99	95	96
154			98		99		95		96	98
157			99				97		97	98
160							97		98	
163							98		99	
166							99			
169										
172										

Note. Percentiles of English version are in bold. Source for English Version (Costa & McCrae, 1991)
N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Table 22 describes percentiles against raw scores for the young adults on domain scales of personality. It compared the percentiles of present study with the percentiles of English version at raw scores. These comparisons show that raw scores on domain scales have totally different meanings. If a person has raw score of 120 on the dimension of extraversion, his percentile score is 3 in the context of Pakistan. While at the same raw score, the English person has percentile score of 69. These differences in group norms highlight the need for localized indigenous norms for the personality measures. Differences in Percentiles for total sample, for men, and for women are elaborated through graphs (see Figure, 9 to 16) that indicate the importance of relevant percentiles for the indigenous populations.



Note. NT = Neuroticism Total, NM = Neuroticism Men, NW= Neuroticism Women

Figure 9. Percentiles for Men, Women and Total Sample on Neuroticism Dimension (N=1000)

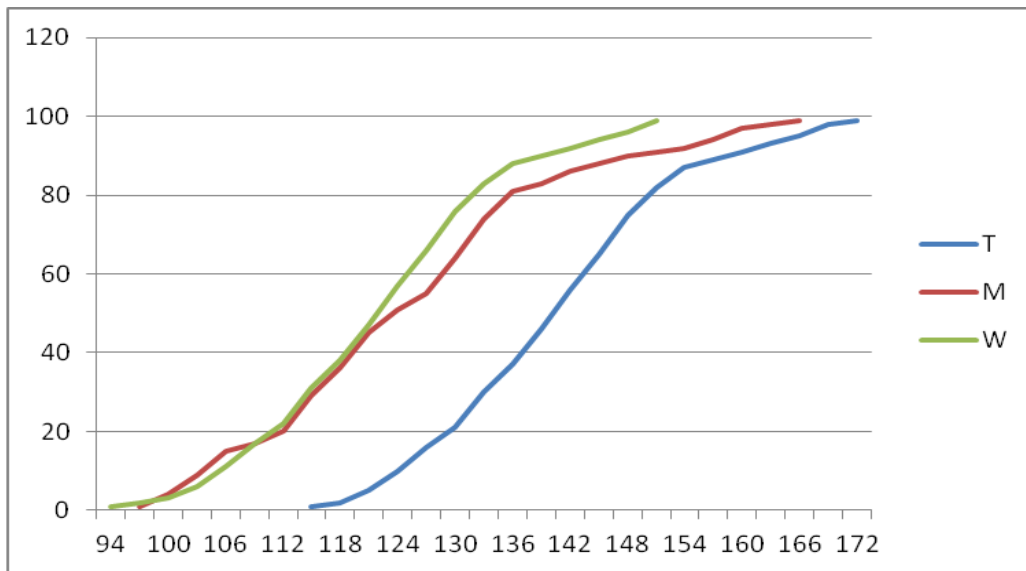


Figure 10. Percentiles for Men, Women and Total Sample on Extraversion Dimension
($N=1000$)

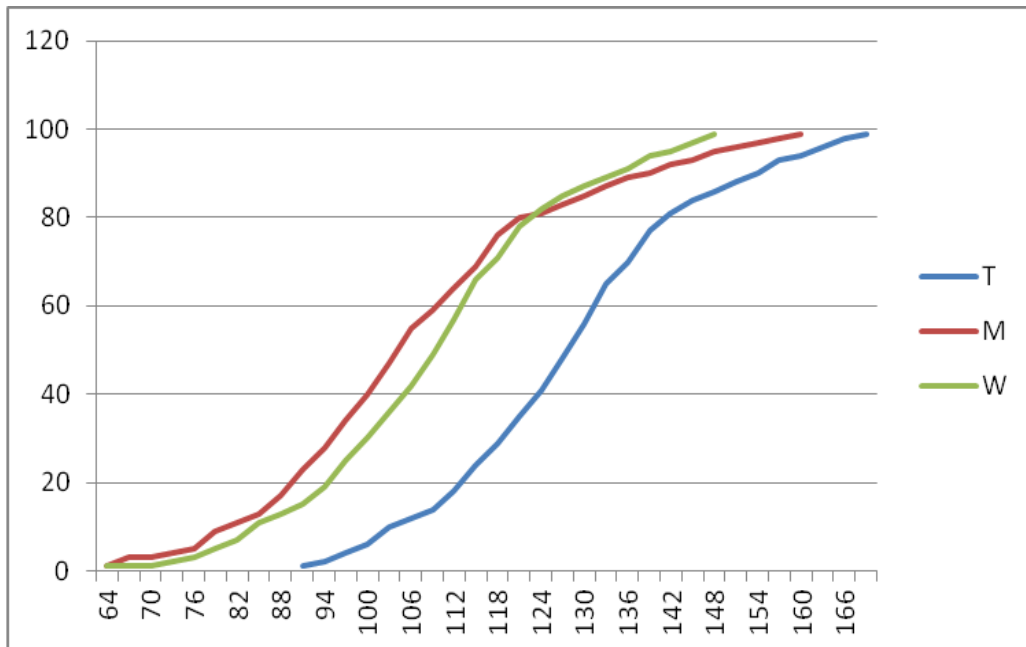


Figure 11. Percentiles for Men, Women and Total Sample on Openness to Experience
Dimension ($N=1000$)

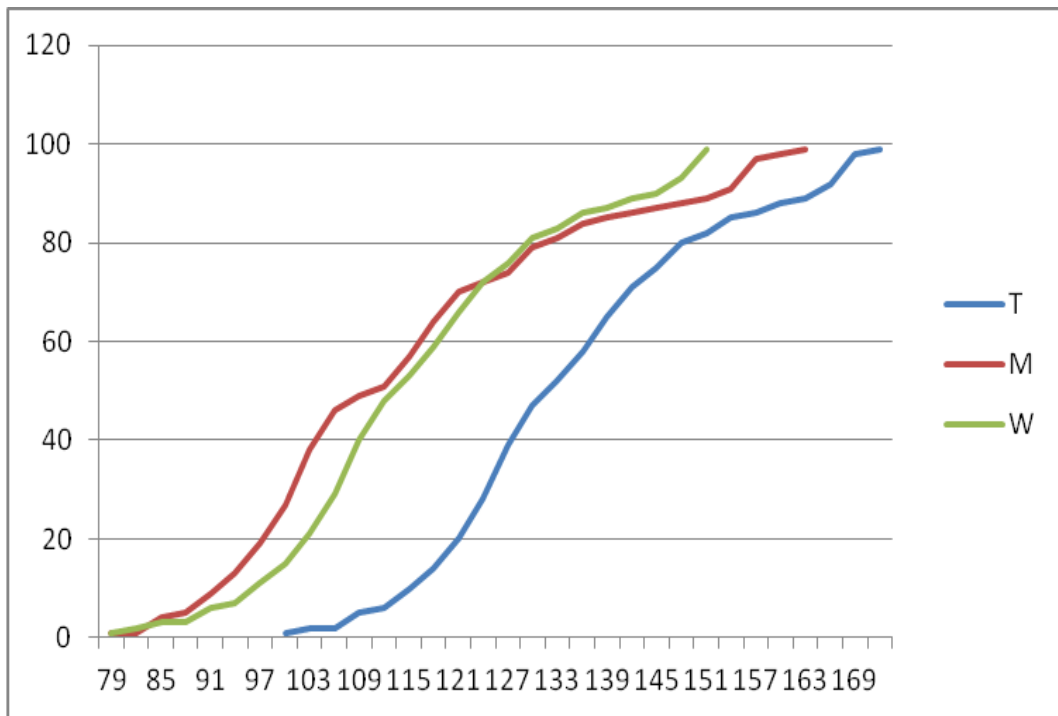


Figure 12. Percentiles for Men, Women and Total Sample on Agreeableness Dimension ($N=1000$)

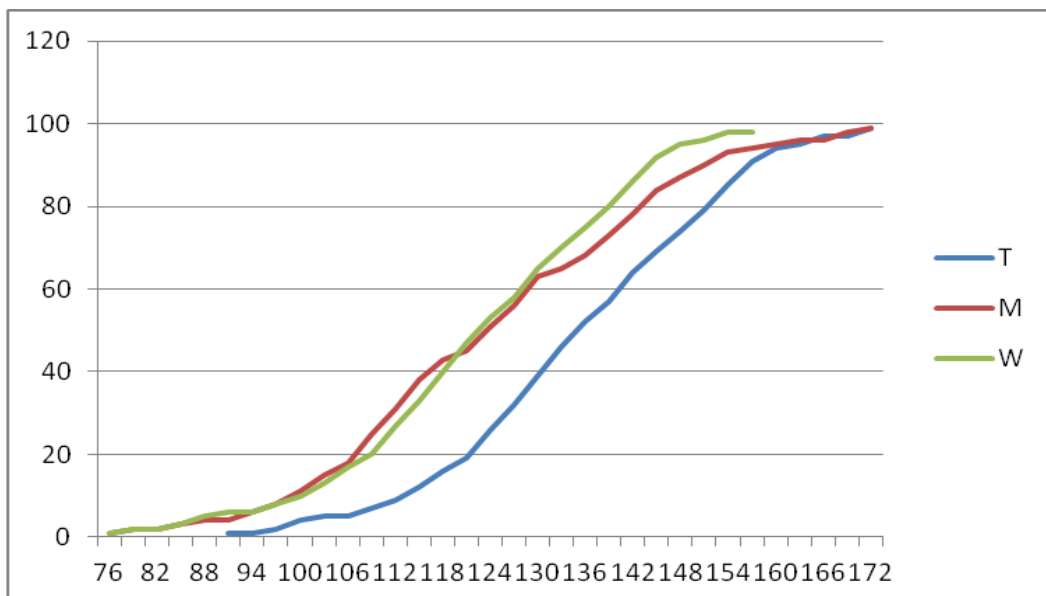
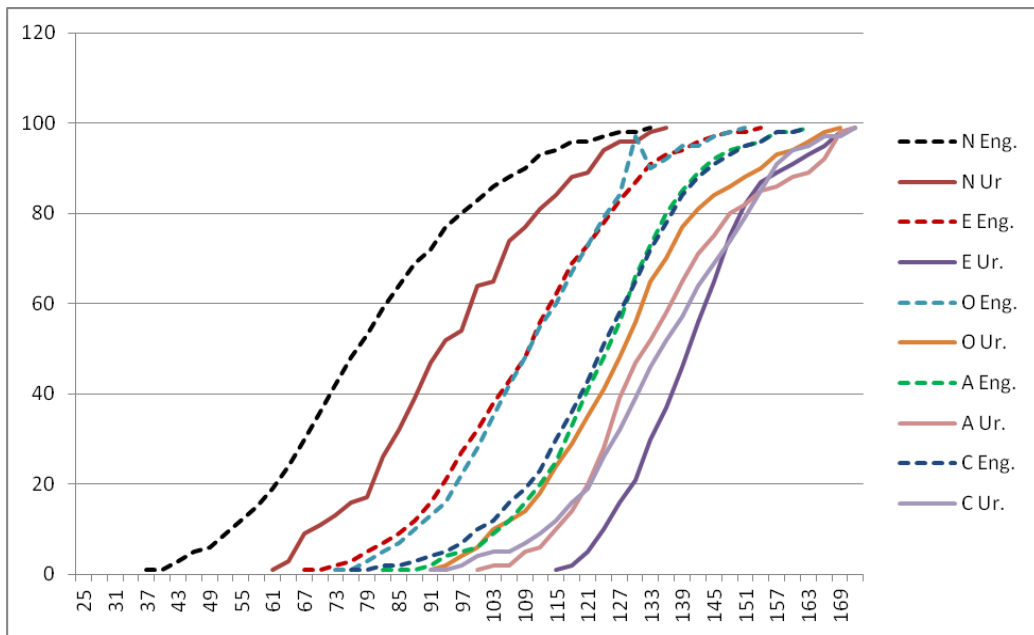
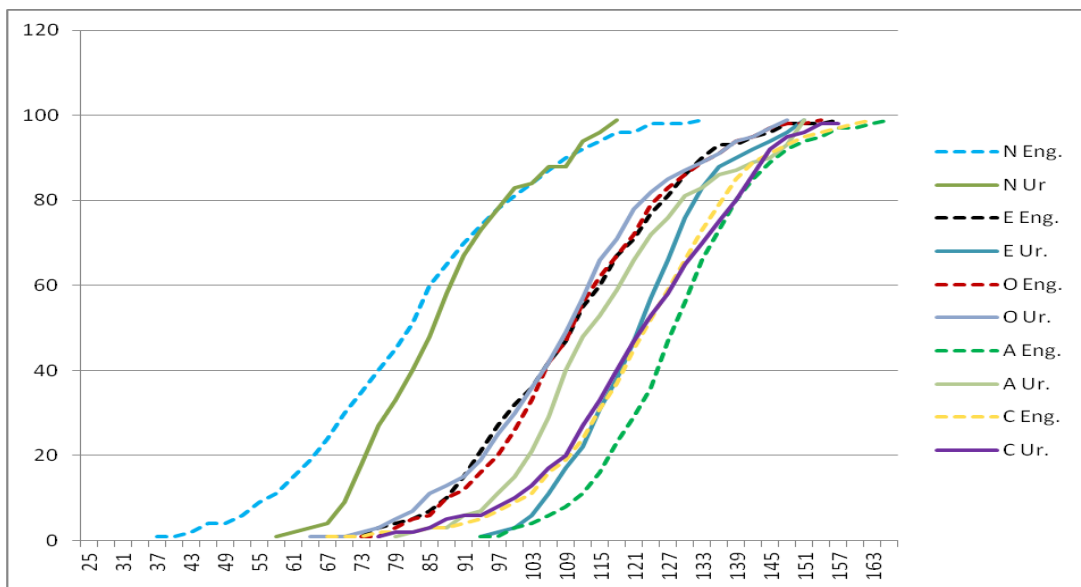


Figure 13. Percentiles for Men, Women and Total Sample on Conscientiousness Dimension ($N=1000$)



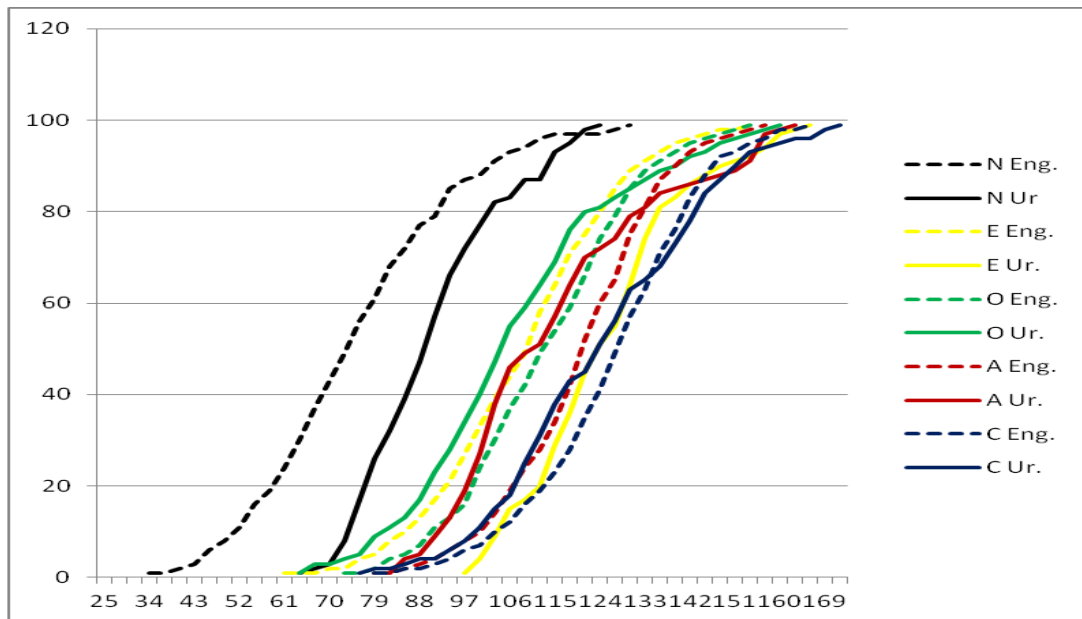
Note. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Figure 14. Percentiles for Total Sample on Urdu and English Versions of Personality Domains (N, E, O, A, C; N=1000)



Note. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Figure 15. Percentiles for Women on Urdu and English Versions of Personality Domains (N, E, O, A, C; n=476)



Note. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Figure 16. Percentiles for Men on Urdu and English Versions of Personality Domains (N, E, O, A, C; $n=524$)

Z Scores and T Scores on Domain Scales of NEO PI-R (Urdu). Z scores are also standard score with a mean of 0 and a standard deviation of 1. They do help to make the raw scores meaningful. With the help of Z scores, T scores for the domain scales were computed that have more interpretive value for the Neo PI-R (Costa & McCrae, 1991). T scores with a mean of 50 and standard deviation of 10. Factor T scores are used to interpret personality profiles at global level (Costa & McCrae, 1992). Individuals were categorized into average and above average on the domains of neuroticism, agreeableness, and conscientiousness, while high and low on the domain of openness to experience and extraversion with the help of global Factor T scores criterion mentioned in the professional manual.

Table 23*Z Scores and T Scores for Domain Scales of NEO PI-R for Young Adults (N=1000)*

Raw Score	Z Scores (N=1000)					T Scores (N=1000)				
	N	E	O	A	C	N	E	O	A	C
61	-1.91					31				
64	-1.69					33				
67	-1.48					35				
70	-1.26					37				
73	-1.04					40				
76	-0.83					42				
79	-0.61					44				
82	-0.39					46				
85	-0.18		-2.35		-2.67	48	26			23
88	0.04		-2.2		-2.3	50	28			27
91	0.26		-2.02	-2.41	-2.12	53	30	26		29
94	0.47		-1.84	-2.23	-1.94	55	32	28		31
97	0.69		-1.66	-2.06	-1.76	57	33	29		32
100	0.91		-1.48	-1.88	-1.58	59	35	31		34
103	1.12		-1.31	-1.71	-1.39	61	37	33		36
106	1.34		-1.13	-1.53	-1.21	63	39	35		38
109	1.56		-0.95	-1.35	-1.03	66	41	36		40
112	1.78		-0.77	-1.18	-0.85	68	42	38		42
115	1.99	-2.11	-0.59	-1	-0.67	70	29	44	40	43
118	2.21	-1.87	-0.41	-0.83	-0.55	72	31	46	42	45
121		-1.62	-0.23	-0.65	-0.36		34	48	43	46
124		-1.38	-0.06	-0.48	-0.18		36	49	45	48
127		-1.14	0.12	-0.3	0		39	51	47	50
130		-0.89	0.3	-0.13	0.18		41	53	49	52
133		-0.65	0.48	0.05	0.36		44	55	50	54
136		-0.41	0.66	0.22	0.54		46	57	52	55
139		-0.16	0.84	0.4	0.73		48	58	54	57
142		0.08	1.01	0.57	0.91		51	60	56	59
145		0.32	1.19	0.75	1.09		53	62	58	61
148		0.57	1.37	0.93	1.27		56	64	59	63
151		0.81	1.55	1.1	1.45		58	66	61	65
154		1.05	1.73	1.28	1.64		61	67	63	66
157		1.3	1.91	1.45	1.82		63	69	65	68
160		1.54	2.09	1.63	2.02		65	71	66	70
163		1.86	2.26	1.8	2.18		69	73	68	72
166		2.11		1.98	2.54		71		70	75
169		2.35					74			
172		2.6					76			

Note. RS=Raw Score. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Table 24*Z Scores and T Scores for Domain Scales of NEO PI-R for Men (n=524)*

Raw Score	Z Scores					T Scores				
	N	E	O	A	C	N	E	O	A	C
61	-1.96					30				
64	-1.74					32				
67	-1.53					34				
70	-1.31					36				
73	-1.09					39				
76	-0.88					41				
79	-0.66				-2.47	43				24
82	-0.44				-2.1	45				28
85	-0.23		-2.28	-2.51	-1.92	47		27	28	30
88	-0.01		-2.13	-2.33	-1.74	49		29	30	32
91	0.21		-1.95	-2.16	-1.56	52		31	31	33
94	0.42		-1.77	-1.98	-1.38	54		33	33	35
97	0.64		-1.59	-1.81	-1.19	56		34	35	37
100	0.86		-1.41	-1.63	-1.01	58		36	37	39
103	1.07		-1.24	-1.45	-0.83	60		38	38	41
106	1.29		-1.06	-1.28	-0.65	62		40	40	43
109	1.51		-0.88	-1.1	-0.47	65		42	42	44
112	1.73		-0.70	-0.93	-0.35	67		43	44	46
115	1.94	-2.06	-0.52	-0.75	-0.16	69	31	45	45	47
118	2.16	-1.82	-0.34	-0.58	0.02	71	33	47	47	49
121	2.18	-1.57	-0.16	-0.40	0.2	72	36	49	49	51
124		-1.33	0.01	-0.23	0.38		38	50	51	53
127		-1.09	0.19	-0.05	0.56		41	52	52	55
130		-0.84	0.37	0.12	0.74		43	54	54	56
133		-0.60	0.55	0.30	0.93		46	56	56	58
136		-0.36	0.73	0.47	1.11		48	58	58	60
139		-0.11	0.91	0.65	1.29		50	59	60	62
142		0.13	1.08	0.83	1.47		53	61	61	64
145		0.37	1.26	1.00	1.65		55	63	63	66
148		0.62	1.44	1.18	1.84		58	65	65	67
151		0.86	1.62	1.35	2.02		60	67	67	69
154		1.10	1.80	1.53	2.22		63	68	68	71
157		1.35	1.98	1.70	2.38		65	70	70	73
160		1.59	2.16	1.88	2.74		67	72	72	76
163		1.91	2.33				71	74		
166		2.16					73			
169		2.40					76			
172		2.65					78			

Note. RS=Raw Score. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Table 25*Z Scores and T Scores for Domain Scales of NEO PI-R for Women (n=476)*

Raw Score	Z Scores					T Scores				
	N	E	O	A	C	N	E	O	A	C
58	-1.61					33				
61	-1.39					35				
64	-1.18					37				
67	-0.96					39				
70	-0.74					42				
73	-0.53					44				
76	-0.31					46				
79	-0.09					48				
82	0.12					50				
85	0.34		-2.45		-2.59	52		24		22
88	0.56		-2.30		-2.22	55		26		26
91	0.77		-2.12	-2.61	-2.04	57		28	23	28
94	0.99		-1.94	-2.43	-1.86	59		30	25	30
97	1.21		-1.76	-2.26	-1.68	61		31	26	31
100	1.42		-1.58	-2.08	-1.50	63		33	28	33
103	1.64		-1.41	-1.91	-1.31	65		35	30	35
106	1.86		-1.23	-1.73	-1.13	68		37	32	37
109	2.08		-1.05	-1.55	-0.95	70		39	33	39
112	2.29		-0.87	-1.38	-0.77	72		40	35	41
115	2.51	-2.41	-0.69	-1.20	-0.59	74	28	42	37	42
118		-2.17	-0.51	-1.03	-0.47		30	44	39	44
121		-1.92	-0.33	-0.85	-0.28		33	46	40	45
124		-1.68	-0.16	-0.68	-0.10		35	47	42	47
127		-1.44	0.02	-0.50	0.08		38	49	44	49
130		-1.19	0.20	-0.33	0.26		40	51	46	51
133		-0.95	0.38	-0.15	0.44		43	53	47	53
136		-0.71	0.56	0.02	0.62		45	55	49	54
139		-0.46	0.74	0.20	0.81		47	56	51	56
142		-0.22	0.91	0.37	0.99		50	58	53	58
145		0.02	1.09	0.55	1.17		52	60	55	60
148		0.27	1.27	0.73	1.35		55	62	56	62
151		0.51	1.45	0.90	1.53		57	64	58	64
154		0.75	1.63	1.08	1.72		60	65	60	65
157		1.00	1.81	1.25	1.90		62	67	62	67
160		1.24	1.99	1.43	2.10		64	69	63	69
163		1.56	2.16	1.60	2.26		68	71	65	71
166		1.81		1.78	2.62		70		67	74
169		2.05					73			
172		2.30					75			

Note. RS=Raw Score. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness

Standardized Z scores and T scores for all the domain scales of personality for young adults (see Table, 23), for men (see Table, 24) and for women (see Table, 25) have been reported. Negative Z score indicates score below the mean while positive Z scores indicate scores above mean.

Relationships among personality domains, gender role beliefs, social axioms and extremism tendencies. Present section describes relationships and mean differences among personality domains, gender role beliefs, social axioms and extremism tendencies. Pearson moment correlation was computed to explore relationships among study variables.

Table 26

Inter Scale Correlations among Personality Domains, Subscales of Social Axioms, Gender Role Beliefs and Extremism Tendencies (N=1000)

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	N	-															
2	E	-.03*	-														
3	O	-.09**	.12*	-													
4	A	-.12*	.06*	.11**	-												
5	C	-.17**	.06*	.35**	.23**	-											
6	SC	.02	-.05*	-.07*	.01	-.08**	-										
7	RA	-.03*	.03*	-.17**	-.11**	-.20**	.12**	-									
8	SF	-.04*	.01	-.03	-.02	-.09**	.14**	.15**	-								
9	FC	.02	.05*	-.17**	-.10**	-.17**	.15**	.38**	.13**	-							
10	Rg	-.05*	.01	-.15**	-.05*	-.11**	.08**	.29**	.14**	.33**	-						
11	GRB	.02	.09**	-.28**	-.11**	-.40	.04	.15**	.01	.12**	.12**	-					
12	Cn	.03*	.01	-.04*	.04	-.03	.02	.03	.02	.02	-.01	.04	-				
13	H/I	-.05*	.00	-.01	-.11**	-.02	-.01	.01	-.01	.02	-.01	.02	.10**	-			
14	Su	-.06*	-.04*	-.01	-.01	-.03	-.00	-.02	-.06*	-.01	-.04	.01	.09**	.21**	-		
15	Rd	-.01	.04*	-.03*	-.08**	-.01	.04	.02	.01	.04	.01	.02	.18**	.14**	.10**	-	
16	PT	-.01	.04*	-.04*	.01	.03	.00	.07*	.02	.05	.08**	.01	.08**	.09**	.20**	.13**	-
17	ET	-.03	.00	.01	-.04	-.04	.03	.05	-.01	.05	.00	.04	.77**	.40**	.44**	.51**	.25**

Note. N=Neuroticism, E=Extraversion, O=Openness to experience, A=Agreeableness, C=Conscientiousness, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity, GRBS=Gender Role Beliefs Scales, Cn=Conservatism, H/I=Hostility/Intolerance, Su= Submission to authority, Rd=Rigidity, PT=Power and Toughness, ET=Extremism Tendencies

* $p < .05$, ** $p < .01$

Table 26 shows the relationship among personality domains, subscales of social axioms, gender role beliefs and extremism scale. Neuroticism show significantly negative relationship with extraversion, agreeableness, conscientiousness, and religiosity. All the remaining personality domain scores have significantly positive relationship with each other. Neuroticism has statistically significant negative relationship with extremism tendencies and its subscales (conservatism, intolerance, and submission to authority). Neuroticism has also statistically significant negative relationship with religiosity that is subscale of social axioms. Extraversion had statistically significant positive relationship with gender role beliefs. Openness to experience has statistically significant negative relationship with reward for application, fate control, religiosity, and gender role beliefs. All the subscales of Social axioms have statistically significant relationship with each other. Low to moderate magnitude of correlations among study variables ($r=-.01$ to $.38^{**}$) supported the idea that all the variables are independent constructs.

Predictors of extremism tendencies. This sections reports mostly significant paths with highly good and statistically significant and adequate fit indices. Bootstrapping was used to with 95% confidence interval to have lower and upper limits of direct and indirect effects. Initially, domain scales of personality, gender role beliefs, and subscales of social axioms were independent variables and five subscales of extremism tendencies were the dependent variables. The effects of independent variables were tested in three steps. Initially, multiple regression analyses were computed to assess personality domains as predictors of subscales of extremism tendencies.

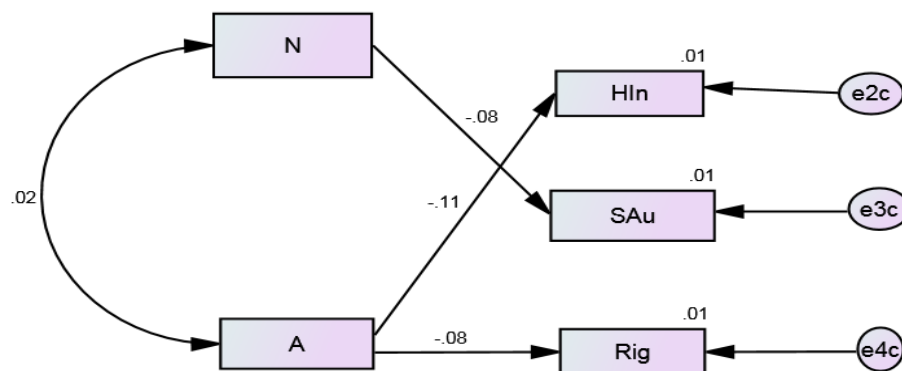
Direct effects of domains of personality on subscales of extremism.

Table 27

Model Fit Indices for Effects of Personality Domain Scales on the Subscales of Extremism Tendencies (N = 1000)

Models	χ^2	df	Fit Indices					χ^2/df	
			IFI	CFI	NFI	RFI	RMSEA		St.RMR
Model 1 (Direct Effects)									
	3.6	4	.99	.99	.93	.90	.01	.01	.90

Table 27 shows that the model fit analyses are in good fit with a non significant chi-square value ($p=.46$). Figure 10 presents the direct effects of personality domain scales on subscales of extremism tendencies.



$\chi^2=3.6$, DF =4, NFI =.93, CFI = .99, IFI = .99 ,
RMSEA=.01St. RMR = .01, $\chi^2/df=.90$

Note. N= Neuroticism, A=Agreeableness, HIn=Hostility/Intolerance, Rig= Rigidity, SAu=Submission to Authority.

Figure 17. Direct Effects of Domains of Personality on Subscales of Extremism (N=1000)

Figure 17 shows the proposed direct effects of personality. Standardized path coefficients and multiple squared correlations are depicted in the diagram for only significant paths. The direct effects of domain scores are presented in the Table 28.

Table 28

Standardized Path Coefficients for Direct Effects (N=1000)

Criterion Variable	Predictor Variable	β	CI 95%		<i>p</i>
			LL	UL	
Hostility	Agreeableness	-.11	-.16	-.04	.02
SAt	Neuroticism	-.08	-.16	-.02	.00
Rigidity	Agreeableness	-.08	-.14	-.02	.01

Note. CI = confidence interval. SAt = Submission to Authority

Table 28 shows standardized coefficients for direct effects and a biased corrected 95% bootstrap confidence intervals and *p* values. The effects of personality domain scales on subscales were explored and it was found that neuroticism has negative impact on submission to authority and agreeableness has negative impact on hostility/intolerance and rigidity. These direct paths supported hypothesis for the negative direct effect of neuroticism and agreeableness. These findings partially supported the first hypothesis that neuroticism will be negative predictor of extremism tendencies. The 4th hypothesis was also partially supported that describes agreeableness as negative predictor of extremism tendencies. The hypotheses about the impact of other domain scale including: extraversion, conscientiousness, and openness to experience were not supported as they do not have statistically significant effects upon any of the subscales of extremism tendencies.

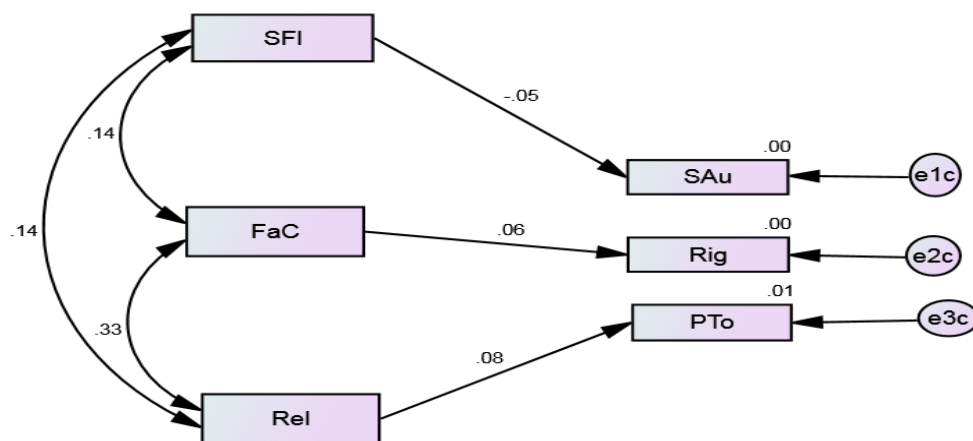
Direct effects of social axioms and gender role beliefs.

Table 29

Model Fit Indices for Effects of Subscales of Social Axioms and Gender Role Beliefs on the Subscales of Extremism Tendencies (N = 1000)

Models	χ^2	df	Fit Indices					χ^2/df	
			IFI	CFI	NFI	RFI	RMSEA		St.RMR
Model 1 (Direct Effects)									
	3.6	4	.99	.99	.93	.90	.01	.01	.90

Table 29 presents that the model fit analyses are in good fit with a non significant chi-square value ($p=.53$). Figure 18 presents the direct effects of subscales of social axioms on subscales of extremism tendencies. Gender role beliefs showed no direct effects on extremism tendencies.



$\chi^2=11$, DF =7, NFI =.89, CFI = .9, IFI =.92,
RFI=.90, RMSEA=.04, $\chi^2/df=.63$

Note. SFi= Social Flexibility, FaC= Fate Control, Spr=Religiosity, ZSaet=Submission to Authority, ZRdii= Rigidity, ZPti= Power & Toughness.

Figure 18. Direct Effects of Sub Scales of Social Axioms (N=1000)

Figure 18 shows the proposed direct effects of subscales of social axioms (social flexibility, fate control and religiosity on subscales of extremism tendencies. Standardized path coefficients and multiple squared correlations are depicted in the diagram for only significant paths. The direct effects of subscales are presented in the table 28.

Table 30

Standardized Path Coefficients for Direct Effects (N=1000)

Criterion Variable	Predictor Variable	<i>B</i>	CI 95%		<i>p</i>
			LL	UL	
SAt	SF	-.05	-.11	-.00	.02
Rigidity	FaC	.06	.00	.12	.03
PT	Rg.	.08	.02	.15	.00

Note. CI = confidence interval. SAt = Submission to Authority, SF=Social Flexibility, FaC=Fate Control, PT=Power & Toughness, Rg=Religiosity

Table 30 shows standardized coefficients for direct effects and a biased corrected 95% bootstrap confidence intervals and *p* values. The effects of subscales of social axioms were computed and it was found that social flexibility has negative impact on submission to authority and fate control has positive effect on rigidity, and religiosity also significant positive impact on power and toughness. These direct positive and negative paths supported hypothesis for the direct effect of religiosity, fate control and social flexibility. Hypothesis 8 was supported that social flexibility is a negative predictor of extremism tendencies. Hypothesis 9 was also supported that describes fate control as a positive predictor of extremism tendencies. Hypothesis 10 was also supported that suggested religiosity as a positive predictor of extremism

tendencies. Hypothesis 6, 7, and 12 were also not supported indicating that social cynicism, reward for application, and gender role beliefs has no direct impact on extremism tendencies.

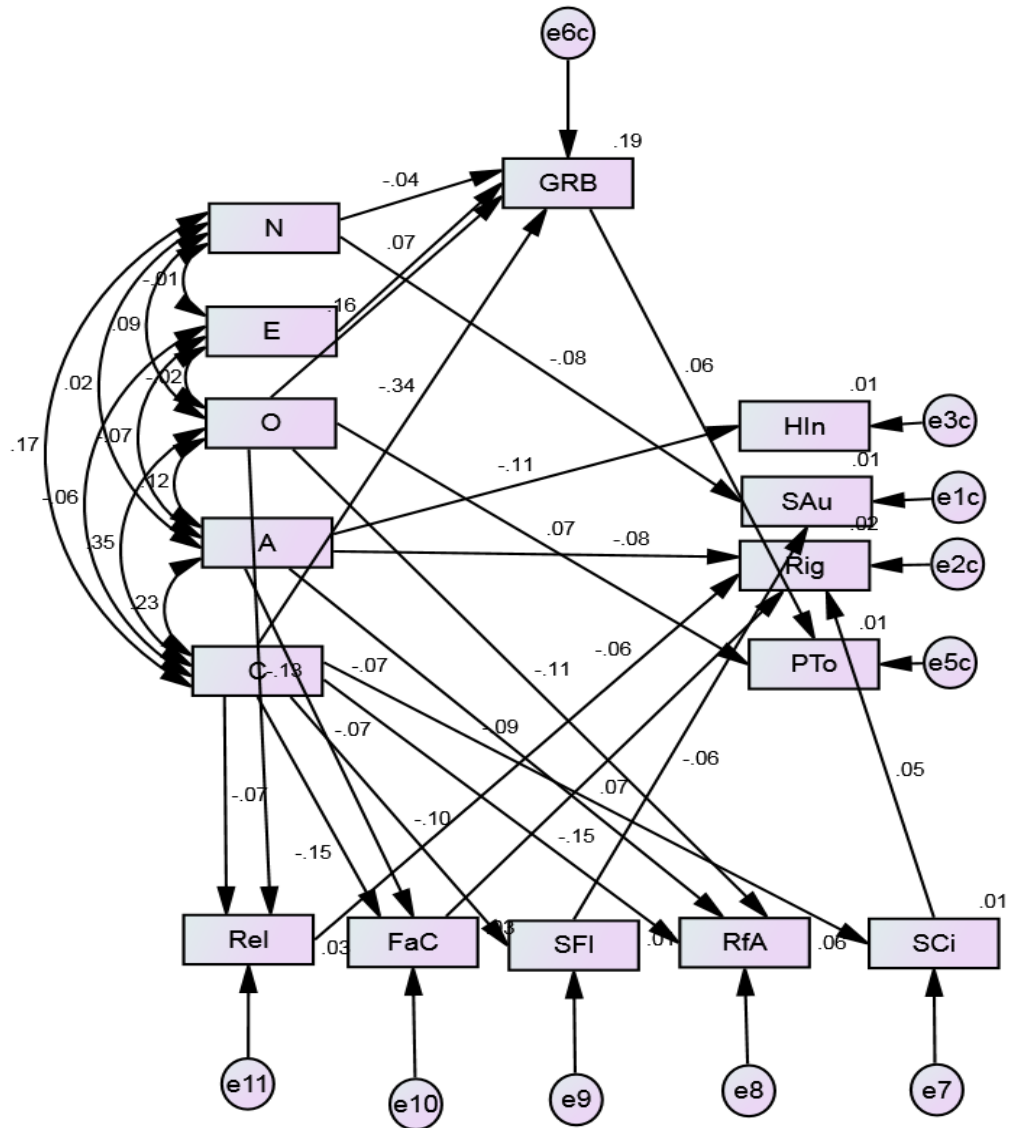
Mediation model. In the present study, mediation model describes the parallel role of gender role beliefs and subscales of social axioms in relationship of domains of personality and subscales of extremism tendencies.

Table 31

Model Fit Indices for Subscales of Extremism Tendencies (N = 1000)

Models	χ^2	df	Fit Indices					χ^2/df	
			NFI	CFI	IFI	TLI	RMSEA		St.RMR
Model 1 (Parallel mediation)									
	75.13	71	.93	.99	.99	.99	.01	.01	1.05

Table 31 shows that the model fit analyses are in good fit with a non significant chi-square value ($p=.34$). Figure 19 presents the mediating effects of subscales of social axioms in relationship between domain scales of personality and subscales of extremism tendencies.



$\chi^2=75.13$, DF =71, NFI =.93, CFI = .99, IFI = .99 ,
TFI=.99 , RMSEA=.01St. RMR = .01, $\chi^2/df=1.05$

Note. Sci=Social Cynicism, RfA=Reward for Application, SFI=Social Felxibility, FaC= Fate Control, Rel=Religiosity, C= Consciousness, A=Agreeableness, O=Openness to experience, E=Extraversion, N=Neuroticism, Rig=Rigidity, PTo= Power & Toughness, SAu=Submission to Authority , HIn=Hostility/Intolerance, GRB= Gender Role Beliefs

Figure 19. Model Predicting Extremism Tendencies (N=1000)

Figure 19 shows the proposed mediating effects of subscales of social axioms and gender role beliefs. Standardized path coefficients and multiple squared

correlations are depicted in the diagram for only significant paths. The direct and indirect effects of variables are presented in the table 32.

Table 32

Model Fit for Extremism Tendencies (N=1000)

Criterion Variable	Predictor Variable	B	CI 95%		p
			LL	UL	
SCi	C	-.09	-.14	-.02	.01
SF	C	-.09	-.14	-.03	.01
FaC	C	-.16	-.22	-.08	.00
FaC	A	-.06	-.10	-.01	.04
Rg.	C	-.08	-.13	-.01	.01
Rg.	O	-.09	-.15	-.02	.01
GRB	N	-.04	-.11	-.00	.07
GRB	C	-.33	-.39	-.27	.01
GRB	O	-.16	-.23	-.00	.00
GRB	E	.07	.01	.22	.01
RfA	C	-.17	-.21	-.10	.24
RfA	O	-.07	-.12	-.00	.02
RfA	A	-.07	-.12	-.00	.04
PT	O	.07	-.03	.00	.07
PT	GRB	.05	-.01	.12	.11
PT	N through GRB	-.01	.02	.12	.09
PT	C through GRB	-.02	-.04	.00	.11
PT	O through GRB	-.01	-.02	.00	.06
PT	E through GRB	-.01	-.02	.00	.05
Cn	C	-.04	-.09	.02	.24
HI	A	-.11	-.15	-.04	.02
Rd	A	-.08	-.14	-.03	.01

Cont...

Criterion Variable	Predictor Variable	<i>B</i>	CI 95%		<i>p</i>
			LL	UL	
Rd	Sc	-.05	-.01	.02	.01
Rd	FaC	-.05	-.10	.00	.00
Rd	Rg.	-.06	-.12	.00	.01
Rd	C through Rg.	.003	-.16	.10	.07
Rd	O through Rg.	-.01	-.11	.01	.03
Rd	A through Rg..	.01	-.01	.01	.08
Sat	N	-.08	-.16	-.00	.00
Sat	SF	.06	-.02	.22	.01
Sat	C through SF	.01	.00	.01	.01

Note. CI = confidence interval. Neuroticism=N, Extraversion=E, Openness to experience =O, Agreeableness=A, Conscientiousness=C, SA=Social Axioms Survey, SC=Social Cynicism, RA=Reward for Application, SF=Social Flexibility, FC=Fate Control, Rg=Religiosity, GRBS=Gender Role Beliefs Scales, ETS=Extremism Tendencies Scale, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Rigidity, PT=Power & Toughness

Table 32 shows standardized coefficients for direct and indirect effects and a biased corrected 95% bootstrap confidence intervals and *p* values. The mediating effects of subscales of social axioms and gender role beliefs were computed and it was found that religiosity, social flexibility, and gender role beliefs does mediate few time among domains of personality and subscales of social axioms but these have less effects on relationship as compared to direct relationship. These findings do not fully support the mediating role of social axioms not supporting the hypothesis 12. Gender role beliefs fully mediated the relationship between extraversion and power and toughness supporting the hypothesis 13.

Impact of demographics on the extremism tendencies. This study has explored age (with two categories, 18 – 21 years of age vs. 22 to 24 years of age); gender (men vs. women); monthly income (with two categories, 10000 – 50000 vs. 51000 – 100000); and permanent residence (with two categories, urban vs. rural) in relation to extremism tendencies and its subscales among young adults. The effect of these demographics was examined through multivariate analysis of variance, which was followed by post hoc univariate analyses for each of the variables of the present study.

Table 33

Mean and Standard Deviations of Extremism Tendencies and its Subscales in Relation to Demographics (N = 1000)

Variable	N	ETS		Cn		H/I		SA		RD		PT	
		M	SD	M	SD	M	SD	M	SD	M	SD	M	SD
G Men	524	126.53	15.71	48.67	10.86	23.67	5.61	21.02	5.21	24.33	4.85	8.85	2.41
Women	476	126.84	16.32	48.50	10.62	24.12	5.59	20.82	5.12	24.34	4.85	9.05	2.38
A 18-21	542	127.04	15.81	48.85	10.67	24.01	5.80	20.95	5.23	24.21	4.80	9.01	2.49
22-24	458	127.07	15.95	49.04	10.23	23.88	5.48	21.01	5.08	24.29	4.87	8.84	2.32
MI 10000-50000	453	124.90	14.85	45.99	10.83	23.90	5.70	27.45	4.94	24.53	4.96	9.03	2.41
51000-100000	547	128.32	15.21	49.77	11.15	31.86	5.34	21.35	5.42	24.18	4.72	8.97	2.47
PR Urban	611	126.91	15.85	48.28	10.14	24.11	5.54	21.22	5.00	24.37	4.91	8.94	2.30
Rural	389	126.53	15.71	48.67	10.86	23.67	5.61	21.02	5.21	24.33	4.85	8.85	2.41

Note. G= gender, A=Age in years, ETS=Extremism Tendencies Scale, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Rigidity, PT=Power & Toughness, G=Gender, A=Age, MI=Monthly Income, & PR=Permanent Residence

Table 33 presents means and standard deviations of extremism tendencies and its subscales in relation to age, gender, monthly income and permanent residence. An inspection of this table reveals that mean values of variables across various categories of demographics are not very different. Standard deviations are also relatively stable across various categories of demographics. This pattern suggests that main effects of these demographics on variables of the present study are quite unlikely.

Table 34

Multivariate and Univariate Analysis of Variance for the Extremism Tendencies and its Subscales (N = 1000)

Variable	MANOVA <i>F</i>	ANOVA <i>F</i>					
		ETS	Cn	H/I	SA	RD	PT
Monthly Income	.823**	1.24	0.13	6.07**	4.06*	1.42	0.29
Gender*Age	.986**	1.28	0.15	1.04	5.08**	2.47	0.26

Note. *F* ratios are Wilk's approximation of *F*. ANOVA = univariate analysis of variance; MANOVA = multivariate analysis of variance; ETS=Extremism Tendencies Scale, Cn=Conservation, H/I=Hostility/Intolerance, SA=Submission to Authority, Rd= Rigidity, PT=Power & Toughness. ^aMultivariate *df* = 05, 972; Univariate *df* = 1, 976. ^bMultivariate *df* = 10, 1944, Univariate *df* = 2, 976 ***p* < .01.

Table 34 presents the findings of multivariate analysis of variance and the follow up post hoc univariate analyses of variance for the exploration of main as well as interactive effects of the age, gender, monthly income and permanent residence on the extremism tendencies and its subscales. This table shows only those main and interactive effects for which multivariate *F* statistic was significant. The multivariate significant effects were further explored through univariate analyses of variance for each of the subscale of the extremism tendencies. Among all the factors, only monthly

income and gender*age had a significant multivariate F whereas all other factors were non-significant in relation to the combination of subscales of extremism tendencies. The significant multivariate main effect of monthly income and gender*age was followed by univariate analyses of variance, which revealed significant differences in Hostility/intolerance where men had significantly higher mean score as compared women.

Discussion

Study of extremism tendencies is far less frequent among psychologists. Often, these studies were qualitative in nature and were conducted by sociologists, political analysts, and peacemaking establishments. These studies focused on screening for a specific factor of extremism tendencies in the given circumstances. The present study had attempted to measure the extremism tendencies, personality traits, social axioms, and gender roles beliefs among young adults enrolled at colleges and universities. It did not concentrate on a single causal factor of extremism tendencies rather it studied the influence of personality dimensions along with cultural variables (social axioms and gender role beliefs) and demographics.

Prominent causes of extremism tendencies do not hold up well in Pakistan, although few external factors seem more relevant than others (Yusuf, 2011). Within Pakistan for the most part, the ascent of the religious groups and other fanatic Islamist groups was not predetermined decades ago, but now a days it is an issue. Pakistan's political scene is specked with ethnic, partisan, paramilitary, secular, and Islamist parties. These all political forces are contending in formal and informal spaces.

Monetary contentions in light of relative hardship can also be the cause of extremism tendencies in Pakistan. As for groups being motivated by a lack of political access, it has been the mainstream democratic elements that have been shut out one way or the other in Pakistan, rather than the religious parties. Likewise, repression by the Pakistani state has been reserved mostly for regional forces such as the “Baluchis” in Baluchistan and “Sindhis” in Sindh, not the Islamist groups engaged in extremism tendencies. There were several surrounding factors (political instability, poor economic status, lawlessness, and poor security measures etc.) that inspired to start this study with an aim to identify those young adults who are at risk of being recruited by the extremists on the basis of their personality traits, social axioms, and gender role beliefs.

The youth in Pakistan is vulnerable to extremism tendencies due to international, regional, and domestic environment. They have to face the issues of ethnicity, sectarianism, economic instability, poor governance, political instability, grievances among provinces, and economic disparity (Khan, 2015). The threat of extremism tendencies in Pakistan is as old as the history of the country. The young adults has been exposed to political, religious, sectarian, class, and gender extremism which over the years has grown and acquired a violent and radicalized character. This is because of social, political, psychological, and ideological factors (Ahmar, 2011). Urban young adults are more vulnerable to indulge in extremism tendencies because of their personal limitations. There is need to study the attitude of youth towards extremism tendencies when they are in the age category of 15 to 24 years (Feyyaz, 2014). Both men and women are exposed to cultural, social, and religious traditions and the degree of influence of these factors may vary on the basis of their individual

traits and beliefs. Current study covers the new ground when it concludes that few of personality traits, social axioms, and gender role beliefs can directly or indirectly predict level of extremism tendencies among young adults.

The main questions addressed in the present study were: To assess factorial structure validation of instruments measuring the constructs of personality traits, social axioms, gender role beliefs, and extremism tendencies among young adults; to determine the norms of the personality domain scales among young adults; to examine the ways in which personality traits, gender role beliefs, and social axioms are associated with each other on the basis of personality domains to impact extremism tendencies; and to see the impact of demographics on extremism tendencies.

Sample for the main study was obtained by using purposive sampling who fulfilled the following inclusion criteria: college and university young adults, have completed 12 years of education and are enrolled in college or university, having age between 18 – 24 years, and belong to middle class with monthly income less than 100000 Rs. per month. The motivation to engage with young adults (18-24) in the study was the role of this critical transitional period in lifespan development. It is basic period for adults in light of the fact that they figure out how to take control of their lives. At this stage, individuals are confronted with difficulties to consolidate their identity (Turner & Helms, 1995) exploring professional and individual growth (Costa & McCrae, 1992), and shaping significant associations with families, groups, and associations (Robins, Fraley, Roberts, & Trzesniewski, 2001). That is why this study would be valuable for the researchers, counselor, policy makers, organizations,

and institutes to adapt to the issues of the young adults, particularly to lessen their defenselessness to join the way of extremism tendencies.

Sample for main study consisted of 1000 young adults with a mean age of 21.40 years ($SD= 1.77$). 524 of them were men, and 476 of them were women. 540 of the sample have above 12 years to below 14 years of education while 460 of them have above 14 years of education. The instruments used in the main study used were: Urdu Version of NEO PI-R (Chishti, 2002), Urdu Version of Social Axioms Survey Scale (Leung et al., 2002), Urdu version of Gender Role Beliefs Scale (Khan 2006), and The Extremism Scale (Altaf, 2002). Reliability analysis of all the scales was also performed in the main study which yielded sufficient reliability, and internal consistency coefficients for all the scales indicating that the measures are reliable to use for current sample to achieve the objectives of the present research.

Descriptive and psychometrics. Descriptive were computed to show average scores of the study participant attained on study variables. Skew index values demonstrate that how much the distribution of scores for a particular variable strays from the normal distribution. The more the score is not the same as zero the more it veers off from normal distribution of the sample. Skew index were in normal range for Urdu Versions of: NEO PI-R (Chishti, 2002), Social Axioms Survey Scale (Leung et al, 2002), Gender Role Beliefs Scale (Khan 2006), and The Extremism Scale (Altaf, 2002) among young adults. The results have established quite satisfactory reliability.

Inter scale correlations showed that high neuroticism has association with low extraversion, agreeableness, consciousness, and religiosity. However, high

neuroticism was associated with high extremism tendencies and social cynicism. High level of extraversion had relationship with high agreeableness, openness to experience, and conscientiousness. It has negative relationship with social cynicism. High openness to experience has relationship with high agreeableness and conscientiousness. Low openness to experience has relationship with high level of conscientiousness, social cynicism, and gender role beliefs. These findings are in line with the previous studies (Banzana & Stelmack, 2004; Chishti, 2002; Costa & McCrae, 2006; John, 1990; Kiani, 2010). Low openness to experience has relationship with high level of conscientiousness, social cynicism, and gender role beliefs.

There was also significant relationship among major personality traits and subscales of social axioms. These relationships were in line with the conceptual definitions of the constructs indicating that these constructs have convergent and discriminant validity. All the subscales of social axioms and gender role beliefs have statistically significant relationship with extremism scale. Hence direction of correlations supported that most of the study variables had convergent and discriminant validity as well. For example high social cynicism has relationship with low levels of extraversion, openness to experience, and agreeableness. While, social cynicism has positive relationship with extremism scale. Hence, study also proved that social axioms, personality traits, and gender role beliefs are independent constructs.

Gender role has relationship with personality styles and its types and models of personality (Fischer, 2007). Furthermore, gender roles have significant correlation with personality dimensions of neuroticism, introversion, extraversion, openness to experience, agreeableness, aggressiveness, narcissism, and dependency (Cortese,

2003). Personality and beliefs associations are modest, which constitutes an empirical indicator of the distinctiveness of the two constructs. One reason for this discrepancy might be the fact that individuals do not always hold values that reflect their personality. They may even hold values inverse to their personality qualities.

Factorial structure of study scales. Main study was carried out to verify and establish the factorial structure for the Urdu versions of Social Axioms Survey Scale (Leung et al., 2002), Gender Role Beliefs Scale (GRBS; Khan, 2006), NEO PI-R (Chishti, 2002), and The Extremism Scale (Altaf, 2002). Reports of the factor loadings of the items in respective subscales for each instrument are presented along with figures of factors analyses. AMOS was used to assess the factorial validity of instruments.

AMOS program produced the output with different goodness of fit indices deciding the extent to which a proposed model fits the obtained data of young adults. The indices include the Root Mean Square Error of Approximation (RMSEA), the Comparative Fit Index (CFI) and the Tucker Lewis Index (TLI). Each of these index measures the goodness of reproduced covariance matrix. The acceptable ranges of these good fit indices are for CFI, and TLI it should be $>.90$. And for RMSEA acceptable value is $<.05$ (Schreiber, Nora, Stage, Barlow, & King, 2006).

The outcomes of factorial structure assessment have theoretical importance in clarifying the measuring instruments of extremism tendencies, social beliefs, gender beliefs, and personality traits for young adults in Pakistan. These variables have important implications in education and daily life situations. To identify social and gender role beliefs alongside personality traits are an important aspect of any intervention programming for young with high level of extremism tendencies. The

evaluation of social, emotional, and psychological behavioral competence are particularly critical to decide the prevalence rate of developmental psychopathology. It is also helpful in intervention and treatment planning for the issues such as anti social personality disorder, homelessness, nervousness, and vulnerability to extremism tendencies.

From a conceptual point of view question arises about the theoretical meaning and interpretation of the composite scores of concepts like personality and social axioms. Composite scores on constructs like five factor model make little sense and are difficult to interpret. But inability to understand or interpret composite scores of a construct does not exempt researchers to test the reliability and validity of the constructs on the basis of composite scores. Composite scores that are not interpretable in psychological terms serve many pragmatic roles that have little to do with psychological meaning. These composite scores have meaningful contribution as a measure of reliability of any construct (Schmitt, 2012).

Psychometric testing does not provide much information about the content or psychological meaning of a test or inventory and is more concerned with the reliability and validity of the constructs (Murphy & Davidshofer, 2015). It is important for the researchers to determine the psychometrics including reliability of the test batteries, inventories, or the composite scores. Kamarulzaman and Nordin (2012) examined the validity of Big 5 Personality Test Inventory of 44 through 2nd order confirmatory factor analysis considering big five as a composite construct. Confirmatory factor analysis (CFA) is a powerful statistical tool for examining the nature of and relations among constructs like attitudes, traits, intelligence, and clinical disorder (Brown, 2006). CFA allows researchers to assess highly complex hypotheses

regarding the phenomenon under study. That is why current study has investigated the construct validity of personality and social axioms through 2nd order CFA.

Norms of domain scales of NEO PI-R. Percentile, T scores and Z scores for men, women, and aggregate example of for major domains of NEO PI-R have additionally been exhibited separating among the individuals who stands high or low on these domains (N,E,O,A,C). Research on personality traits among men and women is a reasonable choice to have appropriate indigenous gender norms. Analysts and clinicians are routinely taught that test scores of the respondents and clients should be interpreted by making comparison to relevant normative data. Present study provided the indigenous normative data for the NEO-PI-R for men and women and combined sample to accommodate different needs for normative information for young adults with an age range of 18 to 24 years enrolled at colleges and universities of Islamabad, Pakistan.

Personality and extremism tendencies. Main study has utilized principles of five factor theory (Costa & McCrae, 1996) to depict the role of personality traits with gender role beliefs and social axioms to comprehend the level of extremism tendencies. Present study considers immediate and roundabout impacts of personality on extremism tendencies. A primary question made in this study was that personality traits are straightforwardly identified with extremism tendencies, as well as by implications through social axioms and gender role beliefs. The impact of personality domain scales showed that neuroticism has negative impact on submission to authority and agreeableness has negative impact on

hostility/intolerance and rigidity. These direct paths supported hypothesis for the negative direct effect of neuroticism and agreeableness on level of extremism tendencies.

. Structural Equation Modeling (SEM) was utilized to analyze these direct and indirect effects as it all the while assesses the relationships among study variables and in the meantime representing a related uncorrelated technique element (Preacher & Hayes, 2004). SEM is prescribed for testing the existence of moderating variable when various parallel variables are incorporated into a model having both manifest and latent variables (Baron & Kenny, 1986). At the point when testing this kind of model, SEM takes into consideration synchronous estimation of the immediate, roundabout, and aggregate impacts contained inside the model. The subsequent individual parameter tests and overall model fit indices, including chi-square goodness-of-fit tests, license one to reach determinations about the probability of a roundabout impact and the degree to which that impact works essentially or optionally through the go-between variable of interest (LeBreton, Wu, & Bing, 2009).

Social axioms, gender role beliefs and extremism tendencies. Social axioms and gender role beliefs fall in the classification of characteristic adaptations in five factor theory of personality (Costa & McCrae, 1996) and can have a mediating role between personality traits and extremism tendencies. The impacts of subscales of social axioms were figured and it was found that social flexibility has negative effect on submission to authority, fate control has positive impact on rigidity, and religiosity additionally have noteworthy positive effect on power and toughness. Further, social

cynicism, reward for application, and gender role beliefs have no immediate effect on extremism tendencies.

Subscales of social axioms appear to predict extremism tendencies better than personality in a unique way. They affirm the possibility that generalized beliefs are concerned more with assessment and defense than with the clarification of human activity and they recommend that extremism tendencies as an individual differences reality is nearer to qualities, social beliefs, and axioms than to personality traits. Nonetheless, these outcomes do not permit us to infer that personality is unimportant for extremism tendencies as few of the domains of personality do impact extremism tendencies.

This emphasis on individual determinants of extremism tendencies highlighted an impediment that is inalienable in perspectives that compare the idea of personality with a man's present behavioral propensities. People may have individual qualities that have little effect on their behavioral capacities, yet that contribute fundamentally to life results through the span of time. These individual qualities may incorporate learning and personal beliefs that contribute most emphatically to personality working just under specific conditions, for example, when individuals confront a challenging life move (Cantor & Kihlstrom, 1987). These individual qualities most likely constitute a critical part of the individual's personality and subsequently an imperative focus of personality evaluation. Regardless, these qualities might be ignored if personality appraisal concentrates exclusively on the assignment of condensing present dispositional tendencies.

Despite the fact that personality psychologists give much push to the evaluation of individual differences, eventually personality psychology must address

the psychological characteristics of the individual (Lamiell, 1997). Personality along with factors that are result of socialization process is important for describing extremism tendencies. A key evaluation assignment, then, is to delineate connection between personality processes and aspects of the social environment, that is, to recognize the situational signs that actuate a given social-psychological or full of feeling personality framework. Such individual circumstance mappings may show that individuals who offer comparable beliefs contrast impressively in the social circumstances in which those beliefs become possibly the most important factor. Individuals who are similar in that they possess self schemas organized around the notion of shyness. They differ in their abilities to link their self knowledge to different interpersonal, social and achievement settings (Cervone, 1997). A de-contextualized evaluation of personality would disregard these individual differences.

Alongside personality, certain other factors are also essential to decide extremism tendencies. Bandura (1977) expressed that a far reaching appraisal of personality must incorporate measures of individual beliefs as determinants of activity. Evaluations of extremism tendencies must also focus on the knowledge, goals, beliefs, and self-administrative aptitudes through which individuals add to their own improvement. Social abilities, self-learning, and beliefs about the social and interpersonal world emerge in and relate to particular psychosocial settings are also important to shape human behavior and tendencies (Gelman & Williams, 1998).

Mediating role of gender role beliefs and extremism tendencies.

Religiosity, social flexibility, and gender role beliefs does mediate among domains of personality and subscales of social axioms but these have less effects on

relationship as compared to direct relationship. These findings do not fully support the mediating role of social axioms. Gender role beliefs fully mediated the relationship between extraversion and power and toughness. Gender roles has relationship with different types of extremism tendencies like: submission to authority (Ali & Toner, 1996), fate control (Streigel-Moore, 1995), social flexibility and adaptability (McHugh, 1996), social cynicism (Abbey & Garfinkel, 1991), and behavioral problems (Toner & Akman, 2000).

Investigation regarding the role of gender role beliefs in ones' lives ought to be investigated in connection to various aspects of life. Cheung, Lai, Au, and Ngai (1997) expressed that gender role beliefs describes acts and behaviors assigned to men and women in a society due to their sex. They further promoted that socialization of gender role beliefs begin right on time in childhood and gender role variations are conveyed as social legacy, social standards, states of mind, and beliefs. Lips (2000) investigated relationship of personality traits and gender roles in Western culture. It was found that masculinity was connected with freedom, independence, soundness, aggressiveness, and objectivity whereas femininity was connected with reliance, dependence, instinct, accommodative, submissiveness, and emotionality.

Personality traits along with variables like subscales of social axioms and gender role beliefs have role in adding to the level of extremism tendencies. Extremism tendencies, radicalization, and violent acts are all impacted to a high degree by social beliefs and cultural influences (Caprara & Cervone. 2000). Cultural and societal subjective elements work along with personality traits to shape behavior. Societies decide imperative and righteous conduct on the basis of social standards to

reward those who show these qualities and punish those who violate these standards (Haviland, 2002).

Demographics and Extremism Tendencies.

Age, gender, and monthly income. The multivariate significant impacts demonstrated that only monthly income and gender*age had a significant multivariate effects whereas all other demographic factors like permanent residence, level of education and educational institution were non-significant in relation to the combination of subscales of extremism tendencies. The significant multivariate main effect of monthly income and gender*age followed a univariate analyses of variance, which uncovered significant differences in Hostility/intolerance where men were essentially higher than women. People with high income showed intolerance while people with low income were inclined towards submission to authority.

Limitations and Suggestions

The present results provided a clear picture of the role of personality traits, social axioms, and gender role beliefs to predict extremism tendencies among young adults enrolled at colleges and universities of Islamabad. In any case, it is vital to know about the limitations of this study regarding diverse methods, procedures, and its wellsprings of data which are as per the following:

First, the primary sources of data in present study were young adults. In spite of the fact that these discoveries are great, more progress and elucidation are required on a few key focuses. Like earlier evaluations the present study has been constrained

by dependence on direct perception of self reports and has overlooked the significance of report from different groups like relatives, associates, and educators. The individuals, particularly the young adults tend to overlook and hide various issues of their personality, gender role beliefs, social beliefs, and extremism tendencies. Despite the fact that keeping in mind the end goal to overcome this constraint, researcher motivated the participants by providing them information about the utility of present study. However, the indirect observations and indirect interviews of the relevant stakeholders like family and peer group might be expected to add vital points of view to these observations for the individuals who are helpless against various forms of extremism tendencies.

Second, future research needs to analyze the various measurements of school and college situations that may influence mental conformity among young adults. Moreover, the nature of the area in which the young adults live, the nature of after college or university leisure and sports activities additionally should be investigated to have a true picture the components responsible for the upraise in the level of extremism tendencies.

Third, future longitudinal studies are required that ought to inspect changes in the personality traits, social axioms, gender role beliefs, and extremism tendencies as they age into middle and late adulthood. Which areas of personality and beliefs stay stable, which enhance, and which decay? This learning will permit experts to procure the fundamental information and make systems that can possibly genuinely have any kind of effect in the lives of individuals. Obtained information will guide researchers to build up the long haul counteractive action and mediation programs to channel the high level of extremism tendencies at any life stage.

Fourth, objectives measures might be responsible for some overlap between personality traits, social axioms, and gender role beliefs as a result of shared method variance. However, it is encouraging that factorial structure validation of all the scales of the present study supported the construct validity of these constructs.

Fifth, the sample originated from a specific society, religion, middle class, age and institute (universities and colleges of Islamabad). However, the way that outcomes reproduced the past research at numerous points proposes the plausibility of some generalization of the conclusions concerning the interrelationship between personality, social axioms, gender role beliefs, and social axioms. Researchers must avoid over generalizations of the findings of present research.

Sixth, the general question whether personality or axioms better anticipate other variables was marginally debated by the disparity of substance between the two sets of constructs (Saroglou & Munoz-Garcia, 2008). Present study revealed no face-to-face correspondence between the five personality dimensions and the five types of social axioms with respect to their substance. Not all of what constitutes personality is deciphered into axioms and not all axioms are identified with the five factors. Further research could be useful in clearing up this issue.

Seventh, current study has measured the religiosity at the process level. Future studies should explore the influence of religiosity on extremism tendencies as an institution. Religious institutions arise with in a culture or society (Liebman, 1983). Historical association of culture and religion in a society can also be taken as predictor of high or low levels of extremism tendencies.

Eighth, socialization and selection processes, with respect to level of extremism tendencies, investigate the relative influence of best friends, close friends,

and crowd affiliations; and examine parenting behaviors that could manipulate the effects of peer influence (Urberg, Degirmencioglu, & Tolson, 1998). Future studies should address the issues like substantial peer group homogeneity of level of extremism tendencies; support for both socialization and selection effects; an interactive influence of best friends, peer groups and crowd affiliation; and an indirect protective effect of positive parenting practices against the uptake of extremism tendencies.

Finally, present study has only focused on the role of personality traits, gender role beliefs, and social axioms in predicting extremism tendencies. Future studies should explore the vice versa relationship among current study variables.

Implications of the Study

Empirically, the present study examined the role of individual characteristics such as personality traits, social axioms and gender role beliefs in anticipating level of extremism tendencies. All these are helpful constructs and have part in shaping human actions behavior towards diverse aspects of life. This study has added to the nomological network of social axioms that is a relatively new idea. This study has theoretical implications as well. This study provided a set of instruments that have good factorial validity for the variables like personality dimensions, extremism tendencies, social axioms, and gender role beliefs. These variables can be used by researchers in many different areas in a combination or alone.

The fundamental advantage of newly translated and validated Social Axioms Survey Scale (Leung et al., 2002) lies in its adequacy in deciding the beliefs held by

an individual not the group as a whole. Following the theoretical framework, the present study has examined the social axioms in terms of five main categories of beliefs about the world, namely: Reward for application, social cynicism, social flexibility, religiosity, and fate control. Finally, the Urdu version of Social Axioms Survey Scale has satisfactory psychometric properties and good factorial structure. Future research regarding reliability and validity of the scale on different populations will further enhance and upgrade the certainty of its utilization in various fields of applied Psychology in Pakistan.

This study has given a chance to have important data about the norms of personality dimensions of Urdu version of NEO PI-R (Chishti, 2002) among young adults. Young adults have to face challenges of shaping their identity, exploring career and personal directions, and forming meaningful relationships. Individual concerns, life narratives and change because of social and ecological requests are imperative parts of this transitional period (18-24 yrs.). Researchers and counselors can utilize normative data of Personality dimensions for men and women to guide and counsel young adults to defeat their own issues.

The craving of the individuals living in Pakistan to dispense with a wide range of extremism tendencies is obvious all through the nation. Despite successive extreme killings, and individual demonstrations of extremism tendencies like suicide or murdering one's own children, associations have tried to counter high level of extremism tendencies through indigenous approaches of countering extremism tendencies like awareness, counseling and guidance at community level. Present study found that there are few individuals who are high in extremism tendencies as a result

of innate personality tendencies and socialization processes. These tendencies of extremism acts can be channelized to a positive direction through various steps.

To start with, there is need to promote to advance peace and social union in an indigenous system of rural and urban communities. Second, advocacy efforts should focus to inform youth about the danger of extremism tendencies continuously. Third, researchers, scholars and experts should question the legitimacy of the use of extremism tendencies by disapproving all extreme ideologies and activities. Fourth, there is need to regulate the high level of extremism tendencies to positive activities so they could not go to negative activities. Finally, the researchers should further assess the causes of high level of extremism tendencies in diverse populations and circumstances. There is always a need to regulate the masculine and feminine gender role beliefs with the equity principal, as rigid gender role beliefs do add to the high level of extremism tendencies among young adults.

Macro level causes of the extremism tendencies are also important. Instead of restricting people in their behavior, approach should plan to shape the circumstances that empower the desired conduct. The issues, concerns, beliefs, and demands of the powerless vulnerable individuals should be tackled according to the ground reality. These regarded individuals must be regarded as a part of the society with all the dignity and respect. There is also need to encourage political participation among vulnerable young adults, so that they could feel that their point of view is considered important.

Conclusion

The present research is the first of its kind in Pakistan in the sense that: it has tried to incorporate the assessment of personality traits along with the measurement of social axioms and gender role beliefs and has the privilege to be in line with the recent growing trend which recommends the study of individual level factors to diagnose the causes of extremism tendencies.

The present study was an initial, exploratory step toward understanding the role of micro level factors like: Innate dispositions (personality dimensions) and socialization process (social axioms and gender role beliefs) in explaining extremism tendencies among young adults in Pakistan. It was also an attempt to understand the relative influence of demographic variables. In short, few dimensions of personality traits, social axioms, and gender role beliefs have systematically been found to directly or indirectly predict extremism tendencies.

Present study also provided an opportunity for the translation and validation of Social Axioms Survey Scale (Leung et al., 2002) in Urdu Language, to evaluate the convictions about the world held by a person, which had agreeable psychometric properties and factorial structure. This study likewise added to the factorial legitimacy of the instruments for the constructs of personality traits, extremism tendencies, gender role beliefs, and social axioms among young adults through first and second order confirmatory factor analyses. Indigenous norms for the major dimensions of Urdu version of NEO PI-R (Chishti, 2002) for the total sample and men and women separately is another hallmark of present study that would be valuable in future studies.

REFERENCES

- Aarts, H., & Dijksterhuis, A. (2003). The silence of the library Environment, situational Norm and social Behavior. *Journal of Personality and Social Psychology, 84*, 18-28.
- Abbey, S. E., & Garfinkel, P. E. (1991). Neurasthenia and Chronic Fatigue Syndrome: The role of culture in the making of a diagnosis. *American Journal of Psychiatry, 148*(12) 1638-1646. doi:10.1176/ajp.148.12.
- Ahmad, I. (2011). Psychological Predictors of College Students Performance. *Pakistan Journal of Psychological Research, 26*(1). Retrieved from <http://www.pjprnip.edu.pk/pjpr/index.php/pjpr/article/view/49>
- Ahmad, S., & Kamal, A.(2000). Development of Rape Myths Scale and its relation with gender roles attitudes. *Pakistan Journal of Psychological Research, 15*(1-2), 57-74.
- Ahmar, M. (2011). The Challenge of Extremism in Pakistan: Are there Lessons to be Learnt From the Experience of Singapore? *Islamabad Policy Research Institute Journal, 11*(2), 44-63.
- Ahsan, M. (2002). *Muslim heritage and the 21st century*. London: TaHa Publishers Ltd.
- Akhtar, T. (1997). *A comparative psychological profile of political, organizational, and military leadership in Pakistan* (Unpublished Ph.D. Dissertation). National Institute of Psychology, Quaid-i-Azam University, Islamabad, Pakistan.
- Alford, J. R., Funk, C. L., & Hibbing, J. R. (2005). Are political orientations genetically transmitted? *American Political Science Review, 99*, 153-168.

- Ali, A., & Toner, B. B. (1996). Gender differences in depressive response: The role of social support. *Sex Roles, 35*(5-6), 281-293.
- Alison, M. (2003). Cogs in the wheel? Women in the Liberation Tigers of Tamil Eelam. *Civil Wars, 6*(4), 37-54.
- Altaf, R. (2002) *Tendencies of extremism among adolescents and post-adolescents in relation to parenting style and education* (Unpublished M.Phil. Dissertation), National Institute of Psychology, Quaid-i-Azam University, Islamabad, Pakistan.
- American Psychological Association. (1999). Statistical methods in psychology journals: Guidelines and explanations. *American Psychologist, 54*(8), 594-604.
Inc.0003066X/99/\$2.00
- Anila. (1992). Sex role attitudes of working and non-working women. *Pakistan Journal of Psychological Research, 7*(1-2), 31-39.
- Anila., Khan, F. N., & Sabir, F. (1993). Men's sex role attitudes as related to their age, marital status, occupation, and education. *Pakistan Journal of Psychological Research, 8*(3-4), 53-62.
- Arnold, W.J., & Chartier, B.M. (1984, May). *Identity, fear of femininity and intimacy in males*. Paper presented at the 45th annual convention of the Canadian Psychological Association, Ottawa, Canada.
- Ashton, M. C., & Lee, K. (2001) A theoretical basis for major dimensions of personality. *European Journal of Personality, 15*, 327-353
- Ball, S. J. (2006). *Education policy and social Class*. Routledge, Abingdon. ISBN 978-0-415-36398-3.

- Bandura, A. (1977). Self-efficacy: Toward a unifying theory of behavioral change. *Psychological Review*, 84, 191-215.
- Bandura, A. (2001). Social cognitive theory: An agentic perspective. *Annual Review of Psychology*, 52, 1-26.
- Banzana, P. G., & Stelmack, R. M. (2004). Stability of personality across the life span: A metaanalysis. In R. M. Stelmack (Ed.), *On the psychobiology of personality: Essays in honor of Marvin Zuckerman* (pp. 113-144). New York, NY: Elsevier Science.
- Bardi, A., & Schwartz, S. H. (2003). Values and behavior: Strength and structure of relations. *Personality and Social Psychology Bulletin*, 29, 1207- 1220.
- Baron, R. M., & Kenny, D. A. (1986). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51, 1173-1182.
- Bartlett J., & Miller C. 2013. *The State of the Art: A Literature Review of Social Media Intelligence Capabilities for Counter-terrorism*. DEMOs. http://www.demos.co.uk/files/DEMOS_Canada_paper.pdf
- Bartram, D. (1992). The personality of UK managers: 16PF norms for short-listed applicants. *Journal of Occupational and Organizational Psychology*, 65, 159-172.
- Bashir, S. (2013). *Personality traits and autonomy as predictors of face book usage: moderating effect of adult attachment styles* (Unpublished M.Phil. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.

- Basit, A., & Rathore, M. M. (2010). Trends and patterns of radicalization in Pakistan. *Conflict and Peace Studies*, 3(2), 11.
- Beck, A. T. (2002). Prisoners of hate. *Behavior Research and Therapy*, 40(3), 209-216.
- Bem, S. L. (1974). The measurement of psychological androgyny. *Journal of Clinical and Counseling Psychology*, 42, 155-162.
- Benson, N. (2014). Test review of the NEO Personality Inventory-3. In J. F. Carlson, K. F. Geisinger, & J. L. Jonson (Eds.), *The nineteenth mental measurements yearbook [electronic version]*. Retrieved from the Buros Institute's Test Reviews Online website: <http://www.buros.org/>
- Bianchi, S. M. (2000). Maternal employment and time with children: Dramatic change or surprising continuity? *Demography*, 37, 139-154.
- Bilsky, W., & Schwartz, S. H. (1994). Values and personality. *European Journal of Personality*, 8, 163-181.
- Bjorgo, T. (Ed.) (2005). *Root causes of terrorism: Myths, reality and way forward*. London: Routledge
- Block, J. (1961). *The Q-Sort Method in Personality Assessment and Psychiatric Research*. Charles C Thomas Publisher Springfield Illinois, USA.
- Block, J. (1995). A contrarian view of the five-factor approach to personality description. *Psychological Bulletin*, 117, 187-215.
- Block, J., & Block, J. H. (2006). Nursery school personality and political orientation two decades later. *Journal of Research in Personality*, 40, 734-749.
- Boeree, G. C. (2006). *Personality theories*. Retrieved from <http://webpace.ship.edu/cgboer/perscontents.html>.

- Bond, M.H., Leung, K., Au, A., Tong, K. & Chemonges Nielson, Z. (2004). Combining social axioms with values in predicting social behaviours. *European Journal of Personality, 18*, 177–191.
- Bond, M. H., Leung, K., Au, A., Tong, K. K., De Carrasquel, S. R., Murakami, F.,...Lewis, J. R. (2004). Culture-level dimensions of social axioms and their correlates across 41 cultures. *Journal of Cross-Cultural Psychology, 35*, 548-570.
- Borum, R. (2004). *Psychology of terrorism*. Tampa: University of South Florida.
- Borum, R., Swartz, M., & Swanson, J. (1996). Assessing and managing violence risk in clinical practice. *Journal of Practical Psychiatry and Behavioral Health, 2*(4), 205-215.
- Brannan, M. J., Parsons, E., & Priola, V. (2011). *Branded lives: The production and consumption of identity at work*. Edward Elgar: Gloucester.
- Brislin, R.W. (1986). The Wording of Translation of Research Instruments. In W.J. Lonner & J.W. Berry (Eds.), *Field Methods in Cross-Cultural Research* (pp.137-164). Beverly Hills: Sage.
- Brown, T. A. (2006). *Confirmatory factor analysis for applied research*. New York: Guilford.
- Burki, A. K. (2009). *Big five personality factors as predictors of conflict management styles* (Unpublished M.Phil. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.
- Canadian Security Intelligence Service (2015). Personality Traits and Terrorism. *Working Paper Series, 15*(5). Retrieved from library.tsas.ca/tsas-working-papers

- Cantor, N., & Kihlstrom, J. E. (1987). *Personality and social intelligence*. Englewood Cliffs, NJ: PrenticeHall.
- Cantril, H. (1965). *The pattern of human concerns*. New Brunswick, NJ: Rutgers University Press.
- Caprara, G. V., & Cervone, D. (2000). *Personality: Determinants, dynamics and potentials*. Cambridge, England: Cambridge University Press.
- Caprara, G. V., & Sapienza, L. (2004). Personalizing Politics: A Congruency Model of Political Preference. *American Psychologist*, 59(7), 581-594. doi: 10.1037/0003-066X.59.7.581
- Caprara, G. V., Barbaranelli, C., & Zimbardo, P. G. (1999). Personality profiles and political parties. *Political Psychology*, 20, 175-197.
- Carney, D. R., Jost, J. T., & Gosling, S.D. (2008). The secret lives of liberals and conservatives: Personality profiles, interaction styles, and the things they leave behind political psychology. *Political Psychology*, 29(6), 807-840
- Carver, L. F., Vafaei, A., Guerra, R., Freire, A., & Phillips, S. P. (2013). Gender differences: Examination of the 12-item Bem Sex Role Inventory (BSRI-12) in an older Brazilian population. *PLoS ONE*, 8(10), 1-7. e76356.
- Cervone, D. (1997). Social-cognitive mechanisms and personality coherence: Self-knowledge, situational beliefs, and cross-situational coherence in perceived self-efficacy. *Psychological Science*, 8, 43-50.
- Chen, L., & Zhang J. (2004). Relation between general social beliefs and interpersonal conflict resolution styles. *Chinese Journal of Clinical Psychology*, 12, 151-153.

- Chen, S. X., Bond, M. H., & Cheung, F. M. (2006). Personality correlates of social axioms: Are beliefs nested within personality? *Personality and Individual Differences, 40*, 509-519.
- Chen, S. X., Fok, H. K., Bond, M. H., & Matsumoto, D. (2006). Personality and beliefs about the world revisited: Expanding the nomological network of social axioms. *Personality and Individual Differences, 41*, 201-211.
- Cheung, F. M. (2001). *The Chinese personality assessment inventory-2: Scale descriptions*. Available from F. M. Cheung, Department of Psychology, Chinese University of Hong Kong, Hong Kong SAR.
- Cheung, F. M., Lai, B. L. L., Au, K. C., & Ngai, S. S. (1997). Gender role identity, stereotypes, and attitudes in Hong Kong. In F. M. Cheung (Ed.), *Engendering Hong Kong society: A gender perspective of women's status* (pp.201-235). Hong Kong: Chinese University Press.
- Chishti, M. A. (2002). *Translation and adaptation of revised NEO Personality Inventory* (Unpublished M.Phil. Dissertation). National Institute of Psychology, Quaid-i-Azam University, Islamabad, Pakistan
- Chowdhury F., N., Barakat, R., & Shetret, L. (2013), *The roles of women in terrorism, conflict and violent extremism: Lessons for the united nation and international actors, centre on global counterterrorism cooperation*. Retrieved from www.globalct.org/wp-content/.../NCF_RB_LS_policybrief_1320.pdf
- Cortese, J.R. (2003). Gender role conflict, personality, and help seeking (Doctoral dissertation, University of Southern California). *Dissertation Abstracts International, 64*, 4609.

- Costa, P. T., Fagan, P. J., Piedmont, R. L., Ponticas, Y., & Wise, T. N. (1992). The five-factor model of personality and sexual functioning in outpatient men and women. *Psychiatric Medicine, 10*, 199-215.
- Costa, P. T. Jr., & McCrae, R. R. (1985). *The NEO Personality Inventory Manual*. Odessa, FL: Psychological Association Resources.
- Costa, P. T. Jr., & McCrae, R. R. (1991). The NEO Personality Inventory: Using the five factor model in counseling. *Journal of Counseling and Development, 69*, 367-372.
- Costa, P. T. Jr., & McCrae, R. R. (1992). *Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEO-FFI) professional manual*. Odessa, FL: Psychological Assessment Resources.
- Costa, P. T. Jr., & McCrae, R. R. (2006). Trait and factor theories. In J. C. Thomas & D. L. Segal (Eds.), *Comprehensive handbook of personality and psychopathology* (pp.96-114). New York: Wiley.
- Costa, P. T. Jr., & McCrae, R.R. (1994). *Evidence for the stability of adult personality*. In T.F. Heatherton, J. L. Weinberger et al. (Eds.), *Can personality change* (pp.21-40). Washington, DC : American Psychological Association.
- Costa, P. T. Jr., & McCrae, R. R. (1992). *Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEO-FFI) professional manual*. Odessa, FL: Psychological Assessment Resources, Inc.
- Costa, P. T. Jr., McCrae, R. R., & Dye, D. A. (1991). Facet scales for Agreeableness and Conscientiousness: A revision of the NEO Personality Inventory. *Personality and Individual Differences, 12*, 887-898.

- Cota, A. A., & Xinaris, S. (1993). Factor structure of the sex-role ideology scale: Introducing a short form. *Sex Roles, 29*, 345-358.
- Crenshaw, M. (1988). The subjective reality of the terrorist: Ideological and psychological factors in terrorism. In R. O. Slater & M. Stohl (Eds.), *Current perspectives in international terrorism*. Basingstoke, Hampshire: Macmillan.
- Crenshaw, M. (1992). How terrorists think: Psychological contributions to understanding terrorism. In L. Howard (Ed.), *Terrorism: Roots, impact, responses* (pp. 71-80). London: Praeger.
- Cristofaro, T. N., & Tamis-LeMonda, C. S. (2008). Lessons in mother-child and father-child personal narratives in Latino families. In A. McCabe, A. Bailey, & G. Melzi (Eds.), *Spanish-language narration and literacy: Culture, cognition, and emotion* (pp.54-91). Cambridge: Cambridge University Press.
- Crossett, C., & Spitaletta, A. J. (2010). Radicalization: Relevant Psychological and Sociological Concepts [Unclassified]. *For The U.S. Army Asymmetric Warfare Group AWG Portal*. Retrieved from: <https://portal.awg.army.mil>
- Cunningham, K. (2003). Cross-regional trends in female terrorism. *Studies in Conflict & Terrorism, 26*, 171-195.
- De Raad, B. (2000). *The Big Five personality factors: The psycholexical approach to personality*. Seattle, WA: Hogrefe & Huber Publishers.
- Department of Education & Skills. (2006) *Extended schools: Access to opportunities and services for all, a prospectus*. London: Department of Education & Skills.
- Drake, C. J.M. (1998). *Terrorists' target selection*. London: Macmillan.
- Eagley, A. H. (1987). *Sex differences in social behavior: A social-role interpretation*. Hillsdale, NJ: Erlbaum.

- Eagly, A. H., & Wood, W. (1991). Explaining sex differences in social behavior: A meta analytic perspective. *Personality and Social Psychology Bulletin*, *17*, 306-315.
- Eagly, A. H., & Wood, W. (1999). The origins of sex differences in human behavior: Evolved dispositions versus social roles. *American Psychologist*, *54*, 408-423.
- Eagly, A. H., Wood, W., & Diekmann, A. B. (2000). Social role theory of sex differences and similarities: A current appraisal. In T. Eckes and H. M. Trautner (Eds.), *The developmental psychology of gender*. Mahwah, NJ: Lawrence Erlbaum
- Egan, V., Chan, S., & Shorter, G. W. (2014). The Dark Triad, happiness and subjective well-being. *Personality and Individual Differences*, *67*, 17–22. <http://dx.doi.org/10.1016/j.paid.2014.01.004>
- Egan, V., Deary, I., & Austin, E. (2000). The NEO-FFI: Emerging British norms and an item-level analysis suggest N, A, and C are more reliable than O and A. *Personality and Individual Differences*, *29*, 907-920.
- Ekehammar, B., Akrami, N., Gylje, M., & Zakrisson, I. (2004). What matters most to prejudice: Big Five personality, social dominance orientation, or right-wing authoritarianism? *European Journal of Personality*, *18*, 463-482.
- European Union Commission Expert Group on Violent Radicalisation. (2008). *Radicalisation processes leading to acts of terrorism: A concise report prepared for the European Commission's expert group on violent radicalization*. Retrieved from http://www.rikcoolsaet.be/files/art_ip_wz/Expert%20Group%20Report%20Violent%20Radicalisation%20FINAL.pdf

- Eysenck, H. J., & Eysenck, S. B. G. (1964). *The manual of the Eysenck Personality Inventory*. London: University of London Press.
- Fayyaz, W. (2008). *Role of personality traits in the listening skills of English as a foreign language* (Unpublished M.Phil Dissertation). National Institute of Psychology, Quaid-e- Azam University, Islamabad, Pakistan.
- Fayyaz, W., & Kamal, A. (2011). Personality traits and the meta-cognitive listening skills of English as a foreign language in Pakistan. *Journal of Behavioural Science*, 21(2), 59-76.
- Fayyaz, M. (2014). Youth Extremism in Pakistan – Magnitude, Channels, Resident Spheres and Response. *Defense Against Terrorism Review*, 6(1), 63-92.
- Feather, N. T. (1992). Values, valences, expectations, and actions. *Journal of Social Issues*, 48, 109-124.
- Feldman, M. S. (2003). A performative perspective on stability and change in organizational routines. *Industrial and Corporate Change*, 12, 727-752.
- Fenstermacher, L. & Leventhal, T. (2011). Countering violent extremism: Scientific methods and strategies. NSI, Inc. Retrieved from http://www.nsiteam.com/pubs/U_Counter%20Violent%20Extremism%20Final_Approved%20for%20Public%20Release_28Oct11v3.pdf Fenstermacher & Leventhal, 2011
- Fayyaz, M. (2013). Youth extremism in Pakistan-Magnitude, channels, resident spheres and response. *Defense Against Terrorism Review*, 6(1), 63-92.
- Field, A. (2013). *Discovering statistics using SPSS*. 4th ed. London: Sage.

- Fischer, A. R. (2007). Parental relationship quality and masculine gender role strain in young men: Mediating effects of personality. *The Counseling Psychologist*, 35, 328- 358.
- Fu, P. P., Kennedy, J., Tata, J., Yukl, G., Bond, M. H., Peng, T. K.,...Cheosaku, A. (2004). The impact of societal cultural values and individual social beliefs on the perceived effectiveness of managerial influence strategies: A meso approach. *Journal of International Business Studies*, 35, 284-305.
- Furnham, A. (1988). *Lay theories*. Oxford: Pergamon Press.
- Gavali, C. S. (2012). The Impact of Gender on development of big five (OCEAN) personality factors. Openness to Experience, Conscientiousness, Extroversion, Agreeableness and Neuroticism. *Indian Streams Research Journal*, 2 (4), 1-5.
- Gelman, R., & Williams, E. (1998). Enabling constraints for cognitive development and learning: Domain specificity and epigenesis. In W. Damon, D. Kuhn, & R. S. Siegler (Eds.), *Handbook of child psychology*. New York: Wiley.
- Gerber, A. S., Herber, G. A., Doherty, D., & Dowling, C. M. (2010). Personality and political attitudes: Relationships across issue domains and political contexts. *American Political Science Review*, 104(1). doi:10.1017/S0003055410000031
- Giberson, T. R., Resick, C. J., & Dickson, M. W. (2005). Embedding leader characteristics : An examination of homogeneity of personality and values in organizations. *Journal of Applied Psychology*, 90(5), 1002-1010.
- Goldberg, L. (1990). An alternative description of personality: The big five-factor structure. *Journal of Personality and Social Psychology*, 59, 1216-1229.

- Goldstein, N. J., Cialdini, R. B., & Griskevicius, V. (2008). A room with a viewpoint: Using social norms to motivate environmental conservation in hotels. *Journal of Consumer Research*, 35, 472-482. doi:10.1086/586910
- Gombas, J. (2014). Personality traits of students of Budapest Business School before and after the economic crisis. *Practice and Theory in Systems of Education*, 9 (2), 111-121.
- Goodwin, R. D., & Gotlib, I. H. (2004). Gender differences in depression: The role of personality factors. *Psychiatry Research*, 126, 135-142.
- Gosling, S. D., Rentfrow, P. J., & Swann, W. B. (2003). A very brief measure of the Big-Five personality domains. *Journal of Research in Personality*, 37, 504-528.
- Gottschalk, M. & Gottschalk, S. (2004). Authoritarianism and pathological hatred: A social psychological profile of the middle eastern terrorist. *The American Sociologist*, 35(2), 38-59.
- Greene, M., Robles, O. & Pawlak, P. (2011). *Masculinities, Social Change and Development*. WDR Background Paper. Retrieved from <http://bit.ly/1mFXg2r>
- Guan, Y., Bond, M. H., Dinca, M., & Iliescu, D. (2010). Social Axioms among Romanians: Structure and Demographic Differences. *Romanian Journal of Applied Psychology Copyright*, 12, (2), 48-53.
- Gurven, M., Rueden, V.C., Massenkoff, M., & Kaplan, H. (2012). How Universal Is the Big Five? Testing the Five-Factor Model of Personality Variation Among

- Forager-Farmers in the Bolivian Amazon. *Journal of Personality & Social Psychology*, Vol. 104, (2), 354-370. doi: 10.1037/a0030841
- Haddad, Y. Y., & Esposito, J. L. (1998). *Islam, gender, and social change*. New York: Oxford University Press.
- Haq, M. (1997) *Human development in south Asia*. New York: Oxford University Press.
- Harris, R. J., & Firestone, J. M. (1998). Changes in predictors of gender role ideologies among women: A multivariate analysis. *Sex Roles*, 38, 239-52
- Hassan, H., Asad, S., & Hoshino, Y. (2016). Determinants of Leadership Style in Big Five Personality Dimensions. *Universal Journal of Management* 4(4): 161-179, DOI: 10.13189/ujm.2016.040402
- Haviland, W. A. (2002). *Cultural anthropology* (10th ed.). Fort Worth: Harcourt College Publishers.
- Hoffman, B. (2003). *Unutrašnji terorizam*. Beograd: Alfa.Inc.
- Hoffman, C., & Hurst, N. (1990). Gender stereotypes: Perception or rationalization? *Journal of Personality and Social Psychology*, 58(2), 197-208. Retrieved from <http://dx.doi.org/10.1037/0022-3514.58.2.197>
- Hofstede, G. (1980). *Culture's consequences: International differences in work-related values*. Beverly Hills, CA: Sage.
- Hogan, R. (1986). *Hogan Personality Inventory manual*. Minneapolis: National Computer Systems.
- Hogg, M. A., & Terry, D. J. (2001). Social identity theory and organizational processes. In M. A. Hogg & D. J. Terry (Eds.), *Social identity processes in organizational contexts* (pp. 1-12). Philadelphia: Psychology Press

- Horgan, J. (2005). *The psychology of terrorism*. New York, NY: Routledge.
- Horgan, J. (2008). Individual disengagement: A psychological analysis. In T. Bjørge & J. Horgan (Eds.), *Leaving terrorism behind: Individual and collective disengagement* (pp.17-29). New York: Routledge..
- House, R. J., Hanges, P.J., Javidan, M., Dorfman, P.W., & Gupta, V. (2004). *Leadership, culture, and organizations: The GLOBE study of 62 societies*. London: Sage Publications.
- Hudson, R.A. (1999). *Sociology and psychology of terrorism: Who becomes a terrorist and why?*, Guilford, CT: The Lyons Press
- Hui, V. K. Y., Bond, M. H., & Ng, T. S. W. (2007). General beliefs about the world as defensive mechanisms against death anxiety. *Omega*, 54, 199-214.
- Hussain, S., Habib, B., & Akhter, J. (2014). Computational Analysis of “Stereotypes as Cause of Gender Inequality”: A Study of Universities of South Punjab, Pakistan. *Pakistan Journal of Social Sciences*, 34,(2), 473-484
- Ikram, S. I. (2009). *Relationship between work-life balance and personality factors among male bank employees* (Unpublished M.Phil. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.
- Institute of Community Cohesion. (2007). *Young people and extremism: Some reflections of our local studies*. Retrieved from <http://resources.cohesioninstitute.org.uk/Publications/Documents/Document/DownloadDocumentsFile.aspx?recordId=73&file=PDFversion>.
- Irfan, S., & Kamal, A. (2008). Major attributes of the personality studies: Review of dissertations and research reports submitted to the National Institute of

- Psychology, Quaid-i-Azam University, Islamabad. *Pakistan Journal of Psychology*, 39(2), 11-35.
- Jackson, D.N. (1984). *Personality research form: Evaluate personality traits relevant to normal functioning*. Sigma Assessment Inc.
- Jacques, K., & Taylor, P. (2013). Myths and realities of female-perpetrated terrorism. *Law and Human Behaviour*, 37(1), 35-44.
- John, O. P. (1989). Towards a taxonomy of personality descriptors. In D. M. Buss & N. Cantor (Eds.), *Personality psychology: Recent trends and emerging directions* (pp. 261-271). New York: Springer-Verlag.
- John, O. P., & Gosling, S. D. (2000). Personality traits. In A. E. Kazdin (Ed.), *Encyclopedia of psychology* (pp. 140-144). Oxford: Oxford University Press.
- John, O.P. (1990). The “Big 5” factor taxonomy; Dimensions of personality in the natural language and in questionnaires. In L. Pervin (Ed.), *Handbook of personality. Theory and research* (pp.66-100). New York: Guilford.
- Jost, J. T., Glaser, J., Kruglanski, W. A., & Sulloway, J. F. (2003). Political Conservatism as Motivated Social Cognition. *Psychological Bulletin*, 129(3), 339-375. doi:10.1037/0033-2909.129.3.339
- Kalin, R., & Tilby, P. J.(1978). Development and validation of a Sex-Role Ideology Scale. *Psychological Reports*, 42, 731-738.
- Kamarulzaman, W. & Nordin, M. S. (2012). *Confirmatory Factor Analysis On The Big 5 Personality Test Inventory*. Paper presented at: Unity Through Diversity: 2nd Southeast Asia Psychology Conference. 26-28 September, University of Malaysia, Malaysia.

- Kaplan, R. & Saccuzzo, D. (2013). *Psychological Testing* (8th ed.). Belmont, CA: Wadsworth.
- Katz, D. (1960). The functional approach to the study of attitudes. *Public Opinion Quarterly*, 24, 163-204.
- Katz, P. A., & Boswell, S. L. (1984). Sex-role development and the one-child family. In T. Falbo (Ed.), *The single child family*. New York: Guilford.
- Keleher, H., & Franklin, L. (2008). Changing Gendered Norms about Women and Girls at the Level of Household and Community: A Review of the Evidence'. *Global Public Health: An International Journal for Research, Policy and Practice*, 3(S1), 42-57.
- Keung, D. K. Y., & Bond, M. H. (2002). Dimensions of political attitudes and their relations with beliefs and values in Hong Kong. *Journal of Psychology in Chinese Societies*, 3, 133-154.
- Khalid, I. (2014) Topology of Extremism: Implication on the contemporary politics of Pakistan. *A Research Journal of South Asian Studies*, 29(12), 23-39.
- Khalid, R. (2011). Changes in perception of gender roles: Returned migrants. *Pakistan Journal of Social and Clinical Psychology*, 9, 16-20.
- Khan, M. M. (2015). Countering violent extremism in Pakistan: An appraisal of Pakistan's CVE initiatives strategic studies. Retrieved from http://issi.org.pk/live/wpcontent/uploads/2016/07/SS_No_4_2015_Dr_Minhas.pdf.
- Khan, A. (2011). *Madrassa reforms: Broadening horizons for seminary students* *tribune*. Retrieved from <http://tribune.com.pk/story/276915/madrassa-reforms-broadening-horizons-for-seminary-students/>

- Khan, N. R. (2012). *Effect of parenting styles on the association between parent-adolescent conflict and personality pathology among clinical and non-clinical groups* (Unpublished M.Phil. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.
- Khan, Q., Naz, A., Anjum, U., & Khan, F. (2015). Ordering the Social World: A Sociolinguistic Analysis of Gender Roles In Pakhtun Folk Wisdom. *FWU Journal of Social Sciences*, 9(2), 14-21.
- Khan, S. Z. (2006). *Younger and elder couples marital satisfaction and gender role beliefs and morals* (Unpublished M.Phil. Dissertation), National Institute of Psychology, Quaid-i-Azam University, Islamabad, Pakistan.
- Kiani, S. (2010). *Personality and Vocational Interests in High School Students*. (Unpublished PhD. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.
- Kilp, A. (2011). The ontology and epistemology of extremism. *Estonian National Defence College (ENDC) Proceedings*, 14 (2), 9–25.
- King, M. & Taylor, D. M. (2011). The radicalization of homegrown jihadists: A review of theoretical models and social-psychological evidence. *Terrorism and Political Violence*, 23(4), 602-622.
- Kluck, A. (2014). Test review of the NEO Personality Inventory-3. In J. F. Carlson, K. F. Geisinger, & J. L. Jonson (Eds.), *The nineteenth mental measurements yearbook [electronic version]*. Retrieved from the Buros Institute's Test Reviews Online website: <http://www.buros.org/>
- Knafo, D. (2002). Revisiting Ernst Kris concept regression in the service of the ego. *Psychoanalytic Psychology*, 19(1), 24-49.

- Kratzner, R. E. (2003). *Gender role conflict, instrumentality-expressiveness, personality, and psychological distress* (Unpublished Masters thesis). Department of Psychology, St. Louis University, St. Louis, Missouri.
- Kruglanski, A. W. (1989). *Lay epistemics and human knowledge: Cognitive and motivational basis*. NY: Plenum.
- Kuhn, M. H., & McPartland, T. S. (1954). An empirical investigation of self-attitudes. *American Sociological Review*, *19*, 68-76.
- Kulik, L. (1999). Marital power relations, resources and gender role ideology: A multivariate model for assessing effect. *Journal of Comparative Family Studies*, *30*, 189-206.
- Kuo, B.C.H., Kwantes, C. T., Towson, S., & Nanson, K. M. (2006). Social beliefs as determinants of attitudes toward seeking professional psychological help among ethnically diverse university students. *Canadian Journal of Counselling*, *40*, 224-241.
- Kurman, J., & Ronen-Eilon, C. (2004). Lack of knowledge of a culture's social axioms and adaptation difficulties among immigrants. *Journal of Cross-Cultural Psychology*, *35*, 192-208.
- LeBreton, J. M., Wu, J., & Bing, M. N. (2009). The truth(s) on testing for mediation in the social and organizational sciences. In C. E. Lance & R. J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity, and fable in the organizational and social sciences* (pp.109-144). New York: Routledge.
- Leung, K. (2006). *Longitudinal analysis of effects of social cynicism on job satisfaction*. Paper presented in the 18th International Congress of

International Association for Cross Cultural Psychology, Isle of Spetses, Greece.

Leung, K., & Bond, M. H. (2004). Social axioms: A model of social beliefs in multicultural perspective. *Advances in Experimental Social Psychology*, 36, 119-197.

Leung, K., & Bond, M. H. (2008). Psycho-logic and eco-logic: Insights from social axiom dimensions. In F. van de Vijver, D. van Hemert, & Y. P. Poortinga (Eds.), *Individuals and cultures in multilevel analysis* (pp. 197-219). Mahwah, NJ: Erlbaum.

Leung, K., Bond, M. H., Reimel de Carrasquel, S., Munoz, C., Hernandez, M., Murakami, F.,...Singelis, T. M. (2002). Social axioms: The search for universal dimensions of general beliefs about how the world functions. *Journal of Cross-Cultural Psychology*, 33(3), 286-302.

Levant, F. L. (2011). Research in the psychology of men and masculinity using the gender role strain paradigm as a framework. *American Psychologist*, 66, 765-776.

Liebman, C. S. (1983). Extremism as a Religious Norm. *Journal for the Scientific Study of Religion*, 22 (1) 75 – 86

Lips, H. M. (2000). *Sex and gender: An introduction*. Mountain View, CA: Mayfield.

Loza, W. (2007). Psychology of extremism and terrorism: A middle-eastern perspective. *Aggression and Violent Behavior*, 12(2), 141-155

Maccoby, E. E. (2000). Parenting and its effects on children: on reading and misreading behavior genetics. *Annual Review of Psychology* 51 (1). 1–27

- Magnusson, D. (1988). Antisocial conduct of boys and autonomic reactivity. In T. E. Moffitt & S. A. Mednick (Eds.), *Biological contributions to crime causation* (pp.135-146). Dordrecht, The Netherlands: Martinus Nijhoff Press.
- Magnusson, D., & Endler, N. S. (1977). Interactional psychology: Present status and future prospects. In D. Magnusson & N. S. Endler (Eds.), *Personality at the cross-roads: Current Issues in interactional psychology*. Hillsdale, NJ: Lawrence, Erlbaum Associates.
- Magnusson, D., & Stattin, H. (1998). Person context interaction theories. In W. Damon & R. M. Lerner (Eds.), *Handbook of child psychology. Vol. 1: Theoretical models of human development* (pp.685-759). New York, NY: Wiley.
- Martin, C. L., Ruble, D. N., & Szkrybalo, J. (2002). Cognitive theories of early gender development. *Psychological Bulletin*, 128, 903-933
- Martinsen, Ø. L., Nordvik, H., & Erikson, L. Ø. (2011). The NEO PI-R in a North European Context. *Scandinavian Journal of Organizational Psychology*, 3, (2), 58–75
- McAdams, D. P. (1992). The five-factor model in personality: A critical appraisal. *Journal of Personality*, 60, 329-361
- McAdams, D. P., & Pals, J. L. (2006). A new Big Five: Fundamental principles for an integrative science of personality. *American Psychologist*, 61(3), 204-217.
- McCauley, C., & Moskaleiko, S. (2008). Mechanisms of political radicalization: Pathways toward terrorism. *Terrorism and Political Violence*, 20, 405-433.
- McCrae, R. R. (1996). Social consequences of experiential openness. *Psychological Bulletin*, 120, 323-337.

- McCrae, R. R. (2002). NEO-PI-R data from 36 cultures: Further intercultural comparisons. In McCrae & J. Allik. (Eds.), *The Five-Factor Model of personality across cultures* (pp. 105-125). New York: Kluwer Academic/Plenum Publishers.
- McCrae, R. R., & Costa, P. T. (1999). A five-factor theory of personality. In L. A. Pervin & O. P. John (Eds.), *Handbook of personality* (pp. 139-153). New York: Guilford.
- McCrae, R. R., & Costa, P. T., Jr. (1996). Toward a new generation of personality theories: Theoretical contexts for the five-factor model. In J. S. Wiggins (Ed.), *The five-factor model of personality: Theoretical perspectives* (pp. 51-87). New York: Guilford.
- McClosky, H. (1958). Conservatism and personality. *American Political Science Review*, 52, 27-45.
- McHugh, M. C. (1996). A feminist approach to agoraphobia: Challenging traditional views of women at home. In J. C. Chrisler, C. Golden, & P. D. Rozee (Eds.), *Lectures on the psychology of women* (pp. 339-357). New York: McGrawHill.
- McShane, S., & Von Glinow, M. (2005). *Organizational behavior: Emerging realities for the workplace revolution* (3rd ed.). New York: McGraw-Hill Higher Education.
- Medland, S. & Hatemi, P. (2009). Political science, biometric theory, and twin studies: A methodological introduction. *Political Analysis* 17, 191-214.
- Merari, A., Diamant, I., Bibi, A., Broshi, Y., and Zakin, G. (2010). Personality characteristics of “self martyrs”/”suicide bombers” and organizers of suicide attacks. *Terrorism and Political Violence*, 22, 87-101.

- Merari, A. (1998). The readiness to kill and die: Suicidal terrorism in the Middle East. In *Origins of terrorism: Psychologies, ideologies, theologies, states of mind*, W. Reich, 192-207. Washington, DC: Woodrow Wilson Center Press.
- Miller, C. F., Lurye, L. E., Zosuls, K. M., & Ruble, D. N. (2009). Accessibility of gender stereotypes domains: Developmental and gender differences in children. *Sex Roles, 60*, 870-881.
- Miller, W. B. (1958). Lower class culture as a generating milieu of gang delinquency. *Journal of Social Issues, 14*, 5-19.
- Mirza, A.M.B., & Jabeen, N. (2011). Gender Stereotypes and Women in Management The Case of Banking Sector of Pakistan. *A Research Journal of South Asian Studies 26*, (2), 259-284
- Mishra, M. N. (2001). *Organizational behavior*. New Delhi: Vikas publishing House Pvt Ltd.
- Mondak, J. J. (2010). *Personality and the foundations of political behavior*. New York: Cambridge University Press.
- Murphy, K.R., (2005). *Psychological Testing Principles and Applications*. (6th ed.) Pearson New Jersey: Prentice Hall, Inc.
- Naz, S. (2008). *The relationship between music preference dimensions and personality traits among university students*. (Unpublished M.Phil Dissertation). National Institute of Psychology, Quaid-i-Azam University, Islamabad, Pakistan.
- Nesser, P. (2004). *Jihad in Europe: A survey of the motivations for Sunni Islamist terrorism in post-millennium Europe*. FFI/Rapport-2004/01146

- Neuman, P. (2010). *Prisons and terrorism radicalisation and de-radicalisation in 15 countries*. International Centre for the Study of Radicalisation and Political Violence. Retrieved from <http://icsr.info/wp-content/uploads/2012/10/1277699166PrisonsandTerrorismRadicalisationandDeradicalisationin15Countries.pdf>.
- Nisbett, R. E., & Cohen, D. (1996). *Culture of honor: The psychology of violence in the South*. Boulder, CO: Westview Press
- Oliver, J. M., & Mooradian, T. A. (2003). Personality traits and personal values: A conceptual and empirical integration. *Personality and Individual Differences*, 35, 109-125.
- Oots, K., & Wiegele, T. (1985). Terrorist and Victim: Psychiatric and Physiological Approaches. *Terrorism: An International Journal*, 8(1), 1-32.
- Oskarsson, S., & Widmalm, S.(2016). Personality and Political Tolerance: Evidence from India and Pakistan. *Political Studies*. 64(1) 235–254. DOI: 10.1111/1467-9248.12169
- Ozer, D. J., & Benet-Martínez, V. (2006). Personality and the prediction of consequential outcomes. *Annual Review of Psychology*, 57, 401–421. <http://dx.doi.org/10.1146/annurev.psych.57.102904.190127>
- Pallant, J. (2013). *SPSS survival manual*. 5th ed. Buckingham: Open University Press
- Paunonen, S. V., Jackson, D. N., Trzebinski, J., & Forsterling, F. (1992). Personality structure across cultures: A multimethod evaluation. *Journal of Personality and Social Psychology*, 62(3), 447-456.
- Peresin, A.(2007). Mass Media and Extremism. *Medij.Istraz*, 13 (1) 5-22.
- Pervin, L. A. (1996). *The science of personality*. New York: John Wiley & Sons.

- Popenoe, D. (1996). *Life without father*. New York: The Free Press.
- Prasad, P., & Baron, M. J. (1996). Measurement of gender-role attitudes, beliefs, and Principles. Nikos Drakos, Computer Based Learning Unit, University of Leeds. Retrieved from Parsad <http://www.sas.upenn.Edu/~baron/pp.html>
- Preacher, K. J., & Hayes, A. F. (2004). SPSS and SAS procedures for estimating indirect effects in simple mediation models. *Behavior Research Methods, Instruments, and Computers*, 36, 717-731.
- Raine, A. (1993). *Psychopathology of crime*. San Diego, CA: Academic Press.
- Raine, A. (1997). Antisocial behavior and psychophysiology: A biosocial perspective and a prefrontal dysfunction hypothesis. In D. Stoff, J. Breiling, & J. Maser (Eds.), *Handbook of antisocial behavior* (pp. 289-304). New York: Wiley
- Revelle, W. (2000). Individual differences. In A. Kazdin (Ed.), *Encyclopedia of psychology* (pp.249-252). Oxford, UK: Oxford University Press.
- Ridgeway, C. L. (2000). Social difference codes and social connections. *Sociological Perspectives*, 43, 1-11.
- Ridgeway, L.C., & Correll, J.S. (2000). Unpacking the gender system: A theoretical perspective on gender beliefs and social relations. *Gender and Society*, 18; 510-531. doi: 10.1177/0891243204265269
- Riedel, B., & Embrace, D. (2011). *Pakistan, America, and the future of the global Jihad*. New York: Brookings Institution Press.
- Roberts, B. W., Kuncel, N. R., Shiner, R., Caspi, A., & Goldberg, L. R. (2007). The power of personality: The comparative validity of personality traits, socioeconomic status, and cognitive ability for predicting important life

- outcomes. *Perspectives on Psychological Science*, 2, 313–345. Retrieved from <http://dx.doi.org/10.1111/j.1745-6916.2007.00047.x>
- Robins, R. W., Fraley, R. C., Roberts, B. W., & Trzesniewski, K. H. (2001). A longitudinal study of personality change in young adulthood. *Journal of Personality*, 69, 617- 640.
- Robinson, J. P., & Godbey, G. (1997). *Time for life: The surprising ways Americans use their time*. University Park, PA: Pennsylvania State University.
- Rohan, M. J. (2000). A rose by any name? The values construct. *Personality and Social Psychology Review*, 4, 255-277.
- Rohner, R.P. (1999). Acceptance and rejection. In Encyclopedia of Human Emotions, ed. D Levinson, J Ponzetti, P Jorgensen, 1, 6–14.
- Rolland, J. P. (2002). Cross-cultural generalizability of the five-factor model of personality. In R. R. McCrae & J. Allik (Eds.), *The five-factor model of personality across cultures* (pp. 7-28). New York, NY: Kluwer Academic.
- Ross, J. I. (1993). Structural causes of oppositional political terrorism: Towards a causal model. *Journal of Peace Research*, 30(3), 317-329.
- Rotter, J. B. (1966). Generalized expectancies for internal versus external control of reinforcement. *Psychological Monographs*, 80, 1-28.
- Rupf, M., & Boehnke, K. (2002). *Hierarchic self-interest and political delinquency: Do social axioms serve as moderators?* Poster presented at the regional conference of the International Association for Cross-Cultural Psychology, Winchester, UK.
- Russell, C. A., & Miller. B. H. (1983). *Profile of a terrorist*. In *Perspectives on terrorism*. Wilmington, DE: Scholarly Resources, Inc.

- Rybanska, J. (2015). Selected Personality Characteristics as Predictors of Emotional Consumer Behaviour. *European Journal of Business Science and Technology*, 1 (2): 128–136.
- Saba, A. M. (2004). Extremism among different religious groups. (Unpublished MSc. Research Report). National Institute of Psychology, QAU, Islamabad, Pakistan.
- Safdar, N. (2002). *Relationship between adult attachment styles and big five personality factors* (Unpublished M.Sc Research Report). National Institute of Psychology, QAU, Islamabad, Pakistan.
- Sageman, M. (2004). *Understanding terror networks*. Philadelphia: University of Pennsylvania Press.
- Sanford, N. (1973). *Authoritarian personality in contemporary perspective*. In J. N. Knutson (Ed.), *Handbook of Political Psychology* (pp. 139-170). San Francisco: Jossey-Bass.
- Saroglou, V. (2002). Religion and the Five Factors of Personality: A Meta Analytic Review. *Personality and Individual Differences*, 32, 15-25.
- Saroglou, V., & Munoz-Garcia, A. (2008). Individual differences in religion and spirituality: An issue of personality traits and/or values. *Journal for the Scientific Study of Religion*, 47, 83-101.
- Savita, M.C. (1990). Education, sex and authoritarianism. *Journal of Personality and Clinical Studies*, 6(1), 127-128.
- Schbley, A. (2003). Defining religious terrorism: a causal and anthological profile. *Studies in Conflict and Terrorism*, 26(2), 105-134.

- Schmitt, N. (2012). *The Oxford Handbook of Personnel Assessment and Selection*. New York:Oxford University Press, Inc.
- Schreiber, J. B., Nora, A., Stage, F. K., Barlow, E. A., & King, J. (2006). Reporting structural equation modeling and confirmatory factor analysis results: A review, *The Journal of Educational Research*, 99(6), 323-337.
- Schultz, D. P., & Schultz, S. C. (2001). *Theories of personality* (7th ed.). Belmont: Words Worth Thomson Learning, Inc.
- Schwartz, J. P., Buboltz, W. C., Seeman, E., & Flye, A. (2004). Personality styles: Predictors of gender role conflict in male prison inmates. *Psychology of Men and Masculinity*, 5, 59-64.
- Schwartz, S. H. (1992). Universals in the content and structure of values: theoretical advances and empirical tests in 20 countries. In M. Zanna (Ed.), *Advances in experimental social psychology* (Vol. 2, pp. 1-65). New York: Academic Press.
- Sewell, W. H. (1992). A theory of structure: Duality, agency, and transformation. *American Journal of Sociology*, 98, 1-29.
- Shaheen, L. (2007). *An exploratory study on personality traits of drug addicts* (Unpublished M.Sc. Research Report). National Institute of Psychology, Quaid-e-Azam University, Islamabad, Pakistan
- Sidanius, J. (1988). Political sophistication and political deviance: A structural equation examination of context theory. *Journal of Personality and Social Psychology*, 55, 37-51.
- Siddiqa, A. (2011). *Red hot chilli peppers Islam-Socio-political attitudes amongst Youth in Elite Universities in Islamabad, Lahore and Karachi*. Retrieved from

https://pk.boell.org/sites/default/files/downloads/Red_Hot_Chilli_Peppers_Islam_-_Complete_Study_Report.pdf

Sigelman, L., Tuch, S.A., & Martin, J. K. (2005). What's in a name? Preference for “Black” versus “African-Americans” among Americans of African descent. *Public Opinion Quarterly*, 69(3), 429-438.

Silber, M. D., & A. Bhatt. (2007). *Radicalisation in the West: The homegrown threat*. The New York City Police Department.

Singelis, T. M., Hubbard, C., Her, P., & An, S. (2003). Convergent validation of the Social Axioms Survey. *Personality and Individual Differences*, 34, 269-282.

Singelis, T.M., Bhawuk, D.P.S., Gabrenya, W.K., Gelfand, M., Harwood, J., Her, P., Tanaka-Matsumi, J., & Vandello, J. (2009). Exploring Ethnic Group and Geographic Differences in Social Axioms in the USA. In, K. Leung and M.H. Bond (2009), *Psychological Aspects of Social Axioms*, Springer Science & Business Media, LLC

Slootman, M., & Tillie, J. (2006). *Processen van radicalisering. Waarom sommige Amsterdamse moslims radicaal worden* [Processes of Radicalisation. Why some Amsterdam Muslims become radicals]. Amsterdam: IMES.

Snyder, M., & Kendzierski, D. (1982). Choosing social situations: Investigating the origins of correspondence between attitudes and behavior. *Journal of Personality*, 50(3), 280-295.

Sousa, V., & Rojjanasrirat, W. (2010). Translation, adaptation and validation of instruments or scales for use in cross-cultural health care research: A clear and user friendly guideline. *Journal of Evaluation in Clinical Practice*, 17(2), 268-274.

- Spielberger, C.D. (1979). *Preliminary manual for the State-Trait Personality Inventory (STPI)*. Center for Research in Behavioral Medicine and Health Psychology, PCD 4118G, University of South Florida, Tampa.
- Stangor, C., & Ruble, D. N. (1987). Development of gender role knowledge and gender constancy. *New Directions for Child Development*, 39, 5-22.
- Stenner, K. (2005). *The authoritarian dynamic*. New York, NY: Cambridge University Press.
- Striegel-Moore, R. (1995). Psychological factors in the etiology of binge eating. *Addictive Behaviors*, 20(6), 713-723.
- Suitor, J. J., Mecom, D., & Feld, I. S. (2001). Gender, household labor, and scholarly productivity among university professors. *Gender Issues*, 19, 50-67.
- Taj, A . (2004). *Personality traits of working and non-working women* (Unpublished M.Sc Research Report), National Institute of Psychology, Quaid-i-Azam University, Islamabad, Pakistan.
- Tang, T., & Tang, C. (2001). Gender role internalization, multiple roles, and Chinese women's mental health. *Psychology of Women Quarterly*, 25, 181-196.
- Tasmeera, S. (2002) *Case study and personality traits of transgender* (Unpublished M.SC. Research Report). National Institute of Psychology, Quaid-I-Azam University, Islamabad, Pakistan.
- Toner, B. B., & Akman, D. E. (2000). Gender role and irritable bowel syndrome: Literature review and hypothesis. *The American Journal of Gastroenterology*, 95, 11-16.
- Triandis, H. C. (1994). *Culture and social behavior*. New York, NY: McGraw-Hill.

- Tu, S., & Chang, Y. (2000). *Women's and men's gender role attitudes in Coastal China and Taiwan*. Presented at East Asian Labor Markets Conference at Yonsei University, Seoul Korea.
- Tuman, J.S. (2003) *Communicating extremism: The rhetorical dimensions of extremism*. London: SAGE Publications.
- Turner, J. S., & Helms, D. B. (1995). *Lifespan development* (5th ed.).Fort Worth: Harcourt Brace.
- Urberg, K.A., Degirmencioglu, S.M., & Tolson, J.M. (1998) Adolescent friendship selection and termination: the role of similarity. *Journal of Social and Personal Relationships, 15*, 703–710.
- Van Dam, K. (2003). Trait perception in the employment interview: A five-factor model perspective. *International Journal of Selection and Assessment, 11*, 43-55.
- VanDeVijver, A.J.R., & Leung, K. (1997). Methods and data analysis of comparative research. In J.W. Berry, Y.H. Poortinga & J. Pandey (Eds.), *Handbook of cross-cultural psychology* (2nd ed., vol. 1, pp. 257-300). Boston, MA: Allyn & Bacon.
- Veldhuis, T., & Staun, J. (2009). *Islamist radicalisation: A root cause model*. Netherlands Institute of International Relations Clingendael. Retrieved from http://subweb.diis.dk/graphics/_IO_indsatsomraader/Religion_og_social_konflikt_og_Mellemosten/Islamist%20Radicalisation.Veldhuis%20and%20Stau n.pdf
- Victoroff, J. (2005). The mind of the terrorist. A review and critique of psychological approaches. *Journal of Conflict Resolution, 49*(1), 3- 42.

- Vroom, V. H. (1964). *Work and motivation*. Oxford, England: Wiley.
- Watson, D., & Clark, L. A. (1997). Extraversion and its positive emotional core. In R. Hogan, J. Johnson, & S. Briggs (Eds.), *Handbook of personality psychology* (767-793). San Diego, CA: Academic Press.
- Webster, G. D. (2009). The person-situation interaction is increasingly outpacing the person-situation debate in the scientific literature: A 30-year analysis of publication trends, 1978-2007. *Journal of Research in Personality*, 43(2), 278-279.
- Wilkinson, P. (2006). *Terrorism versus democracy* (2nd ed.). New York: Routledge
- Wilson, M. S., & Liu, J. H. (2003) Social dominance orientation and gender: The moderating role of gender identity. *British Journal of Social Psychology*, 42 (2), 187-198.
- Wilson, O. D. (1973). *The psychology of conservatism*. London: Academic Press.
- Yakovenko, A. (2005). Can the media help to fight terrorism?, *International Affairs*
Retrieved from <http://www.eastview.com>
- Yik, M. S. M., & Bond, M. H. (1993). Exploring the dimensions of Chinese person perception with indigenous and imported constructs: Creating a culturally balanced scale. *International Journal of Psychology*, 28, 75-95.
- Yusuf, M. (2011). A society on the precipice: Examining the prospects of youth radicalization in Pakistan. In A. M. Kugelman & R. M. Hathaway (Eds.), *Reaping the dividend, woodrow wilson center* (pp.76-112). Washington, DC: Woodrow Wilson International Center for Scholars.
- Zaller J. (1992). *The nature and origins of mass opinion*. New York: Cambridge Univ. Press

Zanden, V. J. W. (1990). *The social experience: An introduction to sociology* (2nd ed.).

New York: McGraw-Hill.

Zinchenko, P. Y. (2014). Extremism from the perspective of a system approach.

Psychology in Russia. *State of the Art*, 7(1), 23-33. doi:

10.11621/pir.2014.0103