



The Impact of Employment / Unemployment on the Personal Orientation of the Women

ARUN KUMAR

Assistant Professor (Cont.), Department of Psychology , Govt. College Faridabad , Haryana , India

ABSTRACT

New status of the women , which is largely being focused on the economic dimensions , has perhaps created a new era for them . Women entry into the employment ofcourse would increase the economic and social status of the family. Earning by them is not a new concept. Women in the rural and tribal areas and from lower status of the society have been working since long for wages in fields and factories. Recently the scenario has been changed with the participation of the females of middle and upper classes in the world of employment . So the issues related to the working women are given due importance in the society at large . A sample of 300 women of two group i.e. employed and unemployed (150 each) from Ghaziabad City was selected randomly on the basis of three categories of educational qualification i.e. Undergraduates , Graduates and Post – Graduates . A sample size of 50 was selected in each of these three categories . The women selected for the present study were married and of the age group of 24 – 45 years . The data were analyzed with the help of inferential statistics , t – test and EDA , using SPSS 16.0 and results revealed that employment plays a pivotal role in enhancing in the self of the women . Employment leads to high level of self – esteem in women than their unemployed counterparts , An interesting fact emerges out of this study is that qualification besides employment is more important factor in boosting one's self-esteem. While the employed women appear to have significant difference in confidence . The employed women appear to have significant difference in confidence level in comparison to unemployed . And finally the self – actualization tendency is found more in unemployed women than employed , in all the three categories of employed / unemployed sample .

KEYWORDS : Employed , Un – Employed , Self – Esteem , Self – Confidence , Self – Actualization , Undergraduates , Graduates and Post – Graduates

It is true that, in development of human civilization the contribution made by women has exceeded that of men. The reality is that women has distinguished herself as the very foundation for the edifice of human civilization . Just as foundation stone of any building can't be seen but gives stability to that building, in the same way, it is woman who has given silent support and stability to human civilization. Human beings are the most important resource in the world population and therefore, are valuable human prospect. In today's modern world women are leaving the confines of the home to enter the male domain of work. The working women have two roles; the traditional mother wife role, and the professional role thus unlike male employment women's employments necessarily viewed in the context of their social, marital and familiar roles and relationships. The time has changed, so more and more women are entering in world of paid work. Now it is the right time to discuss the major terms employment & unemployment

Paid work / Employment :

Jahoda (1982) defines employment as "work under contractual arrangements involving material rewards". Fryer and Ullah (1987) employments "a voluntary but institutionally regulated contractual exchange relationship between parties one of whom wishes to sell work and the other to buy it , implying a relationship with some other who has control over the means of productive effort (Hayes & Nutman 1981)

Un-employment :

From a psychosocial perspective, Hayes and Nutman (1981) define unemployment as " a state of wordlessness experienced by people, who see themselves or are seen by others as potential members of work force". Here the word wordlessness means that they are not in paid employment. While Jahoda (1982) defined unemployment as " all who have not god job but would like to have one or who when they have no job are dependent on some financial support from whatever source for their livelihood ". There are some theories of employment/unemployment, which emphasize their impact on the psychosocial constructs of the individual.

Theories of Employment / Unemployment : Jahoda's Functional Theory :

Jahoda's (1981,1982) function theory indicates that employment contributes to psychological well being . She also distinguish between many manifest and latent function of employment , that are necessary for a healthy psychological development, including a propitious perception of self .

Agency Restriction Approach :

According to Fryers (1992) Agency restriction approach assumes that, unemployed individual are active , future oriented and have control over the events. According to him , unemployment is perceived as inhibiting disheartening and impacting negatively on psychological well being .

Warr's Vitamin Model :

According to warr's vitamin model (1987) that , the environment affects mental health in an analogous way to which vitamin influences physical health and that they function in a non – linear pattern .

Stage Theory :

It emphasis that unemployed individual exhibited a physic response to their experience to their unemployment . The four different stages in the subjective experience of unemployment are shock followed by a period of slight recovery optimism , in which the individual actively seeks another job although this is threatened by economic hardship . Optimism is followed by pessimism, when all efforts are experienced as in vain and are accompanied by anxiety and active distress , such that person resorts to fatalism and adapts to the new unemployed state (Eisenberg & Lazarsfeld , 1938) .

Learned Helplessness Theory :

Abramson (1978) reformulated the learned helpless theory supplementing attributional variables mediating between the objective experience of lack of control and the subjective perception of it. Internal attributional style has been sub divided into a characterological and behavioral style .

Expectancy –Value Theory :

Feather (1992) advocates the expectancy - value theory , which asserts that " A persons action are related to expectation that the persons hold and subjective values that are associate with alternative instrumental actions and their possible outcomes " . The subjective values may be positive and negative , indicating either pleasing or unfavorable events and the expectation encompass believes about " Whether he / she can perform the action to the required standard their by achieving a successful outcomes on a further set of expectations about the possible consequences of the outcomes and on the valence associated with the action outcome " (Feather , 1990) .

Life Span Development :

The achievement of an agreeable occupational identity is regarded necessary for a healthy progression from adolescent to adulthood and Erikson, (1980) maintains that " In general it is primarily the inability to settle on a occupational identity which disturbs young people ". Although adolescent are also concerned with the gender identity and a formation of ideas and basic values (Feather 1990).

Self-Esteem :

It is derived from Greek word , means " Reverence for self ". In psychology , self- esteem reflect a persons overall evaluation of his/ her own worth . Self – esteem encompasses beliefs and emotions . Behavior may reflects self- esteem. William James (1890) described self-esteem as a affective phenomenon i.e. it is considered as a feeling or emotions .He explained self – esteem as a dynamic process affected by successes and failure and thus open to enhancement . According to Maslow (1970) the self- esteem entails confidence , mastery , achievement , independence and freedom . Tesser (2000) has stated that " Self – esteem is a global evaluation reflecting our view of our accomplishments and capabilities our values and our possessions .

Self-Confidence :

It is an another variable of person's orientation, which is highly co-related with self-esteem. It is one such personality trait . A self – confident person perceives himself to be socially competent , emotionally mature , self – reliant , independent , optimistic with leadership qualities . According to Basavanna (1675) , self – confidence refers to an individuals perceived abilities to act effectively in a situation to overcome obstacles and to get thing go all right .

Self-Actualization :

Self – Actualization has been variously thought of a need , a cognitive style , a trait , a life process etc. It may either cover one or more such component . Maslow (1954) who started with need theory thoughts of self - actualization only as a higher order need but later on , 1970 he extended its concept o be a source of well – being . Although self – actualization indicates highest motivating individual , its explanation is not simple. Rogers use the term fully functioning persons to described someone who is self – actualizing. According to Englander (1974) conclude that adequate self-awareness is the first step towards self – actualization . With this background we may now pass to historical review. A huge number of studies have focused on the depleting and enhancing impact of employment on the self of women.

Talking of self-esteem, Rossi's (1964) data indicated that traditionally socialized young women did fairly well during busy years of early motherhood. At this point in their lives, the family oriented women have low self-esteem and generally didn't feel good about themselves. Field [1963, Hacker, 1971] also supported the Rossi's study that personal self esteem has generally been found higher among employed women although feelings of self-esteem do not generalize to confidence regarding motherhood among the employed (Sharp, 1963, Nye, 1974).

Kapur (1974) observes that educated urban women have now begun to realize that job can raise their self-esteem & self-confidence and can accomplish their socio – psychological security and freedom.

Termborg (1977) pointed out that people having higher self-esteem are likely to experience higher level of satisfaction both in work and non work place. Macke & Bohrnsted (1979) suggested that the relative lack of independent achievement combined with close attention to husband's success may lower housewife's self-esteem similarly, Neiva & Gutek (1981) :Mcrac (1982) also reported higher self-esteem in women who were employed.

Feather & Bond (1983) concluded that unemployed university graduates reported more depressive symptoms when compared with the employed sample . They also had lower self-esteem and were less organized and less purposeful in their use of time.

Pictromonenco (1987) found higher levels of self-esteem among

women who occupied three role of wife, mother and paid worker compared with women who occupied fewer roles . They did not observe any increase in reported stress associated with greater number of roles. The more roles women occupied ,the more source of pleasure they reported in their lives.

Paula (1987) found that employment was associated with high self-esteem only for women who thought paid role as a significance and meaningful part of their life. However, low paid jobs contribute to oppression rather than independence. Nathawat & Mathur (1993) similarly concluded that working women scored higher on the self-esteem measure than the non-working women . Mary & Good (2005) also suggested that the employment brings high self –esteem and independence.

There is sample reseach evidence ,which shows the higher level of self-confidence in employed women than their unemployed counter part . Cohen (1959) stated that self-esteem affects the confidence level .High self-esteem enhances the confidence level and vice-verse. He argued that a person with high self-esteem tend to deal with life confidently and value himself highly, on the other hand a person with low self –esteem tend to deal with less confidence and place a low value on self. Wanberg ,Wall & Rumsey (1996) , also supported that unemployment was associated with lower level of confidence. Andrade ,Postma & Abrahem (1999) observed in their study that higher level of confidence in copying amongst Indian working women than Indian non-working women .

Tuker ,McCarthy ,Jones (1991) conducted to compare male and female politicians: male had more positive perception of effectiveness & satisfaction with their life leadership styles. This substantial research shows that women in male dominated areas report less self –confidence. Paulive Mcvicer & Al Herrmen (1983) conducted the study to examine the programs effects on the participant in the areas of assertiveness , externality and self-actualization at the end of program and five month later the result showed significant increase in assertiveness and self actualization. Stack (1974) :Hull Scott & Smith (1982): Gidding (1984) reported an alternative perspective on black women and who portrayed themselves as strong resilient and adaptive in their ability to cope with adversity ,support their family , developed avenues of self –esteem and self-actualization. Piedment (1988) found that women differed in their fear of success and women with a low fear of success performed well on masculine-oriented task.

Further ,Hyland (1989) proposed that success -avoiding behaviour in female occurs not because they wish to avoid success but because success avoidance enable them to fulfill some other goal. In Hyland's view avoiding success is not always irrational or self –destructive behaviour , but can reflect a rational decision to sacrifice success for important goals . However, Messias (1997) stated that occupying multiple roles thought to increase the women's choice to learn ,to develop self-efficacy and self-esteem to build social network and open excess to information instrumental and emotional support and to buffer life's stress and strain.

Problem :

To find out the impact of employment / unemployment on the personal orientation of the women .

Objectives :

Keeping in mind the above problem , the present study was carried with the major

three objectives , which are as followed :

- To explore and compare the impact of employment / unemployment on the self – esteem of the women .
- To compare the employed and unemployed women on their self –confidence.
- To find out and compare the potential of Self –Actualization among employed and unemployed women .

Hypotheses :

On the basis of above objectives , the following hypotheses were formulated :

- Self – esteem would be higher in employed women as compared to unemployed women .
- There would be high level of self – confidence among employed women than unemployed.
- The level of self – actualization would be higher in employed women as compared to unemployed women .

Sample :

A sample of 300 women of two group i.e. employed and unemployed (150 each) from Ghaziabad City was selected randomly on the basis of three categories of educational qualification i.e. Undergraduates , Graduates and Post – Graduates . A sample size of 50 was selected in each of these three categories . The women selected for the present study were married and of the age group of 24 – 45 years .

Design :

In this study two randomized group design was used .

Measure :

- J.K. Virk and B.R. Chauhan's Self - Esteem Inventory has been used for carrying out the present study. This inventory consists of 20 items with a Test - Retest reliability for female college student was found to be 0.83 and concurrent validity was 0.76 which was significant at 0.01 level.
- Agnihotri's Self – Confidence Inventory has also been used to access the confidence level of the subjects . This inventory consists of 56 items with a Test - Retest coefficient of 0.78 & validity coefficient of 0.82.
- Dr. K.N. Sharma's Self – Actualization Inventory has been used for measuring the Self – Actualization of the subjects. This inventory consists of 75 items and Test - Retest reliability of the inventory on a small sample of 100 subjects was found to be 0.85 . A correlation of 0.27 was found against Kakkar's Self acceptance inventory and 0.29 with NCERT's Self perception inventory .

Analysis :

The study was analyzed with inferential statistics , t – test and EDA, using SPSS 16.0 .

Main Findings :

The results revealed that employment plays a pivotal role in enhancing the self of the women . Employment leads to high level of self – esteem in women than their unemployed counterparts . Thus first hypothesis of the present study “ self - esteem would be higher in employed women as compared to unemployed women ” is verified . An interesting fact emerges out of this study is that under – graduates females have more significant difference in self-esteem as compared their under-graduate unemployed females . However women of higher qualification i.e. graduates and post – graduates did not differ significantly from their unemployed graduate and post – graduate counterparts. It emphasizes the fact that qualification besides employment is more important factor in boosting one's self-esteem .

As far as the second variables of the present orientation i.e. self – confidence is concerned , the employed women appear to have significant difference in confidence , the employed women appear to have significant difference in confidence level in comparison to unemployed . In all the three categories of employed sample (under – graduate (Peon) , graduate (Clerk) and post graduate (officers) , the confidence level was found higher than their unemployed counterparts. Thus the second hypothesis “ there would be high level of self – confidence among employed women than unemployed ” is also in favor of this study .

As Self - Actualization is taken another variables of personal orientation , the present findings are not live with the third hypothesis i.e. “the level of self – actualization would be higher in employed women as compared to unemployed women ”. In other words , the self – actualization tendency is found more in unemployed women than employed , in all the three categories of employed / unemployed sample . In short, the net effort of employment on an average seems to be beneficial .

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