

Self-efficacy and achievement motivation of employed and unemployed mothers

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ABSTRACT

The research aimed to understand the relationship of work status on the self – efficacy and achievement motivation in mothers. A questionnaire survey was used to measure independent variables self – efficacy and achievement motivation. General Self-Efficacy Questionnaire by Schwarzer & Jerusalem, 1995 ($\alpha = .90$) and the Achievement Motivation Scale by Lang & Fries, 2005 ($\alpha = .94$) were used. A total sample of 100 mothers (50 employed and 50 unemployed) between the ages of 35 and 55 participated in the study by answering an online questionnaire. An independent sample t-test found that work status did not influence self-efficacy or achievement motivation of the participants. Further, a correlational analysis revealed that self-efficacy and achievement motivation were highly correlated in working and non-working mothers. The study indicates that work status does not seem to be indicative of women's feelings of self-efficacy and achievement motivation, and thus, implies that a job is not a requirement to feel fulfilled and happy for all mothers.

Keywords: Working and Non-Working Mothers, Achievement Motivation, Self-Efficacy

Self-efficacy is an individual's belief in their abilities to be able to achieve desired goals (Sherer, Maddux & Mercandante, 1982). According to Bandura (1986), self-efficacy can be defined as an individual's perception of how well they can deal with difficult, novel and challenging situations. It has also been argued that perceived self-efficacy is a trait that directly correlates with an individual's coping behaviour. If a person feels confident enough, chances of successful behaviour are high (Ajzen, 2002). Efficacy levels influence how people think, feel and interact with those around them. It has been observed that individuals with a low self-efficacy, do not tend to interact much with those around them and are likely to be reserved (Ajzen, 2002). Self-efficacy beliefs are formed by a complex process of self-persuasion that relies on cognitive processing of diverse sources of efficacy information conveyed inactively. Once formed, efficacy beliefs contribute significantly to the level and quality of human functioning. People's level of motivation and actions are based more on what they believe than what is objectively the case. The significance of

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efficacy beliefs is also reflected in the context of work and family adaptation socially and physiologically (Bandura, 1986).

Traditionally, work and family were considered two different worlds, with males occupying the work sector and females involved in looking after the family. However, with a change in gender roles, more women have started occupying positions in the work sector. Today, Women play multiple roles of wife, mother and employee and feel the need to be good at whatever role they play (Kaley, 1971 ; Gjerdingen, McGovern, Bekker, Lundberg & Willemsen, 2001) .While a particular study conducted amongst Indian participants argues that this dual role has increased the self-efficacy levels amongst women all over the world (Sahu & Rath , 2003), it has also been argued that this dual role, increases the workload on mothers. In a study conducted amongst American women, it was argued that this increased workload over a sustained period of time results in a decrease in mental wellbeing (Barnett & Baruch, 1995) which causes a decrease in self – efficacy. However, these findings have been argued against by stating that Self efficacy decreases only with an increase in work conflict and not work overload (Coverman, 1989). However, a particularly interesting study by Ozer (1995) argued that Self efficacy levels do not depend on the work status of the mother. It depends on how successful she is in the work as well as the household setting A higher level of success would result in greater self-efficacy levels. Hence, it is possible that an unemployed mother has the same level of self-efficacy due to success in the parental domain as an employed mother who is successful in both work and parental domains due to enhanced spousal support received (Ozer, 1995). Hence, the study indicated that self-efficacy of mothers would depend largely on other factors such as support received from the spouse.

Another study argued that employed mothers experience higher levels of self-efficacy and self-concept than unemployed mothers (Sahu & Rath, 2003). However, this study measured the self-efficacy of the mother only in the work environment. A study conducted amongst American mothers showed that while employed mothers experienced higher levels of work self – efficacy, unemployed mothers experience a higher level of parental self – efficacy (Riggio & Desrochers, 2006). To avoid these differences, the scale used to measure the self-efficacy for the purpose of this research is not domain specific and tests the general self – efficacy of the woman.

Pajares, 1996 argued that the self-efficacy of an individual depends more on the education received rather than the employment status of the person. Hence, through the findings of the study, it is possible to establish that an unemployed mother who has received a high level of education would still have high self – efficacy. However, it is also possible that the self-efficacy of an unemployed person depends more on the amount of time they have spent without employment. Therefore, it is possible that an individual who has been unemployed for an extended time frame experiences lower levels of self-efficacy as compared to an individual who has remained unemployed for a shorter time (Creed et al, 2001). Hence it is possible to conclude that there are many factors other than employment status that affect the self-efficacy of a mother.

Achievement Motivation is the second variable being assessed by this study. Achievement Motivation can be defined as a person's desire to reach towards a meaningful goal. Those high in the need for achievement love to keep score and enjoy getting feedback on how they are doing. People high on this achievement drive are usually never happy with their present performance and keep striving to perform better (Wigfield & Cambria, 2010). Achievement

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Motivation generally tends to assess people over 2 domains, their Fear of Failure and their Need for Achievement. Failure-Avoidance motivated people do not put as much work into what they do and focus on passing rather than exceeding expectations. These people are more likely to take on simple tasks that they are more likely to succeed at, which is in stark contrast to achievement motivated people who seek out difficult tasks to finish. Achievement motivated people are happy performing challenging tasks and see difficult tasks as opportunities to improve themselves. People scoring high on this domain usually never move on to another task without succeeding in the task they are stuck on. They strive to improve their skills and see success as a personal responsibility. The focus is typically on individual success rather than team success (Clark, 2010).

Motivational researchers agree that achievement behaviour is a product of situational variables and the individual subject's motivation to achieve. Two motives are directly involved in the prediction of behaviour, implicit and explicit (Heckhausen & Heckhausen, 1991). Implicit motives are spontaneous impulses to act. It is somewhat similar to a reaction a person has to a certain situation. Explicit motives are expressed through deliberate choices. Also, individuals with strong implicit needs to achieve goals set higher internal standards, however they tend to succumb to societal pressure. These two motives often work together to determine the behaviour of the individual (Brunstein & Maier, 2005). A person with intrinsic achievement motivation tends to get satisfied after achieving success by performing a task the most efficient way. However, a person with an extrinsic sense of motivation concentrates more on the self-image. This type of motivation shapes a person's behaviour based on their own self-view and can influence their choices and responses from outside cues. In other words, if an individual expects a lot from themselves and still takes the easiest method, to get a task done, it doesn't give them any happiness. Therefore, it is possible to conclude that extrinsic achievement motivation is a concept that is closely related to self-expectation (Wigfield & Eccles, 2000).

Achievement behaviour is regulated by a combination of achievement motives and achievement goals. Achievement motives include the need for achievement and the fear of failure. These are the more predominant motives that direct our behaviour toward positive and negative outcomes (Weiner, 1985). Achievement goals are considered to be more solid representations causing individuals to take a particular stand. There are three types of these achievement goals which are, a performance-approach goal, a performance-avoidance goal, and a mastery goal. A performance-approach goal is focused on competing with others, a performance-avoidance goal is focused on trying to be as good as others, and a mastery goal is focused on the development of competence itself and of task mastery. (Elliot & McGregor, 1999).

Goldberg, Greenberger & Nagel stated that employed mothers experience higher achievement motivation as compared to unemployed mothers due to their success in work settings. However, An American study argues that achievement motivation is a trait that operates in various settings and not just the work setting alone. While achievement motivation has been clearly related to career persistence and child care among employed mothers, a homemaker's needs for achievement have been considered to find expression through traditional family roles and child care (Yogev, 1983).

The Self-efficacy of an individual is seen to be related with their achievement motivation. A study conducted amongst Chinese adolescents demonstrated that higher levels of self-efficacy resulted in higher levels of achievement motivation and better educational outcomes

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(Shunk, 1984). A higher self-efficacy meant that a person tried to improve their performance with every trial and did not just try to avoid failure hence correlating to a higher achievement motivation. This research will aim to find out whether the same correlation applies to adult women having children as well.

This study aims to examine the self-efficacy and achievement motivation levels of employed and unemployed mothers. It will aim to establish that there will be no difference in the self-efficacy and achievement motivation of employed and unemployed mothers and that both variables vary in people due to personality differences and many other factors. This will help break the stereotype that defines a homemaker. It will also try to establish the correlation between self-efficacy and achievement motivation.

METHODOLOGY

Pilot Test

An online survey was used to assess the self-efficacy and achievement motivation levels of employed and unemployed mothers. At first the Survey was sent to 5 participants and feedback given by them was taken into consideration and changes were made, before sending out the survey to the other participants. During the pilot study, it was found that as participants were from 2 different countries, they found it difficult to attempt the question regarding monthly family income. This is because the currency was not specified by the question, therefore the question was altered to accept answers only in Indian Rupees (₹). After this, the revised survey was sent out to the other participants.

Research Design

The study uses non-experimental design and hence no variables have been manipulated. The study used an online survey to collect data.

Variables

Dependent variable: Self-efficacy of the employed and unemployed mothers. Self-Efficacy in the context of this study refers to an individual's beliefs about his/her abilities to achieve different goals (Sherer, Maddux & Mercandante, 1982).

Independent variables:

Psychological variables: Achievement motivation of employed and unemployed mothers. Achievement motivation in the context of this study refers to an individual's desire to attain goals, be successful and avoid failure in different situations.

Demographic variables:

1. Age of the participant
2. Educational qualification,
3. Marital status,
4. Country of residence,
5. Nationality,
6. Number of years residing in the country,
7. Their work status,
8. The work status of their spouse,
9. Number of children
10. The age of each of their children.

They were also asked to rate their stress over a week, satisfaction levels over a month and the spousal support they received over a week on a scale of 1 to 10. They were asked if they

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owned a credit card, had a driver's license, regarding who makes family decisions and whether they lived as joint families.

Participants and sampling design

The participants in this study were all mothers between the ages of 35 and 55 and were of Indian origin. The sample size consisted of 100 participants, 50 employed and 50 unemployed mothers. Chain sampling was used to get the participants to fill out the online surveys.

Exclusion criteria

Respondents who did not agree to the consent statements were also excluded from the study.

Hypothesis

Based on existing literature, the following hypotheses were formed:

- H₀:** There would be no significant difference in the self-efficacy and achievement motivation of employed and unemployed mothers.
- H₁:** There exists a positive correlation between achievement motivation and self-efficacy for employed mothers.
- H₂:** There exists a positive correlation between achievement motivation and self-efficacy for unemployed mothers.

Tools Used

Personal Data Sheet: The personal data sheet collected demographic variables.

General Self-Efficacy Questionnaire: The General Self-Efficacy Questionnaire was used to analyse the self-efficacy of the mothers. It was originally developed by Frank, Brigmen & Wegner (1981), as a 20-item version and later as a reduced 10-item version by Schwarzer & Jerusalem, 1995. This test yielded internal consistency between alpha 0.75 and 0.90. The scale is reliable and has convergent and discriminant validity. The scale has 10 questions. The respondents were then asked to rate whether the statement applies to them on a 4-point scale with 1 being not at all true, 2 being hardly true, 3 being moderately true and 4 being exactly true. The sum of scores across items is the generalised self-efficacy score. Higher the score, the higher their self-efficacy.

Achievement Motives Scale (Revised): The Achievement Motives Scale (AMS - R) has been used to measure the achievement motivation of mothers. It was developed by Lang & Fries (2006). It focuses on the two factors of achievement motivation namely hope of success and fear of failure. The revised 10 item Achievement Motives Scale (AMS-R) revealed an acceptable reliability (0.94), lower inter scale correlations, and criterion-related validity with achievement behaviours. The first five questions measure the hope of success of the respondent and the next 5 questions measure their fear of failure. This questionnaire is assessed using a 5-point scale with the options being, strongly disagree, disagree, neutral, agree and strongly agree. Higher the score, the more their achievement motivation, (Lang & Fries,2006).

Procedure

An online survey was created using Google Forms. The survey comprised of 4 sections, The Consent form, The Personal Data Sheet, The General Self-Efficacy Questionnaire and the Achievement Motives Scale. The Survey was then sent to the participants using social media. Participants were clearly informed about the goals of the research and were asked to

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provide their consent before taking part in the study. They were clearly instructed to answer every question and were also informed that they were allowed to quit the survey whenever they wished to. The Participants who did not agree to the consent statements were excluded from the study. The questionnaire was first sent to 5 participants and a change was made to the questionnaire based on their feedback after which it was sent to the rest.

Statistical Analysis

A t - test was used to find the difference between the self-efficacy and achievement motivation of employed and unemployed mothers. Further, correlation analysis was conducted to establish the relationship between self-efficacy and achievement motivation for both employed and unemployed mothers. Apart from these tests, the standard deviation, mean and the frequency of the data were also reported.

RESULTS

Table 1. Frequency distribution of the population

Variable	Group	Percentage in population N = 100
Education qualification	Bachelors	47
	Below Bachelors and below Above b Above Masters and above	53
Marital status	Married mothers	100
Place of residence	Gcc countries	52
	India	48
Years of residence	Above 5 years	77
	Below 5 years	53
Work status	unemployed	50
	Employed	50
Number of children	One	31
	Two	63
	Three	4
Owning a credit card	No	11
	My own	69
	Spouse	20
Family decisions	Me	28
	Spouse	6
	Both	66
Driving license	No	32
	Yes	68
Joint family	No	78
	Yes	22

Table 2. Mean and standard deviation for employed mothers

Variable	Mean	Standard deviation N = 50
Age	42.72	4.853
Stress	4.08	0.566
Satisfaction	7.44	1.656
Spousal Support	7.50	2.525
Self – efficacy	30.56	5.175
Achievement motivation	34.56	5.946

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Table 8. Comparison of mean for non-employed mothers with bachelor's degree vs non-employed mothers with a degree beyond bachelor's

Variable (N =50)	Mean for BSc Degrees	Mean for degrees beyond BSc	t-score
Stress	4.00	4.04	-1.085 ^{ns}
Satisfaction	7.07	7.04	.057 ^{ns}
Spousal Support	7.59	7.48	0.159 ^{ns}
Self – efficacy	28.48	30.48	1.245 ^{ns}
Achievement motivation	31.74	34.09	1.921 ^{ns}

Not significant – ns

Table. 9 Comparison of means for employed mothers based on number of children

Variable (N = 100)	F
Stress	0.25 ^{ns}
Satisfaction	0.45 ^{ns}
Spousal Support	0.38 ^{ns}
Self – efficacy	0.18 ^{ns}
Achievement motivation	0.79 ^{ns}

Not significant – ns

Table 10. Comparison of means for non-employed mothers based on number of children

Variable (N = 100)	F
Stress	0.27 ^{ns}
Satisfaction	0.41 ^{ns}
Spousal Support	1.03 ^{ns}
Self – efficacy	0.16 ^{ns}
Achievement motivation	0.02 ^{ns}

Not significant – ns

Table 11. Comparison of means for employed and unemployed mothers based on credit card use

Variable (N = 100)	F
Stress	1.000 ^{ns}
Satisfaction	0.730 ^{ns}
Spousal Support	0.438 ^{ns}
Self – efficacy	3.314*
Achievement motivation	8.508***

Not significant – ns Significant at 0.05 level - * Significant at 0.001 level - ***

Table 12. Correlation between variables for unemployed mothers

Variable	Stress	Satisfaction	Spousal Support	Self efficacy	Achievement Motivation	Age	Income
Stress	1	-0.01 ^{ns}	-0.03 ^{ns}	-0.01 ^{ns}	0.04 ^{ns}	-0.03 ^{ns}	-0.01 ^{ns}
Satisfaction		1	0.26*	0.26*	0.30*	0.23*	0.13 ^{ns}
Spousal Support			1	0.24*	0.22*	0.16 ^{ns}	0.14 ^{ns}
Self Efficacy				1	0.28*	0.20*	-0.21 ^{ns}
Achievement Motivation					1	0.08 ^{ns}	-0.23 ^{ns}
Age						1	-0.01 ^{ns}
Income							1

Not significant – ns Significant at 0.05 - *

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Table 13. Correlation between variables for employed mothers

Variable	Stress	Satisfaction	Spousal Support	Self efficacy	Achievement motivation	Age	Income
Stress	1	-0.13 ^{ns}	-0.20 ^{ns}	0.09 ^{ns}	0.16 ^{ns}	0.00 ^{ns}	0.00 ^{ns}
Satisfaction		1	0.34**	0.31*	0.30 ^{ns}	-0.03 ^{ns}	-0.03 ^{ns}
Spousal Support			1	0.30*	0.21 ^{ns}	0.08 ^{ns}	0.08 ^{ns}
Self efficacy				1	0.43 ^{ns}	-0.05 ^{ns}	0.05 ^{ns}
Achievement motivation					1	-0.16 ^{ns}	-0.16 ^{ns}
Age						1	0.01 ^{ns}
Income							1

Not significant – ns

*Significant at 0.05 - **

DISCUSSION

Table 1 gives the frequency distribution of the sample. The sample consists of a total of 100 mothers, 50 employed and 50 unemployed. Out of the 100 mothers, 47 had a bachelor's degree and the remaining had degrees above bachelors' level. All mothers were of Indian origin, however 52 of them resided in the Middle East and the rest of them were residents of India. Among the mothers, having 2 children was the most popular trend (63), while none had more than 3 children. Most of them owned a credit card (69), had their own driver's license (68) and lived in nuclear families (78). It was also observed that in most families, both partners made decisions jointly (66).

Tables 2 and 3 stated the means of all the variables in employed and unemployed mothers separately. A mean age of 43 years was recorded for all the 100 participants ($M = 42.92$; $SD = 5.241$). The means of stress, satisfaction and support were ($M = 4.05$; $SD = 0.411$), ($M = 7.25$; $SD = 1.777$) and ($M = 7.52$; $SD = 2.504$) respectively. Stress amongst the mothers was seen to be below average (Average - 5), satisfaction levels were above average (Average - 5) and the mothers seemed to be quite satisfied with spousal support received (Average - 5). The means of self-efficacy ($M = 29.98$; $SD = 5.440$) was above average (average - 20) and achievement motivation ($M = 33.69$; $SD = 5.285$) was high (Average - 25) respectively.

Table 4 indicated differences in variables between employed and unemployed mothers. The variables tested for included stress, support, satisfaction, self-efficacy and achievement motivation. The table indicated that there were no significant differences in any of the variables between employed and unemployed mothers. In line with the findings, there were motivation ($t(98) = -1.66$; $p = 0.10$) of employed and unemployed mothers, thus the null hypothesis (H_0) was accepted. This finding was opposing the finding by Sahu & Rath, 2009. The questionnaires used for the purpose of this study are not situation or setting specific which might have caused the difference in results.

As indicated in table 5 and table 6, the independent samples t-test demonstrated that unemployed mothers in the GCC countries tended to believe that they received higher levels of spousal support than unemployed mothers in India ($t(48) = 2.03$; $p = 0.048$). It is possible that mothers who have migrated tend to feel increased levels of spousal support because of detachment from other family members. Table 6 further indicates that, in unemployed mothers, even though the differences in achievement motivation between mothers in India and the GCC countries are statistically not significant there is a difference in the mean

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scores. This may be due to a difference in environment experienced by migrated mothers. The GCC countries consist of a predominantly male dominated environment which might have caused this difference in mean scores (Strobl, 2010).

Table 7 and 8 showed that there was no significant difference in perceived spousal support in employed ($t(48) = 0.00; p = 1.000$) and unemployed ($t(48) = 0.15; p = 1.000$) mothers based on their educational qualification in India and the GCC. Differences in other variables based on educational qualification are also not significant. Hence, it can be stated that there are no significant differences in self-efficacy and achievement motivation of employed and unemployed mothers based on educational qualification which counters arguments provided by Pajares, 1996.

Table 9 and 10 indicated that there were no significant differences in stress, satisfaction, support, self-efficacy and achievement motivation of employed and unemployed mothers based on the number of children.

The ANOVA results presented in table 11 indicated that there was a significant difference in the self – efficacy ($F(32) = 3.31; p = 0.05$) and achievement motivation ($F(32) = 8.50; p = 0.001$) of the mothers based on credit card usage. These results were for both employed and unemployed mothers. The test showed that mothers who had a credit card linked to their spouse's account, showed lower levels of self-efficacy and achievement motivation as compared to mothers who had their own credit cards. This could be attributed to the increased levels of independence experienced by mothers having their own credit cards. Studies have shown that increased levels of independence do lead to an increase in overall self-efficacy (Bandura, 1997).

Table 12 showed that in unemployed mothers, there existed a significant correlation between self-efficacy and achievement motivation ($r(50) = 0.28; p = 0.025$), thus H1 is accepted. A positive correlation was found between satisfaction and support ($r(50) = 0.26; p = .037$); satisfaction and self-efficacy ($r(50) = 0.26; p = .03$), as well as satisfaction and achievement motivation ($r(50) = 0.30; p = .041$). These findings are in line with findings by Erdwins, Buffardi, Casper & O'Brien, 2001. Furthermore, the table indicated a negative correlation between self-efficacy and age in unemployed mothers in both India and the GCC which could be due to a decrease in physical fitness. However, in contrast, a research stated that self-efficacy increases with an increase in age as older mothers might be slightly better equipped to handle many situations as compared to younger mothers (Butler, 1969) and another study argued that self-efficacy, being a personality trait doesn't get affected due to the age of the person (Ebstrup, Eplov, Pisinger & Jorgensen, 2011). There also exists a positive correlation between spousal support and self-efficacy ($r(50) = 0.24; p = 0.04$) in line with findings by (Ozer, 1995)

Table 13 showed that in employed mothers, self-efficacy and achievement motivation are positively correlated ($r(50) = 0.43; p = 0.001$), and thus, H2 is also accepted. Additionally, there existed a strong correlation between spousal support and satisfaction in employed mothers ($r(50) = 0.34; p = .008$). A supporting study by Adams, King & King (1996) found that with increased spousal support, there might exist an increased level of life satisfaction. However, spousal support might not be the only variable influencing the satisfaction of the mothers. Satisfaction levels might also be influenced by other factors such as social support and role played by the person in the society. In employed mothers, there exists a significant positive correlation between self-efficacy and spousal support ($r = 0.30; p = 0.01$). This

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correlation is stronger than in unemployed mothers and could be attributed to dual role. Employed mothers need to juggle between work and household settings and hence might rely more on spousal support as compared to unemployed mothers.

The study conducted shows that there are no differences in the self-efficacy and achievement motivation of employed and unemployed mothers. It can be argued that both self-efficacy and achievement motivation are personality traits and will vary in different individuals. Hence a mother's self-efficacy or achievement motivation will not be affected by her work status contrary to the findings of many studies which argue that employed mothers experience higher levels of self-efficacy and achievement motivation (Sahu & Rath, 2009). As a result, the study aims to counter the popular stereotype that restricts unemployed mothers and their levels of achievement motivation and self-efficacy. The findings can also be used to increase satisfaction levels and decrease stress amongst mothers. The self-efficacy of mothers can be increased by increasing the spousal support that they receive as well.

FINDINGS

1. There is no significant difference between self-efficacy and achievement motivation of employed and unemployed mothers.
2. Unemployed mothers in the GCC countries tend to experience higher levels of subjective spousal support as compared to Unemployed mothers residing in India.
3. There is no significant difference in subjective spousal support experienced by employed and unemployed mothers based on educational qualification
4. There is no significant difference in Self efficacy and achievement motivation of employed and unemployed mothers based on educational qualification.
5. There exists a significant difference in self-efficacy and achievement motivation levels between mothers owning a credit card and mothers having a card linked to their spouse's account.
6. There exists a significant positive correlation between self-efficacy and achievement motivation for both employed as well as unemployed mothers.
7. There is a significant positive correlation between spousal support and satisfaction in both employed and unemployed mothers.
8. In unemployed mothers, there exists a significant negative correlation between age and self-efficacy.
9. There exists a significant correlation between spousal support and self-efficacy.

CONCLUSIONS

1. Work status does not determine the self-efficacy or achievement motivation of mothers.
2. Place of residence seems to determine the subjective spousal support experienced by mothers.
3. Educational qualification does not determine subjective spousal support experienced.
4. Educational qualification also does not cause differences in self-efficacy and achievement motivation of employed and unemployed mothers.
5. Mothers having their own credit cards tend to experience higher levels of self-efficacy and achievement motivation as compared to mothers having credit cards linked to their spouse's account.
6. Achievement motivation increases with an increase in Self efficacy in employed and unemployed mothers.

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7. Satisfaction increases with an increase in subjective spousal support experienced in employed and unemployed mothers.
8. Self-efficacy decreases with an increase in age in unemployed mothers.
9. The amount of spousal support received by employed and unemployed mothers determines their self-efficacy levels.

LIMITATIONS

1. Overall social support was not measured by the study and only spousal support was measured.
2. Religion of the participants have not been taken into consideration
3. Age of the spouse and years of marriage could be considered.
4. All families came from urban settings.

FUTURE DIRECTIONS

1. Future studies measuring self-efficacy and achievement motivation in employed and unemployed mothers must also measure the overall social support received by the mother.
2. Future studies investigating self-efficacy and achievement motivation of employed and unemployed mothers should take into consideration, religion of participants.
3. Future research must consider age of the spouse and years of marriage while investigating personality traits in married mothers.
4. Future studies can be conducted to investigate differences in self-efficacy and achievement motivation between rural and urban participants as well.

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Conflict of Interest

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