

**Comparative Study**

## **Self- Efficacy and Psychological Well- Being among Working and Non- Working Married Women: A Comparative Study**

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### **ABSTRACT**

The main purpose of the current finding is to study General Self-efficacy and Psychological Well-being among working and non- working married women. The attempt has been made to examine to know, is there any difference exists in working and non- working women in terms of self- efficacy and well- being? Data gathered with the help of two questionnaires, General self- efficacy scale by Schwarzer and Jerusalem (1995) and Psychological well-being scale by Ryff and Keyes (1995). Tools were administered on 70 married women comprising working (n=35) and non-working (n=35). They were compared with respect to their level of general self- efficacy and psychological well-being. Simple t- test (Descriptive statistics) was employed to analyzed data. Result found the significant difference between working and non-working married women in terms of their psychological well- being only. No significant difference was found on the basis of self efficacy. It was concluded that psychological well being was found to be greater among non- working women as compared to working women. Finally the conclusion, implication and suggestions have been discussed in details in the light of present study on women.

**Keywords:** *Self- efficacy, Well- being, Working, Non- Working*

In this modern world, employment plays a major role in everyone's life. It makes a person confident, increase one's sense of self identity, self esteem and self efficacy and a way to prove oneself and feel valued. Working status is one of the most effective factors in enhancing the quality of life of women (Vernekar & Shah, 2019). It may because this makes them feel confident and increase their self worth in their own perspective. In India there are more married women usually did not go to work outside instead they spend their time to doing household works as they expected to be. However, in this wake of rapid social changes in several aspects of Indian society the role and status of women also changing rapidly as in this today's time, there are so many women are professionally employed and they are managing both their work and family responsibilities together. Employed women often bear physical as well as emotional or mental health problems due to the double responsibilities and distress about their works, they have to fulfill i.e. maintaining their traditional roles at workplace and at home as well.

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However, women face still the stereotypes of traditional gender roles of women's ability. It seems that there is still a social perception that women are the carriers of children and families. Family well being and happiness is highly expected from a woman of their family, they expect to work sincerely in both the field, if they are working. The pressure of double work affects them negatively, they always expected to fulfill their household responsibility on beyond their capabilities which may makes them feel burden about their roles and they may feel stressed and frustrated. Their life is more family centered as compared to men. Thus, the attempt has been made to know that: Is women happier and satisfied with their life or is they're well adjusted and happy by their role whatever they're playing or by combining the two roles. Married women measured on the bases of two different variables self efficacy and psychological well-being in terms of their working and non- working status.

Self efficacy indicates someone's believe in her/ his ability to execute any behavior which is necessary to produce a specific task fulfillment (Bandura, 1977). Self efficacy is our belief in our own selves, skills and especially the capabilities to face immediate problems and accomplish task effectively (Akhtar, 2008). The theory of self- efficacy had a huge impact on research education as well as on clinical practice. It reflects the belief in our own capacity to succeed in any situation of life, no matter what and it refers the self confidence to control over one's behavior, motivation and social environment. A finding revealed that self esteem and self efficacy are the important predictors of women empowerment and self efficacy was found to be the strong predictor of women empowerment (Al- Qahtani et al., 2021). Positive correlation between quality of life, hardiness, self esteem and self efficacy across sample within the sub groups of employed and unemployed women which indicates that women with higher quality of life also rank higher in terms of resilience, self efficacy and self esteem and vice versa. Working women shows the higher self- efficacy as compared to non-working women (Sahu & Rath, 2003; Bharvad, 2016). The study also found a strong relationship between well-being and self-efficacy. People who have strong sense of self efficacy:

- Belief in their abilities.
- Take challenges as task to be mastered.
- Recover quickly from the disappointments and challenges of life
- Focus toward their aims and keep going on it.

In contrast, with the low sense of self efficacy reflects the low confidence in one's capacity and in many cases it is associated with anxiety depression and helplessness. Individual who have low level of generalized self efficacy shows more emotional exhaustion while individual with low level of professional self efficacy shows more cynicism when role conflicts are high (Grau et.al, 2001). Reviews have shown that educational programs have the potential to increase the students self efficacy and educational programs based on social cognitive theory have proven particularly successful in this regard several factors appeared to influence students certificate of the main causes of self efficacy (Dinther et. al, 2011).

The theory of stress hypothesis of multiples roles suggests that well-being of an individual decreases when additional roles added to a social role that already has many demands and problems. Working women experience the same while dealing with demand of high performance at work and when dealing with children and household works at the same time (Goode, 1960). Suman and Chatterjee 2015 found that working women revealed less scores of mental health as compared to non- working women.

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In very general psychological well- being defines as a good and happy state of something. Psychological well-being as similar as other terms that indicate a positive mental states, likewise, satisfaction with life, happiness, optimism and quality of life. It is one of the important goals for which every person strives. Well-being term describes that something is in good condition or state. It is the fundamental feeling to a person's overall health enabling them to successfully overcome their difficulties and achieve what they want in their life. Psychological well-being is a central attribute of mental health and can be defined as hedonic (joy and pleasure) and eudaimonic (meaning and contentment) and resilience i.e. emotion regulation and healthy problem solving (Tang et al., 2019). There are so many words have been used interchangeably including happiness, contentment, good mental health, virtue etc. well-being is usually defined as a dynamic state of harmony between individuals' abilities, desires and expectations and the environmental demands. A person with great psychological well- being can manage difficulties, pressure and negative feelings and thoughts efficiently. Ryff (1995) categorize well-being in six dimensions such as self acceptance, personal growth, purpose in life, positive relations with others, environmental mastery and autonomy.

**Objective:** following objectives were made:

- To compare the Self- Efficacy of working and non-working married women.
- To compare the Psychological Well-Being of working and non-working married women.

**Hypothesis:** On the basis of some past researches, the following hypotheses were formed:

- There would be the significant difference between working and non- working married women on the basis of Self-Efficacy.
- There would be the significant difference between working and non- working married women on the basis of Psychological Well- Being.

**Sample:**

In this study, 70 married women were taken for the data collection which comprises 35 working and 35 non- working with the age range of 25-45. Women who are employed or related with the working environment considered as working women and homemakers as non working. The snow ball sampling method was used for collecting data.

**Tools:** Following two scales were used for data collection:

- **Self Efficacy:** This General Self Efficacy (GSE) scale was developed by Schwarzer, R. and Jerusalem, M. (1995). This is a self report measurement, which measure the General- Efficacy/ belief of person in their own self. The scale is 4 point rating scale in which subject have to choose one only. It has only 10 items, which is totally relevant and less time consuming.
- **Psychological Well-Being Scale:** This scale was developed by Ryffs and Keyes (1995). It reflects the six different areas of PWB which measure the individual's PWB with six areas: autonomy, environmental mastery, personal growth, positive relations with others and purpose in life and self acceptance. This is the shorter version of PWB scale, which consists only 18 items.

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### **Procedure:**

For the data collection, online survey was conducted. Questionnaires were sent to married women through online mode. The important instructions were told to them. Participants were informed that their responses will be kept confidential and used for the research purpose only. They provided their response in both the questionnaires, after that thanks were paid to every participant for their valuable contribution.

### **Data analysis:**

For the data analysis, descriptive statistics was used to analysis the mean, standard deviation and t test. T ratio was computed to compare two groups in terms of their mean differences.

## **RESULT AND DISCUSSION**

The main objective of this study was to compare working and non working married women in terms of their psychological well- being and self- efficacy. In order to attain the main objective of this finding, collected data were analyzed in terms of mean, SD, t-test to compare two groups of women on the basis of working status in two different variables.

**Table 1: Showing the Mean, SD and t- value of Self- Efficacy among working and non-working married women**

Variable	Group	N	Mean	SD	Df	t value
Self- efficacy	Working	35	33.8	3.47	68	0.198
	Non-working	35	33.6	4.85		

As Table 1 is showing the t-value of working and non- working women in terms of Self efficacy, the t ratio for Self efficacy of two groups is 0.19 which is non-significant. According to the table the mean scores of working women is 33.8 and mean score of non-working is 33.6 which is not showing any difference in two groups means working and non working women are not different in terms of their self efficacy level. Thus the Hypothesis 1 that “There would be significant difference between working and non- working married women on the basis of Self efficacy” is rejected. Khot and Dwivedi (2011) also found that there is no significant difference in Self-efficacy of employed and unemployed women.

This finding about self efficacy contradicts with some past researches, which shows the significant difference between working and non working women in terms of self efficacy (Sahu & Rath, 2003; Bharvad, 2016).

**Table 2 Showing the Mean, SD and t- value of Psychological well-being between working and non- working married women**

Variable	Group	N	Mean	SD	Df	t value
Psychological Well-Being	Working	35	87.02	7.37	68	3.15**
	Non-working	35	93.77	10.28		

As Table 2 showing the t-value of working and non- working women in terms of psychological well-being, the t ratio for Psychological well- being of two groups is 3.15 which is significant at .01 level of confidence. According to the table the mean scores of working women is 87.02 and mean score of non- working is 93.77 which is greater than mean score of working married women means there is significant difference between working and non- working women. Thus, the Hypothesis 2 that “There would be significant

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difference between working and non- working married women on the basis of Psychological Well- Being” is accepted. Married women, especially working face so many difficulties in their life. They often face adjustment problems with in the family, children and workplace due to the multiplicity of task performed by them which negatively affects their psychological well-being.

It is also found in the past study that housewives have better well- being as compared to working women in terms of Psychological well being (Chaudhary & Ahmad, 2017). Priya & Ahmad (2021) found the same outcome in their research that Housewives were found to better in terms of mental health and subjective well-being as a whole as compared to working women. Greethika et al. (2021) also found that non- working women have greater level of psychological well being than working women, which gives support to our finding.

In contrast to this study, there were some past studies have showed that working women found to be higher or greater in comparison to non working women (Akram, 2017; Sinha, 2017) and Janrao (2001) did not found any difference between working and non working women on psychological well-being.

### CONCLUSION

In conclusion the present finding revealed the significant difference between working and non-working married women in terms of Psychological well-being. Non working women found to be greater in psychological well-being in comparison to working women. However, there was no significant difference found in terms of self- efficacy, means working status did not make any difference in terms of self efficacy.

#### *Implication of the study:*

Women often observed different in terms of their chosen roles. In the past over years so many researchers have made comparative studies of working and non working women in regard of different kind of variables but very less studies were conducted in India and In the past studies there have been contradictory results was found. In this context there is a need of such more researches on Indian population as well, because in India working women and non working women treated differently and they face different perspective of different people around them as a result they often need a different kind of support to effectively manage their chosen roles.

**Limitations:** There are some limitations can be pointed out in this study:

- The sample size was small as it could be increased.
- The random sampling method could be applied.
- Some other socio demographic variables could be included like: socio- economic background, locale, caste because these variables are very relevant and very important contributor of women’s perception on their behavior/ roles.

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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