



Barrier Focused Self Efficacy Among Persons With Disabilities Working In Private Sector Organisations In Coimbatore

KEYWORDS

Persons with disabilities, Self Efficacy, and Barrier focused self efficacy

MADHULAA. R

Ph.D Scholar, Department of social work, Bharathiar University, Coimbatore.

Dr.R.ARJUNAN

Assistant. Professor, Department of social work, Bharathiar University, Coimbatore.

ABSTRACT *The economic development of our country majorly depends upon the contribution and growth of different sectors in the country, though the social problems are numerous in our country the vulnerable groups that are more prone to problems are the person with disabilities. They are the people who not only have saddles with the physical complaint but also have to face the struggle with the social meaning of that disorder. Persons with disabilities have many talents that have been undervalued and underutilized in organisations (Stone, 1996). Self efficacy is the belief of any individual in their own capabilities to mobilize the motivation, cognitive resources and courses of action needed to meet the given situational demands. Disabled women encounter various obstacles to employment, such as unfriendly built environments, personal limitations and attitudinal barriers; adaptation to the work place seems to be one of the most challenging obstacles (Bualar, 2014). The barriers faced by persons with disabilities are numerous especially with respect to their job and it is needed for them to effectively overcome those issues with a greater level of confidence. The researcher adopted descriptive research design for the study. By using simple random sampling method 278 respondents were selected for the study. In this study an attempt was made to identify the barrier focused self efficacy that reside among the persons with disabilities those who are working in private sector organisations in Coimbatore.*

INTRODUCTION

Persons with disabilities are those people who lack to carry out normal daily activities due to some physical, mental or sensorial affection, thus require some sort of protective measures to support their recovery, integration and social inclusion. They are found to be the weaker sections of the society who face more hurdles and saddles due to substantial inequalities in all the areas of social life, changes in their standard of life is possible with respect to their growth and development. Self efficacy is the belief of any individual in their own capabilities to mobilize the motivation, cognitive resources and courses of action needed to meet the given situational demands, (Bualar, 2014). The persons with with disabilities are susceptible to face lots and lots of burdens in their daily walks of life either in accessibility, work activities or in all sorts of their daily routine. Such a kind of situation might be easier or harder for them to face which depends upon the individual. The study conducted by Aljasem, 2001 states that persons self perceived capability to carry out behaviour have its own incorporation into an expanded belief model. The studies of self efficacy among the employees shows that the level of self efficacy increases when there is an increase in innovation and skill of an employee to bring a positive change in the organization (Pearl mutter, 1998).

Persons with disabilities in Employment Sector

Any individual with any form disability finds difficulty in getting and retaining a job not because of his inability to work but majorly due to his inaccessibility and problems at work place. Disability is not an attribute of an individual whereas it is created by the society and it requires some sort of social change (Ville, 2013). Digital revolution and reflected experiences in both social life and business world has to be considered as an opportunity for the employment of people with disabilities who are working as tele workers working from home for Turkish Customs brokerage companies (Aytac, 2012).

Self Efficacy

Self efficacy is the belief of a person in his ability to perform an

activity and reaching one's own goals and targets. An individual's level of self efficacy is a tool to know how well a person makes an effort in his activities. The level of self efficacy determines the ability to achieve desired end state goals. This is the key determinant for cognitive, motivational, affective and decision making processes. The success in the performance of individual is determined by the self efficacy and its influence on person's choice of behavior, motivation. High self efficacy improves the individual capacity to increase in performance, effective decision making process, effectiveness in work, effective creation of planning and execution.

Barrier Focused Self Efficacy

Persons with disabilities are facing different forms of barriers some of them includes discrimination at employment, stereotyping, subjective to violence and betrayal which leads to negative attitudes. Barrier focused self efficacy is the belief of a person in his own ability to perform an activity when the person faces some sort of barriers and the ability of thought or the level of confidence one have with him to overcome the obstacle.

Methodology

Aim

The main aim of the study is to find out the barrier focused self efficacy among persons with disabilities working in private sector organisations in Coimbatore

Objectives

- ◆ To study the socio demographic profile of the respondents
- ◆ To identify different barriers faced by persons with disabilities at work
- ◆ To measure the levels of barrier focused self efficacy among persons with disabilities
- ◆ To find out the difference between demographic profile and barrier focused self efficacy

Research Design

A research design is an arrangement or plan to carry out action in an orderly way. Descriptive Research Design is concerned with describing the characteristics of the respondents in relation to a particular practice of importance. The researcher in this study describes the barrier focused self efficacy among the persons with disabilities working in private sector organisations in Coimbatore. Thus the researcher adopted the Descriptive Research Design for this study.

Universe and Sampling

Among the 976 persons with disabilities working in private sectors in Coimbatore district through UDIS Forum was the Universe of the study. Among them, 278 respondents were selected as samples by using simple random sampling tippet method. The sampling frame of the study was made with reference to Krejcie and Morgan's table (1970).

Tools for data collection

The researcher adopted a self structured questionnaire to collect the data about barrier focused self efficacy among the persons with disabilities at work.

Analysis and Interpretation

Descriptive statistics were computed to summarize the results of the demographic profiles in the study. The socio demographic profiles of the persons with disabilities were analysed by using simple percentage and cross tabulation. The levels of barrier focused self efficacy were identified and the mean difference between the demographic variables and the barrier focused self efficacy was analysed and the results were given below.

Table No: 1

Barrier focussed Self Efficacy	Levels	Frequency	Percentage
	Low	77	27.7%
	Moderate	151	54.3%
	High	50	18%
Total		278	100%

Interpretation: Table No. 1 depicts the different levels of barrier focused self efficacy showing more than half of the respondents 54.3 per cent were moderate in their level of self efficacy while they were facing barriers in their life. This shows that the persons with disabilities are capable enough to moderately deal with the problematic situations they utter in their life.

Table No: 2

Disability type	Frequency	Percentage
Blindness	21	7.6%
Locomotor disability	160	57.6%
Leprosy cured	17	6.1%
Hearing impaired	42	15.1%
Low vision	38	13.7%
Total	278	100%

Interpretation: Table No. 2 shows the type of disability of the respondents. More than half of the respondents 57.6 per cent of the respondents were locomotor disabled individuals and the rest of the respondents includes other types of disabilities including hearing impaired (15%), low vision (13.7%), blindness

(7.6%) and leprosy cured (6.1%).

Table No: 3

Barrier focussed Self Efficacy	Sex	N	Mean	SD	t	df	Sig
	Male	189	1.88	.674	.692	276	.406
	Female	89	1.94	.663			

Interpretation: Table No. 3 explains whether there is a significant difference between Sex and barrier focused self efficacy among the persons with disabilities and the results revealed that there is no significant difference between Sex and barrier focused self efficacy among the persons with disabilities ($t = .406, p < 0.05$) depicting irrespective of gender the level of self efficacy during the barrier situations varies and gender alone does not plays a role in managing a situation to show one's level of confidence in dealing with a problem

Table No: 4

		Sum of squares	df	Mean square	F	Sig
Age	Between groups	1.286	2	.643	.681	.507
	With in groups	259.567	275	.944		
	Total	260.853	277			
Disability type	Between groups	.090	2	.045	.030	.970
	With in groups	412.529	275	1.500		
	Total	412.619	277			

Interpretation: Table No. 4 explains the mean difference between age, disability type with the level of barrier focused self efficacy among the persons with disabilities. The non significant value with respect to age, $F (.681) = .507, p < .05$ indicates that there is no significant mean difference between the different age groups of the respondents with respect to the level of barrier focused self efficacy and the mean square value .045 of disability type, $F (.030) = .970, p < .05$ shows that irrespective of the type of disability the level of self efficacy to deal with the barriers they face in their life will be same and merely the disability type does not give any differentiation with respect to their self efficacy level.

Conclusion

The persons with disabilities various obstacles to employment and in their daily lives, the personal limitations and attitudinal barriers; adaptation to the work place seems to be one of the most challenging obstacles they encounter in their life. In such a kind of situations it is essential for them to maintain a good state of mind to get balanced with the hurdles they face. Self efficacy is the way in which an individual is confident in dealing with his activities and situations one could cross in their life. This study reveals their level of self efficacy is found to be moderate in dealing with the barrier oriented activities. The persons with disabilities will be more successful in their life if they were given with necessary training and supportive mechanisms to effective deal with the problematic situations and obstacles they come across in their daily walks of life.

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