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A Study on Level of Self-Esteem Among Female Professors in Chennai City

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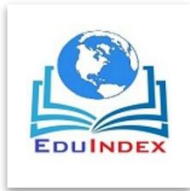
ABSTRACT

Self-esteem refers to a person's beliefs about their own worth and value. It also has to do with the feelings people experience that follows from their sense of worthiness or unworthiness. Self-esteem is important because it heavily influences people's choices and decisions. People with high self-esteem are tend to have strong mental ability and confident while the people who have damaged self-esteem are at risk of developing psychological and social problems, which hinders recovery from low self-esteem. This study aims at identifying the level of female professor's self-esteem and the effect of self-esteem in social, performance, appearance and intellectual factors. The study was done by collecting data from female professors in various colleges at Chennai. The questionnaire was distributed to 100 respondents for conducting research. Likert scale analysis, Chi square analysis and Cluster analysis are used for analysing the data.

KEY WORDS: Self-respect, Self-Worthiness, Mental ability, Optimism, Dignity, Narcissism, Pride.

INTRODUCTION

Self is the picture of oneself in one's own eyes. It is the image of the person as a whole, should be, and might like to be. It means the perceptions, beliefs attitudes and feelings with the individual views a part of the characteristic of him. A person with a favourable conception of



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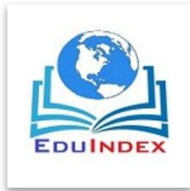
oneself is due to experiences. Quality of education is determined by the quality of college professors. It is said that education reflects the value of the society. For this reason, professors play a special role in the society. Professor is the heart of nation building. Their professional preparation, disposition and commitment are critical for promoting excellence in higher education. To enhance the quality of a professor, one must know who she is, and have understanding of oneself. The knowledge of oneself is one of the most important factors in the profession of teaching. The quality of a professor is judged by his or her work and behaviour which depends mostly on one's capacity to adjust him or herself with the environment.

High order development of human resources, which is a key to all kinds of achievements in general, and academic achievement in particular, depends upon the extent to which its natural potentialities have been harnessed and promoted Academic Performance, as viewed, is an adjective behaviour.

Self-esteem is the way in which persons view themselves our strength and weaknesses, the way to feel about ourselves in relation to others in the social context all come under the board heading of self-esteem. So it is clear that self-related variables are associated with general psychological variables. Therefore the study of self-esteem gains more and more importance recently.

SELF – ESTEEM

Self-esteem refers to a person's beliefs about their own worth and value. It also has to do with the feelings people experience that follows from their sense of worthiness or unworthiness. Self-esteem is important because it heavily influences people's choices and decisions. In other words, self-esteem serves a motivational function by making it more or less likely that people will take care of themselves and explore their full potential. People with high self-esteem are also people who are motivated to take care of themselves and to persistently strive towards the fulfilment of personal goals and aspirations.



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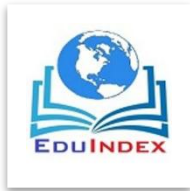
IMPORTANCE OF SELF-ESTEEM

People with lower self-esteem don't tend to regard themselves as worthy of happy outcomes or capable of achieving and tend to let important things slide and to be less persistent in terms of overcoming adversity. They may have the same kinds of goals as people with higher self-esteem, but they are generally less motivated to pursue them to their conclusion. Every individual needs to have self-esteem, quite simply because it affects every aspect of one's life.

CHARACTERISTICS OF SELF-ESTEEM

People who struggle with their self-esteem are often advised to seek out people who are successful, confident and have high self-esteem. Of course it's not as simple to just watch someone who is outwardly comfortable and hope that will rub off and improve their own self-esteem. It won't. If people are going to improve their self-esteem they need to be committed to making some changes and also putting in some practice. However, it is useful to spend some time with people they know with high self-esteem and observe some of the specific characteristics that are common with people who are confident and 'comfortable in their own skin'. Listed below are 6 common traits.

- 1. Belief in themselves:** People who have high self-esteem have confidence in their own abilities. This isn't a case of false self-confidence. They recognise what they're good at, are confident that they are able to improve where necessary and unlike people with low self-esteem, believe that they deserve to do better.
- 2. Know what they want or need:** People with high self-esteem generally have clear ideas about what they want or need and are able to communicate these needs and wants to others.
- 3. Effective communication skills:** It's common for people with high self-esteem to be good communicators. This includes having good listening skills which leave them open to taking advice, being open to change and new ideas.



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4. **Drive to succeed:** Not surprisingly people with high self-esteem have the drive to succeed. Some people with low self-esteem have similar drive, but the difference is that people with high self-esteem are generally more flexible and find it easier to overcome challenges and disappointments along the way.
5. **Comfortable with change:** Because people with high self-esteem are comfortable with change, they enthusiastically seek out new opportunities and are open to embracing new ideas. They are also happy to learn new skills to support them with any new challenges.
6. **Enjoy healthy relationships:** With their good communication skills and their enthusiasm to succeed, people with high self-esteem generally enjoy good healthy relationships and are able to accept constructive criticism, without letting it dent their confidence.
- 7.

SCOPE OF THE STUDY

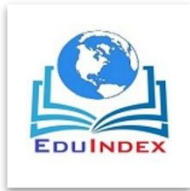
- It helps to identify the level of self-esteem among female Professors.
- Respondents include female Professors from various colleges.
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OBJECTIVES OF THE STUDY

- To study the level of self-esteem among female Professors
- To examine the effect of self-esteem in social, performance, appearance and intellectual factor.
- To offer suggestions to improve the level of self esteem
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LIMITATIONS OF THE STUDY

- The questionnaire is distributed only to 100 employees.
- The study covers only female employees.
- Only the female employees of different Private Colleges were included for the study.



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LITERATURE REVIEW

Crocker, Jennifer; Luhtanen, Riia, “Collective Self-Esteem And In Group Bias”, Journal Of Personality And Social Psychology, Vol. 58(1), January 1990

In addition to personal self-esteem, we propose that there is a second type of self-esteem, collective self-esteem. People who are high in trait collective self-esteem should be more likely to react to threats to collective self-esteem by derogating out groups and enhancing the in group. In a study using the minimal inter group paradigm, trait personal and collective self-esteem were measured, and subjects received information about the average performance of their group. Subjects high in collective self-esteem varied their ratings of above-average and below-average scorers on the test in an in group enhancing fashion, whereas those low in collective self-esteem did not. Analyses based on personal self-esteem did not show this interaction. We conclude that collective self-esteem is an individual difference variable that may moderate the attempt to maintain a positive social identity. The relation between collective and personal self-esteem is discussed.

RESEARCH METHODOLOGY

Research design: Descriptive research

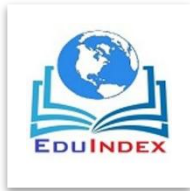
Sample design: Random sampling techniques

Collection of data

1. **Primary data:** Structured questionnaire.
2. **Secondary data:** Data collected through journals and magazines
3. **Sample size:** 100
4. **Sample area :** Chennai city

The statistical tools that were applied are:

- Cluster Membership
- Chi-square
- Likert scale analysis.



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ANALYSIS AND INTREPRETATION

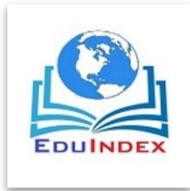
CLUSTER ANALYSIS

TABLE SHOWING PERFORMANCE SELF-ESTEEM

PERFORMANCE SELF-ESTEEM	CLUSTER 1	CLUSTER 2	CLUSTER 3
1)I feel good about my work on the job	Medium	Strong	Weak
2) I am proud of my ability to cope with difficulties at work.	Medium	Strong	Medium
3)I know how to handle the situation, when I feel uncomfortable at work	Weak	Strong	Medium
4)I know I will be able to cope with work for as long as I work	Medium	Strong	Medium
5)I am confident that I can handle my job without constant assistance	Weak	Strong	Medium
6)I feel like I can make a useful contribution at work	Strong	Strong	Medium
7)I can say that I have more scholastic ability than others	Strong	Medium	Medium

TABLE SHOWING NUMBER OF CASES IN EACH CLUSTER

	CLUSTER	NO. OF RESPONDENT	PERCENTAGE
	1	16.000	16%
	2	49.000	49%
	3	35.000	35%
Valid		100.000	
Missing		.000	



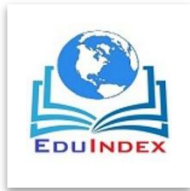
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INTERPRETATION:Based on cluster analysis respondent have been categorized into 3. They are named as highly self-esteem, mediocre, low level of self-esteemed people.16% of respondent are having low level of performance self-esteem,49% of respondent are having high self-esteem, and 35% of respondent have medium level of self-esteem.

LIKERT SCALE ANALYSIS

TABLE SHOWING SOCIAL SELF-ESTEEM

SOCIAL SELF-ESTEEM	NOT AT ALL	A LITTLE BIT	SOME WHAT	VERY MUCH	EXTREMELY	TOTAL
1)I get along well with other work	8	21	30	37	4	100
2)I can tell that other people at work are glad to have me there	9	18	34	33	6	100
3)I am proud of my relationship with superior at work	1	16	32	39	12	100
4)I can tell that my co-workers respect and advise me	1	12	27	51	9	100
5)I do not care about what other people think of me	19	24	26	23	8	100
6)I have difficulty knowing who to trust and when to trust	11	29	40	14	6	100
7)I feel that I have social support in a critical situation. (Example: Job loss, Unemployment, etc.)	8	32	34	22	4	100
TOTAL	57	152	223	219	49	700
WEIGHTED TOTAL	57	304	669	876	245	2151



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TABLE SHOWING SCORES AND NORMS

	HIGH	MEDIUM	LOW
	(7*4)		(7*2)
PER RESPONDENT	>28	14-28	14
PER 100 RESPONDENT	>2800	1400-2800	<1400

INTERPRETATION:

The total score of social self-esteem is 2151 which lies in medium level. This implies that respondent have mediocre level of social self-esteem.

CHI-SQUARE ANALYSIS

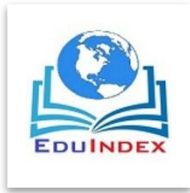
RELATIONSHIP BETWEEN INCOME AND CLUSTER MEMBERSHIP

H₀: Income has no influence on the type of respondents regarding the level of self esteem

H_a: Income has influence on the type of respondents regarding the level of self esteem

TABLE SHOWING CROSSTAB BETWEEN INCOME AND CLUSTER MEMBERSHIP

INCOME	CLUSTER			Total
	CLUSTER1	CLUSTER2	CLUSTER3	
<10000	2	9	12	23
10000-15000	0	10	2	12
15000-20000	7	12	4	23
20000-25000	5	4	11	20
25000-30000	1	8	4	13
>30000	1	6	2	9
Total	16	49	35	100



**TABLE SHOWING CHI SQUARE TEST RESULTS
OF RELATIONSHIP BETWEEN INCOME AND
CLUSTER MEMBERSHIP**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	23.104 ^a	10	.010
Likelihood Ratio	25.196	10	.005
Linear-by-Linear Association	.796	1	.372
N of Valid Cases	100		

INFERENCE:

Since the asymptotic significance value is less than 0.05, H₀ is rejected and H_a is accepted. Therefore, income has influence on the type of respondents regarding the level of self-esteem.

FINDINGS

• **By applying Cluster analysis, the following results have been obtained**

49% of respondents are having high level of self-esteem

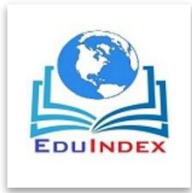
35% of respondents are having mediatory level of self-esteem

16% of respondents are having low level of performance self-esteem

• **By applying Likert Scale analysis the following results have been obtained**

The respondent has mediocre level of social self-esteem. The variables in this category are

- Get along well with other work



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- Other people at work are glad to have me there
 - Proud of having relationship with superior at work
 - Co-workers respect and advise
 - Do not care about what other people think
 - Difficulty knowing who to trust and when to trust
 - Social support in a critical situation
- **By applying Chi Square analysis the following results have been obtained**
Income has influence on the type of respondent regarding the level of self-esteem

SUGGESTIONS

Educational Institutions may provide measures to improve the self-esteem level among its employees. Give self-appreciation whenever a job/task well done. Justified praise is a good boost to morale. The deepest need of all, the core emotional need of the human being, is for self-esteem. It is to feel respected and worthwhile. Hence building self-esteem and self-confidence in others is more important in bringing the best out of people. Regular survey should be conducted every month or a fortnight in order to understand the different need of the faculty since every individual faculty would anticipate for a better experience.

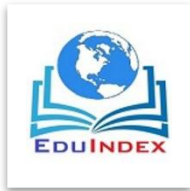
CONCLUSION

Self-esteem is the “feeling of self-appreciation” and it is an indispensable emotion for people to adapt to society and live their lives. Evaluating self-esteem can be an effective method for understanding their past and present circumstances. Self-esteem is complex, and it is difficult to generalize the results from this study. However, it seems that social support, self-efficacy and coping are important aspects regarding self-esteem.

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