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Research Paper

Relationship Between Family Environment, Self-Esteem, and Job Satisfaction Among Working Women

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ABSTRACT

This study examines the relationship between Family Environment, Self-esteem, and Job Satisfaction among 120 working women aged 20-40 in Delhi, India. Using Cohesion and Expression as key dimensions in family environment, the research reveals a significant positive correlation between Cohesion and Job Satisfaction, suggesting that strong family support contributes to higher job satisfaction. Additionally, a positive correlation is found between Self-esteem and Job Satisfaction, indicating that women with higher self-esteem tend to be more satisfied with their work. Contrary to expectations, no significant relationship is found between Expression in the family environment and Job Satisfaction. The study also highlights the influence of family structure and age on job satisfaction and self-esteem. Women from joint families report higher job satisfaction compared to those from nuclear families, and older women exhibit higher levels of job satisfaction and self-esteem compared to younger women. These findings underscore the importance of family support and self-esteem in shaping job satisfaction among working women in Delhi.

Keywords: *Family Environment, Cohesion, Expression, Self-Esteem, Job Satisfaction, Working Women*

The active participation of women in the workforce and their access to fair employment are crucial for a country's comprehensive and sustainable development. Despite an increase in female labour force participation in India, it still lags behind the global average. Around 44.5% of women who are not in the labor force cite "Child care/personal commitments in home making" as the reason for their non-participation. This highlights the prevailing gender norms that assign women the primary responsibility for caregiving and household chores. Married women, in particular, experience 'time poverty,' as they are expected to prioritize their roles as homemakers over pursuing employment opportunities outside the home. Even when women are educated, many choose not to work outside the home due to the heavy burden of caregiving responsibilities. This reflects the influence of social and cultural norms on women's decisions and opportunities in the workforce. (Ministry of Labour and Employment, 2023)

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Job satisfaction

Job satisfaction is a critical aspect of the modern workforce, reflecting individuals' positive emotional responses to their work. Hoppock (1935) described job satisfaction as a blend of psychological, physiological, and environmental conditions that prompt an individual to genuinely declare, "I am satisfied with my job." According to this perspective, while external factors can influence job satisfaction, it ultimately relates to the internal feelings of the employee.

Job satisfaction is crucial for working women in India, who face unique challenges in balancing work and family responsibilities due to traditional gender roles. Historically, women in India have been primarily responsible for household duties, but societal changes have led to increased workforce participation. This shift has created a need for women to manage both professional and domestic responsibilities (Bhagavathi & Chandrahasa, 2022).

Despite earning income and holding respectable positions, Indian women professionals often prioritize family responsibilities over their careers, facing guilt for being ambitious. Societal pressures and inadequate childcare support lead them to take on additional caregiving duties at home, known as 'second shift duty.' These challenges can affect their job satisfaction and overall well-being (Srinivasan et al., 2013; Kundra et al., 2023).

Moreover, job satisfaction among women can impact various aspects of their lives, including stability, positivity, and happiness. Contented employees are likely to experience more success in balancing work and family life. Conversely, women facing inadequate family support may experience emotional strain alongside job pressure, affecting their overall satisfaction (Bhagavathi & Chandrahasa, 2022).

Self esteem

Self-esteem, defined by Rosenberg (1965a) as an individual's overall evaluation of their thoughts, feelings, and attitude, influences their behavior and success. It is shaped by external feedback, with positive interactions and work success contributing to a sense of acceptance and value (Bagia, 2015). Individuals with high self-esteem are more likely to excel in tasks, cultivate better relationships, and achieve success (Engko, 2008).

Employees with high self-esteem are more confident, motivated, and willing to take risks (Bagia, 2015). They experience better physical and mental health, leading to increased job satisfaction (Salangka & Dotulong, 2015). Conversely, those with low self-esteem are more susceptible to external influences and rely heavily on positive feedback from others (Muchlas, 2012). Thus, individuals with high self-esteem tend to be more satisfied with their work compared to those with low self-esteem (Fadilah et al., 2018).

The Family Environment

The family environment encompasses the emotional atmosphere, interpersonal relationships, and structure within a family, significantly impacting an individual's well-being and approach to life (Gupta, 2017). Families play a crucial role in shaping personality, fostering emotional strength, and serving as a support system (Gupta, 2017).

Family systems theory views the family as a complex unit where everyone's actions and emotions affect each other. It emphasizes interconnectedness, hierarchies, and boundaries

within families, as well as the concept of triangles to ease tension. The theory acknowledges that families go through different stages, each with its own challenges (Bowen, 1978).

Ecological Systems Theory, developed by Urie Bronfenbrenner, recognizes the family as the primary environment influencing human development. It highlights the family's role in shaping beliefs, values, and behaviors, with interactions impacting immediate and long-term development. The theory also emphasizes the interconnectedness of the family with other environments, such as school and community, for promoting positive development outcomes (Bronfenbrenner, 2000).

Family Environment, Self-Esteem and Job Satisfaction
Social Support Theory posits that supportive social relationships positively impact well-being and coping with stressors. This theory emphasizes that social support can come in various forms, such as emotional, instrumental, informational, and appraisal support, and serves as a buffer against the negative effects of stress. (Leahy-Warren, 2014)

Support from family greatly impacts job satisfaction by providing emotional empathy, practical aid, advice, and feedback, helping individuals manage work challenges and promoting happiness and fulfillment at work.

The family environment significantly influences women's attitudes toward work. Supportive families positively impact women's self-esteem and job satisfaction, enabling success in their professional roles. Conversely, lack of support or conflicting demands lead to stress, low self-esteem, and reduced job satisfaction.

Self-esteem is crucial for job satisfaction among women. Higher self-esteem enables better navigation of workplace challenges, leading to greater satisfaction. Lower self-esteem results in dissatisfaction and reduced performance.

Various factors impact job satisfaction, including job characteristics, relationships, work-life balance, and professional development opportunities. For Indian working women, these factors are intertwined with their family environment and self-esteem.

Understanding the relationship between family dynamics, self-esteem, and job satisfaction is essential for enhancing the well-being and career progression of working women in India. This understanding can inform interventions to improve job satisfaction and create a supportive work environment for women in the workforce.

REVIEW OF LITERATURE

Vyas (2023) study looks at how professional women in India struggle to balance work and family life. Traditionally, women in India are expected to take care of their families, which can make it hard for them to keep their jobs. The study aims to understand why family-friendly policies are not used much in India, which could help more women stay in their jobs. It found that, women in India have more family duties than men and often have conflicts between work and family. Employers and colleagues also don't give enough support for family-friendly policies. This shows the need for better support and policies to help women manage both their work and family responsibilities.

Relationship Between Family Environment, Self-Esteem, and Job Satisfaction Among Working Women

Study by Sahu et al. (2019) reveals a significant correlation between self-esteem, work engagement, and job satisfaction, aligning with existing research. The outcomes highlight the positive impact of self-esteem on job satisfaction, indicating that individuals with higher self-esteem in the workplace tend to experience increased job satisfaction, emphasizing the significance of feeling valued within the organization. The results further support the notion that employees with a sense of self-worth are more engaged, emphasizing the role of self-esteem as a job resource contributing to engagement. Additionally, the study suggests that work engagement is connected to job satisfaction, consistent with prior research.

The research by Khatun and Saxena (2019) at Integral Institute of Medical Sciences and Research, Integral University, Lucknow, underscores the crucial link between family support and job satisfaction in achieving an effective work-life balance. With 125 employees participating, the study reveals that the various dimensions of family support, including financial, social, emotional, and practical aspects, significantly shape individuals' capacity to handle both professional and personal responsibilities. Despite organizational efforts, work-family conflict persists, impacting job satisfaction levels. The findings align with existing literature, emphasizing the positive correlation between robust family support, reduced stress, and heightened job satisfaction. This research contributes valuable insights into the contemporary work landscape, emphasizing the pivotal role of family support in promoting job satisfaction and overall well-being for individuals navigating the delicate balance between their professional and personal lives.

This study by Bano et al. (2015) investigates the influence of the home environment on the self-esteem and motivation of 85 workers in Bahawalpur, including rescue 1122 workers, teachers, and nurses from selected schools and hospitals. Results indicate a significant impact of the home environment on the self-esteem of workers, particularly among women. However, the study finds no significant impact on motivation. These findings suggest that the quality of the home environment can significantly influence women's self-esteem, highlighting the importance of supportive home environments for their well-being.

This study by Rashida et al. (2012) examines how self-esteem, work/family conflict, and job satisfaction are interconnected among married nurses. The results indicate a strong positive relationship between self-esteem and job satisfaction. Additionally, there is a weak negative link between work/family conflict and job satisfaction, as well as a negative relationship between self-esteem and work/family conflict. This suggests that improving self-esteem can aid employees in balancing their work and family responsibilities, ultimately enhancing job satisfaction. The findings underscore the significance of self-esteem in navigating work/family conflicts.

Objectives
- To examine the impact of Cohesion on Job satisfaction among working women.
- To examine the impact of Expression on Job satisfaction among working women.
- To examine the impact of Self-esteem on Job satisfaction among working women.

Hypotheses
- There will be a positive correlation between Cohesion and Job satisfaction among working women.

- There will be a positive correlation between Expression and Job satisfaction among working women.
- There will be a positive correlation between Self-esteem and Job satisfaction among working women.

METHODOLOGY

Research Design

A correlational research design was selected to investigate how family environment, self-esteem, and job satisfaction are interrelated among working women. This design allows for the examination of these variables in their natural context without any manipulation by the researcher. By exploring whether changes in one variable are associated with changes in another, this design helps understand the degree and direction of these relationships.

Participants

The survey collected data from 120 working women in Delhi and the National Capital Region (NCR), aged 20-40. Most participants were 25 years old (16.8%), with 25% in the 30-40 age group and 75% in the 20-30 age group. Half lived in joint families, and half in nuclear families. Regarding education, 51% had a graduate degree, nearly 40% had a postgraduate degree, around 7% had doctorates, and the rest had other qualifications. About 82% had been in their current job for over a year, and 60% had received at least one promotion. Marital status showed that 73% were single, 25% were married, and the rest were divorced or widowed, with almost 18% having children.

Tools used

The Family Environment Scale

The Family Environment Scale (F.E.S.) was developed by Dr. Sanjay Vohra in 1997. This scale evaluates seven dimensions of family environment: Competitive Framework, Cohesion, Expression, Independence, Moral Orientation, Organization, and Recreational Orientation. It is designed for use by both children and parents, either separately or together. In this study, only two dimensions of the Family Environment Scale (F.E.S.) were utilized: cohesion and expression. Each dimension comprised 12 questions, resulting in a total of 24 questions. The cohesion dimension demonstrated a reliability coefficient of 0.89 and a validity coefficient of 0.83, while the expression dimension showed a reliability coefficient of 0.80 and a validity coefficient of 0.77.

Rosenberg Self-Esteem Scale

The 10-item RSE scale, developed by Morris Rosenberg, assesses self-esteem and is used across various age groups. The scale demonstrates excellent internal consistency, with a Guttman scale coefficient of reproducibility of .92. Test-retest reliability over a 2-week period also shows high stability, with correlations of .85 and .88. Moreover, the RSE exhibits concurrent, predictive, and construct validity.

Short Index of Job Satisfaction

The Short Index of Job Satisfaction (SIJS) is a brief and validated questionnaire designed to evaluate job satisfaction. It consists of five questions, each rated on a five-point Likert scale. Participants rate each item on a scale from "Strongly Disagree" to "Strongly Agree." Notably, two items on the scale are reverse-coded. Previous studies have shown that the SIJS has good internal validity, suggesting that it is a reliable measure of job satisfaction. It was adapted from the Index of Job Satisfaction by Brayfield and Rothe in 1951, which

originally had 18 items. The SIJS scores range from 5 to 25, with higher scores indicating greater job satisfaction. (Sinval & Marôco, 2020)

Statistical Technique

In this study, Pearson's Product Moment correlation, independent t-test and linear regression analysis had been employed to test the hypotheses.

RESULT ANALYSIS

Table 1: Correlation between Study Variables

Variable	N	1	2	3	4
Cohesion	120	.	.53**	.32**	.25**
Expression	120	.53**	.	.32**	.05
Self-Esteem	120	.32**	.32**	.	.41**
Job Satisfaction	120	.25**	.05	.41**	.

**. Correlation is significant at the 0.01 level (2-tailed).

The Table 1 shows how family environment factors, specifically cohesion and expression, and self-esteem influence job satisfaction among working women. The findings indicated a strong positive correlation between self-esteem and job satisfaction (r = 0.40, p < .01), suggesting that higher self-esteem is associated with increased job satisfaction among working women. Similarly, a significant positive correlation was found between cohesion and job satisfaction (r = 0.25, p < .01), indicating that a more cohesive family environment is linked to higher job satisfaction levels among working women.

Additionally, the study revealed a positive correlation between cohesion and self-esteem (r = 0.31, p < .01), suggesting that a cohesive family environment contributes to higher self-esteem among working women. Similarly, a positive correlation was found between expression and self-esteem (r = 0.31, p < .01), indicating that a more expressive family environment is associated with higher self-esteem levels among working women.

However, the analysis did not find a significant correlation between expression and job satisfaction (r = 0.04), suggesting that the level of expression in the family does not strongly impact job satisfaction among working women.

Table 2: Difference in Self-Esteem of age Grp A and Grp B

	Group A		Group B				
Variable	M	SD	M	SD	t	df	p- value
Self-Esteem	28.03	3.67	31.09	3.97	-3.21	62	.00

Note. M=Mean, SD= Standard Deviation, t= T-value, df= Degree of freedom, p= Significance level, p<0.01

The table 2 shows t-test comparing the mean self-esteem scores of working women in Age Group A (20-30 years old) and Age Group B (30-40 years old). The mean self-esteem score for Age Group A was 28.03 (SD = 3.67), while for Age Group B, it was 31.09 (SD = 3.97). The t-test result indicated a significant difference between the two groups (t = -3.21, df = 62, p = 0.002, p < 0.01), suggesting that self-esteem levels vary significantly between the two age groups. This finding implies that age may influence the self-esteem levels of working women, with older women in this study showing higher self-esteem compared to younger women.

Table 3: Difference in Job Satisfaction of age Grp A and Grp B

	Grp A		Grp B				
Variable	**M**	**SD**	**M**	**SD**	**t**	**Df**	**p- value**
Job Satisfaction	17.38	3.21	19.03	3.03	-2.12	62	.04

Note. M=Mean, SD= Standard Deviation, t= T-value, df= Degree of freedom, p= Significance level, p<0.05

The table 3 shows t-test comparing the mean job satisfaction scores of working women in Age Group A (20-30 years old) and Age Group B (30-40 years old).Age Group A had a mean of 17.38 with a standard deviation of 3.21, while Age Group B had a mean of 19.03 with a standard deviation of 3.03.The t-test revealed a significant difference between the two groups (t = -2.12, df = 62, p = 0.04, p < 0.05), indicating that job satisfaction levels vary significantly between younger (20-30 years old) and older (30-40 years old) working women. Specifically, older women in this study reported higher job satisfaction compared to their younger counterparts.

Table 4: Difference in Job Satisfaction of women in Nuclear family and Joint family

	Nuclear		Joint				
Variable	**M**	**SD**	**M**	**SD**	**t**	**df**	**p- value**
Job Satisfaction	17.32	3.50	18.63	3.18	-2.16	118	.03

Note. M=Mean, SD= Standard Deviation, t= T-value, df= Degree of freedom, p= Significance leve,l<0.05

The table 4 shows t-test examining the difference in job satisfaction between working women from nuclear families and those from joint families. The mean job satisfaction score for women in nuclear families was 17.32 (SD = 3.50), while for women in joint families, it was 18.63 (SD = 3.18).The t-test results indicated a significant difference in job satisfaction between the two family types (t = -2.16, df = 118, p = 0.03, p < 0.05). This suggests that job satisfaction levels vary significantly between women from nuclear families and those from joint families. Specifically, women from joint families reported higher job satisfaction compared to women from nuclear families in this study.

Table 5: Regression Coefficient of Self-Esteem on Job Satisfaction of working women

Variable	**B**	**SE**	**β**	**T**	**p**
Constant	7.96	2.08		3.83	.00
Self-Esteem	.34	.07	.41	4.86	.00

Note. N=120, p<.01, R²=0.16

Table 5 shows regression analysis exploring the association between self-esteem and job satisfaction among working women. The results demonstrated a significant positive relationship, with self-esteem predicting job satisfaction (β = 0.41, p < 0.01). This suggests that a one-unit increase in self-esteem corresponds to a 0.41 unit increase in job satisfaction. The regression model was found to be statistically significant (F(1,118) = 23.61, p < 0.001), indicating that self-esteem significantly predicts job satisfaction. The model accounted for 16% of the variance in job satisfaction (R² = 0.16), meaning that self-esteem explains 16% of the variability in job satisfaction scores among the working women in this study.

Table 6: Regression Coefficient of Cohesion on Job Satisfaction of working women

Variable	B	SE	B	T	p
Constant	14.86	1.14		13.07	.00
Cohesion	.30	.11	.25	2.84	.00

Note. N=120, p<.01, R²=0.06

Table 6 shows regression analysis examining the relationship between cohesion in family and job satisfaction among working women. The results indicated that cohesion in family had a significant positive effect on job satisfaction (β = 0.25, p < 0.01). This suggests that for every one-unit increase in family cohesion, there was a corresponding increase of 0.25 units in job satisfaction. The regression model was statistically significant ($F(1,118)$ = 8.08, p < 0.001) indicating that cohesion significantly predicts job satisfaction. The model accounted for 6% of the variance in job satisfaction (R^2 = 0.06), indicating that cohesion explains 6% of the variability in job satisfaction scores among the working women in this study.

DISCUSSION

The study aimed to investigate the relationship between Family Environment, Self-Esteem, and Job Satisfaction among working women in Delhi, India, focusing on Cohesion and Expression as dimensions of Family Environment. Cohesion in a family refers to the support, helpfulness, and dedication among its members, indicating strong emotional bonds. Expressiveness, on the other hand, reflects the degree of open communication and emotional sharing within the family.

The study's first objective was to assess the impact of Cohesion on Job Satisfaction, hypothesizing a positive correlation. The results supported this hypothesis, indicating a significant positive correlation between Cohesion and Job Satisfaction among working women. This suggests that women who perceive a strong sense of togetherness, mutual support, and understanding from their family members tend to experience elevated contentment and fulfillment in their professional lives. Similarly, Chandra and Brahmini's (2018) study on the influence of family support on job satisfaction among women in various sectors in India highlighted a positive correlation between the two variables. Their research indicated that enhanced family support contributes to a better work-life balance, subsequently leading to higher levels of job satisfaction among women.

The second objective was to examine the impact of Expression on Job Satisfaction, hypothesizing a positive correlation. However, the results showed no significant correlation between Expression and Job Satisfaction. This indicates that the extent of open communication and emotional sharing within the family has no notable influence on the level of job satisfaction among working women.

The third objective was to assess the impact of Self-Esteem on Job Satisfaction, hypothesizing a positive correlation. The findings supported this hypothesis, indicating a significant positive correlation between Self-Esteem and Job Satisfaction among working women. This suggests that women who hold a more positive view of themselves tend to experience higher levels of contentment and fulfillment in their professional pursuits. In a comparable study, Johal and Singh (2022) delved into the dynamics of self-esteem, stress, and resilience in employee job satisfaction, particularly focusing on professionals in Delhi's private sector. Their study demonstrated a strong positive correlation between self-esteem

and job satisfaction, underscoring the importance of self-esteem and stress management in enhancing job satisfaction.

Additionally, the study found a positive correlation between Cohesion and Self-Esteem, as well as between Expression and Self-Esteem, among working women. The findings underscore that working women who perceive support and encouragement from their families and feel comfortable expressing their emotions within the family tend to hold a more positive self-esteem.

The study also identified that women in joint families reported higher job satisfaction compared to those in nuclear families. This outcome could may be attributed to the additional support that women in joint families receive in managing their domestic responsibilities, potentially contributing to a more positive work experience. There was also a significant difference in job satisfaction between different age groups, with older women reporting higher job satisfaction. Similarly, older women also reported higher self-esteem compared to younger women.

CONCLUSION

The findings of this study contribute to our understanding of the complex interplay between family environment, self-esteem, and job satisfaction among working women. The results underscore the importance of family support and self-perception in shaping the job satisfaction experiences of women in the workforce, highlighting potential areas for interventions and support programs aimed at enhancing job satisfaction and well-being among working women.

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Conflict of Interest
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