

## "A COMPARATIVE STUDY OF FRUSTRATION AMONG WORKING AND NON-WORKING WOMEN."

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Over recent decades there has been an enormous increase in the number of women entering the Market. However appears that society still views women as the primary carriers of children and other family members and, as a result, many women are now faced with juggling the role of mother, partner and daughter as well as employee. Pt. Jawaharlal Nehru "May I add that experience we have regard with appointment of women in our delegation to foreign countries as well as appointment made by united nations itself, I cannot think of a single instance, where the appointment has not justified itself. I cannot however, think of many instances where the appointment of men has not been justified." Indian women have awakened their part slumber. They are not slaves of men now. The time has come when women must come out of their homes and take their posts in public life. The best role they can play as working women and a good housewife and mother. As a dutiful mother, she can make her children happy, healthy and responsible citizens.

As a housewife she is source of joy comfort and inspiration to her husband and as working women she works outside from their house in offices, banks etc. Women are found as the real builders of our nation. Thus, the power of the nation is also in the hands of women. While the term of Non- working women is used for those women who are not gainfully employed and are totally involved in the household jobs. "The Seventeenth century has been called the age of enlightenment, the eightieth, the age of reasons the nineteenth the age of Progress and the twentieth the age of anxiety."

Both an employed and unemployed women play a significant role in household activities of their families. Their life is more family centered than that of men. The happiness of a family to a great extent depends upon her. Women fulfill their duties and responsibilities sincerely in their outside profession. The double work pressure affects frustration stress and other problems. So the Investigator focused on the level of Frustration of working and Non-working women. Frustration Occurs whenever the organism meets a more or less insurmountable obstacle or obstruction in its route to the satisfaction of any vital need." (Rosenzweig, 1944).

The person is aware of his inability to satisfy his drives and his failure to reach the goals he has set for

himself and so he feels helpless and suffers from injured pride". (Writ, 1956)

According to Eysenck (1972)"There are three different meaning of Frustration (1) Frustration situation; strict definitions have been used by Maier (1949). For whom the essential characteristics are an insoluble problem situation, impossibility of moving out of the situation is one which non-rewarded trials are interspersed with or follow, rewarded trials. (2)Frustration State, the Frustrating Situation will include a State of Frustration in the Organism the degree of frustration varying between individuals. (3)Reactions to Frustration - The principal reaction to the frustration state which has been studied in detail are aggression, regression, Fixation and resignation. Moen (2000)Studied that working women in dual - earner arrangements has reported more frustrated and overload, than the non- working women.

**Objectives-** 1. To know frustration level of Working and Non-Working Women. 2. To Compare Frustration level of Working and Non- Working Women. 3. To know the differences of different areas of frustration level of working and Non-Working Women.

**Hypothesis-** 1. There may be a significant difference between working and Non-working women regarding to Aggression. 2. There may be a significant difference between working and Non-working women regarding to Resignation. 3. There may be a significant difference between working and Non-working women regarding to Fixation. 4. There may be a significant difference between working and Non-working women regarding to Regression.

### **Methodology-Sample**

In this study the Investigator selected sample of 60. In which (N=30) were working women and (N=30) were Non-working women. Working women were Those women who are gainfully employed in factories, banks, and hospitals etc. These all working women who were working full time and part time, those who are earning and being busy in two field jobs are unable to give proper care of their children. While Non-working women were not gainfully employed and are totally involved in the household jobs. Age limit of the sample was 25 - 30 years and the sample was selected from Agra city, U.P.

### **Tool**

To measure frustration level the investigator used

Reaction of Frustration Scale (RFS) Developed by Dr. B.M.Dixit and Dr. D.N.Shrivastava in 1997. This tool has only 40 items in which 20 were positive and rest was Negative items. There was no time limit to complete the RFS however a maximum time limits of 30 minutes. Reliability of this test is 0.79 and validity is 0.52 in Aggression, 0.57 in Resignation, 0.60 in Fixation and 0.58 in Regression. In this test frustration measure four types' modes as

**Aggression-**Aggression as a behavioral phenomenon indicates that Aggression Behavior may stem from learned habits of responding as well as from excessive (Bandura 1965). It may be expressed in terms of irritation; quarreling and fighting disrespect to elder's negative reaction to traditional and believes etc. Mc Clelland and Apicella (1945) have also done significant works, in the context of Frustration-aggression hypothesis, by creating frustration in the laboratory.

**Resignation-**In Resignation behavioral there is extreme elimination of needs no plans, no future orientation, withdrawal from social contacts, isolation, lack of interest in surroundings etc. Persons who are severely frustrated in given situation may try to escape or withdraw from that situation. It may be due to the psycho-physical components. The Organism makes withdrawal responses and so called physical and psychological processes are involved in varying

degree.

**Fixation-**Maier (1956) contends that fixed behavior cannot be explained by using learning principles. He makes it clear that frustration instigated behavior is without goal orientation. This type of behavior is a terminal responses and not a means to an end. He described fixated behavior deriving from frustration as being Stereotyped and extremely persistent. Mowrer (1950) considers fixated responses to be simply well conditioned responses where certain human habits persist in spite of other apparent non-adaptive nature.

**Regression-**Freud (1933) has also suggested frustration- regression hypothesis. His notion was that frustration could cause an individual to revert to modes of action that had characterized his behavior to earlier developmental stage. Thus, frustration has its own system. It has four modes of reactions to a situation - Aggression, Resignation, Fixation, and Regression. Aggression indicates frustration dynamics in hostile situation, resignations the extreme escapism from reality, regression is the condition to go back and fixation is the compulsive type of behavior.

**Procedure-**The RFS (Reaction of Frustration Scale) was simultaneously administered to the selected subjects personally and they were asked to read carefully the instructions given in the Scale. The researchers provided direct assistance if required.

Result Table-1  
Significance of difference between Mean Score of Frustration among working and Non- working women.

S.N	Areas of Frustration	Working Women(N=30)		Non-Working Women (N=30)		t' Value
		Mean	S.D.	Mean	S.D.	
1	Aggression(AGG)	25.20	5.02	21.77	4.61	.082
2	Resignation(RES)	24.67	4.97	21.63	4.65	.75
3	Fixation(FIX)	26.70	5.93	24.17	4.92	1.02
4	Regression(REG)	27.77	5.26	25.47	5.05	.48
5	Overall Frustration	101.03	10.05	93.03	9.65	5.06

Result Table- 2

Group	N	Mean	S.D.	t' Value	$\chi^2$	df	Significant difference
Working women	30	30	101.03	5.05	13.32	9.21	Beyond
Non-working women	93.03	10.05	9.65				0.01

**Statistical Techniques-**The statistical techniques employed were Mean, S.D., t- ratio and Chi test.

Differences between total of Frustration and Chi Test among working and non-working women

**Result Discussion and analysis-**The result table showing results of analysis and discussion that working women have higher scores than the non- working women. The first area of Frustration is Aggression. Working women mean is (M=25.20) and (S.D. =5.02) while Non- working women mean is (M=21.77) and

(S.D. =4.61) and (t=.082). This mean is that working women are more aggressiveness than the non-working women. Because they have double responsibilities. So the first hypothesis of this study that "There may be a significant difference among working and non-working women regarding to Aggression" is accepted and there was no significant difference on the level of .01.

The second area of Frustration is Resignation (Res). In Resigned behavior resulting from a com-

mon avoidance-avoidance conflict situation may illustrate this point. This conflict develops when an organism is simultaneously stimulated by two aversive stimuli in a situation where movement away from either stimulus results in approaching the other aversive stimulus. Working women mean is (M=24.67) and (S.D. =4.97) while Non- working women mean is (M=21.63) and (S.D. =4.65) and (t=.75). So the Second hypothesis of this study that "There may be a significant difference among working and non-working women regarding to Resignation" is accepted and there was no significant difference on the level of .01. The third dimension of Frustration is Fixation (FIX). Fixation may occur due to frustration of the normal expression of instinctual drive, or it's over gratification or trauma and weakness the ego of the individual. In this area Working women mean is (M=26.70) and (S.D. =5.93) while Non- working women mean is (M=24.17) and (S.D. =4.92) and (t=1.92). So the Third hypothesis of this study that "There may be a significant difference among working and non-working women regarding to Fixation" is accepted and there was no significant difference on the level of .01.

In the Last dimension of Frustration is Regression (REG). In this area Working women mean is (M=27.77) and (S.D. =5.26) while Non- working women mean is (M=25.47) and (S.D. =5.05) and (t=2.04). So the Fourth hypothesis of this study that "There may be a significant difference among working and non-working women regarding to Fixation" is accepted and there was no significant difference on the level of .01. According to Dembo and Lewin(1956) The characteristics of Regressive behavior is defective speech , Homesickness, escapist attitude, Lack of self control thinking , excessive day dreaming etc. In the Result table 2 indicates that Working women have higher total mean of Frustration. As area Working women mean is (M=101.03) and (S.D. =10.05) while Non- working women mean is (M=93.03) and (S.D. =9.65) and (t=5.05). So the last hypothesis of this study that "There may be a significant difference among work-

ing and non-working women regarding to the total of Frustration" is rejected and there was found the significant difference on the level of .01.and the last the (=13.32). So there was also null hypothesis is rejected and was found the significant difference beyond on .0level.

In the last Graphical representation of comparison of Frustration between working and non- working women. The graph is also showing like these results. So in the last view it is clear that women have higher level of frustration than the non- working women.

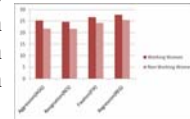
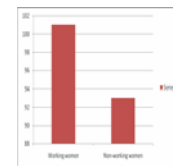


Figure 1: shows significance of difference between Mean Score of Frustration among working and Non- working women.

Figure 2: Shows Differences between total of Frustration among working and non-working women



Findings of the present study confirm that the working woman has higher level of frustration than the non- working women.

#### Limitation of the study and suggestions for future research

The major limitation of the study was that the sample size was very small including only working women of official and other staff. The future study must include large data-base including employed women of other professions (Doctors, Engineers, Lawyers, Factory workers, Managers Etc.)

Beside, in this study only Frustration of women has been studied. The other important issues such as work -family conflicts role of spouse and family support physical and mental health have been ignore in the study and should be taken into consideration in future research.

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