

SELF-ESTEEM, ROLE-CONFLICT AS A PREDICTOR OF LIFE SATISFACTION AMONG MARRIED TEACHERS

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INTRODUCTION

Teaching is a noble profession. The teachers are the heart and core of whole educational process. The strength of education system largely depends upon the quality of teachers. Hence a teacher is a vital component of school administration that stands at the most important point in the educational process. It is teacher who is most influential as far as the quality of education is concerned. A teacher affects eternity, she can never tell when her influence stops. The teacher plays an important role in shaping, molding the habits, tastes, manners and above all the character of the students. So it is essential for a teacher is subjected to excessive strain and as a result, she cannot maintain her mental balance. If not dealt seriously, teacher's self-esteem and role-conflict are of the major factors influencing her life satisfaction.

Self-esteem is the subjective measure of a person's values-the worth that one believes one has as an individual. Psychologists William James has attempted to define this self-appraisal in such a way as to measure it objectively, but with only mixed results. Low self-esteem has been implicated in bullying, although research suggests that people are more likely to use violence when they possess an unrealistically high self-esteem. The expectation that self-esteem was important in success, both academically in school and in life, led to efforts to increase self-esteem in students. However, such increases, without concomitant improvements in skills or increases in knowledge are as false as those of bullies, with equally unfortunate results. True self-esteem reflects the real value of a person, which does not depend on any specific ability compared to others, but rather resides in their integrity as a person who fulfills their potential with regard to their unique talents and abilities, who relates harmoniously with others, and who is responsible in relationship to their environment. In psychology, self-esteem or self-worth refers to a person's subjective appraisal of himself or herself as intrinsically positive or negative. Role is closely related to concept of norms; it is defined as position that has expectation evolving from established norms. People living in contemporary society assume succession roles throughout life. A typical sequence of social roles would be that of child, son or daughter teenager. Each of these roles has recognized expectations that are acted out like a role in a play. Role conflict arise when roles which person has to play is

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Most educators have at least four roles. These include administrator or teacher, spouse, parent and friend. Each of these roles has expectation and responsibilities. Most are better at some role than others are. The one role, however that most people are very good at is being a friend. This role allows them to be themselves. Their best friends overlook imperfection and enjoy their best qualities- their uniqueness. In this role, there is very little stress or acting. Often the happiest and most successful spouses and parents spend very little time playing a role with their significant other or children. They spend most of their time being themselves. Although each has responsibilities, judging a person on how good a husband, wife, or parent they are often causes much stress and conflict. The point is that roles force us to act in certain ways and we all have differing skills at various roles. However, we are all exceptionally gifted at being ourselves. Therefore, to be the best principal or teacher, one need to define one self and just leading or teaching as opposed to acting the role of a principal or a teacher. This role has little stress, forces little acting and one for which one are exceptionally gifted at being ourselves.

Life satisfaction or personal adjustment is considered as an important variable in younger mature as well as aged people. Several investigations have studied the correlation of life satisfaction. Positive relationships have consistently been obtained between life satisfaction, socio economic status, perceived adequacy of income & health status. It is typically defined as the degree to which individual judge the quality of their lives favorably and it can be equated with happiness.

Life satisfaction is the ultimate goal that all human being are striving to achieve. Life satisfaction is usually referred to as happiness coming from the fulfillment of a need or wish and as such is the cause or means of enjoyment.

Alston and Dudley (1973) have explained, life satisfaction is ability to enjoy ones experience accompanied by a degree of excitement. According to this definition of happiness, it is a state of wellbeing and contentment- a pleasurable satisfaction that comes when the individual needs and wishes are fulfilled. It is not same as euphoria which implies not only a state of satisfaction but also buoyancy that is not present in life satisfaction or happiness as. It is not only popularly defined but also used by many psychologists because happiness is synonym for life satisfaction and because it is more widely used than life satisfaction both the term imply satisfaction resulting from the fulfilment of need and wishes.

Problem: To examine the relationship among self- esteem, role conflict and life satisfaction among married female teachers.

Hypotheses:

The following hypotheses were formulated:

- Life satisfaction would be positively related with self-esteem.
- Life satisfaction would be negatively related with role-conflict.
- Self-esteem would be negatively related with role-conflict.
- Contribution of self-esteem would be greater as compared to that of role conflict towards life satisfaction.

METHOD

SAMPLE: The investigator adopted the following selection criteria for the sample of the present investigation. All the U.P. Government aided Intermediate colleges teachers of the selected city (for example Agra, Shikohabad, Aligarh & Mathura) were taken as sample. The subjects were belonging to age group of 24 to 45 years. The size of the sample was restricted to 200 teachers. The sample was consist of only TGT female married teachers from various governments aided intermediate colleges' teachers living with their spouses. Salary range was from 20,000 to 30,000per month.

TOOLS:To measure self-esteem Rosenberg Self-esteem Scale (1965) was used. It consists of 10 items and for measure role-conflict Teacher Role Inventory was used. It was developed by Prasad and Bhusan (1991).It consists of 24items and for measuring life satisfaction scale was used. It was developed by Alam and Srivastava (2002).

RESULTS: The coefficients of correlations were computed among self-esteem, role-conflict and life satisfaction by using Pearson's product moment method.

Table 1 : Correlation Matrix

Variables	Mean	SD	Self-Esteem	Role-Conflict	Life Satisfaction
Self-Esteem	22.95	2.27	1		
Role-Conflict	14.43	6.58	-0.0419	1	
Life Satisfaction	46.5	4.56	.165	-.2992	1

Table-1 shows that self-esteem is positively correlated with life satisfaction, but negatively correlated with role-conflict. Life satisfaction is positively correlated with self-esteem, but negatively correlated role-conflict. Moreover, the multiple regression analysis was further thought to be significant to examine the extent to which predictors variables independently predict a dependent or criterion variable (i.e., life satisfaction). For carrying out multiple regression analysis, a correlation matrix was formed (Table: 1).It includes inter-correlation among all predictors and criterion variable.

For interpreting the results obtained from multiple regression analysis, the variance caused by the combined effect of total predictor variables is seen by obtained R square, which is further adjusted into adjusted R square. Individual contribution of each predictor variable can be noted with the help of Beta weights. Level of significance indicated in the table against each predictor variables shows the variable which are significant enough, and to which extent, to predict the variance caused by each variable individually, beta weights of each predictor variable are multiplied by their respective correlation coefficients. The sum total of this individual proportion value is found equal to the value of R square.

Table 2 Multiple Regression Analysis

MULTIPLE R	0.33623
R SQUARE	0.11305
ADJUSTED R SQUARE	0.10404
STANDARD ERROR	4.32256

Table 3 Analysis Of Variance

ANOVA	df	SS	MS	F
Regression	2	469.147	234.57	12.554
Residual	197	3680.85	18.68	

**P<.01

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Variables	B	SE	β	t	r	Coefficients of determinations
Self-Esteem	0.30	0.30	0.15	13.1	0.16	0.16
Role-Conflict	-0.20	-0.20	-0.29	2.28	-0.29	-0.29
Constant	42.34	42.34				

The table-2 shows the result of multiple regression analysis when life satisfaction was taken as dependent variable. To see the strength of relationship between dependent variable and several independent variables coefficients of multiple correlations was computed. The value of multiple R of .33 (F 2, 197) =12.554, P<.01 was found. The multiple R square of .11 indicated that 11% variance in life satisfaction is to be accounted for by these variables. In the table of Adjusted R square was .10404 which indicates 10 % variance in life satisfaction is to be explained by combined predictor variables. Moreover, 3% variance out of 10 % variance in life satisfaction is to be explained due to variance in life satisfaction is to be explained due to self-esteem.8% of variance due to role- conflict score.

The effect of role-conflict was highest than self-esteem on life satisfaction i.e. 8 % variance in life satisfaction was due to role-conflict. Role-conflict is negatively related indicated that increase in role-conflict decrease life satisfaction of an individual.

DISCUSSION

Positive relation between self-esteem and life satisfaction has been found. The survey suggested that if person respect themselves, then all person respect the individual when all person respect them. They would get satisfied with their life. Present studies finding in line with previous studies (Herold 2007; and Akindotun2005) studies support that person who possess high self-esteem generally does not face stress its result that they satisfied with their life. Self-esteem is negatively related with role-conflict. Present studies finding in line with previous studies. Doyal and Frosty 2003; Kent2005; and Kevin 2008) studies support that person who possess low self-esteem generally does not face the situation of role-conflict and its lead to happy life. Negative relation between life satisfaction and role-conflict has been found. Present studies finding in line with previous studies. Koustelious 2004 studies support that when there is ambiguity in role, then person became confused what he/she has to do then the result is that he confronts the situation of stress and its leads toward unhappy life (i.e. dissatisfied from life).

CONCLUSION

In this it can be concluded that there is positive relation between life satisfaction and self-esteem, negative relation between role-conflict and life satisfaction. The findings of the present study led to conclude that role conflict is highly predictor variable of life satisfaction.

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