

Exploring The Relationship Between Coping Self Efficacy and Dominance Prestige in Working Female

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ABSTRACT

The present study aimed to examine the relationship between **self-efficacy** and **dominance prestige** among **100 working females** from diverse professional backgrounds. Self-efficacy was defined as the belief in one's ability to execute tasks and handle challenges effectively, while dominance prestige referred to the perceived level of respect, influence, and authority within the workplace. A **quantitative correlational research design** was employed, and standardized psychological scales were used to measure both variables. The data were analyzed using **Pearson's correlation coefficient**, which revealed a **moderate, positive, and statistically significant correlation** ($r = 0.456$, $p = 0.002$). These results indicated that participants who perceived themselves as having higher levels of dominance prestige also reported greater self-efficacy. The findings suggested that social recognition and perceived workplace status played a meaningful role in shaping women's beliefs in their professional capabilities. The study concluded that fostering environments where women feel empowered and respected could contribute positively to their self-efficacy.

Keywords: Coping self-efficacy, dominance, prestige

SELF-EFFICACY

Schunk (1985) views self-efficacy as the personal evaluation of one's own ability to successfully carry out particular tasks or activities.

Gist and Mitchell (1992) describe self-efficacy as a type of confidence that relates specifically to one's perceived ability to perform a certain task.

Pajares (1996), beliefs about self-efficacy influence a person's emotions, thoughts, motivation, and behavioral patterns.

Zimmerman (2000) defines self-efficacy as a person's belief in their capacity to manage their motivation, actions, and surroundings.

Bandura (1977, 1986, 1997), is defined as a person's belief in their own ability to carry out actions required to achieve specific goals or outcomes.

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Self-efficacy represents a sense of confidence in one's capacity to influence personal motivation, actions, and interactions within the social environment. These beliefs play a critical role in shaping various aspects of human behavior, including the kinds of goals individuals set, the effort they invest in achieving them, and the probability of reaching certain levels of performance. Unlike many traditional psychological concepts, self-efficacy is understood to be context-specific, meaning it can change depending on the area of activity and the situation in which a behavior occurs.

Self-efficacy plays a crucial role in shaping human behavior and how individuals function within their environments. Every person possesses unique abilities, and both men and women contribute significantly to their livelihoods while holding onto their beliefs to grow and improve. Women, in particular, excel in multiple areas. They often manage household responsibilities, oversee their children's daily routines, attend to family needs, and remain dedicated to their professional roles. Amidst these responsibilities, it's essential for women to also focus on their own well-being. However, they frequently encounter varied reactions from others. Society rarely acknowledges the immense patience and grace with which women balance their roles, despite these qualities being key sources of their strength and motivation to continue progressing.

Self-efficacy in women refers to their internal motivation and determination to handle multiple responsibilities with confidence. It plays a key role in managing emotions and behaviors, especially during challenging periods. This concept is closely linked with empowerment, as it enables women to embrace greater challenges and take on more significant responsibilities. Women who possess a high level of self-efficacy often run their businesses effectively, as they have a strong belief in their ability to reach their goals. It contributes to women's empowerment by enhancing their socio-economic status and supporting progress toward sustainable development objectives. Both **self-efficacy and self-esteem** are recognized as crucial elements in empowering women. Supporting this perspective, research suggests that self-efficacy significantly and positively influences women's empowerment.

Women in leadership positions are more capable of navigating workplace challenges when they possess strong self-confidence, which significantly influences their resilience. Essentially, a positive mindset toward one's ability to manage workplace difficulties is a key indicator of resilience in female leaders. In this context, self-efficacy can serve as a mediating factor between positive emotions and the capacity to remain resilient (Pillay et al., 2022). Furthermore, dissatisfaction with body image and negative perceptions about one's appearance have been found to increase leisure-related limitations. However, having a strong sense of leisure self-efficacy can reduce the impact of these negative perceptions on leisure participation (Ku et al., 2019). Educational interventions focusing on the benefits of puberty have also proven effective in boosting students' self-efficacy levels (Khatirpasha et al., 2019).

According to Bandura, self-efficacy reflects an individual's belief in their self-worth, competence, and ability to handle life's challenges. He emphasizes that many aspects of social behavior and personality evolve through cognitive processes influenced by self-efficacy. Higher levels of self-efficacy are strongly associated with greater achievements and enhanced overall life satisfaction.

DOMINANCE

Albert Bandura (Social Learning Theory, 1977) Bandura didn't explicitly define dominance, but he implied that it can be understood as behavior people acquire by watching others, especially when such actions lead to rewards or desired outcomes. Dominance, in Bandura's view, is a behavior learned through observing others who successfully exert control or assertiveness in social interactions.

Henri Tajfel (Social Identity Theory, 1970s) Tajfel explored how social groups maintain superiority over others, suggesting that dominance involves a group's ongoing influence or control over another group through social comparison and group categorization. According to Tajfel, dominance is the ongoing influence or advantage held by one group over another, rooted in social categorization and collective identity.

Joseph Henrich (Cultural Evolution, 2015) Henrich distinguished dominance from prestige, describing it as a form of influence based on force or the potential for aggression. Henrich described dominance as the power to affect others' actions through the use or threat of physical force and intimidation.

John Price (Evolutionary Psychiatry, 1980) Price linked dominance to evolutionary behavior, suggesting it helps maintain order and reduce harm in social groups. Price viewed dominance as an evolved strategy that organizes access to resources and reduces conflict within a group through social signals and hierarchy.

David Buss (Evolutionary Psychology, 1990s) Buss considered dominance an important aspect of social and mating behavior, involving the ability to lead or control others. Buss defined dominance as a personality trait that reflects how effectively an individual can influence or assert authority over others in social environments.

Bernstein et al. (Animal Behavior Studies, 1983) This group defined dominance in the context of repeated social interactions among animals. Bernstein and colleagues described dominance as a consistent outcome in conflicts where one animal regularly prevails over another.

The notion of dominance is central to several disciplines, including animal behavior studies, social and developmental psychology, and anthropology. Individuals who are dominant often gain social influence, better access to resources, and higher reproductive success by exerting coercive control over others. They tend to maintain their position in a stable hierarchy through intimidation or threats. Subordinates, fearing the potential consequences of challenging dominant individuals, often submit during conflicts and concede resources or symbols of status, albeit sometimes with resistance. However, recent scholarship has begun to question the significance of dominance in shaping social hierarchies in humans. Some argue that the mechanisms governing social rank in our species have significantly diverged from those in other primates, with coercion playing a minimal role in status attainment among humans.

To contribute to this ongoing discussion, we examine and synthesize various theoretical perspectives on dominance, with special attention to the unique evolutionary characteristics of humans. First, we apply evolutionary game theory to explore why and under what conditions social species evolve strategies that favor either dominance or subordination.

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Next, we highlight several human-specific traits—developed through gene-culture coevolution—that complicate the direct study of dominance. These include: (i) the emergence of prestige-based status, which derives from knowledge and skill sharing; (ii) the development of social norms that promote egalitarianism, discourage aggressive behavior, and support the ability to exit unequal groups; and (iii) the creation of cumulative cultural innovations such as language and projectile weapons, which present obstacles to dominance and enable subordinate individuals to resist control.

We also explore psychological and behavioral evidence of dominance in humans by reviewing studies conducted with infants, children, and adults across different cultural contexts. Finally, we address key methodological challenges in examining human status hierarchies and identify promising areas for future inquiry—such as gender differences in the expression of dominance, and how dominance interacts with cultural practices, institutional structures, and prestige-based status systems.

PRESTIGE

Henrich & Gil-White (2001) describe prestige as a form of respect or admiration that people voluntarily grant to others who demonstrate exceptional skill or expertise in areas that are socially appreciated.

Barkow (1975) prestige emerges when a person has traits or knowledge that the community holds in high regard, and this results in admiration rather than compliance through fear or authority.

Mazur (1985) differentiates prestige from dominance by describing it as the social influence individuals gain through their competence, rather than through power or control.

Fiske (2010) suggests that prestige is a component of social status derived from how warm and capable others perceive a person to be.

Cheng et al. (2013) argue that prestige is a route to influence that is based on the recognition of one's knowledge and respect, rather than exerting force or authority.

Anderson, Hildreth & Howland (2015) view prestige as a social recognition given to individuals who are seen as offering valuable input or contributions to their group or organization.

In recent decades, the presence of women in professional environments has grown considerably, with many now holding key roles across a variety of industries. As gender disparities in education and employment continue to decline, it becomes increasingly important to examine not only the level of participation but also the **type of recognition and respect women receive** in their professional lives. One such form of recognition is **prestige**—a type of social status that arises not through authority or control, but through **voluntary admiration of an individual's skills, expertise, and character**.

Traditionally, status and leadership in workplaces were often linked to dominance and hierarchical authority—domains historically dominated by men. However, as organizational cultures evolve, greater value is being placed on **collaborative, knowledge-based**

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leadership, which aligns closely with the idea of prestige. This shift opens new avenues to understand how women, particularly in professional settings, achieve influence and respect.

Understanding Prestige

Prestige refers to a form of status that individuals attain through **competence, respect, and the voluntary deference of others**. Unlike dominance, which relies on fear, control, or coercion, prestige emerges when others willingly follow or admire someone for their capabilities or wisdom. Scholars such as Joseph Henrich have emphasized that prestige is a key evolutionary mechanism that supports **learning, mentorship, and social cohesion**.

In the professional context, women often gain prestige by demonstrating expertise, offering guidance, and contributing to team success. This type of influence does not demand power over others, but rather grows from **earned respect and trust**, making it especially relevant in modern, collaborative workplaces.

The Importance of Prestige for Working Women

While considerable research has examined the challenges women face in the workplace—such as unequal pay, limited leadership opportunities, and systemic bias—there is a growing interest in how women acquire and sustain **positive forms of social influence**, like prestige. Understanding prestige is essential because it offers **an alternative path to leadership and recognition**, one that often aligns with female communication and leadership styles, such as empathy, cooperation, and emotional intelligence.

Women who are recognized for their knowledge and ability may experience greater job satisfaction, stronger workplace relationships, and more sustainable career growth. Thus, prestige can serve as a **valuable mechanism for female empowerment in professional environments**.

Despite its relevance, prestige remains an **understudied concept** in the context of gender and work. Much of the existing literature continues to emphasize dominance-based leadership models or fails to distinguish between dominance and prestige. As a result, there is limited understanding of how women gain respect and influence through **non-coercive, skill-based routes**, and how this varies across cultures, industries, and organizational structures.

REVIEW OF LITERATURE

Dominance and prestige are two distinct strategies that individuals use to navigate social hierarchies. Dominance involves asserting social rank through power, intimidation, and coercion, while prestige is achieved by demonstrating valuable knowledge and skills, earning respect and admiration from others. This article integrates recent research on the differences between individuals who adopt dominance versus prestige-oriented approaches, exploring variations in personality traits, emotions, social strategies, leadership styles, and physiological markers. Additionally, it examines the impact of dominance and prestige on group dynamics and overall well-being. The article also highlights potential directions for future research and connects these strategies to broader discussions on power and status in social psychology.

Jacob Jennings (2022) The COVID-19 pandemic, recession, and uneven recovery have exposed longstanding inequalities in social mobility by race, ethnicity, and gender. Research

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indicates these disparities existed long before the pandemic and have only worsened since. However, many analyses overlook the structural and historical factors driving these trends. This study applies a stratification perspective to examine occupational and sectoral divides, revealing that the K-shaped recovery extends beyond industries. Using American Time Use Survey data, it highlights persistent racial, ethnic, and gender disparities in occupational prestige and demonstrates how COVID-19 has intensified preexisting labor market inequalities.

Ylva Ulfsdotter Eriksson (2022) This article examines whether the Swedish labor market is upgrading or polarizing by analyzing occupational job structure changes using the Swedish Labor Force Survey. It compares the distribution of men and women within the occupational prestige hierarchy in 1997 and 2015. Findings reveal that women have experienced upward mobility, entering high-prestige occupations, while men have faced job polarization, with growth in both high- and low-prestige jobs.

Yohsuke Ohtsubo (2022) Human social hierarchies are built on two status bases: dominance and prestige. While dominance relies on intimidation, prestige is gained by providing value to others. Since prestige-oriented individuals seek acceptance, they are more inclined to reconcile workplace conflicts. Study 1, with 487 participants, found that prestige-oriented individuals were more likely to apologize when they caused harm and forgive when harmed. However, among leaders, prestige orientation was linked to forgiveness but not increased apologetic behavior. Study 2, with 678 leaders, confirmed that prestige-oriented leaders were more forgiving toward subordinates but not more likely to apologize.

Witkower (2019) Research suggests that high social rank is conveyed through nonverbal behaviors, but distinctions between prestige and dominance have not been fully explored. Since prestigious and dominant leaders send different social signals, they likely use distinct nonverbal cues. Across seven studies, including controlled experiments and real-world observations, findings confirm that prestige and dominance are communicated through different head positions, smiling behaviors, and bodily expansion. Prestige, linked to earned respect, is shown through an upward-tilted head, symmetrical smiles, and subtle chest expansion, while dominance, based on intimidation, involves a downward-tilted head, lack of smiling, and grandiose space-taking.

F.M Sahu (2003) This study examined self-efficacy among working and non-working women, considering their level of involvement. It also explored the relationship between self-efficacy and well-being. Using a factorial design, 240 women (120 working, 120 non-working) were categorized based on their involvement in family and work. Findings showed that working women had higher self-efficacy than non-working women, and those more involved exhibited greater self-efficacy. Additionally, self-efficacy was strongly linked to well-being.

Rita A Landino (1988) This study examined a causal model of academic self-efficacy among faculty at a New England research university, with gender as one of 12 influencing factors. Academic self-efficacy, defined as confidence in performing research, service, and teaching tasks, was assessed using the Measure of Self-Efficacy in Academic Tasks (MSEAT). Results showed that female faculty felt less confident in research due to indirect mediating factors, while departmental support and being male contributed to higher service

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self-efficacy. Teaching self-efficacy was not explained by the model. The findings highlight the need for institutional support to enhance female faculty's research confidence.

Sukabdi (2024) Despite ongoing efforts to promote equality, women in many societies continue to face challenges in securing equal employment opportunities, with unemployment rates remaining disproportionately high compared to men. This study examines the link between self-efficacy and unemployment among women in Jakarta and Surabaya, Indonesia, using survey data from 500 participants with varying backgrounds in age, education, and profession. Findings indicate moderate unemployment levels among Indonesian women, influenced by differences in post-graduation experiences. Higher self-efficacy is associated with improved workplace interactions and emotional management. Additionally, a significant positive correlation ($\alpha = 0.05$) was found between self-efficacy and employment status. The study highlights the need for government policies and institutional support to improve women's employment prospects, fostering economic growth and societal progress.

Ozgul (2023) While remote work in the banking sector offers benefits, it can negatively impact work-life balance over time. This study explores how professional self-efficacy moderates the link between perceived organizational support and work-life balance among female employees in private banks in Turkey. Survey data from 403 women were analyzed using Smart PLS 3, revealing that self-efficacy significantly influences this relationship. Often overlooked in research, these findings contribute to organizational support and social cognitive theories, providing insights into improving work-life balance for women in remote banking roles.

Amalia & Muliarsi (2024) Balancing work and motherhood often leads to burnout, impacting childcare. This study examines how social support and parenting self-efficacy influence parental burnout in working mothers. Using a quantitative, nonexperimental approach, data were collected from 112 mothers employed full-time in government or private sectors with young children. Parental burnout assessment, social support scale, and parenting self-efficacy measures were analyzed using multiple regression. Results indicate that social support accounts for 7.7% of parental burnout, while parenting self-efficacy contributes 17.6% ($P < 0.05$), highlighting their significant roles in reducing burnout among working mothers.

Ye (2024) This study explores how emotional competence, self-efficacy, and teaching experience influence preschool teachers' performance. Based on Bandura's Self-Efficacy Theory, Goleman's Emotional Intelligence Theory, and Bronfenbrenner's Ecological Systems Theory, a quantitative analysis was conducted among preschool teachers in Zhejiang, China. Findings show that emotional competence strongly predicts both self-efficacy and teaching performance, with self-efficacy mediating this relationship. While teaching experience affects the link between emotional competence and self-efficacy, it does not significantly impact the connection between self-efficacy and performance. These insights highlight the importance of emotional skills and self-belief in enhancing early childhood education.

Wahyuni et al (2020) Despite the well-known benefits of exclusive breastfeeding, rates in Indonesia remain low due to economic pressures and inadequate workplace support. This qualitative study explores breastfeeding self-efficacy among working mothers in Surabaya

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using a phenomenological approach. Eight full-time employed mothers with young children shared their experiences, revealing six key themes, including sources of self-efficacy, workplace challenges, and confidence in breastfeeding. Mothers who breastfed for two years maintained a positive mindset despite obstacles. The findings highlight the need for targeted support from healthcare providers, employers, and policymakers to enhance breastfeeding self-efficacy and improve national breastfeeding rates.

Roberts et al (2019) Social status can be achieved through dominance (force and intimidation) or prestige (skill and respect). While high-status individuals tend to attract more attention, it remains unclear if social status influences how attentional resources are allocated to competing stimuli. Using an attentional blink paradigm, this study examined biases in response to faces with varying dominance and prestige. Findings revealed that participants focused more on low-dominance faces, while prestige had no impact on attentional bias. These results suggest early cognitive processing prioritizes low-dominance traits, challenging existing views on how social status affects attention.

Giritlioğlu & Chaudhary (2022) This study examined how humor influences perceptions of social status, dominance, prestige, and attractiveness across cultures. A total of 230 participants from the UK, USA, and Turkey listened to a male telling a joke, followed by either laughter (humorous condition) or an unimpressed murmur (non-humorous condition). Results showed that humor increased perceived social status and prestige but not dominance. Western female participants found the humorous male more attractive, an effect mediated by prestige, whereas Turkish female participants showed no difference. These findings suggest humor enhances status and attractiveness but varies across cultures, raising questions about its evolutionary role.

CONCLUSION

This study explored the link between self-efficacy and dominance prestige in working women, aiming to understand how professional status relates to belief in personal capability. Results showed a moderate, positive correlation—women with higher workplace influence and recognition also reported stronger self-efficacy.

These findings support Bandura's social cognitive theory, highlighting how recognition and social standing contribute to confidence. In professional settings, respect, authority, and validation significantly shape women's belief in their abilities.

Practically, this emphasizes the need for workplaces that uplift and empower women through leadership opportunities, mentorship, and equal representation. Such efforts not only elevate dominance prestige but also boost self-efficacy, positively impacting performance and career growth.

In sum, the study underscores the importance of recognition and supportive environments in building women's self-belief. Future research can examine mediating factors and long-term impacts across industries.

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Conflict of Interest

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