

Frustration among Employed and Unemployed Girls Students

Jyoti Bhagwan Jadhav^{1*}, Dr. Sujata L. Waghmare²

ABSTRACT

Objective: The present study investigates the Frustration among Employed and Unemployed girls students. **Hypothesis:** The level of frustration would be high in unemployed student than employed girls students. **Sample:** For the present study a sample consisting 60 individuals subjects those are employed and unemployed student of Aurangabad city in Maharashtra. There are two groups (30 employed and 30 unemployed unmarried female) ranging age between 21 to 26 years. **Tools:** Reactions to frustration scale (RFS) developed by Dr. B. M. Dixit & Dr. D. N. Srivastava.

Keywords: Reactions to frustration scale, employed and unemployed Girls students

Employment is an important aspect of our daily life and personal development. It affords not only economical support but also personal. Well-being and satisfying feeling of stand on own feet. but those economical backwards girls not only taking education but also doing study they are feeling satisfying and they are financial self-dependent but they face many trouble while maintain between education and job. And also those economical back world girls students are economical depend on their parent and guardian. Those girls student become frustrated.

There are two types of frustration; internal and external. Internal frustration may arise from challenges in fulfilling personal goals, desires, instinctual drives and needs, or dealing with perceived deficiencies such as a lack of confidence or fear of social situations.

The term frustration describes as the way of blocking the behavior by assisting towards the organizational goal. The motivation always is unable to run in smooth function. The thing that occurs has the adverse effect on people from reaching the goals on which we are driven or pulled. If motives mean frustrated or blocked than emotional feelings and behavior often arise at the outcome. People unable to achieve their essential goals feel depressed, fear, anxious, guilty or angry. Hence, frustration is defined as a negative feeling. In the psychological sense, frustration refers to the anger and disappointments are developed from

¹ Research Scholar, Dept. of Psychology, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad, India

² Assistant Professor, Dept. of Psychology, Dr.(sow)IBP Mahila Kala Mahavidyalaya, Aurangabad, India

*Responding Author

Received: December 23, 2017; Revision Received: January 22, 2018; Accepted: February 14, 2018

Frustration among Employed and Unemployed Girls Students

the resistance to fulfilling the wills of an individual. The greater the distraction, the greater the will be the frustration. Frustration causes can be internal or external. In people, internal frustration occurs through challenges in fulfilling individual goals and desire, instinctual drives and needs, or dealing with the deficiencies like lack of confidence or fear of social condition. Conflict is also considered an internal source of frustration; when goals of one company interfere with one another company, it can result in cognitive dissonance, external causes of frustration include the situation outside an individual like blocked road or complex activities.

According to Stagner (1961), "Frustration is a state of emotional stress characterized by confusion, annoyance and anger. Interruption to goal seeking behavior causes frustration". The person is aware of his inability to satisfy his drives and his failure to reach the goals he has set for himself, and so he feels helpless and suffers from injured pride (Writ, 1956).

CAUSES OF FRUSTRATION

The different causes of frustration are given below the are as follows,

Micromanagement

Micromanager can have better intentions for getting work done well but they can drive us crazy. Micromanagement causes the apathy at the job while affecting the life of the employee. In an eye-opening article on the dangers of micromanagement, HBR blog contributor Christina Du tells that in a consistent pattern of micromanagement the workers you don't have faith in their work or judgment, it is a major cause that trigger the disparagement. According to the Forbes that disengaged worker may stay at their firms and muddle through, or decide to leave the company. Marks tell that people don't quit jobs, they quit managers.

Lack of progress and insecurity

As it turns out, money for progress and achieving the goal feel so great. While we work for our salary, studies define that we want to feel that our work is important and it matters. When a company cannot put everything together for attaining the goal, or when any change or new idea employee tries to function must have to pass through endless layers of red tape, workers lose any motivation or passion that they might have had. The employee should not be involved at the busy work but involvement in the specific job can make the effective firms should also be concerned with providing only necessary rules that benefit the company like restrictive office hours, internet usage, or vacation policies when they start to lose the faith and have the feeling of controlling rather than efficient, they tend to bristle. When the ship is sinking, we prepare for the jump. Workers working on the unstable firm or in jobs deemed expendable will only be to give them their paycheck while they look elsewhere. The rest of their life is spent on sharing rumors with their co-workers by updating their their resumes and planning for upcoming move. As a leader, it's extremely hard in keep best talent in pace during such changing environment. You can communicate with the member of the company

Frustration among Employed and Unemployed Girls Students

in a frequent manner, and provide the group with a sense loyalty and trust. It is difficult to make the people stay; it is easy to encourage transparency on both sides.

Lack of faith and belief

We are not fired for not loving our leaders for being happy, but it is hard to believe that they're incompetent. Once we do not trust where our firm is leading, then our loyalties are pit into the sand, and is flown away from water and we cease to wholeheartedly follow Forbes contributor George Anders tells in his recent study which tend to confirm the essence of excellent workplace leadership, telling bosses that might inspire confidence, who show faith in their workers, and who communicate with worker an inspiring vision and so on are rewarded though the workforce which is to explain. In the absence of idea or knowledge the rumors thrive. Workers for getting things done.”

Lack of recourse for poor performance and communication

When we work like to be rewarded and recognized for our contributions. If such things did not happen or get worse people do the mediocre work get the same treatment as strong performers, it's natural to just not do our job and if the job is done it is done on autopilot. Business not dealing with issues of work performance brings down the average for all people. A seasoned journalist told about at the workplace surrounding that never attribute for the conspiracy that incompetence tends to explain. In the absence of idea or knowledge the remorse thrive. Workers involve in guessing, become confused, and get frustrated. If there's not communication towards the leadership for clarification it becomes worse spending huge time in getting the information we need for performing our joins is exhausting. Not only do clear communications throughout the company make for an deficient working environment but also employee morale and confidence.

REACTIONS TO FRUSTRATIONS:

Frustrations cannot be avoided. Therefore we should learn to cope these frustrations. Particularly the children who deal with frustrations make them stronger and help them in enhancing self-confidence. As Symptoms has rightly said that the exploring and gaining knowledge of the external world for the children is only at the behest of frustration'. The symptom of frustration is difficult to avoid if there is the high level of frustration tolerance. At the same time, frustrations are not desired. They can cause the people in psychological problems. Generally, reactions to frustrations are, attack or direct approach: in this approach, the person tries to overcome wall or obstacle through reaching the goal. If necessary he develops new and essential skills through the effort or changes the mode of attack or approach. In the case of failure, he may change the objective through the resources that are available. Reduce the level of goal: when a person has difficulty in attaining his goal through repeating the attempts at such time he knows his inabilities and limitations and tries to overcome his level of goal by avoiding further disappointment. For instance, a sportsman can overcome his level of goal by realizing that he cannot attain the higher level goal. A student, cannot score the high percentage of marks, may reduce his goal to an attainable level and scan avoid the frustration. Aggressiveness: Many people react on the condition in an

Frustration among Employed and Unemployed Girls Students

aggressive way. The aggressive reaction is mostly used at the time of external obstacles such as people or object is main reason of frustration. He can be dangerous and might cause damage to these sources. Withdrawal: when all the measures of above become ineffectiveness than the feelings of helplessness is developed along with inadequacy and inferiority. These negative feelings force him to withdraw situation for avoiding the further damage. These negative feelings force him to withdraw situation for avoiding the further damage. Compromise: in some cases, the humiliation may be faced by workers due to failure, at the same time he is not prepared for facing the situation also. So finally he will resort to compromise to save his self-respect.

Characteristics of frustration

Frustration is a mental condition of a person. Usually, a person may face many problems, accidents and obstacles in regular life. For those hyraces, one can be easily frustrated in the path of life. As frustration is a mental situation of a person, a frustrated person can show different types of abnormal activities. Frustration can't be seen. But the behavior of a frustrated person can be observed. By the observation of a frustrated person, the severances of his frustration can be assumed.

Indifferent: indifferent is a great symptom of being frustrated. Mostly,, a person who is frustrated can't work with his full attentive mind. By the way, the person shows unwillingness of doing every work. There is no normal activity like previous in doing daily works. Smile of face is almost gone away.

Destructive: destructive aptitude or aggression tendency is just another common symptom of frustrated person or frustrated behavior when a person is in frustrated condition, he can act destructive behavior. On the other hand, it is noticeable that if the frustrated person can't attack the responsible individual, he can attack others who are nearby and dependent on him. Beside, anger for almost no reason, frequently complain for anything, critical of management are shown in this types of frustrated behavior.

Regression: Sometimes a frustrated person can act like a child. Regression is just opposite to aggression or destructive behavior. All frustrated person do not act same way. One can be destructive and another can be regressive in behavior. Regressive behavior is the behavior of childish and primitiveness. If a person faces frustration, he may show primitive and childish behavior instead of showing constructive tendency.

Projection: Projection narrates the behavior of transferring own guilty to other persons. If a person shows this type of frustration behaviors, He usually will not be able to acknowledge own mistakes or guilty. That frustrated parson never think that he is the main reason for any problem.

IMPORTANT OF RESEARCH

The comparative study of frustration among employed and unemployed girls students of social sciences' from Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. The present study focused on implement of unemployed frustrated girls students stress relaxed and well-being.

REVIEWS

Dangwal (2000) conducted a study on relationship of reaction to Frustration and academic achievements of class V students and found that high test anxiety and frustration often results in poor study habits and low level of academic achievement.

Pinky Saxena(2009) compare frustration among working and non-working was conducted to know he frustration level of Working Non-Working women, The results revealed that working women have higher scores than the non – working women. The first area of Frustration is Aggression. Working women mean is (M=25.20) and (S.D. =5.02) while Non – working women mean is (M=21.77) and (S.D. =4.61) and (t=.082) . This mean is that working women are more aggressiveness than the non-working women. This conflict develops when an organism is simultaneously stimulate by two aversive stimuli in a situation where movement away from either stimulus results in approaching the other Aversus stimulus. Working women mean is (M=24=24.67) and (S.D.=4.97) while Non-working women mean is (M=21.63) and (S.D.=4.65) and (t=.75). the third dimension of frustration is Fixation (FIX). Fixation may occur due to frustration of the normal expression of instinctual drive, or it's over gratification or trauma and weakness the ego of the individual.

Kusum Jain and NidhiKakkar (2013) investigated the association between frustration and emotional maturity of secondary school students. The sample comprised of 100 students of ninth class (50 boys + 50 girls). Emotional Maturity Scale by Dr. Yashveer Singh and Dr. Mahesh Bhargava and Reactions to Frustration scale (RFS) by B.M. Dixit and D.N.Srivastava was used to measure these respective constructs. Result revealed coefficient of correlation 0.3584 for the frustration and emotional maturity is significant.

SeungHeeYoo and Peter Salovey (2009) investigated the relationship between emotional intelligence (EI) measured as an ability and an individual's initial emotional responses to hypothetical and actual frustrating stressors and revealed higher scores on measure of EI (the MSCEIT) was associated with greater self-reported frustration and provide the first step in understanding how individuals high in EI react to frustrating stress.

Problems:

- A comparative study of frustration among employed and unemployed girls students

Objective:

- 1) To find the frustration among employed and unemployed girls students.
- 2) To find what effect get on employed and unemployed girls who are economical backward area.
- 3) To find reason of frustration in unemployed girls.

Hypothesis:

- The level of frustration would be high in unemployed student than employed girls' students.

METHODOLOGY

Sample :

The present study was carried out on 60 Under graduate and post graduate girls students. Equal number of 30 employed and unemployed girls' students from economical back ward class.

Variables:

1) **Independent variables :**

- i) Employed girls students
- ii) Unemployed girls students

2) **Dependent variables:**

Reactions to Frustration scale

Research Tool

To collect the data following tools will be used **Reaction to frustration scale (RFS)** developed by **Dr.B.M.Dixit & Dr.D.N.Srivastava**. The scale has 64 items, 32 were positive whereas the other 32 were negative items. Other basis of 75% occurrence of a particular item by the rating of a pool of three judges, an item was categorized into any of the 4 categories. Items expressing reactions into more than one category were deleted. Taking judges-rating in terms of percentage as the single criterion of selection of items, ten items from each of the four types of reactions to frustration, total being 40, were selected for final form of the RFS. For each of the four categories of reactions, the ten items – selected on the strength of at least 75% judges – consensus rating, were arranged in descending order of their percentage as an index of their cognitive consonance and no item below, that criterion was selected.

Test- Retest reliability was computed by employing test-retest method over one month on a sample of 200 college going students (sex-wise). It is found significant in all the cases further the item were judged by the experts thus the scale is beyond doubt it also possesses content validity.

Procedure of data collect

The sample size taken for the research purpose included 60 economical backward area girls students (UG & PG) of social sciences'' faculty from Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. Finally only those girls' students' approaches that were agree, interested in the present investigation. The test were distributed among 60 responded after thoroughly explained to them the question and purpose of the study. First of all they were provided with personal information schedule in which Demographics information like name, age, gender was collected. Finally data were obtained by using particular scoring pattern standardized for Reaction to frustration.

Frustration among Employed and Unemployed Girls Students

After the collection of scales from the participants responses were recorded according to above mentioned method. The obtained data were analyzed by using mean, SD, t-value.

RESULT AND DISCUSSION:

The data was collected scores according to the manual then the low data was taken for further analysis.

Students	N	Mean	SD	t-value	Significant difference
Employed girls	30	108.2	11.51	3.45	0.01 level
Unemployed girls	30	95.93	15.65		

DISCUSSION

After the study of reaction to frustration among employed and unemployed girls students (UG & PG) from Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. We find employed girls students mean 108.2 and unemployed girls students mean 95.93 And SD of employed girls students 11.51 and unemployed girls students SD 15.65 The t value of Reaction to frustration among employed and unemployed girls students is 3.45 So it significant at 0.01 Level

CONCLUSION

Employed girls students have high frustration than unemployed girls students of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. So I taken hypothesis getting reject by my research so i explain it.

EXPLANATION

Employed girls' students have high frustration than unemployed girls because they unable to do proper education and job. And they have more lack of knowledge about education. They also have presser of job performs. And they also worry about their future because now there's private sector job is not permanent. They cannot attend social activity and social festival.

SUGGESTION

Employed girls students should give proper time for study. Take positiveness in there self. Don't procrastination.

REFERENCES

- Dessler, Gary (2002). a Framework for Human Resource Management. Floridapearson education Asia.
- Kusum Jain and NidhiKakkar (2013) .Frustration Among The Secondary School Students In Relation To Their Emotional Maturity: A Study. *Bhartiyam International journal of education & research*. Volume3, Issue2, ISSN:2277-1255.

Frustration among Employed and Unemployed Girls Students

PinkySaxena (2009). A Comparative study of frustration among working and non-working women. *International Research Journal*. ISSN 0974-2832. Vol II Issue 5. January 2009. 446-448.

seungHee and Peter Salovey(2009). Emotional Intelligence and Emotional Responses t Hypothetical and Actual Frustrating Stressors. *Imagination, Cognition and Personality* March 2009 vol.28 no. 3 239-249

How to cite this article: Jadhav J B & Waghmare S L (2018). Frustration among Employed and Unemployed Girls Students. *International Journal of Indian Psychology*, Vol. 6, (1), DIP: 18.01.037/20180601, DOI: 10.25215/0601.037