Original Research Paper

Social Work

SELF ESTEEM: HOW IS IT WITH WOMEN EMPLOYEES?

P.Kokilavani	Ph.D research scholar Hindustan college of Arts and Science, Coimbatore.
Dr.M.Punitha	Associate Professor & Head, Department of Social Work Hindustan college of Arts and Science, Coimbatore.

KEYWORDS :

Employment has become increasingly significant in the lives of women. The modern women is trying to be happier and better adjusted by the relinquishing the traditional and modern role by combining the two roles. When a woman goes out to work, she shakes off the feeling of subordination which she might feel while staying at home. Work provides a woman with more self-esteem and to some extent satisfies her need for recognition freedom, power, independence, and the need for social contacts. The reason for higher self-esteem among employed women than non-employed women may be because of the fact that employment is associated with enhanced self esteem and life satisfaction. For those women who did not think of the paid work role as a long term life goal, employment was not linked to higher self-esteem of life satisfaction. Satisfaction with job and salience of the occupational role has been found to be higher in working women and explains their being higher on self-esteem than non-working women. Another reason is that house wife's face more stress, because of lack of financial independence and support.

Recent woman has distinguished herself as the very foundation for the edifice of human civilization. Just as the foundation stone of any building cannot 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. In today's modern world women are leaving the confined home and entering the male domain of work.

Financial independence to a great extent is linked with the competence to do independent work. Employment serves as a resource for boosting their confidence and self-esteem, leading to sense of psychological well-being as well as economical security &autonomy and expands their social network. So it enhances their confidence and raises the level of self-esteem. Self- esteem has been conceptualized as "social vaccine" because it inoculates them against vulnerability to a wide range of social illness.

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Self esteem is the package of beliefs that we carry around in our head that we accept to be the truth about oneself, whether it is or not. Generally it is understood that self-esteem is appreciation, worth, estimate of the value. The report of the California Task Force (1990) which is promoting self-esteem and personal and social responsibility defined self-esteem as "appreciating my own worth and importance and having the character to be accountable for myself and to act responsibility towards others".

Rosenberg (1965) defined self-esteem as the evaluation which the individual makes and customarily maintains with regard to himself, expressed as an attitude of approval.

Self Esteem in Women: The influence of Employment and perception of Husband's Appraisals This study examined the results show that the perceived reflected appraisals of the husband was a remarkably strong predictor of self-esteem for all women but was three times more influential for home makers that for employed women.

REVIEWS

ToSang et.al (2011) conducted a quantitative study for examining the relationships between self-esteem with Emotional Intelligence and marital satisfaction among women in Karaj in Iran. Study was done with the sample of 100 women with simple random sampling framework. They found that there exist positive relationship between the self-esteem with Emotional Intelligence and marital satisfaction among women of Karaj in Iran.

Dr. Kompal Wadhawan (2016) conducted a Comparative study of Self-Esteem of working and Non-working Women in Relation to their psychological well-being. The findings of the study support a hypothesis that the working women were significantly higher on self –Esteem than non-working women. According to them, occupying multiple roles is thought to increase the women's chances to learn, to develop self-efficacy and self-esteem.

Azar (2007) studied on the association among quality of life, hardiness, self efficacy and self –esteem on working and non-working married women.500 women were taken as a sample. Among 500 women 250 were employed and 250 were unemployed. The main control for the research were age-range (24-41) and status (low, middle and high). Results showed the positive relation among quality of life, hardiness, self-efficacy and self –esteem on working and non-working married women.

The present study is focused on Self -esteem of women employees in Coimbatore. This study aims to understand the level of Self-esteem of women employees in Coimbatore. This study is an attempt of understanding of the self- esteem concept, and the factors that may influence it.

OBJECTIVES
1. To find out the level self esteem of women employees.
2. To find out some of the factors associated with the Self Esteem of women Employees.

RESEARCH METHODOLOGY
The research design used in this study is **Descriptive research Design.** Coimbatore District was selected for conducting the study, considering the factors such as familiarity with the place, convenience to travel and accessibility for data. Women employee's in Coimbatore forms the universe of the present study. The sampling technique adopted by the researcher for the purpose of the study was **Accidental sampling**. A Sample of 325 women employees was selected.

In order to get response from the Women Employees a questionnaire is used which consists of a standard scale developed by **Rosenberg Self-Esteem Scale (RSE ;Rosenberg 1965).** Appropriate statistics were used to bring out the Findings related to self esteem of the women employees.

FINDINGS AND DISCUSSION
More than half of the total respondents (**54.3%**) are between 21 to 30 years of age, **32.6%** have completed their PG degree, **38.8%** had an experience below 5 years and **38.2%** of the them were earning

an income between Rs.10,001- Rs.15,000. Most of the respondents **(71.4 %)** job status was middle level, **43.4%** had changed their job once, **49.8%** belong to service sector, **84.5%** hours of work was between 6-10 and **63.4%** were travelling below 10 Kms from their home to office.

Nearly one third of the respondents **(39.1%)** mode of travel to their office was by their own vehicle, **41.2 %** belong to urban areas, **61.2%** were married, **63.3%** are from Nuclear family, **48.6%** birth order was first, **54.5%** of the respondents had less than 3 dependents and **23.1%** had 1 child (below 5 years). Around one third of the respondents **(39.4%)** spouse are employed, **34.5%** had the habit of reading books, **64.6 %** had more than 3 friends, **76.3%** were satisfied with their Leave facility, **49.2%** were satisfied with their income, **73.2 %** of the respondents were satisfied with their work atmosphere and **36%** had a very high level of self esteem.

SIGNIFICANCE (t TEST & F TEST) TESTS FOR SELF ESTEEM SCORES BASED ON SOCIO-ECONOMIC VARIABLES

S.NO	Factors	Test Applied	Significance
1	Age	F-test	**
2	Educational Qualification	F-test	**
3	Job status	F-test	**
4	Organization type	F-test	*
5	Working Hours	F-test	**
6	Distance to Office	F-test	*
7	Marital Status	F-test	*
8	Type of Family	F-test	*
9	Birth Order	F-test	*
10	Based on Dependents	F-test	*
11	Children (Below 5years)	F-test	**
12	Spouse Employment	F-test	**
13	Leave Facilities	F-test	*
14	Target oriented job	F-test	**

**Significant at 0.01 *Significant at 0.05

The following are the highlight of the findings:-

Age: The respondents whose age group was between 31-40 years had higher level of self esteem compared to others age groups. The finding is supported by Audrey Hamilton (2010) that self-esteem raises steadily as people grow age.

Education: Those respondents who have completed above PG degree had higher level of self esteem compared to other educational qualification of the respondents. The finding is supported by A. Kaviyarasan and N. Mallika (2015), their findings shows that the calculated t-value (3.17), which is significant at 0.01 level.

Job status: Many respondents who had high job status had higher level of self esteem compared to other levels of job status of the respondents. The finding is supported by Ada L. Sinacore-Guinn (1998).

Organisation type: Those respondents who were working in service sector based organizations had higher level of self esteem compared to other sectors. They are supposed to move with the public because of the nature of their job which may increase their self esteem.

Working Hours: Those respondents who were working for between 1-5 hours per day had higher level of self esteem compared to others. Finding is supported by Andy Westwood (2004) that hours of work of the employees have a significant impact on self esteem of the employees.

Distance to office: Those respondents who travel above 41 Kilometers to reach their work place had higher level of self -esteem compared to others. This implies that the self esteem is low for the women if they work in the neighbor hood area where they live.

Marital Status: Those respondents who are widows had higher level of self esteem compared to others. The finding is supported by Peyrovi H, (2012) that self-esteem was statistically related to residence place, economic status, and marital status $(p<0.0\,5)$.

Type of Family: Those respondents who reside in joint families had higher level of self esteem compared to others. This is because of the feeling that they also contribute economically to the family along with other members.

Birth Order: Those respondents who were born first had higher level of self esteem compared to others. Falbo (1981) found that self-esteem was higher among firstborn than later born. He also found that firstborn tend to be more competitive than their younger siblings.

Based on dependants: The respondents who had less than 3 dependents had higher level of self esteem compared to others. This implies the spending pattern is less and the possibility for savings is more, contributing for self -esteem.

Children below 5 years: Those respondents who had two children below the age of 5 years had higher level of self esteem compared to others. As they are able to overcome their problems in spite of caring young children, that feeling itself might have enhanced their self esteem.

Spouse Employment: Those respondents who spouses were employed had higher level of self esteem compared to others. This is a natural feeling which does not require an explanation.

Satisfaction with Leave facilities: Those respondents who were satisfied with their leave facilities had higher level of self esteem compared to others. This is probably the reason why people prefer Government employment.

Target oriented job: Those respondents whose job are target oriented had higher self esteem when compared to others. When the job is target oriented and when they are able to complete it, self -esteem naturally creeps in.

Conclusion

An analysis of the above indicate that self-esteem of women employees is found to be influenced by many factors. Since they have a combination of personal role, and organizational variable their self -esteem is influenced by both. However higher levels of significance is found more with work related aspects than personal aspects. This implies that all types of variable contributing self –esteem. Organization have to contribute improving (or) Increasing benefits. So that the women employees have more self –esteem.

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