



A COMPARATIVE STUDY OF SELF-ESTEEM AMONG YOUNG WORKING AND NON-WORKING WOMEN

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Abstract:

The present study aimed to investigate difference between the self-esteem of young working and non-working women. The purpose of the study was to explore, the relationship of work with the self-esteem of young working and non-working women. Present research was based on quantitative research design. The sample comprised of 180 respondents in which 90 were working women and 90 were non-working women having age range of 14 to 24 years. Non probability sampling technique was used to select the sample. "Rifai" self-esteem scale was used to conduct the study. Findings showed that there was significant difference in level of self-esteem of working women and non-working women. Results also showed that there was highly significant relationship between work and self-esteem. The self-esteem of working women is higher than non-working women which support the research hypothesis that working women have higher self-esteem comparative to non-working women.

Keywords:

Self-esteem, working women, non-working women, Quantitative Research

Introduction:

Self-esteem is a measure of how much we value our selves, what we think about ourselves and how much worth we give to our potentials and how much we like ourselves. Self-esteem is not inborn; it is learned and builds up through the process of socialization. As infants Self-esteem is planted and nourished in the context of interaction with parents, siblings, and other care takers. The sense of one's self is not fixed but continuously changing over the period of time (Ferguson & Johnson, 1990). The word esteem is derived from the Latin word "aestimare" which defined as an estimation one makes of his/her own value (Jacoby, 1994).

Baumeister, (1994) defines "Self-esteem is the evaluative dimension of self-knowledge, referring to how a person appraises himself or herself". People with high self-esteem are confident, proud, and self-respecting, on the other hand people with low self-esteem feel insecure, lack confidence and are doubtful about their abilities.

In the research study working women means those women who are working outside the domestic domain like doctors, lecturers and factory workers. In other words it can also be said that women who are getting reward and are doing paid work are categorized as professional women or working women. Non-working women or unpaid house hold laborers are those women who are working inside their houses, they work all time in their houses but their work is invisible, unrecognized and is considered as their duty. Another purpose of this study was to explore the relationship of work with the self-esteem of young working and non-working women.

Women with healthy self-esteem have positive thinking and high degree of self-assurance. The woman with high Self-esteem has powerful and strong relationship with the other peoples and has a reasonable understanding of her own strengths and weaknesses. When she became upset and depressed, she has many ways of restoring her emotional equilibrium. A woman with high self-esteem feels

comfortable and satisfied with her abilities and work. As compare to that, women with low self-esteem conceptualize themselves as helpless person. Sometimes she has no control over herself. If she is unable to achieve her goals, she may feel that other peoples do not like her and refusing her. Most of the time woman with low self-esteem depends on others for emotional support and encouragement because she lacks self-assurance in herself (Ferguson & Johnson, 1990).

Louise & McBee, (1976) determine the relationship between woman's self-esteem level, her marital status, and type of profession. Results indicate that marital status has less influence on the women's Self-esteem as compare to types of profession they have adopted. It was indicated that women working in masculine professions have higher self-esteem than those in feminine professions. Another study by Kleinplatz *et al* 1992 (as cited in Elliott, 1996) revealed that women who work outside the home have high Self-esteem than those women who perform their daily activities and other household chore within the home.

Recognition of work has a very strong relationship with self-esteem. Working women are much satisfied with themselves as compared to those who were full time home maker. House work is not recognized and is invisible that may lower the self-esteem. Dissatisfaction with housework lowers the self-esteem of women on the other hand paid work increases the level of self-esteem (Northcutt, 1991). Non acceptance and non-recognition of work by family or a society are the major factors of having low Self-esteem among women. As a result women often feel the feelings of worthless and start blaming themselves (Ferguson & Johnson, 1990).

Higher self-esteem among professional working women as compared to unemployed women could be due to the fact that these women have better status and economic independence. They also have an opportunity to work outside the home. A feeling of contribution to the welfare of their families as well to society might enhance their self-esteem. The challenges task and difficulties faced by working

women during work also increase their self-confidence and develop their personality (Ayub, et al, 2008).

Elliott, (1996) suggested that employed women tend to be less distressed than unemployed women. Paid employment may improve women's position by increasing their economic security and they are rewarded according to their skills and talents. But on the other hand, if wages are low and working conditions are poor than such employment may also suppress self-esteem. This shows that working conditions are also one of the factors that can affect self-esteem. The significance of this study is that to find out difference between self-esteem of young working and non-working women. And also to explore the relationship of work with the self-esteem of young working and non-working women.

Method

This section deals with objective, hypothesis, research design, sample, instrument and procedure of the present study.

Objectives

- To find out, the difference between the self-esteem of young working and non-working women.
- To explore the relationship of work with the self-esteem among young working and non-working women.

Hypothesis

Young working women have higher self-esteem as compare to young non-working women.

Research design

Quantitative research design was used in which "Rifai" self-esteem scale was used to check the self-esteem of both working and non-working women.

Sample

Researcher sample size was 180 young (unmarried), in which 90 were young working women and 90 were non-working women. Their age ranges was from 14 to 24 years. Working women were Doctors, university and college teachers and factory workers. Non-working women were those women who were working inside their houses and were not paid. Non-working women were both educated and uneducated. Total population of

young female doctors in Benazir Bhutto Hospital were 350 in which 30 doctors were taken from different departments, total population of female workers in Werrick Health Care was 90 in which 30 workers were taken, 30 teachers were taken from different schools and colleges of Rawalpindi and Islamabad. Educated women were up to matriculation level and un-educated women were below primary. Respondents were both from upper, middle and lower class. Sample was taken from Rawalpindi and Islamabad.

Sampling Technique:

This research was based on non-probability sampling, in which the purposive convenient sampling technique was used because only those respondents were taken who fulfill the criteria and purpose of the research.

Tool

Rifai Self-esteem "Scale", (Rifai, 1999) was used to check the self-esteem. The Rifai scale was translated in Urdu language. It is a 29 item scale. The five categories were "extremely true", "somewhat true", "neither true nor false", "somewhat false", "extremely false". These response categories were to be scored as 4,3,2,1 and 0 for positively phrased items and the scoring was reversed for negative items.

Procedure

Data was collected from both working and non-working women. Respondents were briefly informed about the nature and purpose of the study. They were asked to respond carefully and were assured of the confidentiality of their responses. There was no time limit to complete the entire questionnaire. Respondents were also acknowledged for their cooperation.

Data Analysis

By using statistical package for social science (SPSS), t test, Pearson correlation and Anova was used for analysis of the data.

Results

Demographics characteristics

Table 1

Cross Tabulation of ages of the respondents (n=180)

Age	Working Women		Non-Working Women	
	F	%	f	%
14-17	1	1	14	15
18-21	17	19	32	36
22-25	72	80	44	49
Total	90	100	90	100

This table shows 1 % of the working women and 15 % of non-working women were between the ages of 14 to17, 19 % of working women and 36 % of non-working women were between the ages of 18 to 21 and 80 % of the working women and 49 % of non-working women were between the ages of 22 to 25.

Table 2

Cross tabulation of education of the respondents (n=180)

Education	Working Women		Non-Working Women	
	f	%	f	%
Uneducated	0	0	4	5
Primary	1	1	3	3
Middle	2	2	17	19
Matric	12	13	31	34
Intermediate	13	15	14	16
Graduation	24	27	12	13
Masters	8	9	9	10
MBBS	30	33	0	0
Total	90	100	90	100

This table shows that 5% non-working women were uneducated, 1% working and 3% non-working women were primary qualified, 2% working and 19% non-working women were middle qualified, 13% working and 34% non-working women were matric qualified, 15% working and 16% non-working women were Intermediate qualified, 27%

working and 13% non-working women were Graduates, 9% working and 10% non-working women were masters qualified, 33% working were MBBS qualified.

Table 3

Cross tabulation of profession of the respondents (n=180)

Profession	Working Women		Non-Working Women		Total
	F	%	f	%	
Doctor	30	33.3	0	0	30
Teacher	30	33.3	0	0	30
Factory Worker	30	33.3	0	0	30
Domestic women	0	0	90	100	90
Total	90	100	90	100	180

This table shows that 33.3% respondents were doctors, 33.3% were teachers, 33.3% were factory workers and 100% were domestic women.

Table 4

Cross tabulation of experience of the respondents (n=180)

Experience	Working Women	
	f	%
1 years	41	46
2 years	21	23
3 years	13	14
4 years	6	7
5 years	5	6
6 years	1	1
7 years	3	3
Total	90	100

Anova of type of work and Self-esteem of working women belongs to different profession.

Profession	M	SD	F	p
Doctor (n=30)	95.3 6	14.4 2		
Teacher (n=30)	95.6 3	15.3 5	6.7 6	.00 0
Factory worker (n=30)	87.9 6	13.0 6		
Domestic women (n=90)	81.0 2	81.0 2		

df=3, p<0.01

Anova table shows the mean difference between the self-esteem of working women's belongs to different profession. f is 6.76 and p<0.01. Results shows that there is significant difference between the self-esteem of women belonging to different professions.

Discussion

Results of present study indicate that work and self-esteem has strong co-relation with each other. There is also a significant difference between self-esteem of working and non-working women. The present study shows that non-working women have low self-esteem because they have no right of decision making, they were dependent upon others, they had no confidence and have no ability to manage the things, they hesitate to talk to others and have no freedom of mobility and freedom of speech. Unemployed women may face social stigmas and social disapproval e.g. lack of career ambitions or they can't work have negative effect on young women self-esteem. So women's work, family responsibilities affect their self-esteem. The results of this study is supported by the previous research taken by (Feree, 1976) that recognition of work are strongly linked with self-esteem. House work is not recognized as work and is invisible that may lower the self-esteem.

Findings of table 7 shows that 46% working and 11% non-working women had 1 year of experience, 23% working and 17% non-working women had 2 years of experience, 14% working and 11% non-working women had 3 years of experience, 7% working and 15% non-working women had 4 years of experience, 6% working and 20% non-working women had 5 years of experience, 1% working and 9% non-working women had 6 years of experience and 3% working and 17% non-working women had 7 years of experience.

Table 5

t-test value of difference between self-esteem of working and non-working women.

Name	N	M	SD	t	p
Working women	90	93.07	14.53	4.259	.000
Non- working women	90	80.79	23.24		

df=178, p<0.01

Results in table 2 shows that mean of working women is 93.07 & mean of non-working women is 80.79. Standard deviation of working women is 14.53 & Standard deviation of nonworking women is 23.24. t score is 4.25 and p<0.01. Results shows that there is significant difference between self-esteem of working and non-working women.

Table 6

Pearson correlation between work and self-esteem (n=180)

No of item	N	r	P
29	180	-.304**	.000

N (180) = -.304**; p < 0.01

The correlation value of -.304** at .000 significance level indicated there is highly significance relationship of work with self-esteem. In other words, we can say that work and self-esteem has strong co-relation with each other.

Table 7

Another finding of this study indicates that working women have an opportunity to work outside the home. They had freedom of mobility and are more ambitious, satisfied and confident about them. They can easily express their feeling, ready to face every type of problem, don't lose hope in failure, took decisions without any difficulty and get appreciation and respect from others. It was hypothesized that working women have high self-esteem. The results of this study support the hypothesis that working women have high self-esteem. This study support the previous research done by (Azar & Vasudeva, 2006) that working women have high self-esteem because they have freedom of mobility, economic independence, good status and society might enhance their self-esteem.

Findings of the present study show that occupation has great impact on self-esteem of young women. Result shows factory workers have low self-esteem as compare to the doctors and teachers because factory workers have more burden of work as a result they were not happy and satisfied with their work. They were doing it because of financial problems and to fulfill the necessities of family. Another factor that lowers their self-esteem is that it's not a respectful occupation. The result of this study support the previous research findings taken by Gecas & Seff study (1989, as cited in Elliott, 1996) that employment may improve women self-esteem but if wages are low and working conditions are poor, then employment may depress self-esteem. Another research taken by (Braboy & Musillo, 2001) reported that less prestigious occupation is associated with poor self-esteem.

It was hypothesized that young working women have high self-esteem as compared with non-working women. The results support the hypothesis that there is significant difference between the self-esteem of working and non-working women. Research findings also support the previous research taken by (Ayub *et al*, 2008) reporting that working women have higher confidence as compared to the nonworking women. The challenges faced by working women during work

also increase their self-confidence and develop their personality in a healthy way.

Conclusion

The findings of the present study showed that young working women have high self-esteem as compared with the young non-working women. Working women are economically independent so they can make their future better as compared with non-working women. As many researches showed that women's work, family's responsibility and lacks of appreciation in young age lowered or optimize their self-esteem.

Work and self-esteem has strong co-relation with each other. Working status has great impact on young working and non-working women. Present study indicates that employment has a great impact on self-esteem. But not every occupations plays significant role in this regard. Factory worker have low self-esteem as compared to the doctors and teachers because they are not getting respect in this profession and are doing job because of financial problems.

As employment affects women's Self-esteem, it has been recommended that work of both working and non-working women must given recognition to develop positive Self-esteem among women. Appreciation from society and cooperation from family is necessary to enhance self-esteem of women

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