

Self-Efficacy of Skilled and Unskilled unemployed Women in Rural Population

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ABSTRACT

Background: Women empowerment has always been an important focus of study for Self-efficacy researchers. Studies have highlighted emotional problems such as depression, anxiety, and difficulties in finding a job. The current study is related to understanding the impact of Self efficacy on rural women, with various skills and the women without specific skills. The main aim was to identify the underlying causes for their unemployment. The study enlightened into their lives, hobbies, way of life and mindset in order to be an earner. **Methodology:** It is a qualitative study where the phenomenological method is used. There was a set of semi structured questions utilized to collect data. For the study a sample size of 10 rural women using purposive sampling was used between the age group of 30 to 55. **Results:** The qualitative study was analyzed by thematic analysis, The emerging themes under self-efficacy and unemployment problems were: The unemployment was due to 1. lack of educational opportunities, Lack of awareness about higher education due to failing, Lack of opportunities for competitive exams, Early marriage. 2. Health issues: due to recurrent health issues and lack of treatment. 3. Increased Household responsibilities being reason as part of patriarchy. 4. Financial constraints, 5. Skill training program, SHG (self help groups) have knowledge about programs like paper bag making, pickles, cake, awareness of vegetable cultivation and umbrella making. 6. Stigma they face were: Discrimination among siblings, Auto driving employment is only for men, even children were not in supportive of employment. It was also identified that the reasons for the need of a job was due to General hardships of life, Sudden death of husband, Realization of absence of job causing inferiority, reasoning the importance of a job, independence. **Conclusion:** The study Implicates to help in providing a concrete basis for policymakers to design welfare policies in different wards of the society to empower women.

Keywords: Educational Stress, Household Responsibilities, Financial Constraints, Health Issues, Emotional Stress, Freedom

Self-efficacy
Generalized Self-Efficacy, Self-Efficacy describes beliefs about the ability to succeed in a specific domain. Self-Esteem differs and describes one's overall evaluation of

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one's worth. Finally, Self-Confidence is a term typically used outside of psychology and used roughly synonymously with GSE. Bandura (1997) describes critical determinants of Self-Efficacy and argues that personal experience is the most influential.

Several aspects are essential when working: time structure, social contact, collective goals, social status and identity, and regular activity (Ibid.). These disappear and hurt mental health (Jahoda, 1982). It is not easy to find meaning in life without a job, and the well-being of individuals will be jeopardized without these essential functions (Ibid.).

Unemployment is very costly, not only in economic terms but also in human suffering. Several studies have examined unemployment and its effects on individual health. Unemployment has negatively influenced young people's development, quality of life, and self-esteem (Axelsson, Andersen, Edén & Ejlertsson (2007). This might have implications for society regarding the increased risk of crime and other antisocial behavior and the support and care individuals might need due to unemployment (Ibid.).

There are different situations in which the individual may feel shame in life and several reasons these feelings are triggered. According to Jönsson (2003), one of these situations is being unemployed. The feeling of shame is induced by feeling less worthy or inferior to others because of a lack of work. Being unemployed is essential to one's identity, and societal attitudes sometimes imply that the unemployed are lazy and do not want to work, affecting people's attitudes. This attitude can lead to feelings of shame and guilt. Shame, in turn, leads to one's self-image becoming worse, and these attitudes may negatively affect an individual's health. Jönsson (2003) argues that shame is associated with trust. If a person has difficulties trusting a person in his surroundings, it will lead to the person thinking he is less worthy, contributing to lower self-esteem. According to the author, people often experience shame when they fail different tasks, and many the unemployed may experience this in their daily life as they fail to be shortlisted for job interviews and do not have the economy to pay their bills. Feelings of shame occur when the person does not live up to society's expectations of one another (Ibid.).

Skill and Unemployment

Skills and knowledge are the motivating factors for the economic growth and community development of any country. They have become even more critical in this increasing pace of globalization. The current globalization has greatly improved women worldwide, particularly women's lives in the developing world. Nevertheless, women remain disadvantaged in many areas of life, including education, employment, health, and civil rights. India is among the young countries globally, with the workforce aged 15-59 years growing steadily. However, the present status shows that only 2% of the total employees in India have undergone skills development training. India can become the worldwide sourcing hub for skilled employees (FICCI,2010).

According to the Government of Karnataka, skill-building can be viewed as a device to improve efficiency and contribution to the overall production. It is an essential element to push the production possibility and take the economy's growth rate to a higher route. Skill-building could also be seen as a tool to empower individuals and improve their social acceptance.

Employment seems to be an outcome that many women in India desire. Fletcher, Pande, and Troyer Moore (2017) find that over 30% of women in India engaged primarily in domestic

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activities and would like to work. If all of these women worked, female labor force participation would be 48%, much closer to the overall level in developing countries Duflo (2012) provides. Women in my sample also appear interested in working. Women expressed a desire to work for income per month. If all of these women did work for income, their employment level would be similar to that of their husbands.

Employment may be the desired outcome for women, but it also requires significant effort, particularly for women in India. In addition to the effort any worker must exert to accomplish tasks at work, a working woman in this setting may need to exert effort to find an employment opportunity for women, overcome opposition from family members to women's employment, learn skills required to maintain employment, and manage household chores while working. Low SE may constrain women's employment by preventing women from exerting the required effort.

One possible interpretation of these uneven changes in unemployment is little technological progress. If investment in new technologies raises the relative demand for skilled workers, low-skilled unemployment increases unless the variation in relative demands is compensated by a change in relative wages or relative labor supplies

Rural women in India

India is a country of contradictions. Women are worshiped as DemiGods, without whose blessings, work cannot be initiated. However, crimes against women and girls are increasing daily in India. In rural India, very few women have ownership over land or productive assets. This proves to be a roadblock in institutional credit. The majority of the agricultural laborers are women. They are mainly assigned manual labor. (Kurukshetra, 2003). Rural women from childhood have to bear the burden of taking care of younger siblings, cooking, engaging in domestic chores, and looking after the fodder of the domestic animals in their parents' house. They are married off at a very early age. Indian women are condemned to a life of serfdom, anonymity, and facelessness. At the root is the 'gender insensitive' society. (Singh, 2004). Traditional Indian gender norms define the experiences of women. There is a strong preference for sons over daughters, and boys generally receive more formal education than girls. Typically, marriages are arranged and require women to move to their husbands' villages. While husbands work for income, wives are generally tasked with household chores. Women are often concealed from public observation through physical mobility and clothing restrictions. Cultural restrictions on married women are typically more robust for more recently married women.

Aim

- To explore the self- efficacy and the reasons behind less skilled or unskilled women's unemployability in rural India.

Objectives

- To qualitatively study the reasons behind the rural women's unemployability
- To quantitatively explore their Self-efficacy.

METHODOLOGY

The study design was approved by the ethical committee of the institute. The research took place from January 2021 to April 2022. The data collection for the study took place in

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Edayaranmula, Kerala, during the 2nd lockdown in 2021. The methodology used was mixed method, a combination of qualitative and quantitative.

Sample

The interview sample consisted of females between ages of 30-55. The data was collected using non-probability (convenience and purposive) sampling technique. The size of the total sample was 20. It is from the same people the questionnaire was also worked on.

The sample consisted of 20 Unemployed women who have been skill trained or not trained. Informed consent was sought from the participants for their participation in questionnaires, interviews and audio recording of the same). 10 women who were educated above 12th std and 10 women who were educated upto 12th std were taken with their confidentiality maintained.

The individual interviews were completed in 20 - 30 minutes and 10 minutes utilized for questionnaires. The following tools of data collection were used:

1.A. Two types of test materials were used in the present study to collect data.

Personal Data Questionnaire: Personal Data Questionnaire elicited information about age, place of residence, socio-economic status etc.

B. General Self Efficacy Scale: A self-report measure of self-efficacy, comprising 10 items.

2. In-Depth Interviews: To get a comprehensive understanding of the conceptualization of self-efficacy and skill. The interview guide consisted of 10-15 open -ended questions.

The procedure of Data Analysis

The audio recorded data from the in-depth interviews were transcribed and translated from Malayalam into English separately for each participant. The transcribed interviews were further closely examined to compare similarities and differences, and questions were raised in terms of the meaning of the phenomena as reflected in the data. In this phase, categories were developed by grouping similar pieces of data together. Comparing incidents with other incidents was a strategy used for developing each category. In this initial coding, the researcher looked for leads, ideas, and questions in the data themselves. As a result, an initial category of codes was generated. The provisional codes noted were further checked for their similarities and closely synthesized into themes that captured the essence of the phenomenon in question. The themes generated from the analysis were described in the form of written paragraphs with supported data from the individual interview.

The quantitative procedure

The research tool General Self efficacy Scale along with Personal Data Questionnaires were administered on the selected sample. After collection of data scoring work was taken up.

To evaluate the difference between skilled and unskilled unemployed rural women, Mann Whitney U test was used.

Scoring: The total score is calculated by finding the sum of all items. For the GSE, the total score ranges between 10 and 40, with a higher score indicating more self-efficacy.

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Descriptive Statistics

Descriptive Statistics					
	N	Mean	Std. Deviation	Minimum	Maximum
SELFEFFICACY	28	28.9643	3.28275	20.00	35.00
SKILL	28	1.5000	.50918	1.00	2.00

Problem:

To identify, if there exists a difference in self- efficacy between the Unskilled and Skilled, Unemployed rural women.

Hypothesis:

There would be a significant difference in the self-efficacy, between skilled and unskilled unemployed rural women.

RESULTS

The quantitative test revealed that there is no significant difference in the self- efficacy of skilled and unskilled rural women.

Where, the median value of the unskilled women $M=28.5$ and for the skilled women is $M=30.5$ with $U=71.00$, z statistic = -1.251 , p value= 0.211 and an $r = 0.236$.

With this we conclude that the H_1 value is not Supported.

Table 1.1 Means and SD of Education and total Self-efficacy

	N	Minimum	Maximum	Mean	Std Deviation
Education	28	1	2	1.50	.509
Self-efficacy Total	28	20	34	28.93	3.219
Valid N(listwise)	28				

From Table 1, it can be seen that the average education of the participants of the present the research study sample is 1,50, and the corresponding SD value is 0.509. Similarly, the average self-efficacy or mean self-efficacy of the sample is 28.90% and the corresponding SD value is 3.219.

Table 3: Mann Whitney U Test

Total N	28
Man-whitney U test	125.0
Wilcoxon W	230.0
Test Statistic	125.0
Standard Error	21.590
Standardized Test Statistic	1.251
Asymptotic Sig.(2-sided test)	.211
Exact Sig.(2-sided test)	.227

In the given table it is evident that the value for the Immediate score for the Mann Whitney U test is 125.0. The value for the Immediate score for Wilcoxon W is 230.0. The significant score for the immediate score is 0.70 and the significant score for the immediate score is 0.231 The significance score indicates that the value for the immediate and the delta score is

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> 0.05 , which means that the scores are insignificant. In other words, it can be said that there would be no difference in skilled and unskilled Unemployed Rural women in India.

The results indicate that the significant score for data distribution score is lower than the significant level of 0.05, hence the data is not normally distributed. So to understand the difference in the means of the data collected, Mann Whitney U test (nonparametric test) was used.

The value for the Immediate score for the Mann Whitney U test is 125.0, The value for the Immediate score for Wilcoxon W is 230.0. The significant score for the immediate score is 0.211. The significance score indicates that the value for the immediate and the delta score is > 0.05 , which means that the scores for the immediate recall and delta learning are insignificant. In other words, it can be said that there would be no difference skilled and unskilled Unemployed women in Rural India.

Qualitative results

The broader themes that were delineated are as follows. They explain broadly what are the various reasons of stopping studies, becoming unskilled and how they got their skill training and still could not take up jobs, under every theme we have various reasons that explain us why to start with

Educational stress

Explained by various women different reasons and stories from 28 different women, from their different style of upbringing and living,

The reasons for educational stress are: Lack of opportunities to study or to educate their own children to educate kids, while some got rejected admission due a year back. Some women had a different outlook; they were not satisfied with the qualification and they got opportunities for. Women also stopped studying as they've attained maximum education and developed, lacking interest to obtain phd. Some rural women had a lack of awareness about higher education. As in the previous years when there was a lack of opportunities for competitive exams. Other reasons to stop studying is Failure in exams or being an average student. As in rural areas some got married early, some were ill stricken and were taking Treatment

Household

The second theme or mostly used reason to discontinue job is responsibilities, such as, to look after children and education, their parents. Lack of support from brothers, sisters and support from in-laws and being independent. Some even adopted taking care of cattle as a job.

Financial constraints

They experience, Lack of funds to study further, and a hereditary economic crisis, Kerala floods a major cause every rural could recall. More family members to look after

Unemployment

Are various, such as Loss of job Due to pandemic, Due to discontinuation of studies, Due to marriage, Due to pregnancy, Negligence and lack of awareness of job importance, Lack of funds to start a small-scale business Difficulty to manage teaching jobs and children's online classes during pandemic, Being Age over, Comparison over government and private jobs, only meager salary via tuition, difficulty in shifts. Rearing cattle responsibilities at

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home, Lack of education/ qualifications for an office job, Lack of specific skills to work after 10th.

Reason that they would like to go for work was also interesting:

General hardships of life, Sudden death of husband, Children's needs, Realization of the importance of a job, Job gives independence and freedom for one's own self, Ready to support children in education.

While Kerala being a highly literate state, some families do give the freedom to women to choose freely, make decisions and spend money as they wish, but still due to financial hardship there are some women who do not have the freedom to do as their heart wishes. Some sacrifice their wishes, desires and needs, while some purposefully wish only for things that are lesser and easier to obtain. Being women whose wings to fly freely and independently are broken.

Dependency helps from their trusted ones, such as Support from party groups, depending on neighbors, Mother's support, Members of self-help groups, Support from friends and family, House built by the panchayat, Supportive parents, always depended on someone, good parental and family support after marriage, sometimes husband. Some also experienced emotional stress for various reasons differing from family to family.

Emotional Stress

Early death of parents, Death of husband, Husbands pressure to obtain a job, Comparison of self to others, always compared by parents, seeing others obtain a job, hurt ego due to poor standards of living, Sad about not having a kid, Limit expense due to financial crises, Regret on not acquiring enough education and a job, Realization of increase in needs within family and self needs.

Skill training programs

Hence in order to empower these strong rural women the panchayat has come up with various skill training programs that can help them.

Skill training program, SHG

Knowledge about programs like paper bag making, pickles, cake, Aware vegetable cultivation and umbrella, cannot go for programs due to only Sunday leave after menial jobs on other days, Helps the poor obtain a loan, Auto driving, good way to obtain money, SHG helps in finding an independent job, Helps obtain group loan

Respect

Only for the ones having a job, obtained respect as a teacher, job is mandatory but enough to gain respect, big jobs with good positions earn respect, too much income, too much respect, Women as it is must be respected.

Also, the good reasons that they talk about having a job are:

Perks of having a job

- Financial Independence, Decision making, Increases standard of living, Social life due to interaction, Can learn a lot, Can provide timely resources, Decent life, Independence, Freedom to fulfill one's own needs.
- With these we can hope we create better opportunities for our women to uplift them towards betterment.

DISCUSSION

The process of data coding was done by assigning the corresponding numerical values and string values to the data collected and to be coded to the option or response the participant chose. The scoring of the responses was done in accordance with the scoring instructions given with the questionnaire, higher scores indicated higher impressions of Self-efficacy. The entire data set was consolidated in an Excel sheet, and this was followed by the data cleaning process. The responses of those participants who marked two answers for a given item or for those who did not mark a given item. The responses which had extreme data values or entries which had similar responses for each item were eliminated. Once the data cleaning was done, the total scores of each participant were calculated for the variable self-efficacy. The scoring was 1 point to the least and 4 points for the highest.

Mann-Whitney U test is a non-parametric statistical technique. It is used to analyze differences between the medians of two data sets. It can be used in place of a t-test for independent samples in cases where the values within the sample do not follow the normal or t-distribution but also when the distribution of values is unknown. In order for the Mann-Whitney U test to be applied, values need to be measurable on an ordinary scale and comparable in size. The fact that all values are compared makes it distinct from the t-test, which compares the sample means. The Mann-Whitney U is also used to test the null hypothesis, subject to both samples coming from the same basic set or having the same median value.

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Implications, Scope and Limitation of the study

The current study provides results specifically related to understanding the impact of Self efficacy on rural women, with various skills and the women without specific skills. The study was conducted in the hope of getting an enlightenment into their lives, hobbies, way of life and mindset in order to be earners. The results obtained from the study Implicates to help in providing a concrete basis for policymakers to design policies in different wards of the society in my study the policy makers of Aranmula's rural region of chengannur city in Kerala. It helps foster an environment with women that allows for growth and efficiency in their living.

Specific recommendations to those who have an impact on women include the following: Implementing a program specifically to improve their self-efficacy by ensuring every woman is professionally trained and gets some work and its remuneration.

The participants involved in the current study on self-efficacy reported that they desired to be appreciated by their children, as well as by their family and surrounding women.

Scope

Some of the factors that were mentioned but not examined in detail in this study include the relationship between religion or faith and self-efficacy in rural women, Creativity and self-efficacy in Productivity. There is scope for doing further research in this field by examining whether women's self-efficacy will have significant impact on all the sub-dimensions of creativity productivity of an individual by performing it using the Creativity Styles Questionnaire-Revised or any other creativity scales along self- efficacy. As it will give a whole different result for understanding the impact of creativity on self-efficacy and productivity in women. Though this research mentioned these factors, there is not much research on the specifics of these relationships, so this would be a great area for future studies.

Another scope for study can be self-efficacy between working women and unemployed women. Their marital status can also be taken into consideration. Such as Widow, Divorced, Separated and Married Women.

A final recommendation would be a study regarding the age of rural women and changes in self-efficacy. The average age of the women in the present study is approximately 35-40. So, there can be a good comparison between young women and older women with their differing self-efficacy.

Limitation

The most noticeable limitation is that due to the nature of the study, as it was majorly a qualitative study, which posed initial difficulty to understand and study the variable self efficacy. It was made much better by adding Quantitative methods that a more conclusive result was obtained. Secondly my familiarity with the participants, an element of bias was possible, particularly in my descriptions of the participants. For example, in my descriptions of the participants, I have used terms that might appear to be less formal in order to effectively describe the essence of the persons and how they are perceived by the society or family. However, the present research strives to minimize this bias to reduce misinterpretation or misuse of the data by maintaining the following precautions: participants were coded blindly so as not to associate any materials or data with the specific participants. I continually reflected on ways to not directly influence the participants. I made every effort to create a comfortable environment where the participants felt free to openly discuss their thoughts and ideas.

Ethical Considerations

1. The consent of the participants should be taken before the participant participates in the study
2. Participants would be ensured that they have the freedom to leave the study anytime they feel uncomfortable
3. Emotional state of the participant would not be hampered
4. Would avoid biases and discriminative opinions make the participants uncomfortable in the study.

CONCLUSION

Generalized Self-Efficacy, Self-Efficacy describes beliefs about the ability to succeed in a specific domain. Self-Esteem differs and describes one's overall evaluation of one's worth. Finally, Self-Confidence is a term typically used outside of psychology and used roughly synonymously with GSE. Bandura (1997) describes critical determinants of Self-Efficacy and argues that personal experience is the most influential.

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described in the form of written paragraphs with supported data from the individual interview.

The results indicate that the quantitative test revealed that there is no significant difference in the self- efficacy of skilled and unskilled rural women.

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Conflict of Interest

The author(s) declared no conflict of interest.

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