ATTAINMENT OF SELF-ACTUALIZATION AMONG WORKING CLASS MEN AND WOMEN

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Abstract

This article examines the attainment of self-actualization among working-class men and women. Through the survey questionnaire, the mental stress and the ability of men and women in the workplace were divided and analyzed. Abraham Maslow's self-actualization theory is applied to find out both men's and women's psychology and their mental pressure in the workplace through the questionnaire. 25 questions were selected based on the self-actualization theory for the survey. It was created in the Google form and circulated to all the working-class men and women in India. Around 106 people have participated in different age groups, genders, working styles, working sectors, and working environments. The main aim of the survey is to study their mental pressure and comfort in the workplace and how it was reflected in their home. Recent artificial intelligence makes the IT sector people more worried about their job security. AI replaces humans and it affects people mentally and physically. This survey explores the problems faced by men and women in the workplace. Men have a different mentality when they face different stress when compared with women. Moreover, working women face both work pressure and home pressure at the same time. This is clarified using the questionnaire based on the theory of Maslow. Based on the results the solutions to their problems are analyzed in the article.

Keywords: Self-Actualization, Working-Men, Working-Women, Psychology, Work.

INTRODUCTION

A working woman's primary goal is to ensure her family's financial stability, while also managing her family life, including children, husband, finances, education, and household chores, while also managing the stress of her professional life.

Michael Peterson's survey reveals that both men and women value work but with different priorities. Men prioritize monetary compensation, benefits, power, and high-ranking positions. Dragano's article discusses organizational downsizing and work stress, highlighting the challenges faced by working women in maintaining their well-being. Both genders play a crucial role in their professional and personal lives. *"Health indicators include sickness absence, mortality risk, musculoskeletal complaints, hospital admission, disability pension, self-rated health, and depression"* (Dragano et al, 694).

Employee layoffs significantly impact both men and women, affecting their mental and physical well-being. Numerous individuals across sectors have been laid off, causing a significant imbalance in their lives. Ellen, Gail, Jack, and Carol are prime examples of those affected, emphasizing the importance of role patterns.. *"Because personal role expectations are a key variable that must be considered to explain role stress and to predict the degree of involvement in particular roles, there is a need for effective instruments that can assess the nature of men's and women's role expectations"* (Ellen, Gail et al 831).

We applied the self-actualization theory and tailored the questions to suit the working-class population. The survey was divided into different sectors and groups. Currently, the IT sector is witnessing a significant rise in the number of employees, particularly women who are finding more opportunities in this field. However, Christine highlights a concerning issue - women are receiving lower pay compared to men in full-time jobs. *"Occupational sex segregation is a major social problem for working women. Often it is credited with sustaining, if not causing the wage gap, the sustainable difference in the salaries paid to full-time men and women workers"* (Christine, 1).

This article delves into how men and women demonstrate their abilities and construct their self-esteem in the workplace, considering the significant amount of time they spend there. Noraini discusses the working hours of both genders in her article. *"For women, the number of hours per week increased rapidly with children at home, but this increase was much smaller for men. In families with three or more children, women's total workload was almost 90 hours and men's about 70 hours a week–a mean gender difference of about 2.5 hours a day"* (Noraini, 299James and colleagues discuss stress, work-family conflict, emotional exhaustion, and work-related struggles. They also discuss role ambiguity, emotional control, and job satisfaction. Barnett and Hyde discuss the expansionist theory, emphasizing the changing dynamics of roles in all sectors, and the balanced representation of women in various fields and colleges.

Research findings indicate that role conflict leads to emotional exhaustion, while work-family conflict affects both emotions and job satisfaction. By adopting a professional tone, we can effectively convey the significance of private and government sectors, the impact of stress and work-family conflict, and the changing dynamics of multiple roles. *"The changing nature of the workforce, with greater numbers of dual-career and single-parent households, increases the potential for conflict to occur between work and family responsibilities and makes work-family conflict an important work-related issue"* (Boles et al, 19).

In the workplace, there will always be higher levels of responsibility. In their article, The Relationship between Work, Stress, and Mental Disorders in Men and Women, Wang and other authors explain that both men and women experience various forms of suffering. In their enlightening article, Unraveling the Complex Nexus between Work, Stress, and Mental Disorders in Men and Women, *"Low control at home affects women's mental health and they explain how the psychological work factor defines mental disorders affect men and women differently Theoretically, men's identity is tied more to their role at work and women's to their roles at home."* (Wang et al, 42).

Women often choose not to voice their questions due to familial obligations, which significantly impact their mental well-being. Lundberg's article suggests that men and women face different forms of stress, with women being more affected in both domestic and professional spheres. *"studies show that stress from role conflicts and*

work overload is reflected in women's elevated psychophysiological arousal not only at work but also off work, which may induce psychosomatic symptoms" (Lundberg, 1).

IT companies often create job security barriers, hindering employees from seeking better opportunities. A survey reveals that men who prioritize physical fitness and cannot dedicate time to their children often bear greater responsibilities, leading to different approaches to fulfilling these duties. *"By and large, men may still be trying to live up to the responsibilities of the provider role when they become fathers. However, there may be some men who respond differently to their new role as a father"* (Gayle and Peter, 934).

The pandemic has impacted individuals' mindsets, with significant changes in financial and familial aspects. Women have increasingly joined the workforce to support their families, leading to gender-based segregation in certain professions. William and James have extensively studied this issue, highlighting the need for more inclusive and equitable workplace environments. *"No doubt sex differences in labor account for some of the segregation we observe, even within mixed occupations. That is, sex-based work role specialization could exist, even within narrowly defined lines of work"* (William and James, 761). Jennifer and Charles' study on the impact of technology and globalization on women in the clothing and retail sectors revealed that women often leave homogeneous groups more than men, emphasizing the need for a balanced approach and the importance of family in the workplace. *"We suggest that men and women are likely to react differently depending on whether their work groups consist exclusively of members of their sex, primarily of members of their sex, primarily of members of the other sex, or of balanced numbers of men and women"* (Chatman and O'Reilly, 194).

Raymond's study reveals that women in the metal industry are more susceptible to musculoskeletal disorders due to their lack of physical strength and excessive workload. They are assigned the same tasks as men and work more frequently and for longer durations, highlighting the psychological impact of work patterns on health. *"Musculoskeletal disorders are more common among women than among men. This is a well-known fact that often has been discussed in the literature and supported by a large number of studies, especially when it comes to neck and shoulder disorders"* (Dahlberg, Karlqvist et al, 521).

Tanja and Zoltan's research indicates that both men and women work from home, often causing conflicts that require family dynamics analysis. Men view it as advantageous and valuable, valuing clear information presentation while maintaining professionalism and expertise. *"such as working from home, showed that men and women judge their utility based on different criteria: men considered work–family benefits useful when they believed it benefitted job performance, while women tended to judge their effectiveness based on expected reduction of work–family conflict"* (Lippe and Lippenyi, 384).

A study by Thalina, Lawrence, and Mathew surveyed working-class individuals at the government tax office, focusing on work-related stress, coping strategies, and lifestyle choices. Factors such as dietary choices, drinking habits, and daily activities were found to influence this issue. *"In men, both job and home/work stress correlated with drinking status and with consumption coping and avoidance/denial coping. Home/work stress is also correlated with unhealthy eating in men. In women, lifestyle factors and sources of stress were not significantly correlated"* (Lindquist et al, 4).

Mika Kivimaki and his team conducted a multi-country study from 1985 to 2002 across France, Finland, Sweden, and the UK, involving 102633 men and women, to understand the complex relationship between work stress, mortality rates, job strain, and workplace effort imbalance.

"The mortality difference between groups with and without job strain was clinically significant and independent of socioeconomic status and several conventional and lifestyle risk factors, including hypertension and dyslipidemia and their pharmacological treatments, obesity, smoking, physical inactivity" (Kivimaki et al, 706). Medical professionals face significant stress and management's demanding shift systems, causing anger and inadvertently affecting patient interactions.

Zbigniew and other writers highlight the job stress experienced by both men and women in physiotherapy, which can lead to burnout, especially for those constantly tending to ill and distressed patients. This exhaustion can result in burnout.

Stress in the medical field is a combination of physical strain and psychological pressures influenced by societal expectations. Physical strain is caused by excessive physical exertion, often exacerbated by inadequate staffing and long duty hours.

Addressing this can foster a more supportive and sustainable work environment. *"Work engagement is characterized by energy, involvement, and professional efficacy and burnout is a condition, in the case of which medical staff experiences chronic fatigue, exhaustion, tiredness, anger, and irritability on account of work stress."* (Sliwinski et al, 401).

Hyun and Seok's study examined gender diversity among full-time and part-time female employees from 2010 to 2012, highlighting its potential influence on earning management within these occupations. These studies highlight the importance of understanding workplace stress and gender differences.

The objective of the study is to compare the emotional and mental ability of working men and women, to find the level of attainment among working men and women, to identify the highest level of attainment among them. The research questions Are they completely aware of self-actualization attainment? Does occupational role play a major role in the attainment of self-actualization?

MATERIALS AND METHODS

Applied Self-Actualization theory as a base concept and the survey was taken to understand the mentality of the working men and women. A survey was conducted on 106 participants from different working environments to assess their mental abilities and feelings towards work.

Men and women of varying ages, genders, and working styles were included. The survey used a self-actualization questionnaire and a Likert scale to gauge responses. It showed that men and women have equal mental capabilities in the workplace unless they are in abusive situations.

The study aims to highlight how men and women are treated at work and their stress levels, providing insights into their mental capabilities.
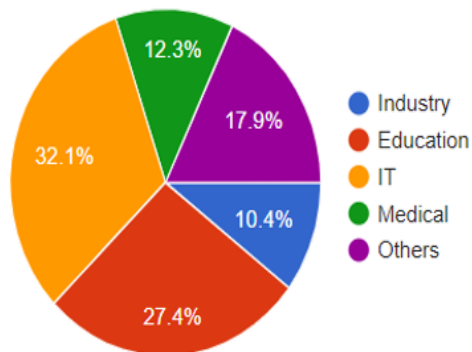
FINDINGS

Working environment:

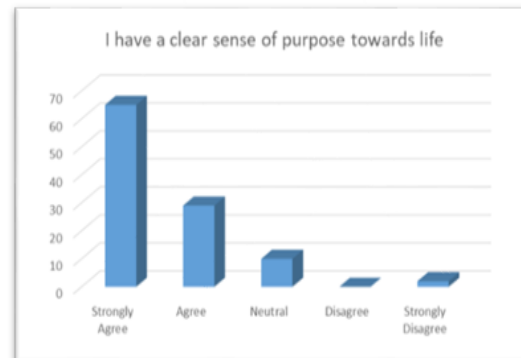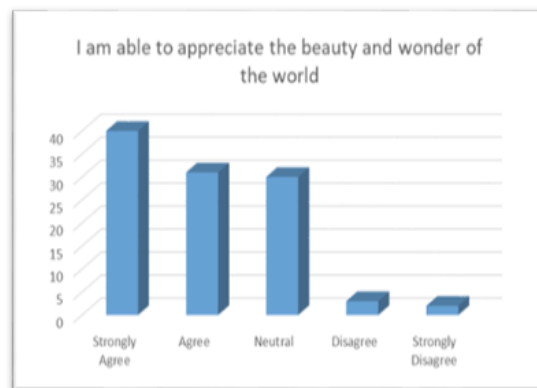
Fig 1

Fig 2

Fig 3

Fig 4

Fig 5

Fig 6

I tend to make a decision that is realistic and practical

Fig 7

I approach problems with a solution-focused mindset

Fig 8

I have a sense of inner peace

Fig 9

I tend to remain calm in challenging situations

Fig 10

I am able to accept others for who they are

Fig 11

I am able to stay true to my own values and beliefs
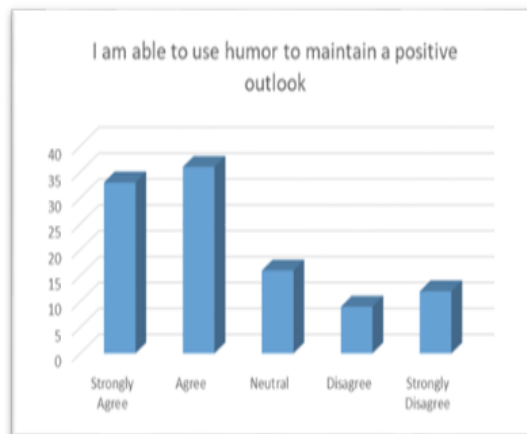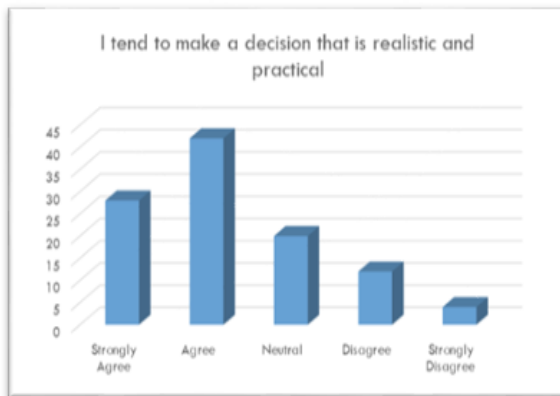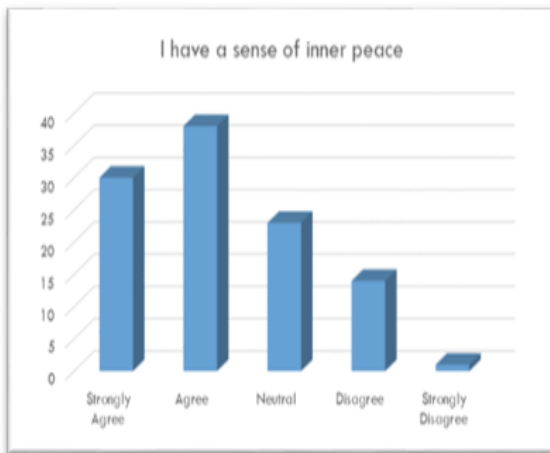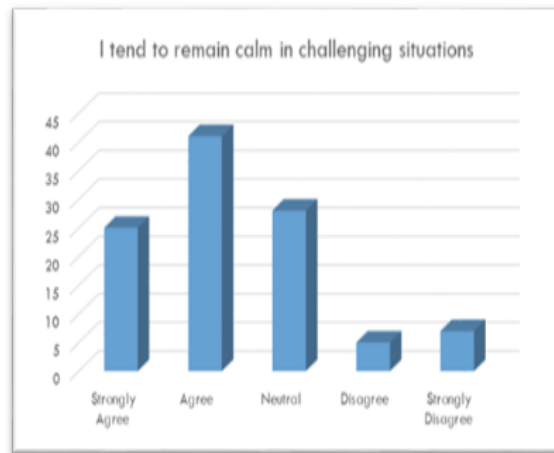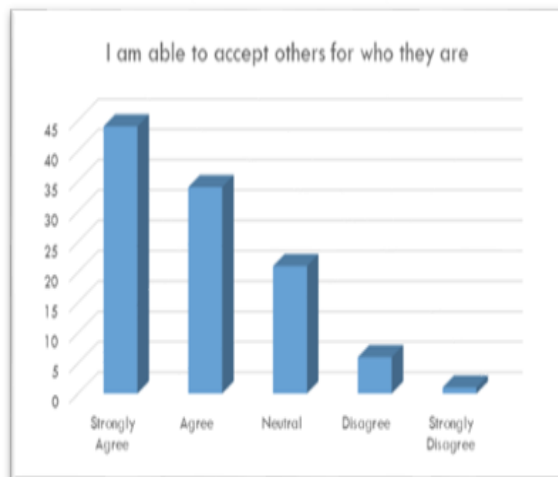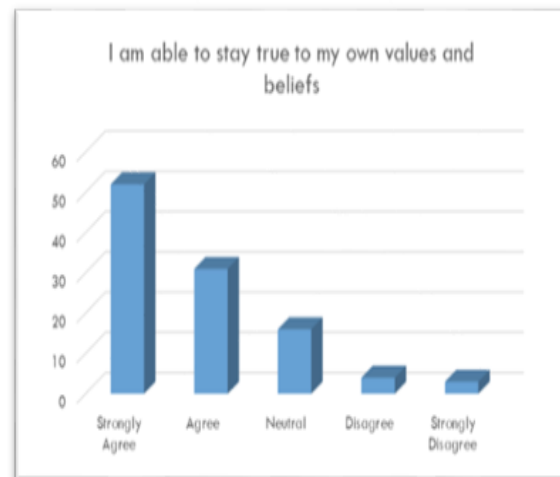
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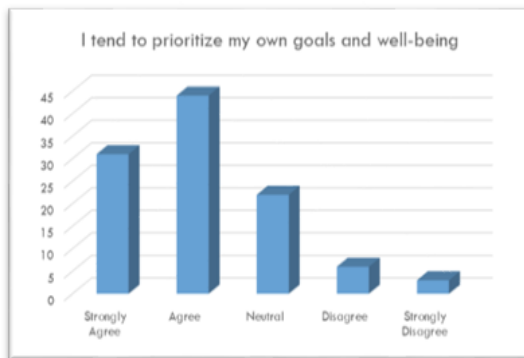
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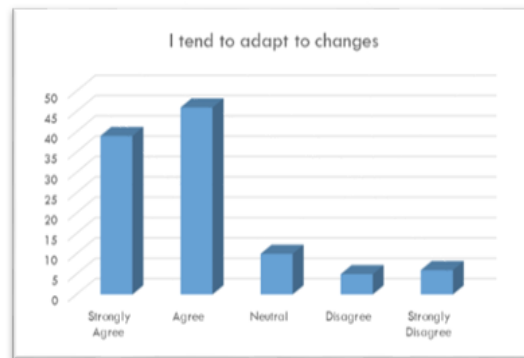
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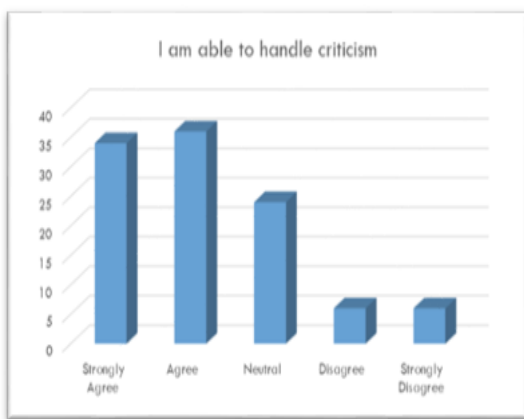
Fig 15

Fig 16

Fig 17

Fig 18

Fig 19

I express my creativity through various forms of art, music, writing, or other

Fig 20

I value my privacy

Fig 21

I am open to enjoy learning and exploring

Fig 22

I am open to new experiences and ideas

Fig 23

I enjoy my solitude

Fig 24

I am able to handle feedback
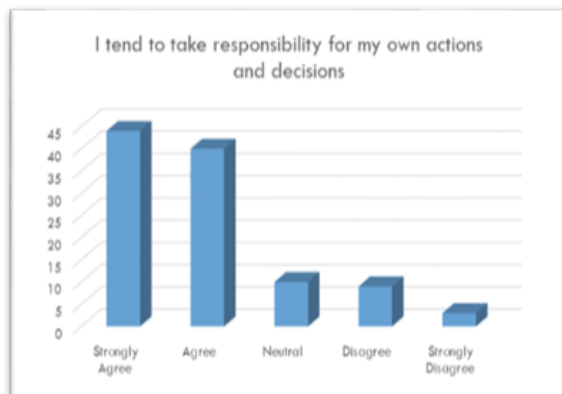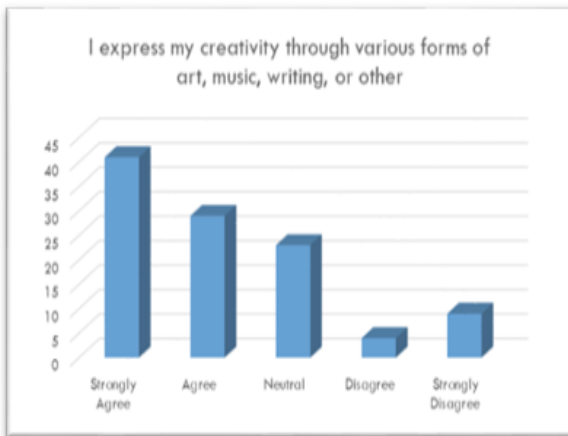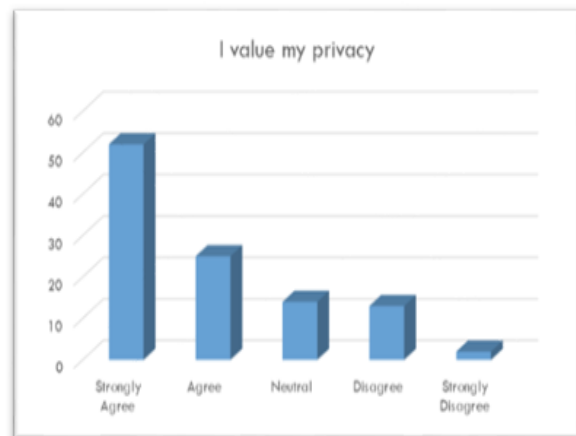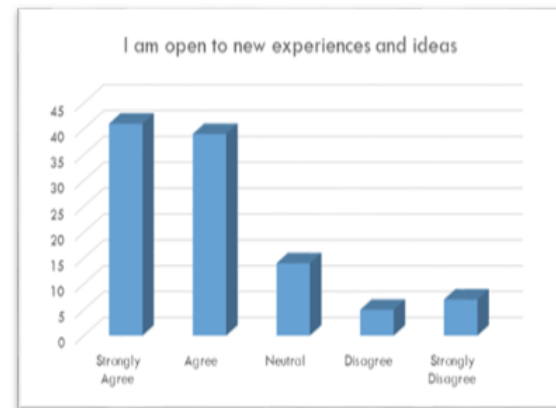
Fig 25

Fig 26

RESULT

The study investigates the mentality, self-esteem, problem-solving skills, and work pressure management abilities of working-class individuals across various sectors. Data was collected from 106 participants, categorized into age groups below 25, 25-35, 35-45, and above 45. The majority were recent college graduates, while the 35-45 age group demonstrated experience in managing work pressure while maintaining self-esteem. The survey questions assessed self-actualization and work performance.

The survey results reveal a significant increase in women entering the workforce, impacting the working environment. However, 41% of women face significant mental and work-related pressures, while 58.5% of men also handle work press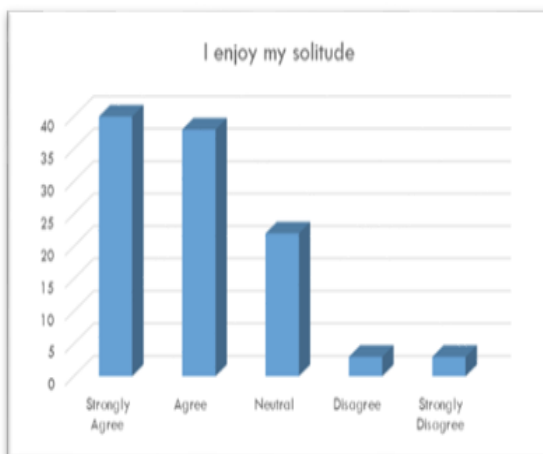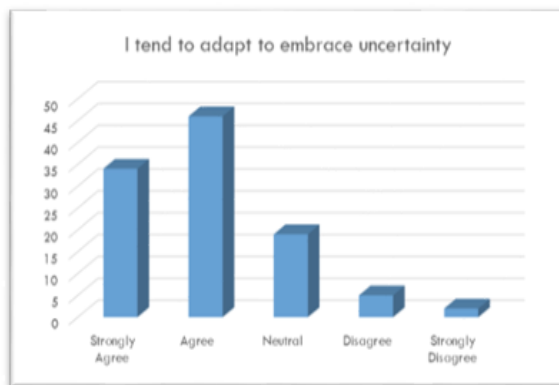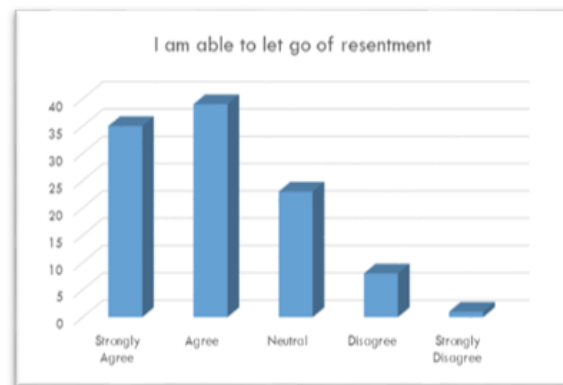ures, often working day and night shifts to support their families. The self-actualization theory categorizes working styles as part-time or full-time, with part-time work providing homemakers with the opportunity to pursue their preferred jobs while contributing to their family's income. 97.2% of both men and women are employed in the private sector, with only 2.8% opting for government jobs. Fresh graduates often choose the private sector due to financial considerations and ease of entry. The IT industry employs 32.1% of respondents, offering numerous job opportunities and attracting engineers. The education sector follows closely behind, employing 27.4% of respondents. Many individuals initially consider pursuing a career in medicine, engineering, and education, as the education sector offers a wide range of departments and is open to both men and women. The survey uses Abraham Maslow's self-actualization theory to analyze the mindsets of working-class men and women, focusing on their mental and physical well-being. The questions cover both the workplace and home environment, catering to both genders. Results show that individuals of different genders face unique issues in their work environments, with men and women tackling these problems independently and prioritizing work and family simultaneously.

The survey, based on Maslow's self-actualization theory, provides insights into the mindset of working-class individuals. It highlights the unique challenges faced in different work environments and their ability to handle them independently. The survey provides a comprehensive understanding of the mental and physical well-being of working-class individuals. They set their own goals and balance their commitments to work and family. The dynamic working environment and constant

challenges enable them to adapt easily, handling challenges with a calm demeanor, accepting criticism, and facing adversity without fear. This suggests that work opportunities empower individuals and foster personal growth. The study reveals that the 25-35 age group has the highest proportion of individuals employed, with 55.7%. The 35-45 age group has the second largest proportion, followed by individuals below 25 and the 45-year-olds at 5.9%. Gender distribution is also evident, with 62 male responses and 41.5% female responses. Full-time employment is the most common, with 88.8% of respondents reporting this. The majority of respondents, 97.2%, are employed in the private sector, while only 2.8% are in government positions.

DISCUSSION

The study investigates self-actualization among working individuals in various work environments. A survey was conducted to understand their mental well-being and workplace pressures. The survey was designed based on self-actualization theory and categorized by age, gender, working style, sector, and environment. Data was collected using Google Forms and organized using Excel sheets. The survey included 106 individuals from diverse working environments. The results revealed patterns and differences based on field and working style. The study explored the emotional connection between men and women with their work and how women manage professional responsibilities alongside household duties. The majority of respondents agreed, suggesting that both men and women are adept at handling mental pressures and approaching work with a neutral mindset.

(Fig 1), with 32.1% of respondents in the IT sector, 27.4% in education, and 17.9% in entrepreneurial ventures. The IT sector has experienced rapid growth, attracting professionals from various fields. Education attracts both men and women, while homemakers establish successful businesses. The medical field has a diverse workforce, with 12.3% representing both genders. (Fig 2) shows that The study reveals that 65 respondents strongly agree on having a clear life purpose, with 29 partially accepting their decisions were made by them, while 10 remained neutrals. Only 2 strongly disagreed, and none disagreed. (Fig 3) shows that out of 54 respondents, a majority agreed that expressing genuine feelings spontaneously is beneficial, likely due to their higher workplace positions. However, 27 respondents strongly agreed, indicating middle positions. The remaining respondents chose neutral options, two disagreed, and two strongly disagreed with the idea. (Fig 4) The majority of 40 respondents, according to Figure 8, actively appreciate the world's beauty despite busy schedules. However, 31 respondents disagreed, possibly due to work pressures or mental burdens. Two respondents strongly disagreed. (Fig 5) shows that out of 44 respondents, all strongly agree However, 22 remain neutral, 20 agree, 17 disagree, and 3 strongly disagree.

(Fig 6) shows that The study reveals that out of 36 respondents, all agree that humor helps maintain a positive outlook by instilling confidence and creating a positive work environment. However, some respondents chose a neutral response, 12 strongly disagreed, and 9 simply disagreed. (Fig 7) The study reveals that 34 respondents, including both men and women, use a solution-focused approach to problem-solving. 28 strongly believe in effective problem-solving, while 25 maintain a neutral stance. 13 disagree due to high pressure, and 7 strongly disagree with the idea of problem-solving. (Fig 8) shows that out of 42 surveyed individuals, all agreed that they can make realistic and practical decisions, actively implementing their ideas. The

workplace facilitates this by assigning tasks for implementation. 28 respondents strongly agreed, while 20 remained neutral, 12 disagreed due to lower positions, and 4 strongly disagreed. (Fig 9) The study reveals that out of 42 respondents, 25 strongly agree to maintain composure in challenging situations, while 28 have a neutral mindset, 7 strongly disagree, and 5 disagree, expressing fear and uncertainty about whether to remain calm or react in such situations. (Fig 10) The study reveals that mental stability and inner peace are crucial for productivity, with 30 individuals strongly agreeing. However, 24 people remained neutral, suggesting work pressure significantly affects employees. The results suggest that employees' mental stability and inner peace can significantly impact a company's revenue.

(Fig 11) The survey results show that a positive working environment fosters understanding and acceptance among employees, with 21 people remaining neutral, six disagreeing, and one strongly disagreeing. This highlights the significance of creating a positive environment for employees to accept and respect others. (Fig 12) The study shows that 52 respondents strongly agree that they can uphold their values and beliefs, indicating a positive working environment. However, 16 remain neutral, suggesting a divergence in mindset. 4 disagree and 3 strongly disagree, suggesting unique circumstances may hinder individuals from staying true to their values. (Fig 13) The study reveals that 44 individuals, despite working in various sectors, agree on prioritizing personal goals and well-being. The work environment influences their focus on company goals, which in turn affects their personal lives. 32 individuals strongly agree that prioritization benefits them, motivating them to reach higher positions. However, 22 remain neutral, 6 disagree, and 3 strongly disagree. (Fig 14) The study reveals that 47 respondents, mostly men and women, need to adapt their working environment to advance their careers and increase salaries. Men often integrate easily, while women may need more time to assimilate. 39 respondents are willing to change, while 10 remain neutral, while 6 strongly disagree and 5 disagree with the idea of adapting to changes. (Fig 15) Out of 49 respondents, 31 strongly agree and actively forgive others for their mistakes, reflecting the mindset of working individuals who have experienced significant pain and suffering. 17 remain neutral, while four disagree and four strongly disagree with forgiveness, expecting perfection and zero mistakes from others.

(Fig 16) Out of 36 respondents, 34 strongly believe handling criticism is essential for career advancement. The remaining respondents remained neutral, with 6 disagreeing and 6 strongly disagreeing. These individuals often become weakened and overthink due to criticism, highlighting the need for better communication and understanding in the workplace. (Fig 17) The majority of 44 respondents strongly agree that higher-ups should take responsibility for their actions and decisions, but gender differences may impact this. Some remain neutral, while others disagree, and three strongly disagree due to aversion to responsibility. (Fig 18) The study reveals that 36 respondents value meaningful relationships and comfortable workplaces, with both genders expected to maintain good conduct. However, relationships' dynamics vary across industries, with 25 remaining neutral, 9 disagreeing, and 3 strongly disagreeing, emphasizing the importance of meaningful connections. (Fig 19) shows that 52 respondents value their privacy, regardless of their job type or sector. 25 agree, and both men and women share this mindset. However, 14 remain neutral, 13 disagree, and 2 strongly disagree, indicating that some do not value privacy or consider their personal lives private. (Fig 20) The study indicates that 41 respondents

express their creativity through art, music, or writing in their workplace, with 30 particularly over 20 showing interest. However, 23 respondents remain neutral, emphasizing the importance of respecting their choice. Nine respondents strongly disagree, and four disagree with the idea of these activities as forms of creativity.

(Fig 21) The study reveals that 41 respondents believe that being open to new experiences and ideas is crucial for staying open-minded. They believe that continuous learning and adapting to new things are essential for personal growth. However, 14 respondents remain neutral, preferring to stay in their current place, 7 strongly disagree, and 5 simply disagree, fearing trying new things and hesitant to contribute fresh ideas in their workplace. (Fig 22) The majority of 45 respondents expressed eagerness to learn and explore new experiences, with 34 strongly agreeing on its positive impact. 17 remained neutral, while 9 disagreed with continuous improvement. One person strongly disagreed, suggesting no need for personal development. (Fig 23) The majority of 40 respondents find solace in solitude, allowing them to explore their potential and feel content. However, 22 people view solitude as a combination with social interaction, while three disagree strongly, preferring to be surrounded by others. (Fig 24) believes effective handling of feedback is crucial for professional growth and dedication. However, 15 people remain neutral, seven disagree, and one strongly disagrees, emphasizing the need for both genders to learn to accept and manage feedback. (Fig 25) Out of 39 respondents, all agree that releasing resentment is a common issue in any work environment. However, 35 respondents strongly agree, 23 remain neutral, eight disagree, and one strongly disagrees, citing overthinking and complicating matters. (Fig 26) The majority of 45 respondents, according to are willing to accept and embrace uncertainty, despite fear and stress causing it. However, some remain neutral, while others find it uncomfortable and can cause stress, even over minor issues in their work environment.

Further scope of the study

The scope of this study can be expanded by applying the self-actualization theory to analyze the experiences of working women and homemakers. Surveying these individuals will provide valuable insights into the psychological challenges faced by working women as they strive to balance their professional and personal lives. Additionally, the survey will shed light on how homemakers effectively manage their households and care for their children and families. This research is rooted in the field of women's psychology, aiming to uncover the mental and physical resilience exhibited by both working women and homemakers. The survey can be conducted in a specific region or on a statewide scale, allowing for a comprehensive understanding of the subject matter.

CONCLUSION

Both men and women in the workforce are capable of handling problems and acquiring new knowledge, with a slight distinction between part-time and full-time workers. Both genders manage their psychological well-being by drawing from experiences and collaborating with colleagues. The survey results show that both genders appreciate the beauty of the world, maintaining a neutral mindset. Working men and women approach problems with a solution-focused mindset, drawing from their experiences to analyze and rectify issues. They tackle challenging situations

with a calm mindset, bravely facing problems head-on. Maintaining inner peace is closely tied to their psychology and mentality, as they acknowledge the importance of a peaceful working environment. Both genders prioritize goals and well-being by carefully analyzing and separating them. Women often face the challenge of dual roles, making it difficult for them to adapt to changes. Despite this, they demonstrate remarkable resilience and adaptability. The workplace fosters forgiveness and acceptance by addressing and resolving issues. Both genders are encouraged to take care of themselves and possess strong psychological resilience, enabling them to establish meaningful relationships with colleagues. Personal privacy is respected, and boundaries are maintained. Men and women express their creativity differently, seeking outlets for their artistic inclinations like art, music, writing, or singing to alleviate stress and find solace amidst demanding work routines.

The study found that both men and women are open to new experiences and ideas, comfortable with their routines, psychologically resilient, and clear about their values at work and home. Women workers are able to handle work pressure and household responsibilities well, express their ideas confidently, and actively seek personal growth opportunities.

Abbreviations

Nil

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Authorship contribution

Nil

Conflict of interest

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

Ethics approval

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