



Resilience among Employed and Unemployed women

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ABSTRACT: Resilience has been defined as a dynamic process which involves positive adaption in the presence of adverse circumstances. Resilience concerns the ability of an individual to sustain psychological health and well-being despite experiencing adversity. Modernization has brought many changes in the lives of present Indian women. Remarkable changes have been incorporated in the psyche of women which has made women more “smart”, modern and contemporary. Present India women are contributing in every sphere of familial, social, economical, political and national development. The present study aims to investigate Resilience among Employed and Unemployed Women.” The sample is comprised of Employed Women (N=150) and Unemployed Women (N=150), using purposive sampling technique. The results were analysed in terms of Mean, Std. deviation t-ratio. The results showed that there exists no significant difference between Resilience among Employed and Unemployed Women.

Keywords: Resilience, Employed women, Unemployed women.

INTRODUCTION

Resilience, a concept concerned fundamentally with how a system, community or individual can deal with disturbance, surprise and change, is framing current thinking about sustainable futures in an environment of growing risk and uncertainty.

Resilience is quality or a trait within an individual which helps them to overcome from the stressful situation of life and adapt well in the life. To bounce back from stressful situations of life and to maintain homeostasis. Some researchers argued that highly resilient individuals were generally better at maintaining their physical and psychological health and at having the ability to recover themselves more quickly from stressful events than lowly resilient ones. A person who is resilient has strong coping skills, able to use the resources well and they find way to handle the situation well.

Resilience is the ability to cope with and recover from setbacks. People who remain calm in the face of disaster have resilience.

Resilient people often have a number of different characteristics. Some of the signs of resilience include:

A survivor mentality: When people are resilient, they view themselves as survivors. They know that even when things are difficult, they can keep going until they make it through.

Emotional regulation: Resilience is marked by an ability to manage emotions in the face of stress. This doesn't mean that resilient people don't experience strong emotions such as anger, sadness, or fear. It means that they recognize those feelings are temporary and can be managed until they pass.

Feeling in control: Resilient people tend to have a strong internal locus of control and feel that their actions can play a part in determining the outcome of events.

Problem-solving skills: When problems arise, resilient people look at the situation rationally and try to come up with solutions that will make a difference.

Resilience is described as an experience that is ordinary but magical. Ann Masten, a pioneer in this field has often referred to the ordinariness of resilience in her work. She posits that resilience is an ordinary rather than an extraordinary phenomenon. This indicates that it is possible for all to experience it. Despite the ordinariness of the phenomenon, the outcome is perceived as magical. This is because resilience makes it possible for individuals to succeed in circumstances where they are usually expected to fail. Masten's (2001) observation on the ordinariness of resilience provides hope to at-risk populations. It is now believed that with the help of protective factors, individuals can discover resilience and display positive adaptation amidst challenges.

Seligman's 3Ps Model of Resilience

The best-known positive psychology framework for resilience is Seligman's 3Ps model.

These three Ps – personalization, pervasiveness, and permanence – refer to three emotional reactions that we tend to have to adversity. By addressing these three, often automatic, responses, we can build resilience and grow, developing our adaptability and learning to cope better with challenges.

The 3Ps

Seligman's (1990) 3Ps are:

Personalization – a cognitive distortion that's best described as the internalization of problems or failure. When we hold ourselves accountable for bad things that happen, we put a lot of unnecessary blame on ourselves and make it harder to bounce back.

Pervasiveness – assuming negative situations spread across different areas of our life; for example, losing a contest and assuming that all is doom and gloom in general. By acknowledging that bad feelings don't impact every life domain, we can move forward toward a better life.

Permanence – believing that bad experiences or events last forever, rather than being transient or one-off events. Permanence prevents us from putting effort into improving our situation, often making us feel overwhelmed and as though we can't recover.

These three perspectives help us understand how our thoughts, mindset, and beliefs affect our experiences. By recognizing their role in our ability to adapt positively, we can start becoming more resilient and learn to bounce back from life's challenges.

How Resilience Impacts the Employed and Unemployed women.

Stress is found in all area of job and employed women are also getting affected by stress at workplace. An employed women has to balance both life and family and so they have a dual role to play. Due to dual responsibility they are getting affected and so they face major health problems as well.

Resilience gives fortitude to cope with stress and hardship. It is the psychological reservoir of strength that people are able to call on in times. Psychologists believe that resilient individuals handles adversity and bounce back from it and has better coping skills as well.

Resilience helps to develop a positive outlook and positive self-perception towards life, ability to recover from setbacks.

RESILIENCE MODEL

Garnezy, Masten & Tellegen (1984) have proposed three models of resilience.

Compensatory, Challenge and Protective.

Compensatory Model- A compensatory model best explains a situation where a resilience factor counteracts or operates in an opposite direction to a risk factor. The resilience factor has a direct effect on the outcome, one that is independent of the effect of the risk factor.

Challenge Model- A third model of resilience is the challenge model. In this model, the association between a risk factor and an outcome is “curvilinear”: exposures to both low and high levels of a risk factor are associated with negative outcomes, but moderate levels of the risk are related to less negative (or positive) outcomes. Adolescents exposed to moderate levels of risk, for example, may be confronted with enough of the risk factor to learn how to overcome it but are not exposed to so much of it that overcoming it is impossible. Many challenge models require longitudinal data. Researchers use them, for example, to track how repeated exposure to challenges prepares adolescents for dealing with adversities in the future .

Protective Model- In the protective model, assets or resources moderate or reduce the effects of a risk on a negative outcome. Protective factors may operate in several ways to influence outcomes. They may help to neutralize the effects of risks; they may weaken, but not completely remove them; or they may enhance the positive effect of another promotive factor in producing an outcome.

WOMEN

Modernization has brought many changes in the lives of present Indian women. Remarkable changes have been incorporated in the psyche of women which has made women more “smart”, modern and contemporary. Present India women are contributing in every sphere of familial, social, economical, political and national development. Women of today are in a fair way to dethrone the myth of "femininity". They have developed courage to liberate themselves from exploitation, oppression and discrimination to become independent self-fulfilled persons, to be able to live together with men sharing equal rights and obligations. Now, more and more women have opportunity to pursue higher education and more and more educated women have started taking jobs outside their homes. The number of educated women who continue to work after they marry and have children is also increasing.

LITERATURE REVIEW

- 1) A study on Resilience among working and Nonworking married women was conducted by Niyati vemuri and Anjali sahai in (2020) and the results show significant difference in the level of resilience among working and non-working married females. Working married women were found to be higher in their level of resilience than non-working married women.
- 2) Sukanya Dutta, Sujata Saha (2014), conducted a study investigates the effect of goal orientation and resilience on working and nonworking married women and the results revealed working woman has high resilience than non- working woman and there is a significant difference between both the group.
- 3) A study was conducted by Shivani Bhambri and Anuradha Sharma (2015) to study Rejection Resilience and Well-being of Indian working and Non-working Women. The results revealed that there is relation between rejection and resilience on the well being of Indian women.
- 4) Dr Anupreet Kaur Arora, Dr Priyapreet Kaur Sandhu (2020), conducted a study to compare working and non working women on emotional abuse and resilience. The t-ratio was used for statistical analysis of the results. Emotional abuse was more amongst non working women and resilience was found to be more in working women.
- 5) Kirtana C S (2020), conducted a study to find out the differences in the levels of Stress resilience and psychological well-being among employed women across age group. The results of the study indicated that there is no significant difference between stress, resilience, and level psychological well-being among employed women across age groups.

- 6) Harshitha.D (2021), conducted a study to see the relationship between Positive mental health and Resilience among working and non-working women. The result of the study revealed that there is a significant moderate positive co relationship between Positive mental health and Resilience.
- 7) The research by Karpagavalli (2019) conducted a study to assess the effect of resilience intervention on working women in the information technology and information technology sector in Chennai. The study findings indicate that the resilience score of working women in the information technology and Information Technology Enabled Services sector has substantially improved with respect to the marital status as a result of intervention status.
- 8) Arun & Gautam, Akansha, Rathore, Sudha & Kumar (2015), found empirical evidence women with more resilience has more coping strategies and deal effectively with the stress and conflicts in life.
- 9) A study was conducted by Dr. Shruti Narain (2015) and investigated the relationship between Resilience, Loneliness and Depression among Empty nest mothers and the results revealed that working empty nest mothers were found to be more resilient than their non-working counterparts.
- 10) Shueh-Yi Lian and Cai Lian Tam (2014), conducted a study entitled Work Stress, Coping Strategies and Resilience: A Study among Working Females. This review paper has attempted to recognize the building factors of resilience in the capacity of enhancing effective coping strategies to assist the working females to thrive and sustain satisfying careers in their work environment.
- 11) Anahita Khodabakhshi-Koolae (2020), conducted a study entitled Comparison of Psychological Hardiness and Resiliency of Employed and Unemployed Female-headed Household. This study reveals that the psychological hardiness and resiliency of employed female-headed households is more than their unemployed counterparts.
- 12) Sevda Köse and et.al (2021) examined the mediating role of resilience in the relationship between social support and work-life balance. Findings showed that resilience had a mediating role in the relationship between social support and work-life balance, and the three variables were positively related to each other.
- 13) Maryam Sachit Khalaf and Hayder AL-Hadrawi (2022) conducted a study to see Determination the level of psychological resilience in predicting marital adjustment among women. The results indicate that more than half of married women have high level of psychological resilience.

RESEARCH METHODOLOGY

The methodology adopted by the investigator for the present study is described under the following headings.

Objectives of the Study
Hypotheses
Tools Used for Data Collection
Sample Selected for the Study
Method Used

OBJECTIVE OF STUDY

To examine the difference between Employed and Unemployed women on the measures of Resilience.

HYPOTHESIS OF STUDY

There will be significant difference of Resilience between Employed and Unemployed women.

RESILIENCE SCALE

Resilience scale developed by Dr.Vijaya lakshmi and Dr.Shruti Narain. Resilience scale consist of 30 items and four dimensions which are as follows.

- 1) **PERSEVERANCE**-It means persistence in doing something despite difficulty or delay in achieving success.
- 2) **COMPOSURE**- It refers to the state or feeling of being calm and in control of oneself .
- 3) **SELF-RELIANCE**-An individual's reliance on one's own powers and resources rather than those of others.
- 4) **FAITH**-It denotes complete trust or confidence in someone or something.

SAMPLE SELECTED FOR THE STUDY

The sample of this study were employed and unemployed women of Patna town constituted the population. Sample of employed women was selected across different profession and sectors of Patna town constituted the population and sample of unemployed women was also drawn from the female adult population of Patna town. An incidental sample (nonrandom sample) of 300 cases was selected from this population, and measures were obtained from this sample on the variables.

METHOD USED

Descriptive analysis was done to describe the sample and find out the mean values. The data has been analyzed using relevant statistical techniques, to find out mean differences in the independent variables and accounted for significant mean differences in dependent variables. The results were also administrated by graphical representation wherever it requires .

DATA ANALYSIS AND INTERPRETATION

In the present research, the researcher attempted to study the relationship of Resilience among employed and Unemployed women. The sample of this study were employed and unemployed women of Patna town constituted the population. Sample of employed women was selected across different profession and sectors of Patna town and sample of unemployed women was also drawn from the female adult population of Patna town. An incidental sample (nonprobability sample) of 300 cases was selected from this population, and measures were obtained from this sample on all three variables.

The objective of this research was to examine the comparative study of resilience among employed and unemployed women. In order to analyse data and obtain final results, statistical software package 'SPSS' has been used.

H1: There will be a significant difference of the Resilience between employed and unemployed women.

The first hypothesis sought to investigate the relationship between the working status of women and their resilience .The researcher had formulated a **two-tailed hypothesis** by stating that employed and unemployed women will differ significantly on the measures of Resilience.

The hypothesis sought to investigate the relationship between the working status of women and their resilience .The researcher had formulated a two-tailed hypothesis by stating that employed and unemployed women will differ significantly on the measures Resilience. This contention was developed on the basis of the previous studies available on resilience on various samples done so far. The rationale for formulating two tailed hypothesis was it is just possible that having a job could lead to a person's psycho social mobility and satisfies self-esteem and empowerment. It also creates a sense of purpose and a meaningful life and resilience might be higher in them. The opposite might be true that environmental situations and work stress might be associated with depression, anxiety, burnout and hence low level of Resilience in employed women.

Table Showing Mean and S.D of Resilience Scores of Employed Unemployed women

Group	N	MEAN	S.D	T-ratio	Level of sig.
Employed	150	105.96	12.76	1.178	$p > .05$
Unemployed	150	103.90	17.10		

$N = 300; df = 298$

In order to verify the above hypothesis, the two different groups of employed women and unemployed women were compared. The Scale of Resilience was administered on these two groups. The Statistics used to Compared between these two groups was t-ratio for knowing the Significance difference of Mean.

It illustrates the result obtained from the data. It is evident in this table that the mean value of resilience of employed women is (105.96) is higher than that of unemployed women (103.90). The SD of employed women is (12.76) and that of unemployed women is (17.10). The SDs clearly show that there is variability in the response of the participants. The significance of this difference was analyzed using independent sample t test. The value of the t-ratio was found (1.178) which was not significant at any level of significance. The mean value of resilience of employed women is higher than that of unemployed women which shows employed women are more resilient than unemployed women. The t ratio shows there is no significant difference among employed and unemployed women. The results can be justified on the ground that resilience stems from within the individual themselves. The working status will not be the factor to make a women less resilient or more resilient.

The Previous study which is in consistent with my findings is done by Kirtana CS (2021) among employed women and the findings of the study indicated that there is no significant difference between stress, resilience, and level psychological well-being among employed women across age groups. A recent study by Vahiba K. I. Durga K. S (2023) entitled Perceived Stress and Resilience among Early Married Homemakers and Working Women. The results revealed that there is no difference in the resilience among early married women who are working or non-working.

There are many studies available previously which contradicts with my findings which are done by Niyati, Vemuri and Anjali Sahai in (2020) among working and non-working women, Dr Anupreet kaur arora and Dr. Priyapreet kaur Sandhu (2020) on working and non-working women and by Dr. Shruti Narain, Vaishali sinha, Disha pradeep, and Anusha in 2017 found significant difference among working and non-working empty nest mothers.

Both employed and unemployed women have to face variety of challenges across the life span. Raising kids, divorce, job loss, illness, loss of significant others and many more are all common parts of life experiences. In these situations both employed and unemployed women had to show resilient responses to challenges. So, the working status would not be the factor to be responsible for resilience in employed and unemployed women.

DISCUSSION AND CONCLUSION

In the present research the objective of this research was to examine the significant difference of the Resilience between employed and unemployed women.

To meet the requirements of the study, research hypotheses were developed to verify them empirically. In order to analyse data and obtain final results, statistical software package 'SPSS' has been used. Both employed and unemployed women are important part of society and family. The only difference among two is employed women have dual responsibility of both house and job whereas unemployed women are living with no pressure, concern, fear, and anxiety. Employed women have more social exposure, multiple roles increases women's chances of learning, developing self-esteem, building social networks, and having access to informational, instrumental, and emotional support, as well as buffering life's stresses and strains and so they are less inclined o

use multi sensory approach such as intuition, meditation, and visualization—to access one’s inner knowledge in order to solve problems”.

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