

Impact of Women's Employment Status on Self-Esteem

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ABSTRACT

The aim of the present study was to determine the difference in self-esteem between working women and non-working women. 90 samples were taken thru random method, including 45 working women and 45 non-working women. A self-esteem scale developed by Santosh Dhar and Upindar Dhar was used. Study has three hypotheses are significant the results are as follows: Self-esteem mean is high in working women (M=94.11) compared to non-working women (M=77.91); similarly, working women in urban areas (M=95.53) have higher self-esteem mean; similarly, working women in rural areas (M=99.15) have higher self-esteem mean.

Keywords: *Impact, Employment, Self-Esteem, Working Women, Non-Working Women*

When we look near the past, we realize that period is an indicator of change, that is, as time passes, there is change in the individual, society, culture, its norms, values, beliefs etc. and the society has maintained its importance. Earlier women were not allowed to work outside the home. Many social reformers including Raja Rammohan Roy, Gandhiji etc. have contributed in removing the wrong beliefs and norms of the society. Gradually change came and today women perform their duties in various fields and work in retail stores. Every person wants that his family and society support him and help him move forward. When the family and society support it, positive attitudes are formed towards it. But if adverse situations arise, negative attitudes can also develop. In this study, the aim is to know the self-esteem between working and non-working women. Self-Esteem is a necessity. The needs are divided into different categories. Different people satisfy their needs by doing different things. Social need is a need that a person receives from society. If we look at social needs, it includes social status, value and respect of others, acceptance, self-expression etc. Every person wants to be respected in his/her society and when he/she gets respect then it can be said that he/she is satisfied with the society. When a woman does not get respect, honor, social acceptance, dignity, etc. in return as per her expectation, then its adverse effects are seen on the woman, her family and the society. In which lack of self-confidence, mental problems and physical problems are seen.

The present study is to know the employment status on self-esteem between working and non-working women. To work properly in any business, it is necessary that a person's needs are fulfilled and when his needs are fulfilled, he becomes satisfied which makes him proud. If working women are encouraged and respected for their work, they get inspired. Motivation

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has three characteristics: Motivation is powerful, that is, it influences a person's behaviour. Secondly, it directs the person's behaviour in a definite direction and thirdly, the motivated person's behaviour continues until the goal is achieved. On the contrary, when women are ignored, many other problems may arise along with their mental health. Behavior

Definition of self-esteem

Burns (1982) Self-esteem is related to the value individuals attach to the particular manner in which they see themselves. This aspect represents the affective or valuation components of self-concept.

Self-esteem word refers to the judgments people make about their worth and the feelings associated with those judgments. This judgment of worthiness is experienced by the attitudes a person holds towards the self. It encompasses beliefs (for example, "I am competent", "I am worthy") and emotions such as triumph, despair, pride and shame. Self-esteem provides a mental that prepares the person to respond according to expectations of success, acceptance and personal strength.

According to Rosenberg (1965) "self-esteem is the totality of the individual's thoughts and feelings with reference to himself as an object." Self Esteem has been defined as the "level of global regard has for self" (Harter, 1993). Branden (1994) defined Self Esteem as "the confidence in our ability to think, confidence in our ability to cope with the basic challenges of life and confidence in our right to be successful and happy, the feeling of being worthy, deserving, entitled to assert our needs and wants, achieve our values and enjoy the fruits of our efforts." According to Branden, self-esteem is the sum of self-confidence (a feeling of personal capacity) and self-respect (a feeling of personal worth).

REVIEW OF LITERATURE

Grayson and Alvarez's (2008) study exposed those negative interactions with the administration, low self-esteem, and inappropriate student conduct all contributed to elevated stress levels. The school system's constant changes, innovations, and reforms, together with unfavourable working circumstances, social and family issues (divorce, loneliness, etc.), and a lack of social support, all contributed to stress levels and a decline in life quality (Yang, Ge, Hu, Chi, and Wang, 2009).

Zehra (2002) notable that having several responsibilities in life gives working women excellent self-esteem, cognitive buffering, and satisfaction—especially when life events are beyond their control. Compared to those who are not married, work, or have children, individuals who play several roles in life—such as wife, mother, sister, or employee—had greater levels of self-esteem and experience less depression (Alavi, 2013; Bandura, 2006).

According to **Rogers** (1947), a person's sense of value steadily increases as a result of social interactions and networks. When someone is given "unconditional positive regard," their self-esteem grows. Self-esteem is impacted by conditional positive respect, which makes it reliant on external standards rather than inherent ability. Overeager endeavours are made to appease others in order to satisfy one's personal demands for acceptance and belonging.

According to **Abraham** (2011), girls in Pakistan are not as esteemed as boys. Women's self-esteem is probably impacted since people have a conditional view of their daughters, sisters, and wives.

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Objectives of the study

- To identify and compare the self-esteem between working and non-working women.
- To identify and compare the self-esteem between urban working and non-working women
- To identify and compare the self-esteem between rural working and non-working women

Hypothesis of the study

- There is no significant mean difference between working and non-working women on self-esteem.
- There is no significant mean difference between urban working and non-working women on self-esteem.
- There is no significant mean difference between rural working and non-working women on self-esteem

Sample

In this research over-all 90 data was collected from Balasinor and Santrampur in Mahisagar District of Gujarat. The data was collected through using Random selection method. Forty-five working women and forty-five non-working women.

Variables

1) Independent Variables

1) Women (A)

- A₁ = Working women
- A₂ = Nonworking women

2) Area (B)

- B₁ = Urban
- B₂ = Rural

2) Dependent Variables

The mean scores of the self-esteem analysis questionnaire.

Research Design

In present study to examine the identity of the self-esteem on Women and Area 2×2 factorial design is used.

Research Tools

Standard research instruments were adopted for this study.

Personal data sheet: For personal details I made a personal data sheet for details like status of working women, Name and Area.

Self-esteem scale: The self-esteem Scale is used in this study. Which is developed by Dr. Santosh Dhar and Dr. Upinder Dhar. The researcher translated the scale statement from English into Gujarati. It contains a total of 23 statements, measuring six components. The reliability of the scale was determined by the split-half method corrected for full length by applying Spearman Brown Prophecy formula on the data collected from the sample of 277 subjects. The reliability coefficient was found to be 0.87.

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Statistical Method used in this Study

F-Test (ANOVA) has been used for this study, to test for examine the influence effect of self-esteem on women and area.

RESULT AND DISCUSSION

I was used f test for this analysis and find effects of variables.

HO₁: There is no significant mean difference between working and non-working women on self-esteem.

Table: 01 Showing Mean Scores on self-esteem with regard to working and non-working women

Women	N	Mean Score	F	Significant
Working Women (A1)	45	94.11111	0.66	0.05
Non – Working Women (A2)	45	77.91111		
Grand Mean = 86.01				

(F critical value 0.605718, F value 0.66)

F ratio for Working – Non-working Women is 0.66 which is significant. It means working and nonworking women differ on self-esteem score. By the same point of view Table: 01 shows mean score of working women is 94.11111 and non – working women mean score is 77.91111, it can be clearly said that significant difference is existed between working and non-working women on self-esteem score. Table: 01 reveals that the mean scores of two groups as regards Working and Non-working women are not similar with each other on self-esteem score. Thus, null hypothesis No.1 is rejected.

The null hypothesis concerning the Area variable can be stated in following manner.

HO₂: There is no significant mean difference between Urban working and non-working on self-esteem.

Table: 02 Showing Mean Scores on Self-Esteem with Regard to Urban Area.

Urban	N	Mean Score	F	Significant
Working (B1)	45	95.533333	0.692	0.05
Non-working (B2)	45	78.46667		
Grand Mean = 87				

(F critical value 0.605718, F value 0.692)

F ratio for Area is 0.692, which is significant. It means women living in Urban and area are significant differ on Self-esteem score. By the same point of view table No.: 02 show mean score of working women living in Urban Area are 95.53333 and nonworking women living in urban area mean score 78.46667, it can be clearly said that significant difference is existed between working and nonworking Women living in Urban area on self-esteem score. Table No.: 02 reveals that the mean score of two groups as regards Area are not similar with each other on self-esteem score. Thus, null hypothesis No.2 is rejected.

The null hypothesis regarding the variables of working and non-working women and area can be stated in the following manner:

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HO₃: There is no significant mean difference between Rural working and non-working women on self-esteem

Table: 03 Showing Mean Scores on Self-Esteem with Regard to Rural Area.

Rural	N	Mean Score	F	Significant
Working (B1)	45	99,15	0.716852	0.05
Non-working (B2)	45	85.42		
Grand Mean = 92.28				

(*F* critical value 0.605718, *F* value 0.716852)

F ratio for Working – Non-working Women X Area is 0.716852, which is significant. It means Working – Non-working Women and Rural Area is differed significantly on Self-esteem score. By the same point of view Table No. 03 shows the mean score of working women living in rural area is 99.15, nonworking women living in Rural area is 85.42 which are differently interaction each other significantly on Self-esteem score. Thus, null hypothesis No.3 is rejected.

CONCLUSION

The difference between working and non-working women on self-esteem score is found significant. Working women have higher self-esteem level (M=94.11) compared to non-working women (M= 77.91).

The difference between women living in urban areas on self-esteem is found to be significant (F = 0.69). Working women in urban areas (M = 95.53) have higher levels of self-esteem than nonworking women (M = 78.46).

The interaction effects regarding working-non-working women and rural areas on level of self-esteem are found to be significant (F = 0.716); in this case, comparatively working women living in rural areas (M = 99.15) exhibit a high level of self-esteem, while non-working women living in rural areas (M = 85.42) show a low level of self-esteem.

Limitations

- Only limited samples were found in the present study various institutions and rural. There may be further scrutiny on the performance of other institutions.
- Sample size is limited due to time constraints but a larger sample can be considered so that generalizability of findings can be made.
- The location of the study was limited only to Balasinor and Santrampur in Mahisagar district.

Implications

- The study's main conclusion is that women's self-esteem and job conditions have an influence on each other. As a result, the research's findings may be applied to further our understanding of women's emotional states and self-esteem, which are important to society or beneficial in certain situations.
- Since the variable under consideration seems to be very important to a certain component of the requirements for all social sciences curricula, the current study will also be beneficial to social scientists in general.

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Conflict of Interest

The author(s) declared no conflict of interest.

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