

Research Paper

Understanding the Impact of Acculturative Stress on Resilience and Self-efficacy of Individuals Working in Private and Public Sectors

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ABSTRACT

The primary research aims at studying the Impact of Acculturative Stress on the Resilience of individuals working in Private and Public Sectors to better understand the challenges faced by them. The study was conducted on a sample of 120 working individuals between the age bracket 21-35 amongst whom 60 worked in the Private and 60 in the Public Sector and Cross Section Design was used to study and understand the relationship between the variables as mentioned above. The statistical tools used were Correlational Analysis, Regression, and ANOVA to establish and understand the relationship between Acculturative Stress, Resilience, and Self-Efficacy a positive and significant relation was observed between Resilience and Acculturative Stress, on the other hand, a negative relation was established within Self-Efficacy and Acculturative stress, moreover, a great difference between the scores of employees working in the Private and Public sectors was also found and based on the outcome it was noted that individuals working in public sectors tend to be more impacted by Acculturative Stress. Furthermore, the scores achieved by them in resilience were also comparatively low compared to people working in the Private sector. Limitations and Applications of the study have also been mentioned. The findings of the study intend to encourage both sectors to implement policies and interventions that assist in managing acculturative stress experienced by their employees to avoid any kind of distress in their overall well-being.

Keywords: *Acculturative Stress, Resilience, Self-efficacy, Private and Public Sectors*

Change is regarded as an opportunity for adjusting and adapting to new conditions whether developmental, transitional, or transformational, it is an occasion where an individual explores their capacity and competency to deal with it while functioning in their day-to-day activities. Out of the many significant changes a being ever experiences relocation whether in a new district, city, or country has an extreme effect depending upon different factors. One such essential component is Culture; culture plays an extremely significant role in understanding the way a community functions and assists in determining the conditions of a particular society.

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Received: April 03, 2024; Revision Received: April 29, 2024; Accepted: May 03, 2024

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However, the kind of impact created by dislocation on the physical and psychological well-being of an individual had been neglected for a very long time until the exploration of Acculturation. Acculturation primarily emphasizes the changes experienced by a person when adapting to a new culture. A shift in culture for any individual is challenging and demanding, impacting the individual's life in various domains such as social, emotional, psychological, and financial. Humans tend to migrate from one place to another for multiple reasons, when addressing younger adults which covers people of the age range between 18 to 30, their primary reason is for further studies or to look for better opportunities whether belonging to the Urban or Rural parts of the country. But the repercussions of shifting or changing cities are numerous, lack of social support, communication barriers, and cultural changes are some of them that make moving out and staying away from one's native town challenging.

The consequences of moving out tend to affect the individual in more than one way. Based on the literature reviewed it has been observed that reallocation, if not dealt with proper attention, can lead to the development of multiple issues that can affect both the mental and physical health of the being overall hampering an individual's ability to function in day-to-day activities. Existing studies have found that younger adults who migrate from their home cities to new cities in search of work or to pursue higher education often experience severe anxiety, depression, and acute stress and have frail health in comparison to those who have been residing in the city already.

Developed metropolitan cities such as Bangalore, Mumbai, Delhi, Chennai, and Hyderabad are considered as the juncture for accruing jobs with improved economic activity and social infrastructure. Delhi was recorded to hold the highest share of inter-state migrants as of 2019 which majorly consists of the working population. This working population comprises people from across the country working in either private or public sectors, mostly belonging to the age range of 22- 35. Individuals of higher age range such as 35 onwards are the people who moved out of their home cities a long time back and are now settled here with the family, familiar to the culture of the host city on the other hand folks who are comparatively younger and freshly graduated have recently moved out and are residing without their families on their own continue to adapt and adjusting to the cultural norms and values of the cities, hence also This primary research aimed to understand how Acculturative Stress impacts the Resilience and Self-Efficacy of Individuals working in the Public and Private Sectors. The sample collected for research comprised people currently residing in Delhi or NCR regions aged between 21-35 working either in Public or Private organizations, with the intent to study and explore the different kinds of difficulties and confrontations they face after moving out of their home cities and the kind of effect the challenges further have on their work productivity. It plans to highlight the relationship between resilience, self-efficacy, and acculturative stress and draw a comparison between the 2 sectors to analyze the various advantages and disadvantages of both.

1.1.RESILIENCE

Defined as the ability to adapt and adjust to stressors and maintain psychological well-being in the face of adversity, continues to be a crucial aspect or trait as some studies might say to be inculcated in every individual life to promote long-term growth. As stated by the United Nations, Resilience is one of the goals to be achieved by 2030 to reduce the exposure to vulnerability to economic, climate, social, and environmental shocks. Resilience and adaptability go hand in hand, when addressing the migrated population resilience has been a

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great way of managing change and adjusting well to it. Researchers studying the impact of cultural change have always emphasized a lot on the development of Resilience as a Coping Mechanism to ensure that people belonging to the migrated population can deal with experiences of racial discrimination, communication barriers, limited or no social support in a healthy manner and can sustain their identity in the new place of residence. Along with that, resilience is seen as one of the most sought-after skills by organizations when recruiting employees since having individuals who are flexible and open to difficulties in the workforce further helps in achieving the desired goals of the organization.

1.2.ACCULTURATIVE STRESS

The stress experienced by the immigrant population of a country due to the sudden shift in culture and the distress caused by it is known as Acculturative Stress. First given by John W. Berry back in the 1970s tried to understand the concept of homesickness in detail and while exploring it he came across the idea of acculturative stress which can also be referred to as cultural shock in layman's language. Berry, Kim, Minde, and Mok (1987) also emphasized a lot on the mental health outcomes caused due to acculturative stress which would often manifest as symptoms of Depression and severe anxiety. Furthermore, while examining and understanding the concept of acculturation and the stress caused by it, it was also brought to notice that there were several factors contributing to the stress being experienced by individuals such as lack of social support, change in environment, loss of employment, language barriers, limited or zero community support. Additionally, these components also lead to individuals experiencing discrimination, prejudices, feelings of social alienation, and being subjected to stereotypical behavior. Pursuing these further, multiple researchers have worked on understanding acculturative stress and its impact on a person's life in different domains such as Adapting Abilities, Quality of Life, Interpersonal Connections, Levels of Productivity, and many more, and have mostly concluded that Acculturative Stress does tend to affect an individual and that to more than at a surface level.

1.3.SELF- EFFICACY

Understood as one's belief in their abilities Self-Efficacy has been studied as one the primary factors contributing to motivation levels, self-control, willpower, behavior, and social environment of individuals. Over the years multiple research projects have been undertaken to highlight the concept of Self- Efficacy and the ripple effect it creates in one's life. Dr. Meera (2015) studies the relationship between self-efficacy and academic performance among students belonging from rural and urban backgrounds and found a significant difference in the results as students who gained higher scores in Self-Efficacy were also the students who managed to maintain a great academic record corresponding to the ones who had low self-efficacy had a difficult time managing their grades. When working on Self- Efficacy especially concerning the organizational culture a lot of emphasis is given to skills such as verbal persuasion, imaginal performances, performance experiences, and striving abilities as these components are considered vital and contribute significantly while working in the professional setup. With the growing need to study and understand human behavior, Self-efficacy continues to remain an integral component in assessing effort, persistence, achievement, and outcomes of choice hence researchers plan on studying the Self Efficacy Theory in diverse cultures and populations.

With the culmination of all three phenomena, this study aims at explaining how lack of adaptability and beliefs in one's abilities affects the organizations whether Public or Private,

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and what measures can be suggested to overcome these challenges faced by the organizations.

REVIEW OF LITERATURE

Jethwani and Murtharintavida (2023) found an enormous increase in the number of students from India who pursue their higher education in other countries. They intended to understand the impact of acculturative stress on Bi-Cultural Self Efficacy and Mental well-being amongst a sample of 150 students between the ages 18-30 residing in countries like the United Kingdom, Australia, the United States, Canada, Russia, and the Netherlands. The study also tried to comprehend the effect of mass students migrating to other countries on the economic condition of the country and the causes of migrating which included increased opportunities, high-quality education, exposure to different cultures, and diversity in educational courses. It was also observed that the economic growth and urbanization of India were consequential as a significant shortage of young workforce was also reported. The study concluded that there was a notable relationship between Acculturative stress and Bi-Cultural self-efficacy and that Mental well-being also was strongly interrelated with all the aspects.

Cho (2023) examined the interdependence between Acculturative Stress, Religiosity, and Resilience alongside the quality of Life in 300 Korean Immigrants residing in New York at the age of 65 and the statistics used to analyze the research were Path Analysis and Multiple Regression Analysis. Overall, the research concluded that high acculturative stress causes a significant decrease in quality of Life, Religious Activities or Religiosity weren't effective enough in mediating the effects of Acculturative Stress and Resilience helped in improving the relationship between Acculturative Stress and quality of Life. It also suggested a couple of interventions such as taking up social service, building policies, community bonding, and taking steps that assist in reducing acculturative stress to promote unity in diversity among the many people residing in New York of different ethnicities.

Ayoob, Singh, and Jan (2022) tried to understand the effect and impact of acculturative stress on students of Kashmir residing in Central India about their duration of stay and its relationship with their health. The hypothesis of the study was to assess how the duration of stay of a student in a new city is associated with acculturative stress and how it influences their health. Data from 219 Kashmiri students was collected out of 105 were females and 114 were males and the tools used were the Social, Attitudinal, Familial and Environmental Scale (SAFE) Padilla and Maldonado alongside the General Health Questionnaire Goldberg and Hillier both self-administered screening instruments. The results of the study showed that students with a shorter duration of stay experienced more symptoms of Depression, Anxiety, and Insomnia and overall had a reduced level of general health on the other hand students with a longer duration received better scores in terms of health, the statistical tool used Regression Analysis also justified a negative relationship between health and duration of stay of students.

Elizabeth and Raveendran (2022) aimed to understand acculturative stress and coping strategies used by newly graduated and working professionals situated in Bangalore concerning the work culture of the city. Mismanagement or avoidance of challenges caused by Acculturative stress did lead to establishing a positive relation with symptoms of Depression. People from an Individualistic Culture faced even more difficulties in coping and handling the change in environment which had a severe impact on their psychological

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and social well-being, on the contrary, individuals belonging to the Collectivist Culture found it easier to cope and adjust to new surroundings. Both First-year students and Work Freshers initially found it difficult and stressful to adapt to the new culture and reported experiencing psychological discomfort but with time they were able to take up sociocultural behavior to become more familiar with the culture of the host city and fit in. This study also highlighted the importance of understanding Cultural Efficacy and its role in bridging the gap between acculturation and acculturative stress.

Bendre and Nathani (2022) researched 175 employees to address the relationship between Work Stress, Hope, and Resilience since the nature of occupation has become extremely stressful over the past 2 decades impacting the overall well-being of individuals. The researchers believe that work stress tends to influence both the employee and the organization as unmanaged stress can often lead to burnout of employees hampering the productivity of the organization not only that, but acute stress could also cause medical conditions which would further lead to absenteeism, overall making stress as a bane for organizations and employers. As a result, the aim of this study was better to understand the role of resilience and hope in organizational behavior and to upskill individuals and equip them well to manage stressful situations both in their personal and professional lives. The study showed that resilience shared a positive relation with hope and a negative with Work Stress, it also highlighted that professionals with high scores in Hope and resilience were more confident, optimistic, capable, and depended on a healthy approach of stress management. Overall, the research concluded that Hope and Resilience assist in reducing the effect stress has on a person and further help them in enhancing work productivity.

Siddiqui Shann (2021) investigated the association between acculturative stress, racial discrimination, and its effect on the mental health of individuals from South Asian countries now residing in Texas. With the help of the Stress Process Model, Siddiqui tried to understand the effect of stress on the health and mental well-being induced by discrimination since the numbers stated that 66% of South Asians tend to be subjected to racial discrimination and mistreatment as they are Hyper- Visible Targets. This mistreatment consisted of verbal abuse, violence, and harassment making a significant impact on the Emotional, Social, and psychological well-being of the person being subjected to the abuse. The findings of the study stated that acculturative stress is not only the persistent factor contributing to stress by so are social forces such as racism. It also suggested that Mental Health providers acknowledge and understand the cultural differences and needs of the migrant population to facilitate them better as they tend to vary from culture to culture and help the policymakers to formulate laws and strategies that assist in managing the social health of individuals.

Kuo et al (2022) considered variables such as Self-esteem, Resilience, Social Support, and Acculturative stress as determinants of Loneliness in the Chinese migrant population with specific attention to kids of the age range 9 -12 years by undertaking a longitudinal study. The study comprised the Cultural and Contextual Model of Coping to gain a proper insight and Path Analysis was used as a statistical tool. It helped us understand the psychosocial well-being of the immigrants alongside the critical and protective factors associated with loneliness and concluded that the higher the acculturative stress higher the chances of an individual experiencing loneliness. This also coincided with Resilience and Self-Esteem as a significant difference in scores was observed between individuals having strong social support in comparison to those having weak or none. However, the study did suggest

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understanding the relationship between dispositional and cultural factors and incorporating more culturally appropriate factors in future research.

Malsawmkimi and Dr. Shree (2021) studied acculturative stress and well-being among students of Higher Education in India who move from state to state within the country in pursuit of Higher education to help educators and administrators understand the difficulties faced and come up with measures that improve their well-being and adjusting abilities in special regard to students residing in the North- Eastern part of the country. It was observed that the primary reason for students to migrate is due to a lack of resources and quality education making them lean toward metropolitan cities. Job Placements and exposure to different environments are also some of the reasons why students decide to move out of their home cities to move into Urban Cities. However, moving countries or cities tend to have a severe impact on a person, especially if they have had or witnessed any negative experiences based on cultural differences, so this paper highlighted the measures that can be undertaken to improve the physical and mental well-being of students experiencing acculturative stress, of which one is to impart resilient skill training to students to make them more adaptable, and the second is to build students support groups to enhance the social circle of migrated students to provide them a sense of belonging and last would be designing and tailoring a curriculum to reduce academic stress for students.

Baker. Yoon and Ko (2021) analyzed students coming from other countries to pursue higher education in the United States of America based on changes in their stratification of life, adaptation, and experiences during the initial start of college and then later compared it with the scores gained by them towards the end of the first semester to comprehend the impact acculturative stress creates and its relationship with the duration of students stay in a new country. The research observed a gender disparity in the experience of Acculturative Stress and between Economic backgrounds as males and people from lower economic backgrounds had achieved higher scores in Acculturative Stress and less in Life Satisfaction. Going further a decrease in Loneliness and an Increase in socialization along with improved Communication Skills was noted towards the end of the first semester of the first-year college students helping the researchers conclude that the duration of stay and acculturative stress are negatively correlated as the lesser and recent the stay the more stress would be experienced by the students and with longer duration of stay the stress experienced by them will gradually decrease.

Starck et al (2020) threw light on acculturative stress concerning traumatic experiences and its relationship with depression specifically among refugees. Ninety-eight female refugees from Syria, Iran, Iraq, Afghanistan, and Somalia who were currently residing in Germany were considered for data collection and the tools used for the study were the Hopkins Symptom Checklist, Harvard Trauma Questionnaire, and Frankfurt Acculturative Stress to gain an insight of their orientation towards the Host Culture and Culture of Origin. The research observed a significant relation between depressive symptoms and the number of traumatic experiences witnessed by the females due to the orientation towards the host culture. It was also brought to notice that Acculturative Strategies adopted by the refugee women also moderated the depressive symptoms found in them.

Mostafa and Mohamed (2020) undertook an evidence-based study wherein they assessed the effect of Acculturative Stress on Self-Efficacy and Assertiveness. The sample size of the study consisted of 135 international students pursuing Nursing from Cario University and

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currently in their foundation years. The statistical tool used by them was Correlation to explore the relation between all the selected variables and it was found that around 47 percent of students experienced acculturative stress and around thirty-eight-point two percent exhibited low assertiveness. Alongside that, a negative correlation between assertiveness and acculturative stress was established and no significant relation between self-efficacy and acculturative stress was seen. On the contrary, a positive correlation between Assertiveness and Self- Efficacy was pointed out by the researchers leading them to conclude that Increased Assertiveness will lead to the students having increased beliefs in their abilities and increased levels of stress would act as a hindrance in their academic pathway.

Karyanta (2020) tried to understand the concept of social identity by studying it with Acculturative stress and general self-rated health in students who had migrated internally in Indonesia as immense importance is given to ethnic identity along with national identity and how they collectively affect an individual mental and physical well-being. After assessing 215 students it was found that National Identity helps in managing acculturative stress better which in turn leads to improved general-rated health on the other hand Ethnic Identity showed a positive relationship with acculturative stress implying that increased belief in one's own ethnic identity would lead to them experiencing more acculturative stress in comparison to those having lower level of Ethnic Identity.

Dr. Beri and Mehta (2020) worked on preparing an intervention plan for reducing accultured stress experienced by migrated students residing in India to help them adapt better to the new culture, identify the new place of residence as their homeland, and reduce the impact of stress experienced by them. At the beginning of the study, it was found that communication, cultural traditions, socio-economic status, norms, and values were certain barriers and a significant source of stress for migrated students. To work on these aspects Dr. Nimisha and Mr. Anuj developed 4 modules that comprise well-researched and result-oriented activities that would assist students in overcoming aspects ranging from homesickness, discrimination, and self-image to academic challenges, isolation, and social disputes. The implementation of the interventions made students realize that experiencing cultural shock and stress due to the same is very common and can be managed well if acknowledged and addressed. The multiple tasks and activities made it simpler for migrated students to understand diversity and them more accommodating of the new culture they also supported them in gathering social support. Out of all, Collaborative learning was the most appreciated and enjoyed by students as it helped them develop a sense of empowerment and sharing and induced positive emotions. Overall, toward the end of the research students reported comparatively reduced levels of stress and increased levels of reliability and self-appreciation.

Bashir Asma and Khalid Ruhi (2020) aimed to analyze the impact of acculturative stress on Muslim students of Pakistan during their stay in other countries while pursuing higher education ever since the government of Pakistan observed a sudden surge in number of students returning to the country without the completion of their degree. To assess the effect of acculturative stress amongst students The Multidimensional Acculturative Stress Scale was developed that evaluates the level of stress experienced by a person based on 6 broad categories which are academics, perceived discrimination, cultural and religious, language barrier, local and environmental, and general living, and finance. The research came with the observation that students from Pakistan tend to experience more academic stress in

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comparison to students from other cultural orientations as there lies a huge difference in the methods of teaching being used in Pakistan and disparity in content. As a result of this, the students tend to feel extremely stressed and anxious and hence drop out of University Programs or come back to their home Country.

Paredes et al (2020) explained the somatic representation of distress caused due to shift in culture in the Latinx immigrants which also impacted their quality of life, level of anxiety, stress, and resilience. The research stated a positive relationship between somatization and anxiety, and it was also observed that resilience significantly moderated the relationship between anxiety, stress caused due to acculturation, and somatization alongside a clinical presentation of co-morbidity of anxiety and stress. Going ahead the study suggested that clinicians incorporate cultural inclusivity and factors that assist in managing the cultural shock witnessed by the migrated Latinx as a way of precaution.

James (2019) aimed to understand Acculturative Stress from an optimistic point of view where she focused on the positive experiences felt by International Students in The United States by selecting certain factors such as Hope, Optimism, and Critical Thinking and paired them along with certain personality factors. Individuals with extroverted personalities were reported to have less stress as factors such as problem-solving and increased social support contributed to them managing acculturative stress better. In addition, dependence between Hope and problem-solving as a mediating factor was also observed, however not a significant relation was brought to notice between Hope, Optimism, and Acculturative Stress which also attributed to the perception of optimism amongst different cultures as some cultures consider it apt to have a pessimistic view worldwide. The research was concluded by promoting optimism and enhancing one's social support to manage Acculturative Stress better.

Mathews (2018) studied the effects of Perceived Social Support on Acculturative stress along with Cultural self-efficacy in Indian students residing and pursuing Postgraduate from the United Kingdom. The study aimed to conclude that Perceived Social Support and Cultural Self Efficacy would be significantly related to acculturative stress and the hypotheses were proven correct by using multiple linear regression and a negative relationship between the variables was established. With a 22% variance in the scores of acculturative stresses, it was observed Cultural Self-efficacy played a major role in determining the dependent variables. Towards the end of the study, Mathews also suggested a couple of strategies and policies to be formed that should help students and the migrated population in dealing with change in culture and the stress caused by it.

Tiwari, Gopal, and Hasan (2017) defined acculturative stress as a change in a person's behavior, thinking, and beliefs, alongside a shift in work and social activities due to exposure to a new culture. They mentioned that an individual experiencing acculturative change would experience a combination of both physical and psychological stress which could look like anxiety, depression, low confidence, less productivity, headaches, fatigue, and sore body. Under severe conditions where the stress caused due to change goes unaddressed one might also develop conditions such as hypertension, reduced bowel movement, and low libido creating more trouble for an individual to take up their day-to-day activities. Going ahead they further investigated the role of Coping Strategies concerning acculturative stress and found that Problem- Focused Coping Strategies are much more effective and efficient in helping an individual deal with change as it is associated with

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positive alteration and resolution of the problem to provide a long term solution in comparison to Emotional-Focused and Avoidant which primarily are easier to apply however are not long-lived coping strategies.

Mukthiyala (2016) interviewed and investigated the lived experiences of Indian international students residing in The United States of America about Acculturative Stress and its effect on their levels of Resilience. A great amount of attention was given to the cultural understanding of concepts that were incorporated into the study such as Homesickness, Acculturation, Adaptability, Social Support, and Resilience to understand the perception of Indian students about the same. The research also explored various positive attributes or factors such as Gratitude, Confidence, Determination, and levels of happiness that helped the students in striving and overcoming cultural challenges experienced by them. Toward the end of the study, Suguna concluded that the level of stress experienced by Indian International Students is determined by several factors both internal and external such as psychological and sociocultural factors, and increasing one's awareness about the same along with providing more community support would significantly help in coping with these culture-based challenges.

Xiaoming Li et al (2015) along with their research team studied cultural self-efficacy, acculturative stress, and depression in Collectivistic Cultures by undertaking a longitudinal study on Chinese internal migrants. The study went on for a year in order to understand if collectivistic cultures help in improving cultural self-efficacy and reducing acculturative stress which further assists in the management of depression towards the end of the study the hypothesis was proven right as it was noticed that individuals who were concerned about communal goals and their family and friends while migrating had lesser chances of becoming depressed as collectivistic culture mediated the effect of acculturative stress on depression. Another significant point that was observed was the change from Individualistic to Collectivistic and vice versa in terms of culture also plays a significant role in experiencing Depression.

Thomas and Sumanthi (2014) explored the relationship between acculturative stress and social support among students who move from one country to another to pursue higher education. The tool used in the study to measure Social Support assisted Thomas and Sumanthi in measuring and understanding various aspects and domains of it. It is predominantly aimed at understanding the adjusting ability of students concerning the new environment and cultural change. The data was collected through an online survey and the sample consisted of 100 students belonging to countries such as India, China, United Kingdom, Uganda, and more. The study analyzed a substantial gap between the experiences of Males and females in terms of experiencing acculturative stress as females are more impacted by it in comparison to males. One-way ANOVA also established a link between age, gender, degree being pursued, and acculturative stress.

Thaker (2013) assessed the coping strategies of Asian Indians residing in the United States to understand their way of regulating and managing Acculturative Stress. The tools utilized were SAFE-R and COPE Scale alongside detailed socio-demographics of the participants and detailed interviews were also undertaken. 14 hypotheses were framed out of which all hypotheses showed a significant correlation with the scores of Coping Strategies and Acculturative Stress out of which the hypothesis stated that adolescents and the Elderly will experience more acculturative stress due to limited or lack of social support compared to

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Younger Adults was proved to be right. Duration of stay did not show a significant relation with the amount of stress experienced by the immigrants; however, language was a vital concern for them and many participants despite being educated did face challenges with English Proficiency and communication specifically during their initial stage of moving. Toward the end of the study, Thaker suggested a couple of interventions to be taken up at the community level that shall significantly assist the immigrant population in adapting.

Nicolas and Stephanie (2013) drafted a systematic investigation to study the paneled data of a sample consisting of Belgian students between the ages range of 12 and 18 who also participated in an intellectual exchange program of 1-year duration to understand the relationship between acculturative stress with personal growth. It was observed that a significant change in levels of stress was found especially concerning components such as interpersonal and intrapersonal measures, it was also noticed that students who were able to socialize and form interpersonal connections also experienced a decrease in scores of stresses experienced by them. Self-esteem, another variable that was also assessed by the study had drastic changes in the scores pre and post-test predictors.

METHODOLOGY

This section of the research focuses on the statistical side of the research, highlighting how the study was designed, who participated, how data was collected, and how it was analyzed. With the help of this description, the study aims to highlight how statistics played a vital role in the research process. It comprises the chosen Research Design and the specific statistical tool that was used to analyze the sample collected.

Aim-

This research intends to understand the Impact of Acculturative Stress on the Resilience and Self- Efficacy of Individuals working in Public and Private Sectors situated in Delhi NCR

Objectives

1. To explore the impact of acculturative stress on Resilience in the working individuals of public and private sectors.
2. To explore the impact of acculturative stress on Self-efficacy in the working individuals of public and private sectors.

Hypothesis

- H1- There will be a significant impact of Acculturative Stress on Resilience among working individuals in the public and private sectors.
- H2- There will be a significant impact of Acculturative Stress on Self-Efficacy among working individuals in the public and private sectors.
- H3- There will be a significant difference among the scores achieved by individuals working in the Public and Private Sectors

Design

The research approach opted for this study was cross-sectional along with Within and Between Subject design to understand the relationship between the chosen variables at a given point in time and study their impact on different groups under similar conditions.

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Variables

- Independent Variable- Acculturative Stress
- Dependent Variable- Resilience and Self-Efficacy

Sampling & Its Collection

A purposive sampling of 120 individuals was conducted and data was collected from 120 migrated individuals out of which 60 worked in the Public Sector and 60 worked in the Private Sector in Delhi NCR which comprises Delhi, Noida, and Gurgaon. While data collection the following inclusive and exclusive criteria were considered-

Inclusion Criteria-

1. Working Professionals who have moved out of their home cities and are staying away from their families because of employment opportunities.
2. Individuals working either in Public or in Private Sectors.
3. Age Range 21 to 35 years old

Exclusion Criteria-

1. Working Professionals residing in their Hometowns.
2. Individuals above the age of 35 and residing with their families.
3. Business Owners

Description of Tools

The tools utilized for this study are The Brief Resilience Scale, the General Self-Efficacy, and the Acculturative Assessment Scale to assess Resilience, Self-Efficacy, and Acculturative Stress among individuals working in Public and Private Sectors.

Resilience in working professionals was measured using The Brief Resilience Scale (The Ohio State University) which consists of 6 items, 3 positively phrased and 3 items negatively phrased with a 5-point Likert response that assesses an individual's ability to deal with stress.

Reliability- Internal consistency reliability of the scale was $a = .80 - .91$

Validity- Convergent, Concurrent, and discriminant validity were measured.

The General Self-Efficacy Scale (Schwarzer, R., & Jerusalem, M. 1995) a self-report scale was used to assess the amount of belief individuals have in their abilities. The scale comprises 10 items the total of which is calculated by finding the sum of all items whose scores are given from 1, indicating Not at all True to 4 denoting Exactly True.

Reliability- Internal Reliability was between $a = .76 - .90$

Validity- The General Self-Efficacy Scale is correlated to emotion, optimism, work, and satisfaction. Negative coefficients were found for depression, stress, health complaints, anxiety, and burnout.

The Acculturative Assessment Scale (Khusboo, 2011) was utilized to assess the stress experienced by people at the time of culture change. It consists of 35 items and 7 sections with each section consisting of 5 items. The 7 sections or dimensions that the scale comprises are Cultural Identity, Peer Group, Family, Language, lifestyle, Discrimination, and Media Preferences and all statements are scored on a four-point Likert scale.

Reliability- The reliability coefficient was $r = 0.93$ with high internal consistency

Validity- Content validity was adequately assured.

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Procedure

After the selection of tools and objectives to be worked on, A questionnaire comprising all 3 scales was handed out to the employees working in Private and Public Sectors and was administered to a sample size of 120 professionals. Certain measures were also taken during data collection such as a calm and quiet atmosphere maintained, instructions read out clearly to the participants and all queries addressed, some time was also given for rapport formation with the participants, and they were also reassured about the confidentiality of their scores.

Statistical Analysis

After handing out the instruments to the sample, the data collected was examined and evaluated and the following statistical techniques were applied to gain inferences-

- **Correlational Analysis-** This tool was utilized to understand the association between the selected variables and the impact they have on one another.
- **Linear Regression** – Addressed the effect of one variable on another and the level of variance they had on each other.
- **Analysis of Variance (ANOVA)** – It aimed at highlighting the difference between the scores achieved by the 2 selected groups.
- **Statistical Package for the Social Sciences-** The software was utilized in analyzing and exploring the data that was collected.

RESULT

Post data collection and scoring the sample was analyzed with the help of the SPSS software to test the initial prediction. This involved using Pearson’s Correlation to understand the relationship between the variables, Regression to know how one variable can predict the other and Kruskal Wallis ANOVA to identify any significant differences amongst the chosen groups.

Table 1 ANOVA between private, government, and total scores across study variables

	Mean	SD	F	Sig. (2 tailed)	Result
Resilience					
Private	3.26	.81	10.21	.00	Significant
Government	2.78	.74			
Total	3.05	.81			
Self-efficacy					
Private	27.92	5.20	16.05	.00	Significant
Government	23.84	5.68			
Total	26.15	5.76			
Acculturative stress					
Private	86.15	15.52	11.15	.00	Significant
Government	95.12	12.44			
Total	90.05	14.89			

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4.2. Correlation Analysis

Table 2 Pearson's correlation between resilience, self-efficacy, and acculturative stress

Variables & Sectors	Mean	Standard Deviation	Resilience	Self-Efficacy	Acculturative Stress
Resilience	3.26	.81	-		
Private Sector	2.78	.74	-		
Public Sector	3.05	.81			
Self-efficacy	27.92	5.20	.327*	-	
Private Sector	23.84	5.68	.143	-	
Public Sector	26.15	5.76			
Acculturative Stress	86.15	15.52	.152	-.073	-
Private Sector	95.12	12.44	.034	-.345**	-
Public Sector	90.05	14.89			

Table 2 represents the coefficient of correlation between resilience, self-efficacy, and acculturative stress in Private and Public Sector.

The correlation between resilience and acculturative stress was not significant and positive in the Private Sector & Public Sector.

The correlation between self-efficacy and acculturative stress was not significant and negative in the Private Sector. The correlation between self-efficacy and acculturative stress was significant and negative in the Public Sector.

4.3. Regression Analysis

Table 3 linear regression table with acculturative stress as a predictor of resilience, self-efficacy

Criterion	B	S. E.	β	T	Predictor: acculturative stress				
					R	R ²	Adj. R ²	α	F
Resilience	.002	.009	.034	.25	.03	.00	-.01	2.546	.06
Self-efficacy	-.15	.05	-.34	2.74**	.34	.11	.10	38.21	7.55**

Table 3 represents the linear regression with acculturative stress as a predictor of resilience and self-efficacy. The overall model did not present a significant fit. However acculturative stress as a predictor explained 11% of negative variance only on self-efficacy.

DISCUSSION

Qualities of Resilience and Self-efficacy are often considered components that contribute to enhancing people's managing abilities and their overall capacity to pursue through challenging times. Studies done on the organization sector have observed that traits and abilities such as High self-esteem, Decision-making, Adaptability, Problem-Solving, Critical and Analytical thinking along high perseverance are the ones that boost working professionals' drive to go further and achieve the desired goals whether personal or professional. Self-efficacy has also been a rewarding ability in the long run as increased

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belief in one's ability has often shown significant and positive results whenever paired or studied with any variable. With constant changes happening and uncertainty of the world increasing the corporate sectors look out for potential candidates who are more adaptable and diverse in nature as they turn out to be more beneficial for the organization in the longer run.

However, along with upheavals, the amount of stress experienced by human beings has also taken a surge in the past 3 decades, this can be attributed to increasing competition, confined opportunities, exhaustive resources, and many more. The levels of stress felt by people, especially in the working population, frequently affect their overall well-being which often tends to manifest physically. Research undertaken on work stress has shown that extreme work demands, long working hours, job instability, and lack of balance are the most prominent reasons for professionals to experience acute stress compromising their health and eventually leading them to withdraw themselves from work. An increase in such dropouts has been noticed lately and it has also been observed that the migrated professionals who reside in a new city and who are away from their families due to their work requirements are the ones who are more vulnerable and likely to be affected by extreme work stress as lack of social support, cultural shock, change in surroundings can too add up to them feeling stressed.

The goal of the present study was to understand the impact of Acculturative stress which is caused due to the change in culture and its effect on Resilience and Self-efficacy among working professionals who are residing in new cities solely for job opportunities. Multiple studies done on acculturative Stress have proven that culture change if not dealt with and managed healthily, tends to hinder the daily functioning of people, and makes them even more prone to negative experiences such as discrimination, prejudice, stereotypical behavior, and many more. The stress experienced due to cultural shift is known as Acculturative Stress often addressed as homesickness also, acknowledges the feeling of being away from one's native land in a completely new city with a new culture. This change in environment does tend to impact individuals both physically and psychologically, studies in the past have shown a major association of cultural shock with symptoms of Depression, anxiety, self-efficacy, and social support demonstrating significant results. With this study, we tried examining how the levels of stress witnessed by the migrated population hampers or promote their productivity in public and private sectors by evaluating their levels of Resilience and Self-efficacy.

Changes are uncertain and unpredictable yet the ability to adapt and believe in one's abilities collectively can make a strong foundation for people to deal with them and the stress caused. Studies conducted in the past examined the relationship between stress on Resilience and Self-efficacy and portrayed that such skills often act as resources that come in handy during stress-inducing situations and often assist humans in survival with the assistance of the current research, we tried gaining an insight into the different ways in which acculturative stress also referred to as cultural shocks affects an individual's ability to perform and work with a specific view on Resilience and Self- Efficacy as the importance and need for research on the 2 variable's continues to grow especially in the Organizational Sector. The research also tried to understand the difference in working between Public and Private Sectors since the workplace ethic, environment, rules, and norms tend to differ among both setups.

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The Correlational analysis suggested a positive correlation between Resilience and Acculturative Stress in both sectors and a negative correlation was observed between Self-Efficacy and Acculturative stress however with more significance in the public sectors. The interpretation of this can be understood as the more the levels of stress an individual is exposed to the more their adapting and adjusting abilities increase on the contrary the belief in one's abilities might be hampered due to the acculturative stress. The positive association between resilience and Acculturative Stress is justified as the sudden change in environment and setting pushes people to adapt to the shifts taking place, whether in economic or government-based sectors migrated professionals showed high scores in Resilience which can be attributed to the persevering and striving abilities. Past researchers have also noticed that as the duration of stay increases the acculturative stress felt by the individuals who have relocated often reduces as they adapt, making it easier for them to function in the new culture.

On the other hand, scores depicted that the self-efficacy of the personnel who are away from their home city and are now adapting to the host city are affected negatively. The primary reasons for the same could be a limited social circle in the new city, exposure to new cultural norms and values, communication barriers, and being subjected to stereotypical behavior all these collectively hamper and affect the person's contentment and satisfaction both in personal and professional aspects of life. Reduced efficacy is also understood as one of the reasons for a decrease in the performance of employees under working setups as their challenge-taking and goal-setting are reduced increased anxiety, and depression make it difficult for them to achieve their target and in no time, they start relying on avoidance as a coping mechanism. Investigations done in the past have also suggested having increased cultural self-efficacy has proven to be beneficial when changing cities or countries as the belief that an individual can adapt and become familiar with the new culture reinforces optimism and make it more convenient for them to accommodate.

The regression analysis did show a negative variance of 11% on Self- efficacy describing that high levels of Acculturative Stress will cause individuals to have lower efficacy however the analysis also predicted that various other components and factors would also determine the outcomes. These other factors comprise Cultural Support, adaptability to new language, Peer Support, Media Consumption, way of life, and discriminatory experiences also factors that were assessed by the Acculturative Stress Scale used in the study. Exploration in the past in Acculturative Stress or cultural shock has always been understood concerning other variables as it does tend to affect multiple aspects of an individual's life and overall well-being. For the study undertaken the same is the case however the result does suggest studying and considering other factors as mentioned above and giving more emphasis as they could also be influencing cultural shock in a considerable amount leaving more scope for research.

Analysis of Variance (ANOVA) showed a difference in the overall scores of Resilience and Self-efficacy in the Public and Private Sectors highlighting a noticeable variance between the two. Professionals employed in the Private sector were more adaptable, confident, and self-reliant as they scored higher in resilience as well as Self-efficacy in comparison to the employees of the public sector. The reason for the same can be attributed to the high Goals being Set by corporate sectors that demand the individual to upskill, adapt, and be versatile to perform and achieve the desired outcome expected by them. Along with this, the work culture at Private Organizations is more structured and well managed in comparison to

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public sectors, which also becomes a reason why individuals working in public sectors are less efficient and more stressed. Another research also pointed out that due to the early availability of incentives such as rationalized rates of health services, travel allowances, and many more, the striving ability of workers in government-run offices tends to go down or remains stagnant as they are already provided with perks eventually decreasing their motivation for achievement. This can be better understood with the Drive Reduction Model Provided by Clark Hull (1943) as it suggests overcoming a drive or psychological tension an individual is motivated to act and attain homeostasis. Since the government-recruited employees are already provided with all the stimulus in the form of perks and incentives their drive to strive for anything is automatically reduced. While the people who work in economic sectors are more driven and exert themselves to achieve the organization's desired goal to receive certain benefits.

With the world becoming a volatile and uncertain place with every passing day, the ability to adapt and modify as per the requirements has become the need of the hour. As economies continue to grow and expand, countries around the globe embrace people from everywhere to enrich their cultures. However, as exciting as the idea of movement is, it does bring its own set of challenges along with it, and limited knowledge about the same makes it more difficult for individuals migrating inter or intra-country since culture does contribute to societal well-being, human behavior, language development, and creativity of individuals and the organizations functioning under it (Diane L 2019). With this study, we tried throwing light on the stress caused due to changes in culture and its noticeable impact on the professional lives of the migrated individuals. It helped us understand the various obstacles and difficulties that one experiences when getting familiar with a new culture what all aspects act as supporting factors and what should be prevented so that migrants can adjust and adapt without hampering their overall well-being.

Limitations

The research design encountered some constraints including limited resources, access to data, and researcher experience. These limitations have been discovered in the study:

- Since the sample size comprised only 120 participants 60 from both Private and Public Sectors residing in Delhi NCR, the results withdrawn from the study cannot be applied to a large population.
- The Overall Model was not considered extremely significant as the results suggested studying more factors responsible for influencing the outcome in both resilience and self-efficacy.
- The study targeted beginners and those with limited work exposure, employees of various designations, and more proficiency could additionally be evaluated.
- The limited time did not allow us to undertake the research for a longer duration to further understand the impact of Acculturative Stress in other domains of working professionals and the impact they further create. Due to lack of time, proper interventions could also not be explored for the same.
- Lack of use of interviews, observation, and projective approaches overlooked the subjectivity of experience in both sectors to understand the apprehensions within the migrated employees and their perception of Acculturative Stress.
- The inability to perform personal interviews may have overlooked the subjectivity of experience in both sectors with Acculturative Stress.

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- As the research studied the collected data at a single point in time the conclusions drawn are only limited to the time frame, with changes happening every day in the organizational sector the findings may vary depending upon several factors.
- Access to Information- The study relied on Self-report measures to collect data that may have been hampered by personal bias. Restricted information collected through surveys also has influenced the comprehensiveness of the findings.

Implications

Going ahead, the above-mentioned limitations can be considered as guidelines for conducting further research. Despite the limitations the study also made notable contributions-

- It added to the current literature and work on Acculturative stress especially concerning intercity migration, as only limited work has been presented on the same.
- This study also provided insight into the connection between the three constructs, Resilience, Self-Efficacy, and Acculturative Stress, and the results interpreted a positive relation of Acculturative Stress with Resilience and a Negative relation along Self-Efficacy.
- The different work culture in the economic-run sectors and Government-based sectors was explored within the study which gave more insight into their functioning, structure, ways of operation, and how personnel amicable are both sectors.
- The cross-sectional study can also be used to formulate and imply changes within the organizations such as providing resources to comprehend cultural competency.
- Assessing Acculturative Stress in working professionals could guide the development of distress-relief policies and strategies to strengthen the network of support for them to promote work inclusivity.

CONCLUSION

The purpose of this study was to recognize the importance of culture and how a change in the same can impact humans significantly. Culture is an integral part of any society as it frames the structure and acts as a binding force for all communities. It also enables us to learn and evolve, making society more inclusive and stimulating. Dealing with change can often be exhausting and straining specifically if the change is as significant as shifting or migrating to new places and managing the same is important as inefficient coping could lead to causing significant detriment to an individual's well-being. With a focus on Acculturative stress, this study tried to comprehend how cultural shift and the implications of the same on Resilience and Self-efficacy of the people operating in the Private and Public sectors as one of the most prominent reasons for individuals to move out of their hometowns is job opportunities. It was brought to our notice that the Public and Private sectors showed a noteworthy difference in their ways of functioning. Private sectors exhibit more striving abilities that further lead to the development of resilience making them more adaptable and versatile, also reinforcing their beliefs in their capacities. On the other hand, professionals in the government sectors are less adaptive and exhibit lower levels of confidence as the need to strive for incentives or rewards doesn't exist. The structural and organizational differences between the sectors justify the contrasts in their way of functioning and the diversity in goals they have. Hence leads us to conclude that Acculturative Stress does hamper one's functioning in day-to-day activities and factors such as lack of social support, language barriers, media preferences, discrimination, and negative experiences contribute to it affecting an individual's adjusting capacity and their belief in one's ability.

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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: Anand, V. & Dutt, S. (2024). Understanding the Impact of Acculturative Stress on Resilience and Self-efficacy of Individuals Working in Private and Public Sectors. *International Journal of Indian Psychology*, 12(2), 809-827. DIP:18.01.079.20241202, DOI:10.25215/1202.079