

Optimism level among women employees of private sector banks in Mumbai city

Nandini Jagannarayan^{1*}, Dr. Shivaji Pawar², Dr. Jayachitra.T.A^{3*}

ABSTRACT

Women play multiple roles in their lives- mother, wife, daughter, sister and any more. And hence are exposed to a lot of emotions. A working woman is exposed to many other more roles- boss, subordinates. A working woman has to develop feelings of optimism, positivity and internality to perform these roles efficiently so as to meet the expectations of both the family members and their organization. Current study focuses on investigating the Optimism levels present among women working in private sector banks. These feelings of optimism or positivity is tested against being determined by their age, job profile, marital status. Optimism includes an orientation of taking charge of the situations, seeing failure is this temporary, high Hope and intense involvement in experiences as contrasted with brooding over and recollecting miseries.

Keywords: *Optimism, Emotion, Working Women, Hope*

Scheier and Carver (1985) defined optimism as “the global generalized tendency to believe that one will generally experience good versus bad outcomes in life”

According to German philosopher Gottfried Wilhelm Leibniz, optimism is closely related to – (i) a feeling of hopefulness and (ii) we are in the best of the possible circumstances. This feeling of optimism ensures a good mental health which in turn ensures a very good physical health... It promotes a good and a healthy living among the women folks who are exposed to a lot of mixed emotions (both positive and negative) by their family members and their colleagues at work. It helps them adapt to any circumstance and helps accept people/ circumstances as they are. Positive feelings also help them build their problem-solving capability and these women also prove to be efficient decision makers.

¹Assistant Professor and Head, B. Com (Banking & Insurance), RJ College of Arts, Science & Commerce, Ghatkopar (W), Mumbai, India

²Assistant Professor, Head, Department of Economics, PTVA's Mulund College of Commerce, Mumbai, India

³Assistant Professor, Department of Economics, Avinashilingam University for Women and Higher Education, Coimbatore, India

*[Responding Author](#)

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REVIEW OF LITERATURE

Optimism enhances people's tolerance in any given circumstance and to solve problems which may have an effect on goal achievement. In fact, optimistic people have been found to display lower mood disturbance when responding to a wide range of situations, such as the adjustment to the start of university study.

Optimism has been shown to play a role in positive mood, perseverance, good problem solving, and academic and occupational success. Optimism was developed from the model of self-regulation.

Research indicates that learned optimism helps in predicting higher academic records (Peterson & Barret, 1987), superior sport abilities (Nolen Hoeksema, et al. 1990), productive working ability Das and Sheoran Print ISSN: 0976-7258 100 Online ISSN: 2230-7311 (Seligman & Schulman, 1986), higher satisfaction in romantic relationships and friendships (Fincham, 2000), more effective coping ability with life problems, predisposition to depression and better physical health and well-being (Peterson, 2000). Michael Scheier and Charles Carver (1985) defined optimism as "tendency to believe that good rather than bad things will happen in the future". The dominant assumption was that when a goal is of value to an individual, then an individual will produce an expectancy about attaining it.

Optimists have a more a problem-focused approach while coping with stressful situations as compared to pessimists. 2. Optimists are more organised than pessimists (Manstead and Wagner, 1993). 3. Optimists appraise everyday hassles in terms of potential for self-growth and development. 4. In circumstances where no solution is obtainable, optimists accept situations while pessimists fully deny their issues making them even more problematic. Optimists perform better than pessimists in the mentioned domains

RESEARCH METHODOLOGY

Data Sources

Primary: A questionnaire was administered to 100 women residents (whose status is Single) of Chembur and Ghatkopar suburbs of Mumbai Metro, through google form. Based on the responses received, the same was trimmed down to 93 responses. The questions related to certain personal details, motivation levels, and internality and optimism levels were included in the schedule and was circulated among these samples were collected. snowball sampling technique was adopted to elicit information from various age Groups (25-55), people engaged in various occupations.

Secondary: M.Phil/ PhD Thesis, Journals and other periodicals.

Period of data collection; April 9, 2020 to July 25, 2020

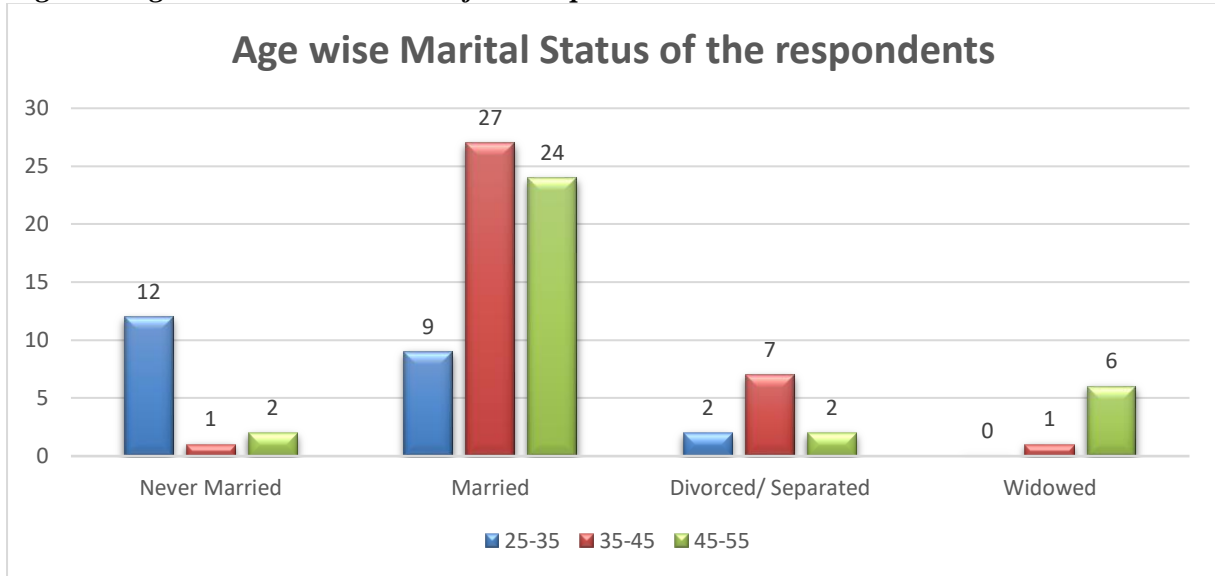
The data so collected was analysed using various Statistical Softwares. Statistical tools fit were frequency analysis, chi- squared test, Chronbach's alpha test to check the reliability of the test, variable extraction tool is used.

Objectives of the study

1. To identify the extent optimism possessed by women employed in Private sector banks in Mumbai City.
2. To investigate if age has a significant association with optimism level of the respondents.
3. To investigate if the nature of work has a significant association with optimism level of the respondents possessed by the respondents.

RESULTS AND DISCUSSION

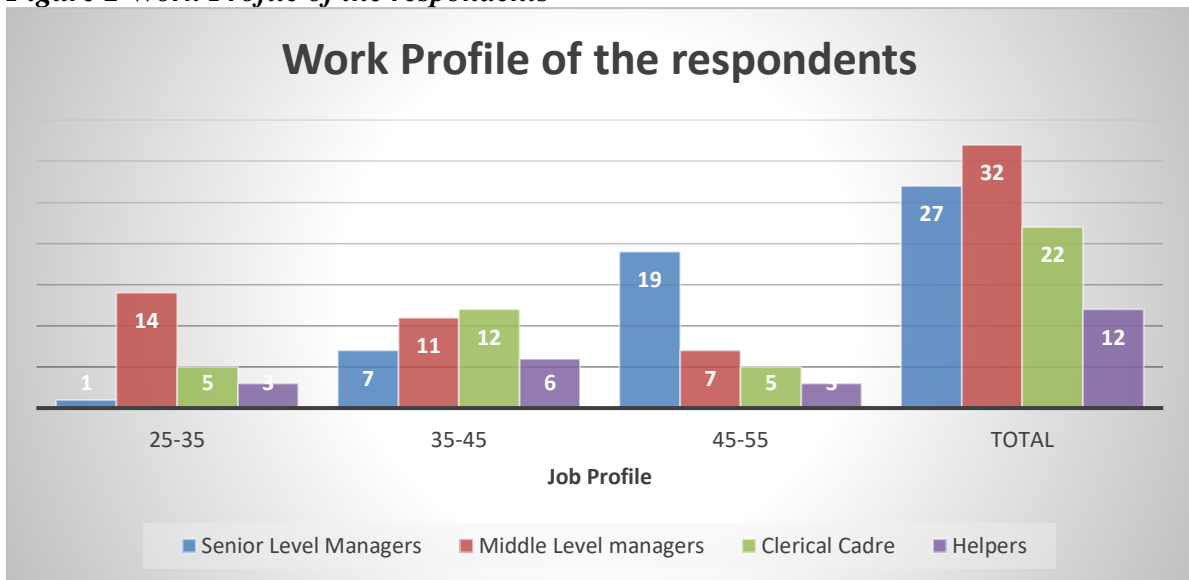
Figure 1 Age wise Marital Status of the respondents



Source: Analyses were based on the sample surveyed

Figure 1 above shows the age wise marital status of the respondents. Majority of them belonged to the age group of 35-45 about thirty nine percent of the respondents from the age group of 35-45 and almost an amount were from the age group of 45-55(thirty seven per cent). Majority (about sixty four and a half per cent are married) while only a few respondents are never married(fifteen per cent) or divorced (eleven/ seven)per cent) or separated or widowed).

Figure 2 Work Profile of the respondents



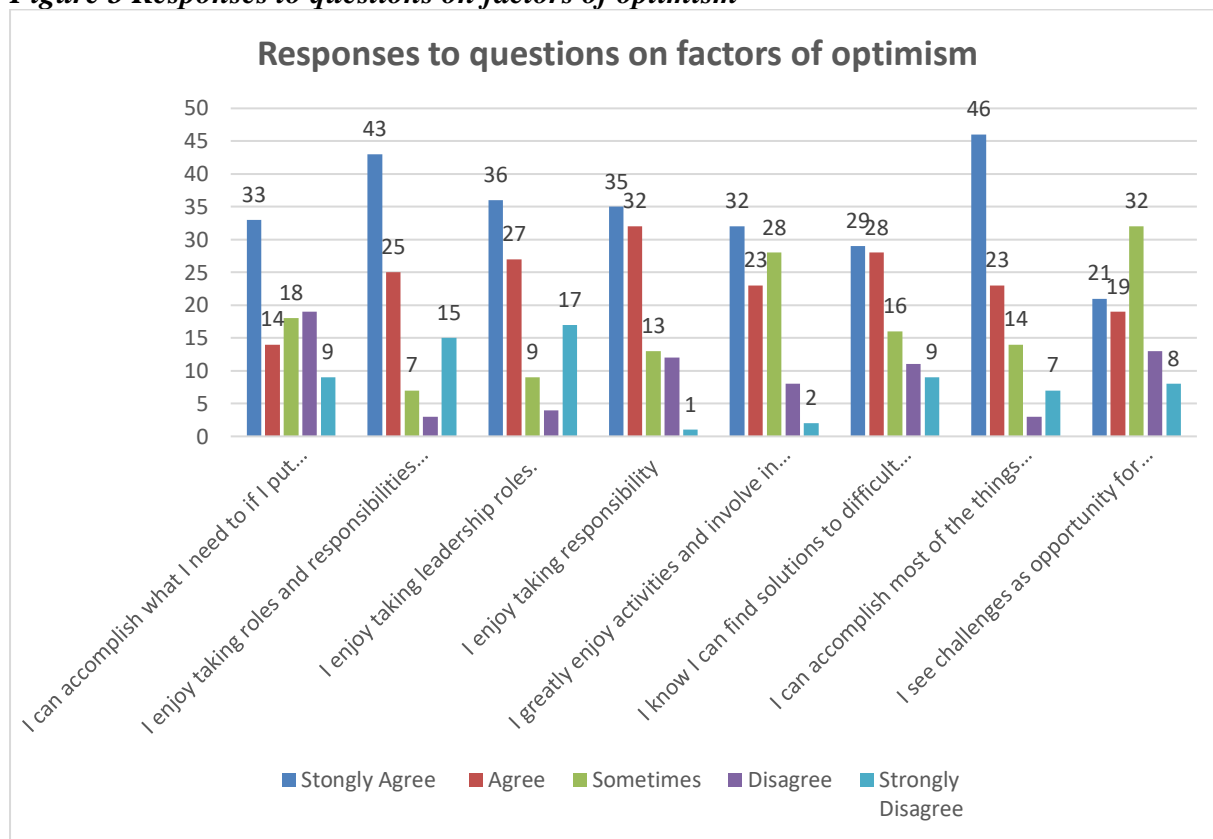
Source: Analyses were based on the sample surveyed

Figure 2 shows the age-wise work cadre of the respondents. Majority of the respondents in the age group of 45-55 were in the cadre of senior managers (over fifty five percent of the women in the age group) and out of the total over thirty-seven per cent of the respondents in

Optimism level among women employees of private sector banks in Mumbai city

that age group. Very few, a little less than thirteen percent of the respondents were helpers. Twenty percent of the total respondents were working in clerical cadre.

Figure 3 Responses to questions on factors of optimism



Source: Analyses were based on the sample surveyed

Figure 3 shows the Responses to questions on factors of optimism. For most of the factors, responses, majority of the respondents have strongly agreed or agreed and a very few of them have disagreed or strongly disagreed.

Hypotheses

H0: Age, Job cadre, Marital status have no significant association with the feelings

- I can accomplish what I need to if I put my mind to it.
- I enjoy taking roles and responsibilities in groups.
- I enjoy taking leadership roles.
- I enjoy taking responsibility
- I greatly enjoy activities and involve in them
- I know I can find solutions to difficult problems.
- I can accomplish most of the things with my effort.
- I see challenges as opportunity for learning.

Optimism level among women employees of private sector banks in Mumbai city

Table 1 Association between factors of association and Age, Job Cadre and Marital status of the respondents

Factors of Optimism/ Values	A	b	c	d	e	f	g	h
Association of Optimism Factors with age								
Pearson Chi-Square Value	16.217*	4.636	23.472	16.769	16.769	23.472	16.769	14.421
Df	8	8	8	8	8	8	8	8
Asymp. Sig. (2-sided)	0.039	0.796	0.03	0.033	0.033	0.03	0.033	0.071
Association of Optimism Factors with Job Cadre								
Pearson Chi-Square Value	13.347	3.585	11.513	29.36	29.36	11.513	23.36	19
Df	12	12	12	12	12	12	12	12
Asymp. Sig. (2-sided)	0.344	0.99	0.486	0.03	0.03	0.486	0.03	0.089
Association of Optimism Factors with Marital Status								
Pearson Chi-Square Value	19.709	9.154	16.271	42.739	42.739	16.271	42.739	20.739
Df	12	12	12	12	12	12	12	12
Asymp. Sig. (2-sided)	0.073	0.69	0.179	0	0	0.179	0	0.055

Source: Analyses were based on the sample surveyed

From the above table1, it can be said that, Age has significant association with only enjoying in taking responsibilities and accomplishing things with the respondents' own efforts, while the other factors are not significantly associated with age. And hence, we accept Ho in these cases and reject Ho in the cases of enjoying accepting responsibilities and accomplishing things with one's own efforts.

When spoken about optimism factors having no significant relationship with marital status, it can be said that attitudes like enjoying in taking up activities, enjoying taking up responsibilities and accomplishing things with one's own effort have no significant association with the job cadre of the respondents and in these three cases, we accept H0. While in the case of the other five factors, we reject H0 and conclude that that they have a significant association with the job cadre of the respondents – the factors can be listed as --

- I can accomplish what I need to if I put my mind to it.
- I enjoy taking roles and responsibilities in groups.
- I enjoy taking leadership roles.
- I know I can find solutions to difficult problems.
- I see challenges as opportunity for learning.

Marital status has no significant associations with attitudes like enjoying in taking up activities, enjoying taking up responsibilities and accomplishing things with one's own effort and we accept H0 in these three cases while we reject H0 in other cases and conclude that marital status of the respondent is significantly associated with their attitudes –

- I can accomplish what I need to if I put my mind to it.
- I enjoy taking roles and responsibilities in groups.
- I enjoy taking leadership roles.
- I know I can find solutions to difficult problems.
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Optimism level among women employees of private sector banks in Mumbai city

Table 2 Reliability Statistics – Construct Validity

Cronbach's Alpha	N of Items
.647	8

Source: Analyses were based on the sample surveyed

Table 3 Variable Extraction Analysis -- Rotated Component Matrix^a

Factors	Component		
	Accepting responsibilities	Working in group and leadership roles	Challenge acceptance and learning
I can accomplish what I need to if I put my mind to it.			.657
I enjoy taking roles and responsibilities in groups.		.857	
I enjoy taking leadership roles.		.977	
I enjoy taking responsibility	.998		
I greatly enjoy activities and involve in them	.998		
I know I can find solutions to difficult problems.		.977	
I can accomplish most of the things with my effort.			
I see challenges as opportunity for learning.			.803
Total	2.995	2.656	1.113
% of Variance	37.433	33.206	13.911
Cumulative %	37.433	70.639	84.55

Source: Analyses were based on the sample surveyed

Table 3 above enlists the Eigen values their relative explanatory powers and the factor loadings for eight components identified within the data set. The Eigen values greater than one alone was considered for inclusion in the analysis. The above results indicate that Accepting responsibilities was significant with enjoying responsibility and enjoyment of activities that need to exhibit responsibility. This explains a little more than thirty seven percent of the variance. While three variables, viz., I can accomplish what I need to if I put my mind to it, I enjoy taking leadership roles, I know I can find solutions to difficult problems, significantly explain the respondents' interest in working in groups and taking up leadership roles with zeal with over 33.206 per cent variation. The third component, challenge acceptance and learning is explained by the factors – “I can accomplish what I need to if I put my mind to it” and “I see challenges as opportunity for learning” with a little less than fourteen percent variance.

CONCLUSION

Dhira Gregory et. al (2018), Women have gone through a series of struggles to prove their capability and become equal in the workplace to their male counterparts. Hence this has shaped them in a way that they are ready to take up any challenges, overcome any emotions with a ‘smile’ and a lot of acceptance ... Working women have become very optimistic and positive in their approach and always see the glass as half full than as half empty -- sensing opportunity anywhere and everywhere. They have exhibited a lot creative ways of handling every situation and have so far played their multiple roles efficiently. This has made them a better decision maker and a better team player, Dhira Gregory et. al (2018).

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Optimism level among women employees of private sector banks in Mumbai city

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Conflict of Interest

The author declared no conflict of interest.

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