

**PSYCHOLOGICAL WELL-BEING OF WOMEN
WORKING IN PATTIWORK ENTERPRISE OF ALIGARH**

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Abstract

Pattiwork enterprise is a traditional home-based, handcrafted, textile enterprise of Aligarh. The purpose of the study was to examine psychological well-being (PWB) of women working in Pattiwork enterprises. The locale of the study was Aligarh. In the absence of structured list, snowball sampling technique was used. Sample size was of 100 women working in Pattiwork enterprises. Ryff's psychological well-being (PWB) scale was used to access the psychological well-being of women workers. The collected data was analysed on the basis of Ryff's PWB scale. It was found that majority of women working in Pattiwork enterprise had autonomic personality, environmental mastery, positive relationships and positive attitude towards personal growth. They had positive attitude towards self- acceptance. They hold beliefs that gave purpose to their life. It was also revealed that two of the PWB dimensions had positive correlation whereas autonomy and environmental mastery had negative correlation to environmental mastery and self-acceptance respectively. It was concluded that large numbers of women working in Pattiwork enterprises have positive psychological well-being.

Keywords: Pattiwork; women worker; enterprise; psychological wellbeing.

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Introduction

The study of psychological well-being is guided by two primary concepts. One given by Bradburn's (1969) that distinguishes positive and negative affect and defined happiness as the balancing factor. The second concept which has gained prominence among sociologists that emphasizes life satisfaction as the key indicator of well-being. It is viewed as a cognitive component; life satisfaction was seen complementary to happiness and as a more affective dimension of positive functioning (Dierendonck et al 2008; Ryff and Corey 1995).

Further, an extensive theoretical literature has been addressed by Ryff and Singer (1996) for defining the meaning of positive psychological functioning. This includes Maslow's conception of self-actualization, Roger's view of the fully functioning person, Jung's formulation of individuation, and conception of maturity. A further domain of theory for defining psychological well-being comes from life-span developmental perspectives, which emphasize the differing challenges confronted at various phases of the life cycle. Like, Erikson's psychosocial stage model, Buhler's basic life tendencies that work towards the fulfilment of life and Neugarten's descriptions of personality change in adulthood and old age, Jahoda's positive criteria of mental health, generated to replace definitions of well-being as the absence of illness, also offer extensive descriptions of what it means to be in good psychological health. Psychologist Ryff and Singer (1996) operationalized the term psychological wellbeing and provided six dimensions for studying it viz. autonomy, personal growth, self-acceptance, life purpose, environmental mastery and positive relatedness. Whereas, there are other dimensions also like meaning in life given by Victor Frankl (1963) which was empirically found consistent by Zika and Chamberlain (1987), Shek (1992), King et al (2006), Sammon (2007).

Pattiwork enterprise is a traditional home-based, handcrafted, textile enterprise of Aligarh. It has grown from hobby and articulated talent of women to a well-established industry (Khan 2003). It is a kind of industry which comprises of women workers mostly (Khan and Fehmina 2013). They work from home with their flexible working hours but with a professional approach. Increase in women's participation in labour force over the past few decades have led to increased interest in the effects of employment on women's well-being.

Women employment has been investigated as either beneficial (role enhancement hypothesis) or detrimental (role strain hypothesis) to women's psychological wellbeing. Women employment is associated with better psychological functioning (Shrimathi and Kumar 2010). Pandey and Srivastava (2003) examined the role of work stress and coping in the prediction of physical and psychological health of career women. Sahu and Rath (2003) examined efficacy wellness linkage among working and non-working women from urban areas of Orissa and found positive and significant correlation between self-efficacy and well-being in all cases. The study also explored that strong involvement in work, enhances women's wellbeing.

Srimathi and Kiran Kumar (2010) assessed psychological well-being of employed women across different organisations of 325 women working in different organizations – industries, hospitals, banks, educational institutions and in call centres or BPO. They found that women working in industries had lowest psychological wellbeing scores and women in the teaching profession had

the highest psychological wellbeing scores. Erlandson (2006) hypothesized that women who work in the paid work force, those with low complex patterns of occupations would rate their health and well-being higher than women having medium complex patterns. Further, those with medium complex pattern would rate their health and well-being better than women with high complex patterns. The purpose of the study is to analyse the psychological wellbeing of women working in Pattiwork enterprise. The study is significant for understanding the psychological position of women workers and their work-home life balance. It will further help in improving their working conditions, guiding them for better work efficiency and improving their health.

Material and Methods

Locale: The study was carried out in the Aligarh City of Uttar-Pradesh. It is at a distance of 130km from Delhi and has a good connectivity of roads and railways. Along with being the centre of academic excellence, it reverberates with various business activities like lock, carpet, bakery, and other enterprises (Khan, 2003) in which embroidery work, boutique, beautician, weaving, were most popular enterprise among women.

Sample profile: In the absence of registered list, snowball sampling technique was used. The sample size was of 100 women. It included young, urban, married and unmarried women in the age group of 25-35 years.

Study Tool and its administration: Tool used was Carol Ryff's Psychological Wellbeing Scale. It consisted of a series of 42 statements on six dimensions i.e. autonomy, environmental mastery, personal growth; positive relations with others, purpose in life and self-acceptance. Responses for each of the six categories were recorded. The score of the respondents ranged from 7 to 42. Median of these two scores was calculated. Then respondents were categorised into two groups. Respondents who scored below 24 belonged to lower scored categories and who scored above 24 belonged to higher scored categories. For each category, a high score indicates that the respondent has a mastery of that area in her life. Conversely, a low score shows that the respondent struggles to feel comfortable with that particular concept.

Results and Discussion

The study showed that the majority of women Pattiworkers belonged to higher score categories in terms of six dimensions such as autonomy (80%), environmental mastery (71%), personal growth (76%), positive relations (73%), purpose in life (78%), and self-acceptance (75%) as summarized in Table 1. Higher autonomy reflects the self-evaluation, locus of control and unclamping of Pattiworkers with societal pressures. Their high environmental mastery proves that they are successful in creating a work niche in their homes. High scores in personal growth opine that they are self-aware and are continuously working to realise their potential as a home maker and as an entrepreneur. Not only this they share a positive relation with others. This characterizes that they are affectionate and empathic towards their relationship and are

successfully managing it. Self-acceptance is defined as a central feature of mental health as well as characteristic of self-actualization, optimal functioning, and maturity (Ryff and Singer 1996). Women workers are self-contented which is the most important criterion of psychological wellbeing. Further, they were able to balance their happiness and problems, their positive and negatives thoughts, their hopes and despair. (Place table 1 here)

The six dimensions of PWB scale were found correlated and are presented in table 2. Some of the PWB scales had strong positive correlation to each other such as autonomy with self-acceptance (0.691) and self-acceptance with positive relation (0.559) respectively at the level of 0.05 whereas autonomy and environmental mastery had negative correlation to environmental mastery (-0.250) and self-acceptance (-0.186) respectively. Diener (1984) found that people, who score high in psychological well-being, later earn high income and perform better at work than people who score low in psychological well-being. The results of the present study are in agreement with the findings of Sahu and Rath (2003) who examined that strong involvement in work enhances women's well-being. (Place table 2 here)

Conclusion

Pattiwork is a kind of industry which comprises of women mostly. It was started as a hobby of textile embellishment and has grown into a competent industry (Khan and Fehmina 2013). On the other hand, from the study, it can be concluded that:

- Pattiwork enterprise is primarily home-based in Aligarh.
- The majority of women Pattiworkers had positive psychological well-being in terms of six dimensions of Ryff.
- The six dimensions are dependent on each other. Some share positive (autonomy with self-acceptance, self-acceptance with positive relation) and some negative relationship (autonomy and environmental mastery, environmental mastery and self-acceptance).
- Majority of women workers had autonomic personality, environmental mastery, positive relationships and positive attitude towards personal growth.

It was opined from the above findings that women Pattiworkers had opportunity to become self-reliant which resulted in higher psychological wellbeing.

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Tables

Table 1- Distribution of respondents on the basis of scores

S. No.	Dimensions	Lower score (7-24)	Higher score (25-42)
		N=100	N=100
		F (%)	F (%)
1	Autonomy	20 (20%)	80 (80%)
2	Environment mastery	29 (29%)	71 (71%)
3	Personal growth	24 (24%)	76 (76%)
4	Positive relationship	27 (2%)	73 (73%)
5	Purpose in life	22 (22%)	78 (78%)
6	Self-acceptance	25 (25%)	75 (75%)

Table 2- Correlation between subscales of PWB scale

Dimensions	Environment Mastery	Personal growth	Positive relation	Purpose in Life	Self acceptance
Autonomy	-0.250	0.220	0.333	0.067	0.691
Environment Mastery		0.107	0.132	0.443	-0.186
Personal growth			0.324	0.122	0.300
Positive relation				0.240	0.559
Purpose in life					0.212