



Study of the effect of occupational status (Employed/Unemployed) on Self Esteem of Young Adult Women in WestBengal

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ABSTRACT

Self-esteem is the overall attitude toward self. This current study aims to study the effect of occupational status on Self-Esteem of Young Adult Women. For this study a total number of 30 respondents had been selected from West Bengal using purposive sampling method. Out of which 15 were Employed and 15 were Unemployed. Data was collected using Socio-Demographic Datasheet and Rosenberg Self-Esteem Scale. The data was analysed using Chi-Square, Mean Value and Mann Whitney Test. The finding of the study that Unemployed Women have higher level of “Self-Esteem” than Employed Women. Additionally it had also been discovered that there was no significant difference in self-esteem between Employed Young Adult Women and Unemployed Young Adult Women of West Bengal.

Introduction:

This current study focuses on the “Self Esteem of Young Adult women in West Bengal”. Here it elucidates the relation between occupational status & self-esteem of young adult women. It finds out the self-esteem level of Employed Young Adult women & self-esteem level of Unemployed young adult women. Further it explains whether there is any significant difference of occupational status & self-esteem.

Young Adulthood

Young adulthood is an important stage of human life span. A young adult is generally considered a

person ranging in age from late teens to thirties. People from 21 to 35 age range can be considered as Young Adult Age group.

Young Adulthood can be referred as peak years. In this stage the frontal lobe of brain gets fully mature reaches a stable size.

Along with that person gains muscular growth, more calcium density in bones, better sense of awareness & good immune system. Beside the Physical changes the changes in cognitive structure also takes place in adulthood, experts have claimed that cognitive growth transcends Piaget's statement about post formal operational stage. This stage includes various types of thinking like relativism, dialectical thought, and relative judgment.

Major alterations of life, such as leaving home, setting a career, finding a stable personal relationship, establishing a new family are very much associated with psychosocial development of this stage. Erikson described this stage as stage of intimacy vs. isolation, as when young adult look for a shared identity with some other person but at the same time may scare about intimacy & experience loneliness or isolation.

Furthermore, it has been shown that young people gain privilege on society's emphasis on youth. They believe that their appearance usually possesses a strong sexual allure. With good look, good health & young folks have lots of energy, dreams & plan about future. In this age people set goals what they try to fulfil from completing graduate school, to choosing career option, to getting married & rearing their children.

Occupational Status

Within a life time, the Occupation is a major orbit in each person's lifecycle. Along with personal relationship efforts to balance the work & family life may produce some of the greatest challenges to one's life. In young adulthood people enters in the adult world. So it is the stage of establishing career.

Here work or occupation is the primary way of obtaining financial resources. People gives major emphasis on this for much of the day. One's occupation mostly dictates their activities, social connection, challenges, satisfaction & hazards or frustration of regular life. It can be said that occupation is the set where many adult feel a sense of social standing and personal worth. On the basis of occupational status we can classify persons as-

- **Employed-** The persons who are getting paid for their work can be considered as Employed person.
- **Unemployed-** The person who has no job for earning money can be considered as unemployed.

As the person enter in the world of work the factors like technical skills, occupational demands, career phase, individual development, social network changes in life style may also influence the person's self.

Self-Esteem

Self-esteem is the estimation of oneself. In simple word it can be said that the self-esteem is the overall attitude toward self. It ranges from positive to negative.

Types of Self-Esteem:

Self-Esteem can be classified as-

High Self-Esteem: Individuals with high self-esteem are typically pleased with their way, feel good about their ability to contribute, and are quite confident in social settings. They typically have a strong sense of their own value, are supportive, and encouraging to others, and have outstanding communication skills. They are enthusiastic, engaged, aspirational, and they take responsibility for their mistakes. These provide people with the adaptability to accept the accountability for their life and learn from their mistakes.

Low Self-Esteem: People with low self-esteem are said to be suffering from a hopelessness that prevents them from realizing their full ability. A person with low self-esteem feels incompetent, undeserving, and unworthy. People who have low self-esteem often feel very inferior to others, which contribute to their ongoing poor self-esteem. People from economically disadvantaged backgrounds generally have low self-esteem, which inhibits their willingness to take risks.

What is Self-Esteem

Wells & Marwell defined self-esteem on the basis of two psychological processes: evaluation & affect as they maintain their self-esteem.

Some definitions see self-esteem as “being reasonably stable over time, whereas others regard self-esteem as being responsive to situational and contextual influences, which means that it fluctuates. Today this aspect of self-esteem is seen in such phrases as “trait versus state” self-esteem” (Leary &

Downs, 1995), “stable versus unstable self-esteem” (Greenier, Kernis & Waschull, 1995), or “global versus situational self-esteem” (Harter, 1999).

Morris Rosenberg (1965) offered an alternative definition of self-esteem, which sparked the growth of the following significant school of thought and research in the area. He described it in terms of a specific attitude that is believed to be predicated on the perception of an emotion, a sensation regarding one's "worth" or value as a person.

The sources of Self-Esteem are mainly three

Family experiences, parent-child relationship are considered significant for the development of self-esteem.

According to Social Comparison Theory downward comparison lead to higher self-esteem, whereas social comparison lowers the self-esteem & may lead to the feeling of incompetence, shame, inadequacy (Patrick, Neighbours & Knee, 2004). Performance feedback directly hits self-esteem level.

Women & Self-Esteem

Researches bear clearly testimony to the fact women have lower levels of self-esteem than men do. The obvious explanation is that in our society, women frequently are usually assigned low status & are also subjected to various kinds of prejudice, stereotypes & biases. Their lowered social structural position has negative consequences for their self-esteem. The famous sociologist, George Herbert Mead (1934) had very clearly mentioned that our self-esteem, to a large extent, develops from the feedback we receive from others in our society. Women in comparison to men have lower self-esteem because they, most of the time, received feedback from society.

Regarding the overall framework, it can be stated that women in the majority of societies appear to gravitate toward the worthy aspect of self-esteem, which is being recognized and appreciated by others in terms of favor or disapproval.

Another point to be discussed here is that in countries like England & Finland, where outside engagement for women is high by making significant participation, they never perceive themselves inferior to men in any respect. When women are deprived of participation from outside their homes, they feel devalued & then they are forced to develop a negative self-esteem. Major et al. (1999) arrived to the conclusion that men have significantly elevated level of self-esteem than women. They also reported

that such difference in self-esteem of men & women was far less in professional class & was the greatest among those in middle & lower classes.

Women & Culture:

The lives of women vary, frequently among cultures. However, there are aspects in their abilities & accomplishments that bridge women's experiences beyond cultural divides.

“Cultural norms play a major role in whether women work outside the home. Over half of women in most

of the countries polled by the United Nations are economically active, suggesting that the world wide norms for women is for carry the double burden of work both outside & home” (United Nations Statistics Division, 2008).

In our culture, women are still primarily responsible for raising children & still there multiple roles of managing family, workplace, and child bearing can be positive & satisfying experience. If they are of sufficient quality, these roles may be associated with increased self-esteem, feelings of independence & greater sense of fulfillment. In this study we have restricted the population in a particular culture that is the culture of West Bengal.

Need & relevance of proposed study

So many researchers have been conducted on Self-Esteem.

Along with rapid social changes women's roles and positions in our country undergoing changes at a rapid pace. Young adult women are now much concerned about their career. So their perception on their self-worth has been changed.

So many studies has been done on women focusing on quality of life, coping strategy, self-efficacy, self-esteem, occupational hazards but this study is focusing only on a particular age group that is young adulthood.

In this case I would vary only the occupational status.

So many studies have been done on this field through all over the world. As the view towards self-varies from time to time, so it may vary from culture to culture. In this case my universe of study is the West Bengal State.

Objectives

- To observe the level of Self-Esteem in Employed young adult women in West Bengal.
- To observe the level of Self-Esteem in Unemployed young adult women in West Bengal.
- To observe the difference of Self-Esteem between Employed & Unemployed women in West Bengal.

Scope of Study

- The sample size of the study was restricted to 30.
- The sample coverage of the study was restricted only on employed & unemployed young adult women.
- This study was carried out at West Bengal.
- This study measured the self-esteem level of employed & unemployed young adult women. This study explained whether there is any significant difference of self-esteem between employed & unemployed women.

Review of Literature:

In 1965 Rosenberg had found that there is a potential correlation between gender and self-esteem, and later more findings supported this statement.

Epstein (1979) noticed female participants cited more experiences involving acceptance and rejection, particularly acceptance in relation to self-esteem than males.

Phyllis Tharenou in 1979 worked on Employee self-esteem. He presented attitudinal & behavioural correlates of high employed self-esteem & influence of chronic self-esteem on occupational choice.

Winefield, 1995, Freyer, 1998, Wanber et al., 2001 had done research on the psychological experience of the state of being unemployed. The review of that research come to the conclusion that people who experience unemployment tend to suffer from low self-esteem than employed people & also when they themselves were employed.

Judge, Timothy and Joyce (2001) examined the relationship among self-esteem, generalized self-efficacy, locus of control, and emotional stability with job satisfaction and job performance. With respect to job satisfaction, for self-esteem the calculated true score correlations were 0.26. For job performance, the correlations were 0.26 for self-esteem. In total, the results based on these correlations it had been suggested that self-esteem is one among the strongest dispositional indicator of job satisfaction and job performance.

Valentine (2001) worked on how acculturation can affect self-esteem, cultural identity and generation statuses. Result of his study showed there was positive effect on self-esteem and generation status on acculturation. Though there was negative impact of acculturation on the Hispanic cultural identity.

Jean M. Twenge & W. Keith Campbell (2002) had done a meta-analytic review on self-esteem & socioeconomic status. They discovered that there is a little but substantial relationship between self-esteem and socioeconomic status (SES).

Pierce and Gardner (2004) conducted research on self-esteem in the context of work and organizations. They said that factors such as the origins of the organization's structure, indicators of the organization's value, and the achievement of creating role conditions forecast the organization based on self-esteem.

Azar (2006) conducted research on the relationships between married women who are working and those who are not, in terms of quality of life, hardiness, self-efficacy, and self-esteem. The study's findings demonstrated the positive relationships between married women who are employed and those who are not, as well as based on hardiness, self-efficacy, and self-esteem.

A comparative study on self-esteem of young adults in 2013 conducted by Nupur Srivastava & Dr. Shalini Agarwal. The result of the study revealed that males had good self-esteem than the females. It was also found that there was a no significant difference which indicates that gender does not determine self-esteem Kosovo (Naim Fanaj, 2014) had carried out a study on self-esteem & psychological well-being. Regarding the relationship between self-esteem & psychological well-being significant correlations had been reported with emotional difficulties, behavioural problems and suicidal ideation. Significant correlation also has been found between self-esteem & anxiety, shyness, depression, impulsive behaviour, eating disorders etc. On the other hand there is positive association with hope & life satisfaction in regards of self-esteem.

In 2016 Gopal B. Bharvad studied on employed women & homemakers on self-efficacy & self-esteem. He found that working women are high on self-efficacy & self-esteem rather than homemakers.

A study on age & gender differences in self-esteem was done by Wiebke Bleidorn et.al. on 2016. The researcher have discovered that self-esteem increases with age from late adolescence to middle

adulthood. They have also discovered a substantial gender difference, with men consistently expressing higher self-esteem than women.

In June 2019 Sahu, Srivastava & Pathardikar worked on Self- Esteem & Work Engagement influencing job satisfaction. They framed three hypothesis regarding the correlation between self- esteem, work engagement & job satisfaction. Their findings suggested that self-esteem has significant influence on work engagement & job satisfaction.

From this review of literatures we can see that the focus is given either on employment status or on gender or specially a particular age group. But here I am focusing on all the above mentioned factors at the same time I am limiting my work in a particular geographic area that is a State-West Bengal to make my unique from others.

Research Methodology:

Aim

The purpose of this present study is to understand the effect of occupational status on the self-esteem of young adult women in West Bengal. A secondary purpose is to compare self-esteem of employed & unemployed young adult women West Bengal.

Null Hypothesis (Ho)

There is no difference in Self-Esteem between Employed & Unemployed Young Adult Woman.

Research design

Research design is considered as the blue print or the structure, with which the research to be conducted. In this study quantitative research method has been used. The Cross-sectional Comparative research design has been taken in the present study.

Universe of study

Young Adult women of West Bengal are the area of my study.

Sample Size

A sample of N=30 young adult women (15 Employed Women & 15 Unemployed Women) has been selected for this study.

Sampling method

In this research I am using purposive Sampling method.

Inclusion Criteria

The following population should be included for the study.

- Both Employed & Unemployed Woman.
- Age range should be within 21 to 35 years.
- Woman from all religion, socio-economic status, and geographical area of West Bengal can be included.
- Woman can be of any marital status (married, unmarried, divorcee, widowed).

Exclusion Criteria

- The following population not to be included in the study.
- Woman diagnosed with any chronic medical illness, psychiatric disorder, neurological disorder or woman with any disability (mental / physical).
- Woman who was previously working but recently unemployed.

Variables selected

The present study is proposed to study the below mentioned variables.

- **Independent Variable:** Here the occupational status of the Young Adult women in West Bengal is the Independent Variable which is varying. Here we have chosen two occupational status-one is employed or working women & another is unemployed or nonworking.
- **Dependent Variable:** Self Esteem of the Young Adult women in West Bengal is the Dependent Variable here.

Procedure

Data collection was done both in physical & virtual mode. At initial stage the aim of the study was narrated to the participants. Only after getting their consent the questionnaire has been given to the participants in paper-pen mode or in virtual mode.

Tools for Data Collection

The data will be collected using ‘Socio-demographic data sheet’ & ‘Rosenberg Self Esteem Scale’ (Rosenberg, 1965).

Socio-demographic Datasheet: Socio-demographic datasheet include the basic information about a person. The variables considered in this datasheet are- name, age, sex, education, occupation, migration background and ethnicity, religious affiliation, marital status, household and income. Different index variables are formed on the basis of need on socio- demographic variables. They consist of things like socioeconomic status, which combines data on income and education. Socio-demographic information is frequently used to define realized samples and calculate sampling error.

The Rosenberg Self-Esteem Scale: This scale was devised by Morris Rosenberg. It is commonly used by the sociologists. Additionally, this tool is essential to the measurement of self- esteem in social science research. It is a tool for assessing ‘global self-esteem’. RES exists in several language-English, French & Norwegian. It is a self-report measure that pertains to self-worth & self-acceptance. Ten statements are included in this scale. It is a four-point scale where five items ranging from “strongly agree”(3) to “strongly disagree”(0) & five items are reversed from “strongly disagree”(3) to “strongly agree”(0).

The Rosenberg Self-Esteem Scale has high ratings on its reliability internal consistency was 0.77, minimum Coefficient of Reproducibility was at least 0.90 (M. Rosenberg, 1965 & personal communication, April 22, 1987). A varied selection of independent studies each using such samples as high school students, -parents, men over 60 & civil servants- showed alpha coefficients ranging from 0.72 to 0.87 (all fairly high). Test-retest reliability in 2 weeks interval had been calculated at 0.85, the 7 month interval was calculated 0.63 (Silber & Tippett 1965, Shorkey & Whiteman, 1978). The criterion validity of this scale is 0.55. The construct validity was -0.64 when correlated with anxiety & 0.54 when correlated with depression.

Data Analysis Strategy

For Data Analysis Quantitative statistical method to be used. Which are- Chi Square Test- It is a nonparametric test, which explores the significance of deviation of an experimentally observed frequency distribution from a proposed frequency distribution. To compare association between the Levels of self-esteem & Occupational status here Chi Square Test has been used.

- Mean Value- Mean is the arithmetic average of a set of scores. Here the mean value also has been calculated to make the comparative analysis of two sub groups.
- Mann Whitney Test-To compare the scores of self- esteem between employed & employed adult women Mann Whitney test has been used.

Result and Discussion:

TABLE I-Levels of Self-Esteem

Levels of self-esteem	EmployedWomen	UnemployedWomen	Total
High(Above25)	0	0	0
Moderate(15-25)	12(40)	13(43.33)	25(83.33)
Low(Below15)	3(10)	2(6.67)	5(16.67)
Total	15(50)	15(50)	30(100)

The levels of self-esteem has been depicted in the present table. From this table it can be seen that 30 sample has been taken for this current study. Among them 15(50%) were Employed Women & 15(50%) were Unemployed women.

Among the 15 Employed Young Adult Women no one has high Self-Esteem, 12 respondents have Moderate Self-Esteem & 3 respondents have low Self-Esteem. Here we can see among taken numbers of Young Adult Women majority have Moderate Self- Esteem.

Among the 15 Unemployed Young Adult Women no one has high Self-Esteem, 13 respondents have Moderate Self-Esteem & 2 respondents have low Self-Esteem. Here we can see among taken numbers of Unemployed Young Adult women majority have Moderate Self-Esteem.

Among the total population no respondent has high Self-Esteem, 25(83.33) respondents among total numbers of sample have Moderate Self-Esteem & 5(16.67) respondents among total numbers of sample has low Self-Esteem. So it is to be said from this table that most of the respondents among taken population have Moderate Self-Esteem.

TABLE II- 2x2 contingency table for comparing association between Levels of Self-Esteem & Occupational Status using Chi Square

Levels of Self-esteem	Employed Women	Unemployed Women	Chi Square value
Moderate	12	13	0.24
Low	3	2	

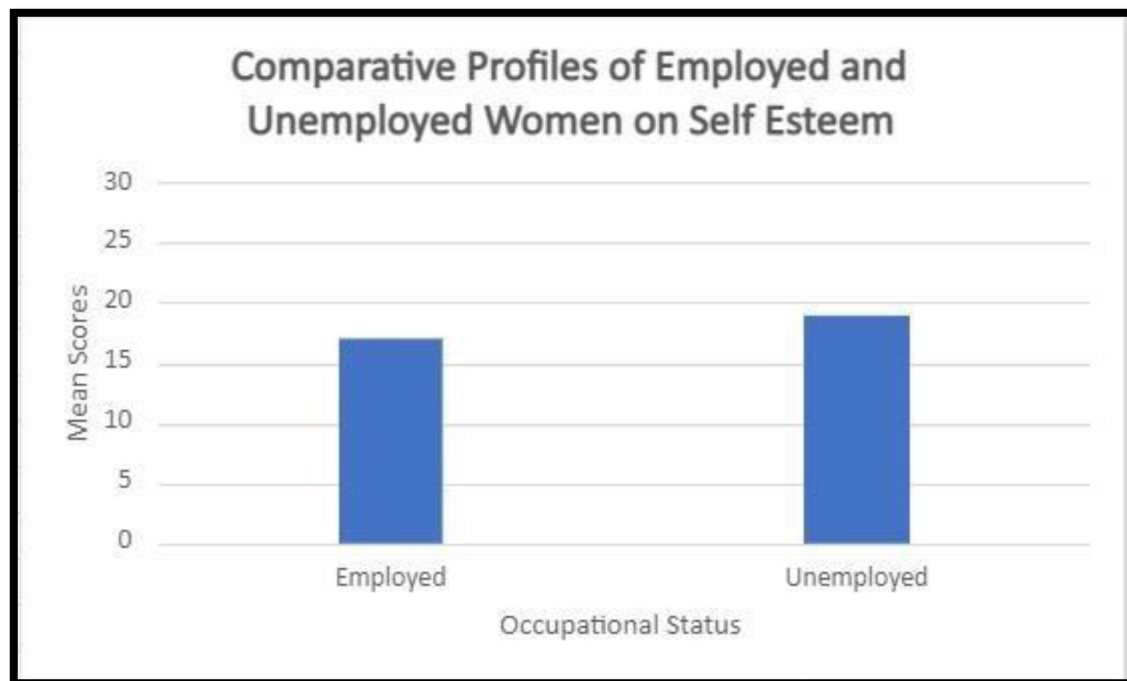
The computed Chi Square is compared with critical Chi Square values ($df = 1$) at .01 level (6.64) & .05 level (3.84). The Computed Chi square statistic is 0.24, which is lower than the critical value of Chi Square at both .05 & .01 level. So the computed Chi square is not significant.

Therefore, there is no significant association between Levels of Self-Esteem & Occupational Status.

TABLE III- Comparison of Self Esteem Scores between Employed & Unemployed Young Adult Women.

Sub groups	No. of samples	Mean value of Self-esteem	Z score calculated using Mann Whitney
Employed Women	15	17.33	1.33
Unemployed Women	15	18.93	

The Mean value has been calculated to show the Self-Esteem level of two sub groups-Employed Young Adult Women & Unemployed Young Adult Women. It shows that Unemployed women have high level of Self-Esteem than Employed Women.



Graph: Comparative Profile of Self-Esteem Employed & Unemployed Young Adult Women

The difference of self-esteem level based on the occupational status of young adult women has been depicted in TABLE-II. The z score has been calculated using Mann Whitney U test. The obtained z value has come 1.33 which does not exceed the z critical value at 0.01 level (2.58) & 0.05 level (1.96). So the null hypothesis has been accepted here & alternative hypothesis has been rejected. Hence there is no significant difference in self- esteem between Employed Young Adult Women & Unemployed Young Adult Women of West Bengal.

Therefore there is no effect of occupational status (Employed/Unemployed) on the Self-Esteem of Young Adult Women in West Bengal.

Discussion:

- **Self-Esteem & Gender:** Rosenberg observed a potential interaction between gender & self-esteem. Mullis & Chapman (2000) also worked on association between gender & self- esteem. . But in 2013 Nupur Srivastava & Dr. Shalini Agarwal found no significant influence of gender on self- esteem. Epstein (1979) found female subjects reported more on acceptance & rejection when there asked to report on self-esteem. But this study worked only with a particular gender i.e. only females & found that

most of them has average self-esteem (83.33%). In 2006 Azar also worked with working & non-working women. He found positive relation between Self-Esteem of working & non-working married women.

- **Self-Esteem & Age:** Wiebke Bleidorn et. al. have found age- related rise in self-esteem is seen from late adolescence to middle adulthood. This study focused on young adulthood & found most of the respondents (83.33) have average Self- Esteem. In 2013 Nupur Srivastava & Dr. Shalini Agarwal also had done a study on young adults & found majority has average self-esteem.
- **Self-Esteem & Occupation:** In 1979 Phyllis Tharenou found effect of chronic self-esteem on career selection. Judge, Timothy & Joyace (2001) examined the relationship of self- esteem with job satisfaction & job performance. Winefield 1995, Freyar 1998, Wanber et.al. 2001 had concluded that unemployed people tend to go with from lower level of personal happiness and self-esteem than employed people. Jean M. Twenge & W. Keith Campbell (2002) had proposed that socioeconomic status has a little but significant influence on self-esteem. Socio-economic status can often represent the occupational status. But not always. Because employment status often associated with a social identity apart from monetary benefit. Pierce & Gardner (2004) observed organization structure predicts organization based self-esteem. In 2006 Azar worked on working & non-working women & found there is a positive relation among quality of life, self-esteem on working & non-working women. In 2016 Gopal B. Bharvad also found that working women are high on self-esteem & self-efficacy rather than homemakers. In 2019 Sahu.et.al discovered that Self-Esteem has significant influence on work engagement & job satisfaction. But result of this study do not agree with these previous researches. In this study it has been found that there is no significant effect of employment or unemployment on the self-esteem of young adult women in West Bengal.
- **Self-Esteem & Environment:** Valentine (2001) worked on how acculturation affects self-esteem cultural identity. Here this study was restricted within a particular cultural environment which is West Bengal. On the other hand Judge, Timothy & Joyace (2001) worked about the relation of Self-esteem with job satisfaction & job performance. In that case the work environment also have effect on self-esteem. Here two sub-groups have been taken for this study who are exposed in different kind of environment. So environment can also be an influencing factor for determining one's self- esteem.
- **Self-Esteem & Other factors:** A study was done in Kosvo (Naim Fanaj, 2014) regarding the the relationship between psychological well-being & self-esteem the study found significant correlations with emotional difficulties, behavioural problems & suicidal ideation. This may precede the future scope of this present study.

Summary:

This present section is aimed to summarize the existing study on “the effect of Occupational Status (Employed/Unemployed) on Self-Esteem of Young Adult Women in West Bengal”. Here the occupational status of the young adult women has been considered as the Independent Variable. For this purpose two occupational status have been chosen-one is Employed or working women & another one is Unemployed or non-working women in West Bengal. Self-esteem of Young Adult women in West Bengal has been considered as the Dependent Variable here.

The objective of the work was to determine the level of Self- Esteem in Employed & Unemployed Young Adult Women in West Bengal & also to understand the gap of Self-Esteem between Employed & Unemployed Women. A null hypothesis has been drawn regarding this study. It is considered that there is no such significant difference in Self-Esteem between Employed & Unemployed Young Adult Women in West Bengal.

The Research design considered for this study was Cross-sectional & Comparative in nature. The purposive sampling method has been used here & this study was carried out on 30 Young Adult Women in West Bengal.

The Tools used for Data Collection are- Socio-demographic Datasheet & Rosenberg Self-Esteem Scale.

The quantitative statistical methods have been used for data analysis. The Chi Square test has been used to compare the relationship between level of self-esteem & occupational status. The computed Chi Square value is lower than the critical values at .01 & .05 level. Therefore, there is no significant association between Level of Self-Esteem & Occupational Status.

The mean value has been calculated of for subgroups (Employed/Unemployed) to represent the level of self-esteem of these two sub-groups.

The Mann Whitney test has been conducted to test the significance. The computed z value found to be lower than critical z value at .01 & .05 level. Hence there is no such significant difference has been found in Self-Esteem between Employed & Unemployed Women. So the null hypothesis has been accepted here. Therefore this study states that there is no effect of occupational status (Employed/Unemployed) on the Self-Esteem of Young Adult Women.

The result did not support the previous studies regarding occupation & self-esteem. In most of the cases it has been found that the employed people have more self-esteem level rather than the unemployed people. But this study shows that unemployed people has higher level of self-esteem than the employed

people. Though no such significant effect of occupational status has been found on self-esteem. Whereas other studies claim that job or occupation has a significant influence on self-esteem. Now this result leads to the pathway of discussion considering the other factors which can have influence on self-esteem like-gender, age group, and work ambiance, type of work, family environment, and cultural environment. So the comparison has been done to other studies where all these factors found to behaving effect on self-esteem.

Conclusion:

The purpose of this study was to determine the effect of occupational status on self-esteem of Young Adult Women in West Bengal. In a nutshell from this study it has been found that there is no significant effect of Occupational Status on Self-Esteem of Young Adult Women of West Bengal. This result did not support the previous researches in connection of occupation & self-esteem. So while concluding this study focus should be given on the possible reasons behind this result.

Firstly, in this study the sample numbers were limited within 30, so if the sample numbers would be more the result could be different.

Secondly, for this study purposive sampling method has been used. If other sampling method like random sampling could be used the result might be different.

Thirdly, in this existing study a particular gender has been targeted to be studied that is women. Still in 21st centuries world women faces a lot of negligence, discrimination, power crisis, violence, abusive experiences more or less at inside or outside home. Now when a woman is exposed to both the environments inside or outside home she may face these issues in both places. As we know self-esteem is how one evaluates one's self. So these factors can lessen one's self-esteem. Along with that women often judged by the society based on their physical appearance & beauty. So they often also judge themselves based on their physical beauty. Beside those women's rights, roles & responsibilities are shaped by cultural norms. Here the women of a particular geographical region or a particular culture have been focused, that is the women of West Bengal.

In West Bengal women are expected to perform the traditional roles like motherhood, child bearing & household activities such as cooking, washing, cleaning. The woman may be either employed or unemployed both are expected to perform these roles. So for the employed women in West Bengal, their life demands the dual roles to be performed. At the same time it may be stressful for some women to

manage the both side. Inability to meet these conflicting expectation dual roles may result in a feeling of inferiority or lack of self-esteem for some women.

Fourthly, this present study has taken only a particular age group young adults. Beside the career or occupation, interpersonal relationships, marriage, launching new family are parts of Young Adulthood. So any negative vibes from these areas can affect self- esteem. In West Bengal in this particular stage usually women get marry & they need to adjust with a new family setting at in- law's house. So for employed women of this age range a good coping skill is needed to adapt in family & workplace.

Finally, this study is observing the effect of Occupational status. It is true that occupation or the world of work provides financial gain, individual development, strong social network, pace of life & self-identity. But at the same time job satisfaction is associated with other factors like authority relation, interpersonal relationship with co-workers, occupational demands, occupational hazards. Every work has its own set of specific requirements, such as those related to availability, productivity, and self-preservation norms.

Meeting deadlines, home assignments, expertise in technical skills are some common demands in workplace. In some work settings the workers need to come into contact with different kinds of clients, customers, authority & subordinates who are very anxious, frustrated, stressed, aggressive or rude.

The employee has to manage the anger outbursts or attacks in a professional manner in order to avoid trigger of conflict. But exposure to this kind of negative affect can be very distressful for the employees.

Strength & Implication of this study

- This study helped to address only to the women of particular age group at a particular region to determine their self-esteem level & to study the effect of occupational status (Employed/Unemployed) on them. These factors made this study unique to others.
- This study also derived that majority of the sample tend to have moderate self-esteem.
- Result of this study helped to draw our attention beyond the work profile of a woman particularly on the work status, nature of work & work environment.
- This study takes the socio-cultural factors into consideration as influencing factors on self-esteem.

Limitations of this study

- This study was conducted only on 30 samples, this sample size can not represent the total population. At the same time it can cause a doubt on the statistical reliability of this study.
- Purposive sampling has been used for this study which may cause bias effect in the result of this study.
- This study focused only on women of a particular age group, not on other age groups.
- This study focused on the self-esteem of the women in West Bengal not on other region.
- This study intended only to measure the occupational status on self-esteem of young adult women. But could not control the other factors.
- This study only focused on the occupational status & self- esteem. But did not categorize the employee based on their earning or the type of occupation.
- This study does not tell anything in detail about the job motivation of employee, job status, working hours, monthly income, working experience, technical knowledge & job satisfaction of employee.
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Recommendation & Future Direction of this study:

In this study sample size was only 30. So in future a same study can be conducted with large number of sample size.

Alternate sampling technique can be used in future study.

Here the sample was taken only from West Bengal. So a cross- sectional study on the sample of diverse region is needed to support my findings.

A longitudinal study can be done over time to see whether there is any effect of current scenario on self-esteem.

Here only a particular age group has been considered for this study but a comparative study can be done with varying the age range.

This study was only centered on the effect of occupational status on self-esteem, so other relevant study can be directed to determine the impact of other factors on the self-esteem. In this present study only the self-esteem of the young adult women has been measured so in future work can be done on the self-concept or self-efficacy of women.

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