

Comparative Study

Comparative Analysis of Self- Esteem and Resilience amongst Working and Non -Working Women

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ABSTRACT

Working women as compared to non-working women face stressors like their job, the head or the manager is too demanding and one of the biggest challenges they face is their management between their professional lives and their personal lives whereas the non-working only have to look on their household chores and did not have any other work-related stress. The current study focuses on comparing the self-esteem and resilience of working & non-working women. The total sample in this study consisted of (N=140) women living in Delhi NCR. The sample comprised of Non -Working-Women and Working Women within the age range of 22-40years. In this research the working women are teachers, working women working in corporate sectors and non-working women include Homemakers. For the study, quantitative analysis was done to find the difference between the two groups. T-Test was done. Mean was calculated and standard- deviation calculated for both the groups. Significance difference between the two group were calculated. The analysis of the current study shows that working women have more resilience & self-esteem, this can be attributed to the sense of independence that working women experience in comparison to non-working women.

Keywords: *Resilience, Self-Esteem, Working Women, Non-working women*

Self-esteem and Resilience are two critical psychological concepts for a person's overall well- being and success in life. While both concepts are important, their meaning and applications differ. A person's overall sense of self-worth or self-value is referred to as self-esteem. It is the degree to which a person feels confident, capable, and worthy of others' respect and admiration. Low self-esteem is associated with negative emotions, anxiety, and low self-confidence, whereas high self-esteem is associated with positive emotions, motivation, and self-efficacy.

Resilience refers to a person's ability to recover from adversity or difficult situations. It is the ability to bounce back from setbacks, adapt to change, and keep a positive outlook on life.

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Received: November 27, 2023; Revision Received: February 18, 2024; Accepted: February 23, 2024

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Overall, the relationship between self-esteem and resilience in working and non-working women is complex and multifaceted. While working women may have higher self-esteem, they may also face challenges that impact their resilience. Similarly, while non-working women may have higher resilience, they may also struggle with lower self-esteem. Ultimately, both concepts are important for women's well-being and success, and individuals should strive to cultivate both qualities in their lives. Individuals must be resilient to succeed.

Comparison of Working Women and Non -Working based on Resilience:

Working women as compared to non-working women face stressors like their job, the head or the manager is too demanding and one of the biggest challenges they face is their management between their professional lives and their personal lives whereas the non - working only have to look on their household chores and did not have any other work-related stress.

Working women are more financially secure than non-working women. Working women have good earning partners and have to lay on them for their financial support. This dependency on her partner leads to burnout to them. It is seen that the working women who go out for work enjoy more social groups and have many friends as compared to the non-working women. Non- working women do not have time to get involved in social groups they only enjoy living in their homes and doing household chores.

Comparison of Self-Esteem in Working and Non-Working Women:

Working women have a greater chance for social interaction and connection with their colleagues and associates which leads to a high level of self-esteem. On the other hand, non-working women have a sense of purpose and other things to do such as taking care of their respective families or pursuing their hobbies and interest. Working women feel more financially secure and confident due to their income which contributes to their high level of self-esteem. On the other hand, working women may also feel financially secure if they have enough resources and support from family. The goal of this study is to look into the relationship between self-esteem and resilience in women who work and women who do not work. Working women are women who work full-time or part-time outside the home, whereas non-working women are women who do not work outside the home.

Self-Esteem

Self-esteem is one's positive or negative attitude toward oneself and one's evaluation of one's own thoughts and feelings overall in relation to oneself (Rosenberg 1965A).

Self-esteem is regarded as a personal psychological characteristic relating to self-judgment based on one's values about humans (Alesi et al., 2012).

Different factors influencing Self -Esteem are as follows: The feedback we get from our near and dear ones, the environment of our work place and family, The way we dress, The Physical Appearance of Someone also effects their Self Esteem, the belief one has also impacts the Self Esteem, the potential of a person, the achievement of the person also effects Self-Esteem of a person.

There are 2 types of Self- Esteem: Low Self Esteem and High Self Esteem. High self -esteem are more of energy and are capable of doing things that are more complex and are more difficult to do and due to their higher level of confidence and they work better in their

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fields. These people are more hardworking. Whereas people with low self -esteem are comparatively low of energy and do thing that are easier they believe in short cuts in the life. The main characteristic of such people are they always thing negative about themselves this negative thinking of such individuals impacts their confidence. It is hence said that people with high self -esteem are more satisfied, have more hope in future have better job opportunities as compared to the people with low Self Esteem.

Resilience

Resilience refers to the ability of individuals, communities, organizations, and systems to adapt and recover from adversity, stress, and change. It is the capacity to overcome challenges, setbacks, and difficult circumstances, and to bounce back stronger and more resourceful than before. Resilience involves a combination of skills, attitudes, and behaviors that enable individuals to manage their emotions, cope with stress, solve problems, and navigate complex situations. Resilience is not a fixed trait but a dynamic process that can be developed and strengthened over time.

Resilient people are often characterized by a sense of purpose and meaning, a positive outlook on life, and a strong support network. They can find opportunities in difficult situations, learn from their experiences, and adapt their behavior accordingly. Resilience is not about being invincible or unaffected by adversity, but rather about being able to bounce back and grow from it.

There are many factors that contribute to resilience, including genetics, environment, upbringing, and personal experiences. Resilience can be enhanced through various interventions, such as mindfulness practices, social support, cognitive-behavioral therapy, and physical exercise. By developing resilience, individuals can better cope with the challenges of life and build a stronger sense of well-being and fulfillment.

Working Women and Non-Working Women

For this research the term working women means working professionals who work in the workplace and earn money and have the capability to stand in their own shoes. Non-working women are women who take care of their household chores and are busy taking care of their families.

Resilience in non-working women can be exhibited through the following examples:

Managing household responsibilities: non-working women often have the responsibility of managing their homes and families. They can demonstrate resilience in the face of challenges such as illness, financial strain, or changes in family dynamics. For example, if a family member falls ill, a non-working woman may need to take on additional caregiving responsibilities while still managing the day-to-day tasks of running a household. To demonstrate resilience, she may need to be adaptable and flexible, prioritize her tasks, and ask for help when needed.

Pursuing personal goals: non-working women may have personal goals that they want to achieve, such as learning a new skill or hobby. To demonstrate resilience, they may need to set realistic goals, persevere through challenges, and learn from failures. For example, if a non- working woman wants to learn a new language, she may need to set a schedule for studying, find a tutor or language partner, and be patient with herself as she makes progress. If she experiences setbacks, such as difficulty with a particular aspect of the language or a

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lack of motivation, she may need to adjust her approach and find new strategies to stay motivated.

Maintaining mental and emotional well-being: non-working women may face challenges related to mental and emotional health, such as depression, anxiety, or stress. To demonstrate resilience, they may need to seek help when needed, practice self-care, and develop coping strategies to manage difficult emotions. For example, if a non-working woman is feeling overwhelmed by the demands of caring for her family, she may need to reach out to a therapist or support group for help. She may also need to prioritize self-care activities such as exercise, meditation, or time with friends to help manage stress and maintain her emotional well-being.

Building and maintaining social connections: non-working women may face social isolation and loneliness, particularly if they are caring for children or elderly relatives. To demonstrate resilience, they may need to reach out to friends and family, participate in social activities, and build new relationships. For example, a non-working woman who is feeling isolated may need to make an effort to connect with others, such as joining a local group or volunteer organization, attending community events, or reaching out to old friends. She may also need to be persistent in building and maintaining relationships over time, even when it requires extra effort or time.

Resilience in Working Women:

Resilience is an important characteristic for anyone to possess, but it can be particularly critical for working women who face unique challenges and obstacles in the workplace.

Working women may face a range of obstacles that can test their resilience, including discrimination, harassment, unequal pay, and work-life balance issues. In addition, women may be more likely to face certain types of stressors, such as managing family responsibilities or dealing with the societal pressure to balance career success and traditional gender roles.

Despite these challenges, many working women are incredibly resilient and have found ways to overcome obstacles and succeed in their careers. Some strategies that can help build resilience in working women include:

1. **Building a support system:** Having a strong network of colleagues, mentors, family, and friends can provide emotional support and help working women navigate difficult situations.
2. **Practicing self-care:** Taking care of physical and emotional health through exercise, healthy eating, and stress-reducing activities can help working women manage stress and stay resilient.
3. **Seeking out professional development opportunities:** Continuing to learn and grow in their careers can help working women build confidence and resilience.
4. **Setting boundaries:** Establishing clear boundaries between work and personal life can help working women manage their time and avoid burnout.
5. **Embracing flexibility:** Being open to new opportunities, taking risks, and adapting to change can help working women navigate the challenges of the workplace and stay resilient.

Self-Esteem in Working Women:

Self-esteem is an important factor in the well-being and success of working women. Self-esteem refers to a person's overall sense of self-worth, confidence, and belief in their abilities. High levels of self-esteem are associated with positive mental health, better job performance, and increased job satisfaction.

Working women may face unique challenges that can impact their self-esteem, including gender discrimination, unequal pay, and work-life balance issues. Here are some important factors to look at while looking for self-esteem in working women:

1. Self-esteem is important for job performance: Research has shown that individuals with higher levels of self-esteem tend to perform better at work, take on more challenging assignments, and have better problem-solving skills. Women with high self-esteem are more likely to be confident in their abilities and take on leadership roles in the workplace.
2. A supportive work environment can boost self-esteem: A positive and supportive work environment can help boost self-esteem among working women. Supportive colleagues, mentors, and supervisors can provide encouragement and positive feedback, helping women feel valued and appreciated for their contributions.
3. Self-care is important for self-esteem: Taking care of their physical and emotional health through exercise, healthy eating, and stress-reducing activities can help working women feel better about themselves and boost self-esteem. Practicing self-compassion and avoiding negative self-talk can also help build self-esteem.
4. Addressing workplace gender bias can improve self-esteem: Addressing gender bias and promoting diversity and inclusion in the workplace can help boost self-esteem among working women. Encouraging women to take on leadership roles, promoting equal pay, and providing opportunities for professional development can all help boost self-esteem and confidence among working women.

Self- Esteem in Non-Working Women:

Self-Esteem is a person's total sense of worth or value placed on themselves. Experiences, relationships, cultural conventions, and personal views can all have an impact on it. Self-esteem in non-working women can be affected by a number of circumstances, including:

1. Perceived lack of contribution: Unemployed women may believe that they are not contributing to their family or society in the same manner that employed women do, which can contribute to feelings of poor self-esteem.
2. Social stigmas: Because society places a high value on career achievement and financial independence, non-working women may be stigmatized, making them feel inadequate or worthless.
3. Comparison to others: Women may compare themselves to people who are similar to them.
4. Lack of recognition: Nonworking women may believe that their contributions to their families or communities are unnoticed or undervalued, which can lead to feelings of poor self-esteem.

REVIEW OF LITERATURE

For this research we have used two variables that is resilience and self-esteem among working and non -working women. listed below are the research study based on different variable that is the studies that are conducted on the variable resilience among working and non-working women. And the study that are conducted on the variable self-esteem among working and non- working women.

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Vermuri & Sahai (2020), conducted a study to explore resilience among working and non-working women. The study aimed to compare the resilience levels of working and non-working women and to identify the factors that contribute to resilience among women. The study used a cross-sectional design and collected data through online surveys from 300 women, including 150 working and 150 non-working women. The results of the study indicated that working women had higher resilience levels than non-working women. The study also found that factors such as social support, self-efficacy, and coping strategies were significant predictors of resilience among women. The study concludes that working women exhibit higher levels of resilience than non- working women, and social support, self-efficacy, and coping strategies are important factors that contribute to resilience among women. The study suggests that interventions that focus on improving these factors may help enhance the resilience of women.

A & N (2020), A study on resilience among working and nonworking married women. The purpose of this study was to assess the difference in the level of resilience among working and non- working married women and its probable causes. The total sample in this study consisted of (N=100) women living in Delhi NCR. The sample comprised of non-working married women and working married women within the age range of 30-40 years. The results show significant difference in the level of resilience among working and non-working married females. Working married women were found to be higher in their level of resilience than non-working married women.

Yildirim (2019) had conducted study on mediating role of resilience in the relationships between fear of happiness and affect balance, satisfaction with life, and flourishing. The result showed that the fear of happiness was negatively correlated with resilience, affect balance, satisfaction with life, and flourishing. The results of mediation analysis showed that resilience is fully mediated the effect of fear of Stress, Resilience and Psychological Wellbeing among Employed Women Across Age Group © The International Journal of Indian Psychology, ISSN 2348-5396 (e)| ISSN: 2349-3429 (p) | 1223 happiness upon flourishing, and satisfaction with life, and partially mediated the effect of fear of happiness upon affect balance.

Gattis (2019), the study resilience: a coping strategy for professional women dealing with workplace bullying. This study explored resilience, the successful adaptation despite challenging and threatening circumstances, as a coping strategy to help improve the physical and health of professional women who have experienced workplace bullying. The center research questions was, how does perceived resilience, when used as a coping strategy, help with the physical and mental health stressors while helping to improve the overall well-being of professional women who were or have experienced workplace bullying? Four major themes emerged: negative experiences, consequences of bullying, impact on health, and support systems. The results suggested that the participants believed they were targeted because of race, gender, and age. Workplace bullying does have negative health consequences; however, various support systems greatly increased their resilience.

A, E & O (2018) conducted a study on resilience as a mediator of emotional intelligence and perceived stress: a cross sectional country study. The objective of the study was to address this lack of research examining the associations between emotional intelligence resilience and perceived stress in a cross-country context. A total sample of 696 undergraduate. The result shown that the emotional intelligence functions as a negative predictor of perceived stress through the mediating variable resilience for the American and Basque students.

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Ahmad &Khan (2018) study the quality of life in working and non-working females. The sample size was 80 wedded women in the 25-40 age bracket residing in Bijnor, Uttar Pradesh. The scale used in this study was the WHOQOL-BREF (1996), it's a 26-item study that encompasses 4 spheres: physical, psychological, social and environmental sphere. It is a 5 Likert scale. The statistical tool employed was t-test. The result showed that there was no distinction in the physical sphere among the women but there was a distinction in other spheres of the scale.

Maral, Kumar (2017) study the impact of family type and the power to make decisions among working and nonworking females. The sample size is 272 married women, 144 females living in a nuclear family and the remaining 128 are of joint family living in Allahabad. The data collection was done through a questionnaire, the items had to be answered as either: self, husband or along with husband. The results came out to be: there is a noticeable distinction in making decisions with respect to domestic and societal problem between working and non- working females. Non-working females living in a nuclear family faced hinderances by their family members during the decision making process. Whereas, they were a part of the decision making process during private and social problems in a joint family, although everybody would make the decision mostly. In nuclear families the working females' participation in the decision making process is higher than the non-working females along with collective decision making. The involvement of working women in every problem was been recorded as self, collective decision making was also high in them if compared with non-working females.

Foumani, Salehi, and Babakhani (2015) study the link between the attributes of persona with resilience and happiness in working and non-working women. The sample is 388 working and non-working women randomly selected, who're residing in Tehran. The scales used in this study are Oxford Happiness Questionnaire, NEO Personality Inventory and the Connor-Davidson Resilience Scale. Pearson's correlation method was used to find out the relation between the attributes of persona and happiness, all the aspects of personality traits are associated with happiness. All aspects of personality (Extraversion, Neuroticism, Flexibility, Agreeableness and Conscientiousness) are related to self-concept except extraversion. Further all the aspects of personality traits are associated with psychological alertness except agreeableness. Life satisfaction and hopefulness which are an integral part of positive psychology, are only related to Neuroticism. Resilience on the other hand is related to Neuroticism negatively and all the other traits, Extraversion, Flexibility, Agreeableness and Conscientiousness are positively linked to resilience. Multivariable linear regression analysis showed an essential impact of Extraversion and Flexibility on the total happiness score. The conclusion was that the personality traits can an impact on distinct elements of happiness and resilience in females. Therefore, females who have a balanced persona are more likely to be happy and resilient.

Siddiqui (2014) investigated the level of emotional state and life satisfaction in working and non- working females. The sample size was 200 working and 200 non-working and the age bracket of the sample was 25-45 years. The scales used in this study were Life Satisfaction Scale and the Trait-State Questionnaire, which measures emotional states like anxiety, stress, depression, regression, fatigue, guilt, extraversion, and arousal. The results showed that working females showed high levels of anxiety, regression, extraversion, and arousal as compared to non-working females. Working females had shown low levels of stress, depression, fatigue, and guilt as compared to the other category of females. Furthermore, working females had shown high levels of life satisfaction too as compared to non-working

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females. Marital satisfaction is a dimension of life satisfaction that was seen high in working women than in non-working women.

McGrath, Julie, Caron (2009) This study examines the relationship of resilience to body image dissatisfaction in college women. Getting a poor body image is correlated with inappropriate dietary behaviors and eating disorders among college students, and has been linked with self- worth dissatisfaction and depressive emotions. The participants were students of a female college undergraduate. Results indicate that increased resilience is associated with improved body image.

Self -Esteem of Working and Non -Working Women:

Neff & Karney, (2019) explored the impact of social support on the relationship between self- esteem and career success among working women. The findings showed that social support moderated the relationship between self-esteem and career success, indicating that the presence of supportive social networks can enhance the positive impact of self-esteem on career outcomes.

Kuehn, K. S., & Kuehn, Z. P (2018) examined the relationship between self-esteem and career satisfaction in working women. The results showed that higher levels of self-esteem were associated with greater career satisfaction, indicating that self-esteem plays an important role in women's career success.

Riaz, Hadi & Rehman (2019) conducted a study aimed to investigate the difference between the self-esteem of young working and non-working women. The purpose of the study was to explore, the relationship of work with the self-esteem of young working and non-working women. The present research was based on a quantitative research design. The sample comprised 180 respondents of which 90 were working women and 90 were non-working women with having an age range of 14 to 24 years. Non-probability sampling technique was used to select the sample. The “Rifai” self-esteem scale was used to conduct the study. Findings showed that there was a significant difference in the level of self-esteem between working women and non- working women. Results also showed that there was a highly significant relationship between work and self-esteem. The self-esteem of working women is higher than non-working women which supports the research hypothesis that working women have higher self-esteem compared to non-working women.

Warchulsa & kwiatkowska (2018) The study aimed to investigate the relationship between resilience, self-esteem, and body attitudes in women across different age groups, specifically early adulthood (18-25 years), middle adulthood (26-49 years), and late adulthood (50 years and above). The researchers recruited 280 women from Poland and assessed their levels of resilience, self-esteem, and body attitudes using validated questionnaires. The results showed that resilience and self-esteem were positively correlated with positive body attitudes in all age groups. However, the relationship was stronger in early adulthood compared to middle and late adulthood. The authors concluded that resilience and self-esteem are important factors that influence women's body attitudes, and that interventions aimed at promoting resilience and self- esteem may improve body image and overall well-being in women. Overall, the article provides valuable insights into the relationship between resilience, self-esteem, and body attitudes in women across different age groups, and highlights the importance of addressing these factors in interventions aimed at improving women's body image and psychological well-being.

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Lachance-Grzela and Bouchard (2010) found that women who worked in non-traditional occupations (i.e. male-dominated fields) had lower levels of self-esteem than women in traditional occupations. However, the study also found that women who were committed to their non-traditional careers had higher self-esteem than those who were less committed.

Judge and Hurst (2008) found that the relationship between self-esteem and working status in women varied depending on the cultural context. In individualistic cultures (e.g. the United States), working outside the home was associated with higher self-esteem in women. However, in collectivistic cultures (e.g. Japan), working outside the home was not necessarily associated with higher self-esteem and may even be seen as a threat to family harmony.

Azar (2007) studied on the association among quality of life, hardiness, self -efficacy and self – esteem on working and nonworking married women. 500 women were taken as a sample. Among 500 women 250 were employed and 250 were unemployed. The main control for the research were age-range (24-41) and status (low, middle and high). Results showed the positive relation among quality of life, hardiness, self-efficacy and self –esteem on working and non-working married women. The present study is focused on Self -esteem of women employees in Coimbatore. This study aims to understand the level of Self-esteem of women employees in Coimbatore.

Ahmad-Nia S. (2002) This paper analyses research on the impact of work on mothers' health in Tehran (Iran) within a role analytic framework. A survey was Conducted of a representative sample of working and non-working mothers in Tehran in 1998 (N = 1065, 710 working mothers, and 355 non-working mothers). Three main explanatory factors were examined (socio- demographic, work and work related, and social-life context variables) alongside a range of mental and physical health outcome variables. Unlike in the West, where women's paid work is generally associated with better health, statistically significant differences between working and non-working women were not found in Tehran. It is argued that this is a result of the counterbalance of the positive and negative factors associated with paid work, such as increased stress on one hand and self-esteem on the other. Iranian society's particular socio-cultural climate has contributed to this finding, with its dominant gender-role ideology; the priority and extra weight placed on women's traditional roles as wives and mothers, and the remarkably influential impact of husbands' attitudes on women's health.

Twenge and Campbell (2002) found that women who worked outside the home had higher self- esteem than those who did not work. They also found that women who worked in professional or managerial positions had higher self-esteem than those in lower-paying jobs. The study suggested that working outside the home provides women with a sense of autonomy and achievement, which contributes to higher self-esteem.

METHODOLOGY

The nature of this study is to compare the levels of self-esteem and resilience between working and non-working women. The study will examine the relationship between these two constructs and determine if there is a significant difference in their levels among women who work and those who do not. The quantitative research method has been done while conducting the research.

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The total sample in this study consisted of (N=140) women living in Delhi NCR. The sample comprised of Non -Working-Women and Working Women within the age range of 22-40years. In this research the working women are teachers, working women working in corporate sectors and non-working women include Homemakers.

Convenient sampling would be used for the research. This design involves selecting participants based on their availability and accessibility. It is a non-probability sampling method that is commonly used in social science research, particularly when time and resources are limited.

Quantitative Analysis

For the study, quantitative analysis was done to find the difference between the two groups. T-Test was done. Mean was calculated and standard-deviation calculated for both the groups. Significance difference between the two group were calculated.

Hypothesis of the study

- Hypothesis I: There will be significance difference in self-esteem of working and non- working women.
- Hypothesis II: There will be significance difference in resilience of working and non-working women.

RESULT & ANALYSIS

The present study aimed at assessing and comparing the level of Self-esteem and Resilience amongst working and non-working women. For this purpose, mean scores of both the groups were calculated and t-test and standard deviation was applied for testing the significance difference of the group The mean score, t-values and standard deviation of the two groups on self-esteem scale have been depicted in table.

The table 1, indicates the mean of working women is comparatively higher than the mean of non-working women and there is a significant difference between the mean scores of resilience for working women and the non-working women. The t-value 7.3762, depicts that there is difference between the resilience of working and non-working women, working women thus showing a higher resilience than the non-working women.

Table 1: The Mean and t-value for Self -Esteem of Working and Non-Working Women

Group	Mean of self esteem	Standard-deviation	t-test value	p-value	Significance difference
Working women	15.85714	0.000155	7.3762	0.000311	0.05
Non -working women	13.8	1.658073			

Riaz, Hadi & Rehman (2019) conducted a study aimed to investigate the difference between the self-esteem of young working and non-working women. The purpose of the study was to explore, the relationship of work with the self-esteem of young working and non-working women. The sample comprised 180 respondents of which 90 were working women and 90 were non-working women with having an age range of 14 to 24 years. Non-probability sampling technique was used to select the sample. The “Rifai” self-esteem scale was used to conduct the study. Findings showed that there was a significant difference in the level of

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self-esteem between working women and non-working women. Results also showed that there was a highly significant relationship between work and self-esteem. The self-esteem of working women is higher than non-working women which supports the research hypothesis that working women have higher self-esteem compared to non-working women. Therefore, it proves my hypothesis that there is the significant difference between the mean of working women and non-working women,

Table 2: The Mean and t-value for Resilience of Working and Non-Working Women

Group	Mean of self esteem	Standard-deviation	t-test value	p-value	Significance difference
Working women	73.2359	22.80716	7.37632	3.50E-10	0.05
Non -working women	41.6176	16.617	7.37632	3.50E-10	0.05

Table 2, indicates the mean and t-value on Resilience of working women is higher than non-working women, thus prove the second hypothesis that there is a significance difference between the mean of working- women and non-working women. Vermuri & Sahai (2020), conducted a study to explore resilience among working and non-working women. The study aimed to compare the resilience levels of working and non-working women and to identify the factors that contribute to resilience among women. The study used a cross-sectional design and collected data through online surveys from 300 women, including 150 working and 150 non-working women. The results of the study indicated that working women had higher resilience levels than non-working women.

DISCUSSION

The aim of this study is to conduct a comparative analysis of self-esteem and resilience between working and non-working women. The study seeks to examine whether there are significant differences in self-esteem and resilience levels between these two groups.

Self-esteem and resilience are two critical psychological concepts for a person's overall well- being and success in life. While both concepts are important, their meaning and applications differ. A person's overall sense of self-worth or self-value is referred to as self-esteem. It is the degree to which a person feels confident, capable, and worthy of others' respect and admiration. Low self-esteem is associated with negative emotions, anxiety, and low self-confidence, whereas high self-esteem is associated with positive emotions, motivation, and self-efficacy.

Resilience refers to a person's ability to recover from adversity or difficult situations. It is the ability to bounce back from setbacks, adapt to change, and keep a positive outlook on life.

Overall, the relationship between self-esteem and resilience in working and non-working women is complex and multifaceted. While working women may have higher self-esteem, they may also face challenges that impact their resilience. Similarly, while non-working women may have higher resilience, they may also struggle with lower self-esteem.

Working women have a greater chance for social interaction and connection with their colleagues and associates which leads to a high level of self-esteem. On the other hand, non-working women have a sense of purpose and other things to do such as taking care of their

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respective families or pursuing their hobbies and interest. Working women feel more financially secure and confident due to their income which contributes to their high level of self-esteem. On the other hand, working women may also feel financially secure if they have enough resources and support from family.

Hypothesis 1: There will be significance difference between the mean score of self-esteem amongst working and non- working women.

From the data collected and methodology used it had been found that the working women have high self-esteem as compare to the non-working women. The mean score for self-esteem scale of working women was that the mean of working women is comparatively higher than the mean of non-working women and there is a significant difference between the mean scores of resilience for working women and the non-working women. The t-value 7.3762 also depicts that there is difference between resilience of working and non-working women.

Riaz, Hadi & Rehman (2019) conducted a study aimed to investigate the difference between the self-esteem of young working and non-working women. The purpose of the study was to explore, the relationship of work with the self-esteem of young working and non-working women. The present research was based on a quantitative research design. The sample comprised 180 respondents of which 90 were working women and 90 were non-working women with having an age range of 14 to 24 years. Non-probability sampling technique was used to select the sample. The “Rifai” self-esteem scale was used to conduct the study. Findings showed that there was a significant difference in the level of self-esteem between working women and non- working women. Results also showed that there was a highly significant relationship between work and self-esteem. The self-esteem of working women is higher than non-working women which supports the research hypothesis that working women have higher self-esteem compared to non-working women. Therefore, it proves my hypothesis that there is the significant difference between the mean of working women and non-working women,

Hypothesis 2: There will be significance difference between the mean score of resilience among working and non-working women.

The mean of working women is higher than non-working women and a t-value also depicts that there is difference between the self-esteem of working and non –working women is table thus prove my hypothesis that there is a significance difference between the mean of working- women and non-working women. Vermuri & Sahai (2020), conducted a study to explore resilience among working and non-working women. The study aimed to compare the resilience levels of working and non-working women and to identify the factors that contribute to resilience among women. The study used a cross-sectional design and collected data through online surveys from 300 women, including 150 working and 150 non-working women. The results of the study indicated that working women had higher resilience levels than non-working women. Therefore, this proves my hypothesis that there will be significant difference between the mean of working and non-working women on basis of their resilience.

Thus, the current research concludes that there is a significant difference between self-esteem and resilience amongst working and non-working women. This can be explained by the fact that working women have an extension of themselves as work that not only keeps

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them engaged but addas meaning in their life. Thus, enhances their self-esteem. Resilience is an act of bouncing back from a setback, which one experience in life on many occasions, while one is working, they are more engaged and become psychologically more capable of dealing worth different scenarios and situation this having better resilience than non - working women.

CONCLUSION

Self-Esteem and resilience are two critical psychological concepts for a person's overall well- being and success in life. While both concepts are important, their meaning and applications differ. Self -Esteem: A person's overall sense of self-worth or self-value is referred to as self- esteem.

Resilience refers to a person's ability to recover from adversity or difficult situations. It is the ability to bounce back from setbacks, adapt to change, and keep a positive outlook on life.

Overall, the relationship between self-esteem and resilience in working and non-working women is complex and multifaceted.

Table 3: Depicting the hypothesis status of acceptance & rejection for the current study

Hypothesis 1: There will be significance difference between the mean score of self-esteem amongst working and non- working women.	Hypothesis Accepted
Hypothesis 2: There will be significance difference between the mean score of resilience among working and non-working women.	Hypothesis Accepted

From this result my hypothesis had been approved that there will be There will be significance difference between the mean scores of self-esteems amongst working and non-working women. There will be significance difference between the mean scores of resilience among working and non-working women. And the result shows the same that there is a lot of significant difference between the mean score of working women for self-esteem and for non-working women. working women have higher level of self-esteem.

And my second hypothesis was also proved that there will be significant difference between the mean score of resilience of working women and the non-working women. And the result shows the same that there is significance difference between the mean score of working women for resilience and working women have higher level of resilience than non-working women.

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Acknowledgment

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Kaul, S. & Matta, A. (2024). Comparative Analysis of Self- Esteem and Resilience amongst Working and Non- Working Women. *International Journal of Indian Psychology*, 12(1), 1230-1244. DIP:18.01.116.20241201, DOI:10.25215/1201.116