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### Spiritual and family goal setting pattern of farm families in different socio-cultural regions of Punjab

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#### Abstract

The present study was undertaken to study the existing spiritual and family goal setting pattern, assess the effect of socio-personal factors of the homemakers on the spiritual and family goal setting pattern and explore the constraints in goal setting and attainment of farm families. Results revealed that overall goal setting pattern of farm families was quite erroneous (overall SMART percent score of 29.56) with spiritual goal setting percent score of 22.69 and family 36.44. It was further revealed that long term goal setting pattern of farm families was comparatively better (52.12 percent) than mid-term (22.15 percent) and short term (14.43 percent) goal setting pattern as respondents were found to be wishful in the guise of long term goals and quite poor in organising efforts in the form of mid and short term goals directed towards long term goals. A positive but non significant relationship between the age (0.07), education (0.01), family type (0.05), family size (0.04) and family income (0.02) of the respondents and their goal setting pattern was found. Major constraint faced by the respondents while setting the goals was lack of training to set goals (88.99 percent) and while achieving the goals was unexpected interruption (95.99 percent).

**Keywords:** Goal setting pattern of farm families, Long Term, Mid-term and Short Term goals, Constraints in goal setting

#### Introduction

The goal setting has been established as an effective technique for increasing achievement. Successful managers shape events rather than letting the events shape them. Setting of performance goals facilitates their achievement. Goal setting is considered as a thought process of home managers in families. Well thought and penned down goals add additional discipline that often makes the difference between success and failure in the accomplishment of a goal. Goals may be competitive, independent or complementary. It has already been concluded on the basis of studies of farm family goals that farm families often find it difficult to verbalize their goals rather they find it easier to rank the list of given goals. They are unable to pin point the diverse areas of their interest in the form of goals. In farm families it has often been observed that with a limited income, actions that help to achieve one goal simultaneously help or hinder the achievement of other goals, so setting of appropriate goals is a big challenge. (Henry A. Wadsworth, 1981) [2]. Farm families of Punjab are showing signs of distress due to declining economic viability of agriculture over a period of time. Consumerism has allured the farming families too, but the farm incomes are not matching their real or unreal expectations. Indulgence into false prestige, abandonment of pious values - like simplicity, hard work, contentment etc. and changed attitudes of families has played havoc with their quality of life. One of the major reasons of distress in the farm families is setting of unrealistic goals based not on their actual resources, value system and standards of living but driven by their false prestige they imitate others' goals resulting into debt burden for their families. Values are the framework through which people evaluate their own lives and the lives of others. So the present study was undertaken with the following objectives.

1. To study existing spiritual and family goal setting pattern of farm families of different socio-cultural regions of Punjab.
2. To assess the effect of socio-personal factors of the homemakers on the spiritual and family goal setting pattern of the farm families.
3. To explore the constraints in goal setting and attainment by the farm families.

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## Research Methods

The study was conducted in three different cultural zones of Punjab i.e. *Majha, Malwa and Doaba*. Three districts were randomly selected from different cultural zones of Punjab namely, Amritsar from Majha, Sri Muktsar Sahib from Malwa and Jalandhar from Doaba. Further, one village from each district- namely; Khankot (District- Amritsar, Block- Verka), Hari-ke-kalan (District- Sri Muktsar sahib, Block- Muktsar) and Jamsher khera (District- Jalandhar, Block- Jalandhar east) were randomly selected. A total sample of 150 respondents comprising of fifty respondents from each village was taken. An interview schedule was administered to the sample families for collection of data. The goal setting pattern was studied on the basis of a goal being SMART i.e. specific, measurable, agreeable, realistic and timely. A score of one was awarded for each goal attribute i.e., Specific, Measurable, Agreeable, Realistic and Timely. Correlation was calculated

for determining the relationship between the socio-personal characteristics and goal setting areas. Attained score, percentage and Mean weighted scores (MWS) for each set of goal were calculated. Average and percentage was calculated for determining the constraints in setting and achieving the goals.

## Research Findings and Discussion

### Existing spiritual goal setting pattern of farm families of different socio-cultural regions of Punjab

#### Long term goals

Walking along the spiritual path of life requires some systematic and determined efforts in one's life. The kind of efforts the farm families are making to tread along this path was studied in the form of spiritual goal setting pattern and presented in Table 1.

**Table 1:** SMART score for long term spiritual goal setting pattern of respondent families

| Spiritual goals                      | Total score of goal attributes* |              |              |               |
|--------------------------------------|---------------------------------|--------------|--------------|---------------|
|                                      | Majha (n=50)                    | Malwa (n=50) | Doaba (n=50) | Total (N=150) |
| <b>Long term goals</b>               |                                 |              |              |               |
| 1. Seeking union of soul with source | 134(53.60)                      | 122(48.80)   | 145(58.00)   | 401(53.46)    |
| 2. Attaining peaceful state of mind  | 123(49.20)                      | 105(42.00)   | 135(54.00)   | 363(48.40)    |
| 3. Getting rid of vices              | 112(44.80)                      | 103(41.20)   | 125(50.00)   | 340(45.33)    |
| 4. Making life journey meaningful    | 145(58.00)                      | 134(53.60)   | 154(6.16)    | 433(57.73)    |
| 5. Helping needy                     | 119(47.60)                      | 112(44.80)   | 134(53.60)   | 365 (48.66)   |
| Total                                | 633(50.64)                      | 576(46.08)   | 693(55.44)   | 1902(50.72)   |

Figures in parentheses indicate percentage

\*Each goal attributes i.e., specific, measurable, agreeable, realistic and timely (SMART) carries equal score i.e., one. Max. goal attributes score (50 no. of respondents x max. score i.e. 5=250)

The tabulated data reveals that the long term spiritual goals like making life journey meaningful, seeking union of soul with source, helping needy, attaining peaceful state of mind and getting rid of vices were defined by the respondent families with a goal setting score of 433, 401, 365, 363 and 340 respectively. There was not any significant difference in the long term spiritual goal setting pattern of families belonging to different social- cultural zones i.e. Doaba, Majha and Malwa with a goal setting score of 693, 633 and 576 respectively.

#### Mid-term goals

Mid-term goals are like signs posts to guide and reach the final destination. So they must be set very judiciously, in order to keep the journey on right track on winding paths by giving right indications towards the target. The ultimate goals

of life can only be successfully achieved if the intermediate goals are set sensibly. The pattern of mid-term spiritual goal setting of respondent farm families was investigated and presented in Table 2.

Though the respondent families were found to be good in setting their long term spiritual goals but they were quite vaguely chasing these long term goals through their mid-term spiritual goals with just 8.42 percent SMART goals. For their long term goal of "seeking union with soul" the mid-term goals like doing acts with a consciousness to avoid guilt, chanting the name of God, practicing the religious rituals, profusing with sense of gratitude and tuning mind to face self were just specific, measurable, agreeable, realistic and timely by 13.86 percent, 13.60 percent, 9.46 percent, 8.66 percent and 5.20 percent. The mid-term goals, for achieving long term goal for "attaining peaceful state of mind" like visiting holy

**Table 2:** SMART score for mid-term spiritual goal setting pattern of respondent families

| Spiritual goals  | SMART score for goal attributes* |              |              |               |
|--|----------------------------------|--------------|--------------|---------------|
|  | Majha (n=50)                     | Malwa (n=50) | Doaba (n=50) | Total (N=150) |
| <b>Mid-term goals</b>                                  |                                  |              |              |               |
| <b>1. Seeking union of soul with source</b>            |                                  |              |              |               |
| Chanting the name of god                               | 34(13.60)                        | 23(9.20)     | 45(18.00)    | 102(13.60)    |
| Practising the religious rituals                       | 23(9.20)                         | 14(5.60)     | 34(13.60)    | 71(9.46)      |
| Doing acts with a consciousness to avoid guilt         | 38(15.20)                        | 24(9.60)     | 42(16.80)    | 104(13.86)    |
| Tuning mind to face self                               | 13(5.20)                         | 8(3.20)      | 18(7.20)     | 39(5.20)      |
| Profusing with sense of gratitude                      | 22(8.80)                         | 14(5.60)     | 29(11.60)    | 65(8.66)      |
| <b>Mean weighted score (MWS)</b>                       | 26 (10.40)                       | 16.6 (6.64)  | 33.6 (13.44) | 76.2 (10.15)  |
| <b>2. Attaining peaceful state of mind</b>             |                                  |              |              |               |
| Collecting and reading relevant literature             | 12(4.80)                         | 7(2.80)      | 18(7.20)     | 37(4.93)      |
| Visiting holy places                                   | 67(26.80)                        | 55(22.00)    | 78(31.20)    | 200(26.66)    |
| Finding a holy company                                 | 23(9.20)                         | 12(4.80)     | 32(12.80)    | 67(8.93)      |
| Making routine-finding time for prayers, introspection | 23(9.20)                         | 15(6.00)     | 28(11.20)    | 66(8.80)      |
| Evaluating every act                                   | 12(4.80)                         | 7(2.80)      | 17(6.80)     | 36(4.80)      |
| <b>Mean weighted score (MWS)</b>                       | 27.4 (9.12)                      | 19.2 (7.68)  | 34.6 (13.84) | 81.2 (10.52)  |
| <b>3. Making life journey meaningful</b>               |                                  |              |              |               |

|                                     |                     |                    |                     |                     |
|-------------------------------------|---------------------|--------------------|---------------------|---------------------|
| Developing a 'giving' attitude      | 23(9.20)            | 15(6.00)           | 34(13.60)           | 72(9.60)            |
| Being passionate                    | 12(4.80)            | 6(2.40)            | 18(7.20)            | 36(4.80)            |
| Living by code of ethics            | 14(5.60)            | 8(3.20)            | 22(8.80)            | 44(5.86)            |
| Cultivating compassions             | 23(9.20)            | 17(6.80)           | 34(13.60)           | 74(9.86)            |
| Enhancing self awareness            | 22(8.80)            | 16(6.40)           | 23(9.20)            | 61(8.13)            |
| <b>Mean weighted score (MWS)</b>    | <b>18.8 (7.52)</b>  | <b>12.4 (4.96)</b> | <b>26.2 (10.48)</b> | <b>57.4 (7.65)</b>  |
| <b>4. Getting rid of vices</b>      |                     |                    |                     |                     |
| Controlling lust                    | 22(8.80)            | 14(5.60)           | 32(12.80)           | 68(9.06)            |
| Managing anger                      | 15(6.00)            | 8(3.20)            | 17(6.80)            | 40(5.33)            |
| Shedding materialistic greed        | 12(4.80)            | 5(2.00)            | 16(6.40)            | 33(4.40)            |
| Detaching from worldly things       | 17(6.80)            | 12(4.80)           | 23(9.20)            | 52(6.93)            |
| Lowering egotism                    | 23(9.20)            | 14(5.60)           | 34(13.60)           | 71(9.46)            |
| <b>Mean weighted score (MWS)</b>    | <b>17.8 (6.16)</b>  | <b>10.6 (4.24)</b> | <b>24.4 (9.76)</b>  | <b>52.8 (7.03)</b>  |
| <b>5. Helping needy</b>             |                     |                    |                     |                     |
| Identifying persons in need         | 45(18.00)           | 34(13.60)          | 55(22.00)           | 134(17.86)          |
| Sparing resources for others        | 23(9.20)            | 15(6.00)           | 34(13.60)           | 72(9.60)            |
| Mobilizing people to help the needy | 22(8.80)            | 14(5.60)           | 32(12.80)           | 68(9.06)            |
| Monitoring the progress             | 23(9.20)            | 9(3.60)            | 15(6.00)            | 47(6.26)            |
| Volunteering for social cause       | 18(7.20)            | 15(6.00)           | 22(8.80)            | 55(7.33)            |
| <b>Mean weighted score (MWS)</b>    | <b>21.6 (10.48)</b> | <b>17.4 (6.96)</b> | <b>31.6 (12.64)</b> | <b>75.2 (10.02)</b> |
| <b>Total</b>                        | <b>576 (9.21)</b>   | <b>381 (6.09)</b>  | <b>752(12.03)</b>   | <b>1580(8.42)</b>   |

Figures in parentheses indicate percentage

\*Each goal attributes i.e., specific, measurable, agreeable, realistic and timely (SMART) carries equal score i.e., one. Max. goal attributes score (50 no. of respondents x max. score i.e. 5=250)

places, finding a holy company, making routine-finding time for prayers, introspection collecting and reading relevant literature, and evaluating every act were SMART just by 26.66 percent, 8.93 percent, 8.80 percent, 4.93 percent and 4.80 percent. The average score of mid-term spiritual goals for achieving the long term goal of “making life journey meaningful” was 75 indicating that only 7.65 percent mid-term spiritual goals set by respondent families were SMART. The mid-term resolutions for achieving the long term spiritual goal of “getting rid of vices” were also not found to be specific, measurable, agreeable, realistic and timely with a percent score of 9.46, 9.06, 6.93, 5.33 and 4.40 in case of lowering egotism, controlling lust, detaching from worldly things, managing anger and shedding materialistic greed respectively. Similarly, though respondent families were found talking about “helping needy” but their mid-term actions were not found to be specific, measurable, agreeable, realistic and timely with a percent score of 17.86, 9.60, 9.06, 7.33 and 6.26 in case of identifying persons in need, sparing resources for others, mobilizing people to help the needy, volunteering for social cause and monitoring the progress. The goal setting pattern of respondents belonging to different socio-cultural regions was almost equally SMART with a total score of 752, 576 and 381 in case of Doaba, Majha and Malwa region respectively.

### Short term goals

The higher spiritual goals are only possible to achieve if tiny

steps in the form of short term goals are cautiously planned and executed. A precise and well chalked out routine guided by short term goals has a capability to achieve even the incomprehensible spiritual goals. Rural families are generally more inclined towards spiritual dimensions of life but how they are materializing their inclinations by the way of setting short term spiritual goals was inspected and given in Table 3. The data presented in the Table 3 envisaged that overall only 8.94 percent of the respondents were having specific, measurable, agreeable, realistic and timely short term spiritual goals which were set by the farm families. The goals set by homemaker for “seeking union of soul with source” were SMART just by 14.93 percent, 12.66 percent, 10.26 percent, 6.80 percent and 4.66 percent in case of introspecting the self, meditating everyday, doing yoga, doing exercise and finding one God in every experience respectively. The short term career goals for “attaining peaceful state of mind” by doing prayers regularly by 25.86 percent, watching religious programme on TV by 21.73 percent, adopting polite mannerism by 18.00 percent, respecting elders by 17.60 percent and following daily routine meticulously were SMART by 10.40 percent respectively. The data further revealed that only 6.55 percent set their SMART goals in “making life journey meaningful”. The short term career goals for “getting rid of vices” by stripping off egotism by 8.53 percent, refraining jealous behaviour by 8.26 percent, bereft greedy acts by 6.00 percent, controlling

**Table 3:** SMART score for short term spiritual goal setting pattern of respondent families

| Spiritual goals                      | SMART score for goal attributes* |              |              |               |
|--------------------------------------|----------------------------------|--------------|--------------|---------------|
|                                      | Majha (n=50)                     | Malwa (n=50) | Doaba (n=50) | Total (N=150) |
| <b>Short term goals</b>              |                                  |              |              |               |
| 1. Seeking union of soul with source |                                  |              |              |               |
| Meditating everyday                  | 34(13.60)                        | 16(6.40)     | 45(18.00)    | 95(12.66)     |
| Doing yoga                           | 22(8.80)                         | 21(8.40)     | 34(13.60)    | 77(10.26)     |
| Introspecting the self               | 35(14.00)                        | 34(13.60)    | 43(17.20)    | 112(14.93)    |
| Finding one God in every experience  | 12(4.80)                         | 8(3.20)      | 15(6.00)     | 35(4.66)      |
| Doing Exercise                       | 18(7.20)                         | 12(4.80)     | 21(8.40)     | 51(6.80)      |
| Mean weighted score (MWS)            | 24.2 (9.68)                      | 18.2 (7.28)  | 31.6 (12.64) | 74 (9.86)     |
| 2. Attaining peaceful state of mind  |                                  |              |              |               |
| Following daily routine meticulously | 11(4.40)                         | 8(3.20)      | 7(2.80)      | 26(10.40)     |
| Watching religious programme on TV   | 56(22.40)                        | 45(18.00)    | 62(24.80)    | 163(21.73)    |

|  |             |              |              |             |
|--|-------------|--------------|--------------|-------------|
| Doing prayers regularly                  | 67(26.80)   | 55(22.00)    | 72(28.80)    | 194(25.86)  |
| Adopting polite mannerism                | 45(18.00)   | 34(13.60)    | 56(22.40)    | 135(18.00)  |
| Respecting elders                        | 11(4.40)    | 6(2.40)      | 15(6.00)     | 32(17.60)   |
| Mean weighted score (MWS)                | 38 (15.20)  | 29.6 (16.16) | 42.4 (14.00) | 110 (18.71) |
| <b>3. Making life journey meaningful</b> |             |              |              |             |
| Serving elders in family                 | 21(8.40)    | 16(6.40)     | 25(10.00)    | 62(8.26)    |
| Offering, help in neighbourhood          | 9(3.60)     | 6(2.40)      | 15(6.00)     | 30(4.00)    |
| Respecting seniors                       | 12(4.80)    | 8(3.20)      | 16(6.40)     | 36(4.80)    |
| Doing efforts to pressure environment    | 19(7.60)    | 12(4.80)     | 22(8.80)     | 53(7.06)    |
| Making liberal donations                 | 21(8.40)    | 18(7.20)     | 26(10.40)    | 65(8.66)    |
| Mean weighted score (MWS)                | 16.4(6.56)  | 12 (4.80)    | 20.8 (8.32)  | 49.2 (6.55) |
| <b>4. Getting rid of vices</b>           |             |              |              |             |
| Refraining jealous behaviour             | 20(8.00)    | 16(6.40)     | 26(10.40)    | 62(8.26)    |
| Controlling anguish expression           | 12(4.80)    | 8(3.20)      | 16(6.40)     | 36(4.80)    |
| Desisting lustrous behaviour             | 11(4.40)    | 6(2.40)      | 15(6.00)     | 32(4.26)    |
| Bereft greedy acts                       | 15(6.00)    | 12(4.80)     | 18(7.20)     | 45(6.00)    |
| Stripping off egotism                    | 21(8.40)    | 18(7.20)     | 25(10.00)    | 64(8.53)    |
| Mean weighted score (MWS)                | 15.8 (6.32) | 12 (4.80)    | 20 (8.00)    | 47.8 (6.37) |
| <b>5. Helping needy</b>                  |             |              |              |             |
| Helping others in time of need           | 22 (8.80)   | 21 (8.40)    | 16 (6.40)    | 59 (7.86)   |
| Offering food, clothing and shelter      | 34(13.60)   | 17(6.80)     | 45(18.00)    | 96(12.80)   |
| Helping in community service             | 18(7.20)    | 16(6.40)     | 15(6.00)     | 49(6.53)    |
| Offering help to shelter homes           | 16(6.40)    | 14(5.60)     | 11(4.40)     | 41(5.46)    |
| Organizing social service                | 11(4.40)    | 9(3.60)      | 7(2.80)      | 27(3.60)    |
| Mean weighted score (MWS)                | 20.2 (8.08) | 15.4 (6.16)  | 18.8 (7.52)  | 54.4 (7.25) |
| Total                                    | 554(8.86)   | 436(6.97)    | 668(10.68)   | 1677(8.94)  |

Figures in parentheses indicate percentage

\*Each goal attributes i.e., specific, measurable, agreeable, realistic and timely (SMART) carries equal score i.e., one. Max. goal attributes score (50 no. of respondents x max. score i.e. 5=250)

anguish expression by 4.80 percent and desisting lustrous behaviour by 4.26 percent respectively. The short goals for “helping needy” like offering food, clothing and shelter, helping others in times of need, helping in community service, offering help to shelter homes and organizing social service were SMART just by 12.80 percent, 7.86 percent, 6.53 percent, 5.46 percent and 3.60 percent. The goal setting pattern of respondents belonging to different socio- cultural regions was almost equally SMART with a total score of 668, 554 and 436 in case of Doaba, Majha and Malwa region respectively.

### Existing Family goal setting pattern of farm families of different socio-cultural regions of Punjab.

#### Long term goals

Family goals are basically family vision and mission statements according to which families live. Family goals are really powerful ways to build mutual trust and cohesiveness in a family. They are also great ways to teach children how to set and achieve personal goals. Traditional family culture of farm families of Punjab has become under a tremendous pressure with advancement on social, economic and technological front. So how the farm families are dealing with the emerging situation through sensible family goal setting was probed and presented in Table 4.

**Table 4:** SMART score for long term family goal setting pattern of respondent families

|    | Family goals                                | SMART score for goal attributes* |              |              |               |
|----|---|----------------------------------|--------------|--------------|---------------|
|    |   | Majha (n=50)                     | Malwa (n=50) | Doaba (n=50) | Total (N=150) |
| 1. | Rearing responsible, well cultured children | 116(46.40)                       | 105(42.00)   | 135(54.00)   | 356(47.46)    |
| 2. | Building intellect of family members        | 107(42.80)                       | 89(35.60)    | 123(49.20)   | 319(42.53)    |
| 3. | Enriching faith among family members        | 145(58.00)                       | 134(53.60)   | 154(61.60)   | 433(57.73)    |
| 4. | Making family fulfilled happy and confident | 154(61.60)                       | 145(58.00)   | 167(66.80)   | 466(62.13)    |
| 5. | Maintaining pride worth home environment    | 145(58.00)                       | 134(53.60)   | 154(61.60)   | 433(57.73)    |
|    | Total                                       | 667(53.36)                       | 607(48.56)   | 733(58.64)   | 2007(53.52)   |

Figures in parentheses indicate percentage

\*Each goal attributes i.e., specific, measurable, agreeable, realistic and timely (SMART) carries equal score i.e., one. Max. goal attributes score (50 no. of respondents x max. score i.e. 5=250)

The data pertaining to long term family goals of respondents presented in the Table 4. informs that the goals of making family fulfilled happy and confidence, enriching faith among family members, maintaining pride worth home environment, rearing responsible, well cultured children and building intellect of family members were specific, measurable, agreeable, realistic and timely in case of 62.13 percent, 57.73 percent, 57.73 percent, 47.46 percent and 42.53 percent respectively. Upon comparison of the data of respondent belonging to different socio-economic regions i.e. Majha,

Malwa and Doaba it was found that the respondents belonging to Doaba region were somewhat better in long term family goal setting with a goal setting score of 733, followed by respondents belonging to Majha region with a goal setting score of 667 and Malwa region with a goal setting score of 607.

#### Mid-term goals

Happy and successful families don't just happen overnight rather they are built with consistent efforts, time, patience and

planning. Setting family goals helps to focus on the family and achieve work-life balance. So the mid-term goals are achieved in the presented Table 5.

The data revealed that the mid-term goals were made in the light of long term goals in the stepping stones of them. Family goals were very important to specific, measurable, agreeable, realistic and timely goals in case of dining together whenever possible (40.00 percent), planning a weekly/monthly family get-together (39.20 percent), doing a community service together (34.26 percent), enjoying leisure

as a family (34.80 percent) and having a daily family devotion time (31.20 percent) respectively. Upon comparison of the data of respondent belonging to different socio-economic regions i.e. Majha, Malwa and Doaba it was found that the respondents belonging to Doaba region were somewhat better in mid-term family goal setting with a goal setting score of 497, followed by respondents belonging to Majha region with a goal setting score of 454 and Malwa region with a goal setting score of 395.

**Table 5:** SMART score for mid-term family goal setting pattern of respondent families

| Family goals   |   | SMART score for goal attributes* |              |              |               |
|----------------|---|----------------------------------|--------------|--------------|---------------|
| Mid-term goals |   | Majha (n=50)                     | Malwa (n=50) | Doaba (n=50) | Total (N=150) |
| 1.             | Planning a weekly/ monthly family get- together | 99(39.60)                        | 87(34.80)    | 108(43.20)   | 294(39.20)    |
| 2.             | Dinning together whenever possible              | 103(41.20)                       | 87(34.80)    | 110(44.00)   | 300(40.00)    |
| 3.             | Having a daily family devotion time             | 78(31.20)                        | 67(26.80)    | 89(35.60)    | 234(31.20)    |
| 4.             | Doing a community service together              | 85(34.00)                        | 76(30.40)    | 96(38.40)    | 257(34.26)    |
| 5.             | Enjoying leisure time as a family               | 89(35.60)                        | 78(31.20)    | 94(37.60)    | 261(34.80)    |
| Total          |   | 454(36.32)                       | 395(31.60)   | 497(39.76)   | 1346(35.89)   |

Figures in parentheses indicate percentage

\*Each goal attributes i.e., specific, measurable, agreeable, realistic and timely (SMART) carries equal score i.e., one. Max. goal attributes score (50 no. of respondents x max. score i.e. 5=250)

### Short term goals

Family goals focus on achieving accomplishments agreed upon by the family. The family individuals need to work as a team to collectively identify and establish goals for the family unit. So short term goals are presented in the Table 6.

The data presented in the Table 6 reveals that homemaker set their goals for their family but they do not their complete their goals in the path of short term goals in case of specific, measurable, agreeable, realistic and timely goals. The short term goals like teaching children to express emotions in a mature way, maintaining good health for all family members,

maintaining open and productive family communications, leading children through self role models and imparting family values to children just by 26.80 percent, 22.40 percent, 19.20 percent, 18.00 percent and 13.20 percent. Upon comparison of the data of respondent belonging to different socio-economic regions i.e. Majha, Malwa and Doaba it was found that the respondents belonging to Doaba region were somewhat better in short term family goal setting with a goal setting score of 300, followed by respondents belonging to Majha region with a goal setting score of 249 and Malwa region with a goal setting score of 198.

**Table 6:** SMART score for short term family goal setting pattern of respondent families

| Family goals     |   | SMART score for goal attributes* |              |              |               |
|------------------|---|----------------------------------|--------------|--------------|---------------|
| Short term goals |   | Majha (n=50)                     | Malwa (n=50) | Doaba (n=50) | Total (N=150) |
| 1.               | Teaching children to express emotions in a mature way | 67(26.80)                        | 56(22.40)    | 78(31.20)    | 201(26.80)    |
| 2.               | Maintaining good health for all family members        | 56(22.40)                        | 45(18.00)    | 67(26.80)    | 168(22.40)    |
| 3.               | Leading children through self role models             | 45(18.00)                        | 34(13.60)    | 56(22.40)    | 135(18.00)    |
| 4.               | Imparting family values to children                   | 32(12.80)                        | 24(9.60)     | 43(17.20)    | 99(13.20)     |
| 5.               | Maintaining open and productive family communications | 49(19.60)                        | 39(15.60)    | 56(22.40)    | 144(19.20)    |
| Total            |   | 249(19.92)                       | 198(15.84)   | 300(24.00)   | 747(19.92)    |

Figures in parentheses indicate percentage

\*Each goal attributes i.e., specific, measurable, agreeable, realistic and timely (SMART) carries equal score-one. Max. goal attributes score (50 no. of respondents x max. score i.e. 5=250)

### Effect of socio-personal factors of the homemakers on the goal setting pattern of the farm families

Socio-personal characteristics like age, education, family income, family type and family size etc. of an individual have

a bearing on the mental makeup of an individual. Since goal setting is a mental process so how far the personal characteristics of respondents are impacting their goal setting pattern was studied and presented in Table 4.28.

**Table 7:** Co-relation of socio-personal characteristics of the respondents with their goal setting pattern

| Socio-personal characteristics | Spiritual goals | Family goals |
|--------------------------------|-----------------|--------------|
| Age                            | 0.13            | 0.01         |
| Education                      | 0.02            | 0.00         |
| Farm income                    | 0.00            | 0.04         |
| Family type                    | 0.07            | 0.03         |
| Family size                    | 0.04            | 0.05         |

\*co-relation is significant at the 0.05% level of significance (2-tailed)

### **Age of the respondents**

Every passing year unfolds new realities of life to an individual and gives new orientation to future. The data presented in Table 7 reveals that though There is a positive correlation between age of the respondents and goal setting pattern (spiritual goal setting 0.13 and family goal setting 0.01), but the result was not found significant. It was found during the course of investigation that since the respondents, irrespective of their age, had no knowledge of importance and techniques of goal setting in making a life successful so they were incapable of setting specific, measurable, agreeable, realistic and timely goals.

### **Education of the respondents**

Education is the premise of progress, in every society, in every family. The data presented in Table 7 reveals that though there is a positive correlation between educational level of the respondents and goal setting pattern (spiritual goal setting 0.02 and family goal setting 0.00) but it was not significant. It was found that since the majority of respondents were just educated up to higher secondary level which was not much meaningful in bringing about a change in the goal mindedness of an individual so there was not any significant relationship of educational level of the respondent and their goal setting pattern.

### **Family income of the respondents**

The data presented in the Table 7 reveals that though There is a positive correlation between the family income of the respondents and goal setting pattern (spiritual goal setting 0.00 and family goal setting 0.04) but this correlation was not significant. It was found during the investigation that since the respondents had no knowledge of increasing the family income by making the techniques of goal setting in making life successful so that they were incapable of setting specific, attainable, agreeable, realistic and timely goals.

### **Family type of the respondents**

The data presented in the Table 7 reveals that though a positive correlation between the family type of the respondents and goal setting pattern (spiritual goal setting 0.07 and family goal setting 0.03) but it was not significant. It was found that majority of the respondents were from joint families but nuclear families were better significant relationship between family type of the respondents and goal setting pattern.

### **Family size of the respondents**

The data presented in the Table 7 reveals that Family size of the respondents and their goal setting pattern was also positively but non significantly correlated (spiritual goal setting 0.04 and family goal setting 0.05). It was found during the course of investigation that majority of the respondents having 5-10 members in the families but they faced many constraints while setting their relationship with the goal setting pattern.

### **Constraints in goal setting and attainment by the farm families**

Setting goals give a long term vision and short term

motivation to reach the desired ends. Goal setting imparts required inspiration by focusing on acquisition of knowledge and helps one to organize resources so that one can make the very most of one's life. It is a natural mental process of an enlightened mind. But there might have been many constraints in stating and achieving goals. The constraints faced by homemakers of farm families were studied and relevant data presented in Table 8.

The examination of data presented in the Table 8 reveals that majority (84.33 percent) of the respondent families lacked goal mindedness i.e an ability to translate the dreams into actionable tasks. They (85.99 percent) were not aware that to reach the destination it is important to take every step with some conviction by sensible goal setting. 88.99 percent respondents reported that they had no formal or informal training in setting specific, measurable, agreeable, realistic and timely goals. It could be concluded through an intriguing discussion with the respondents that majority (62.66 percent) of them were afraid of the uncertainties of the future so fearing to do any planning for future. Eighty two percent respondents reported that they were apprehensive of the difference of opinion of family members on important issues so they did not dare to float any issue to be set as a family goal. Moreover 82.99 percent respondents reported that they themselves were not aware about utility of translating their family issues in the form of goals. Majority of the respondents (84.99 percent) lacked interest in setting meaningful goals with due consultation of their family members since they were not aware of the motivating role of goal setting. Most of the respondents (85.66 percent) were not aware that goal setting is a systematic procedure of achieving goals by keeping the family resources in view and so were trying to imitate the others achievements/ acts unrealistically. Similarly the respondents' families were facing many constraints in achieving their goals. Since they did not possess the required skill of setting specific, measurable, agreeable, realistic and timely goals so whatever dreams they outlined were very ambiguous. So 86.66 percent respondent reported that they faced difficulties in achieving their goals because their goals were very ambiguous. Further 65.99 percent respondents quoted that since they lacked co-operation from their families so they faced hardship in achieving any goal were the reason in case of 95.99 percent respondents. It was found during the discussion with respondents that though they somewhat outline the expectation of their life i.e. set their goals but most of them (86.66 percent) lack commitment of their own self to chase that goal. 86.66 percent respondents informed that their successive failure on goal achievement due to many reasons has rendered them frustrated to follow the other goals. Majority of the respondents (72.33 percent) blamed diminishing returns from their farms for lack of initiative in them to look forward to life with positive hope which constrained them in achieving their goals. It was found during the course of investigation that lack of infrastructure and facilities and lack of opportunities for employment has made them quite apprehensive of their future. So 86.66 percent respondents reported that they were in the state of hopelessness due to their persistent struggle with uncertainties and were not inspired to chase their goals.

**Table 8:** Distribution of respondents as per the constraints faced by them while setting and achieving their goals

| Constraints  | Spiritual goals | Family goals | Average percentage |
|--|-----------------|--------------|--------------------|
| <b>Goal setting</b>  |                 |              |                    |
| Lack of goal mindedness                                    | 125(83.33)      | 128(85.33)   | 84.33              |
| Unaware about the concept of goal setting                  | 128(85.33)      | 130(86.66)   | 85.99              |
| Lack of training to set goals                              | 127(84.66)      | 140(93.33)   | 88.99              |
| Afraid of uncertain future planning                        | 99(66.00)       | 89(59.33)    | 62.66              |
| Difference in opinion of family members                    | 123(82.00)      | 122(81.33)   | 81.66              |
| Lack of awareness about utility of goal setting            | 124(82.66)      | 125(83.33)   | 82.99              |
| Lack of interest   | 122(81.33)      | 133(88.66)   | 84.99              |
| Setting unrealistic goals                                  | 135(90.00)      | 122(81.33)   | 85.66              |
| <b>Average percentage</b>                                  | 81.91           | 82.41        | 82.16              |
| <b>Goal achieving</b>                                      |                 |              |                    |
| Ambiguous goals  | 125(83.33)      | 135(90.00)   | 86.66              |
| Uncooperative family members                               | 98(65.33)       | 100(66.66)   | 65.99              |
| Unexpected interruption                                    | 98(65.33)       | 100(66.66)   | 95.99              |
| Lack of money  | 100(66.66)      | 106(70.66)   | 68.66              |
| Lack of spirit of commitment                               | 125(83.33)      | 135(90.00)   | 86.66              |
| Lack of initiative   | 98(65.33)       | 99(66.00)    | 65.66              |
| No role models to emulate                                  | 115(76.66)      | 135(90.00)   | 83.33              |
| Frustration due to successive failure in goal achievement  | 125(83.33)      | 135(90.00)   | 86.66              |
| Hopelessness due to persistent struggle with uncertainties | 125(83.33)      | 135(90.00)   | 86.66              |
| <b>Average percentage</b>                                  | 74.73           | 79.09        | 76.91              |

Figures in parentheses indicate percentage

### Conclusion

On the basis of above findings it can be concluded that family goals are much better than spiritual goals for making long term goals but they are wishful to do that without any specific road map. Mid-term and short term are stepping stones which should be directed towards long term goals. The outcome suggests that farm families of Punjab are not setting and working towards achieving their goals in a systematic manner.

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