THE IMPACT OF GOAL ORIENTATION AND RESILIENCE AMONG WORKING AND NON-WORKING MARRIED WOMEN IN KOLKATA.

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Abstract : The present study experimentally investigates the effect of goal orientation and resilience on working and non-working married women and whether marital status comparison tendency moderates any of these effects. Female participants consisted of 20 married working and 20 married non- working with the age group of 25 - 45 years were randomly assigned to spend 10 minutes through online instruction in the present study. The scale used were Goal orientation scale by Vande Walle, D.M., Cron, W.L., and Slocum, Jr., J.W (1993) and Brief Resilience Scale (BRS) by Smith, B.W., Dalen, J., Wiggins, K., Tooley , E., Christopher, P. and Bernard , J. (2008). This paper also offers to explore Goal Orientation which examines some subscales like learning, performance prove and performance avoids and Brief Resilience Scale. The aims of the present study is to find out significant differences of goal orientation and resilience among the working and non –working married women in Kolkata and also the relationship of these variables affecting the two group of women considered in the present study.

I. INTRODUCTION:

Goal orientation plays an important role in implementing different management styles in work premises as well as in household chores. Purpose orientation refers to a "disposition in the direction of growing or demonstrating capacity in fulfillment different conditions". Studies revealed that in order to examine goal orientation, motivational factor is required for the preparation for this disposition. Individual consistency, dimensionality and the relationship to goal setting and consequences are important abilities that might direct to achieve situation. Purpose orientation specializes in responsibilities and advocates a focus on the ends that the responsibilities are made for rather than the tasks themselves and how those ends will have an effect on themselves and their family.

People with robust purpose orientation can be able to correctly choose the results of reaching the purpose in addition to the potential to satisfy that particular strategic or tactical goal with present day sources and capabilities. Vande Walle (2003) defines learning goal orientation as the "desire to develop the self by acquiring new skills, mastering new situations and improving one's competence". Intentions of gaining knowledge of goal orientation are seeking for comments on past performance to evaluate modern overall performance. These individuals focus on enhancing talents and acquiring information, and are much less involved with making mistakes.

Studies shows that adoption of mastery goals leads to more intrinsic motivation as opposed to overall performance approach or performance keep away from which are associated with external motivation. The performance approach orientation represents a desire to achieve a high level of performance. Persons with performance approach orientation seek positive reinforcement and feedback. These individuals don't want to put forth a lot of effort unless they will be positively evaluated, and tend to avoid tasks were they may make mistakes and therefore be poorly evaluated. Women who are working always seek for performance orientation approach rather than non- working women. Even working individuals are likely to pursue learning-avoidance goals when they feel that their skills or abilities are deteriorating. In fact non-working women might be not bother about their skills and abilities or having developmental stagnation to complete a task. Women who are working might focus on their goals on sustaining or improving their diminishing capacities than non-working women.

Resilience means to assess the capacity to bounce back or recover from pressure. It is a dependable approach of assessing resilience because the potential to get better or recover from stress and might provide specific and vital information approximately people managing fitness- associated stressors. Psychologists define resilience because the procedure of adapting nicely inside the face of adversity, trauma, tragedy, threats, or full-size assets of pressure—consisting of family and dating issues, severe health issues, or place of work and monetary stressors. A few human beings equate resilience with mental longevity, but demonstrating resilience includes operating through emotional ache and struggling. Both working and non-working women needs to "Bounce back" whenever they are facing sadness, defeat, and failure, but in place of wallowing or letting matters maintain them down, they

get lower back up and continue on with our lives.

Generally working women tries to generate the elements of self -belief, and it is what permits human beings to take whatever comes in stride, with a focus on what they are able to examine and gain from the experience. Resilience is what facilitates humans get over a setback, however mental sturdiness can help human beings keep away from experiencing a setback within the first region which is also helpful for non-working married women. The aim of the present study is to find out the effect of goal orientation and resilience among working and non-working married women in Kolkata.

II.   OBJECTIVES:

a. To determine whether there is a significant difference in goal orientation among working and non- working married woman in Kolkata.

b. To determine whether there is a significant difference in the learning goal orientation among working and non- working married woman in Kolkata.

c. To determine whether there is a significant difference in performance prove goal orientation among working and non-working married woman in Kolkata.

d. To determine whether there is a significant difference in the performance avoid goal orientation among working and non-working married woman in Kolkata.

e. To determine whether there is a significant difference in the conditions resilience among working and non- working married woman in Kolkata.

f. To determine whether there is a significant difference in the conditions of resilience related to personal characteristics, social relations, coping, and health among working and non- working married woman in Kolkata.

III.   METHODS:

Tools:-

The study tells the development and validation of Goal Orientation Scale and Brief Resilience Scale. The Goal Orientation scale and Brief Resilience Scale was used to measure the goal orientation levels and Resilience levels of the subjects. The scale was developed to measure the learning, performance prove, performance avoid, resilience related to personal characteristic, social relations, coping, and health of goal orientation and resilience of the women.

Goal Orientation scale : The Goal Orientation scale was developed by Vande Walle, D.M., Cron, W.L., and Slocum, Jr. J.W (1993) The goal orientation scale compromises of 37- items questionnaire consisting of three factors; a factor that measure mainly the learning goal orientation, a factor that measure performance prove goal orientation, a factor measure performance avoid goal orientation towards the individuals. This scale is self- reporting. In this scale the participants answer on a 7-point Likert scale of 1 (strongly agree) to 7(strongly disagree). The reliability and validity of the goal orientation scale was developed to measure the learning, performance prove, and performance avoid.

Brief Resilience Scale: The Brief Resilience scale was developed by Smith, B.W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P; and Bernard, J. (2008). The Brief Resilience Scale comprised of 6- items questionnaire. These scales are self-reporting in nature. In this scale the participants answer on a 5- point scale of 1 (strongly agree) to 5(strongly disagree). The reliability and validity of the goal orientation scale was developed to measure the learning, performance prove and performance avoid.

IV.   SAMPLE:

A sample of 40 women was purposively selected with the help of Google form from Kolkata. The samples of the study consisted of 20 working individuals and 20 non- working married woman with the age group of 25- 45 years and their permanent residence in Kolkata. A questionnaire was prepared via, Google form regarding Goal orientation scale and Brief Resilience Scale. The instructions were clearly given in the Google form; all the items were requested to respond by the subjects. The data was selected through random process. Necessary scoring and calculations were done after the data collections.

V.   PROCEDURE:

Samples were selected from working and non-working married woman. A questionnaire was prepared via, Google form regarding Goal Orientation and Brief Resilience Scale. Due to the pandemic situation responses of the subjects were collected through the social networking sites. The instructions were written clearly for the subjects .Response categories on Goal Orientation Scale were 1- strongly agree, 2-agree, 3-somwhat agree, 4-neither agree nor disagree, 5-somewhat disagree, 6- disagree, 7- strongly disagree. In Brief Resilience Scale the response categories were 1- strongly agree, 2-agree, 3-neutral, 4-disagree, 5 -strongly disagree. They should take an average time of 5-8 minutes. After the responses were collected from the 20 working and 20 non-working married woman, the scoring was done from each item according to the scoring standards. Finally the results tables and discussion was mentioned.

VI.   RESULTS AND DISCUSSION:

The table below revealed the mean, standard deviation, standard error of mean and t-test of Goal Orientation and Brief Resilience considering working and non- working woman Graduate degree in Kolkata. From the above result it has been found that the Goal Orientation mean score for working woman (n=20) was 104.05 (SD= 31.38). The mean score for non- working woman (n=20) was 111.8 (SD= 27.89). And the above result it has been found that the Brief Resilience the mean score for working woman (n=20) was 22.6500 (SD= 1.46089). The mean score for non- working woman (n=20) was 18.5500 (SD= 3.15353). Achievement goal theory (Ames and Ames,1984; Dweck, 1986,1990; Nicholls, 1984) Posits that individuals can strive for learning goals, performance approach goals and performance avoidance goals (Vande walle, 1997). The brief resilience scale is a simple, self-assessment tool that individuals can use to assess their own levels of resilience.

Again from the table below showed the importance of different variables in goal orientation and Brief Resilience that are represented here as learning goal orientation, performance prove goal orientation, performance Avoid goal orientation, goal

orientation and Resilience.

Table 1: Group Statistics

Variables	Group	N	Mean	Std. Deviation	Std. Error Mean
Learning Goal orientation	Non-Working Women	20	28.6000	7.18478	1.60657
	Working Women	20	20.5000	5.35576	1.19759
Performance Prove Goal Orientation	Non-Working Women	20	28.4000	6.24416	1.39624
	Working Women	20	26.5000	9.47295	2.11822
Performance Avoid Goal orientation	Non-Working Women	20	32.0000	7.44807	1.66544
	Working Women	20	22.1000	4.11544	0.92024
Goal orientation	Non-Working Women	20	22.8000	7.01577	1.56877
	Working Women	20	34.9500	12.44557	2.78291
Resilience	Non-Working Women	20	18.5500	3.15353	0.70515
	Working Women	20	22.6500	1.46089	0.32667

Table 2: To determine the significant differences between the non-working and working women in respect to the variables considered in the present study.

Variables	Groups	t	Sig. (2-tailed)	Remarks
Learning goal orientation	Non-Working Women	4.042**	0.000	Significant
	Working Women			
Performance Prove Goal Orientation	Non-Working Women	0.748	0.459	Not Significant
	Working Women			
Performance Avoid Goal Orientation	Non-Working Women	5.202**	0.000	Significant
	Working Women			
Goal Orientation	Non-Working Women	3.803**	0.001	Significant
	Working Women			
Resilience	Non-Working Women	5.275**	0.000	Significant
	Working Women			

To determine the factors on the scale of goal orientation that include 37-items questionnaire consisting of three factors which was developed by (Vande Walle, D.M., Cron, W.L., and Slocum, Jr.J.W 1993). Although many authors assume that individuals have a single dominant goal orientation, the multiple goal orientation perspective is more and more accepted in research (Payne, Youngcourt, and Beaubien,2007) and several qualitative studies give vivid descriptions of students pursuing multiple goals(Lee and Anderson, 1993; Levy ,Kaplan ,& Patrick ,2004). Coexistence of multiple goal orientations builds on the interactive goal hypothesis proposed by Barron and Harackiewicz (2001) which is based on the idea that all three goal orientations are represented within a person, but that the level of goal orientations are represented within a person, but that the level of goal orientations can vary between persons depending on personality and situational cues (Luo, Paris, Hogan & Luo, 2011). Barron and Harackiewicz (2001) Posit that the interactive effect of different goal orientations will potentially explain more variance in performance and learning compared to the additive effects. Different combinations of goal orientations may boost each other or work as a buffer to diminish negative effects of specific goal orientations.

The first factors, learning goal orientation contained 9 items that evaluated primarily have learning goal oriented behavior. In factors 1, the subscale score mean for non -working woman was 28.60 (SD= 7.18). The subscale score mean for working woman was 20.50 (SD=5.35). The obtained t score of the subjects for both the group of woman has been found to 4.042. So, it can be said that there is a significant difference among non- working and working woman using goal orientation scale factor 1 and it indicates that non- working woman have higher score than working woman. However, it shows that non- working woman differ strongly in how actively they engage in formal and informal learning activities such as seeking information, participation in household works in or outside. Learning goal refer to the individuals intention to develop competencies, knowledge or skills. Individuals with a learning goal orientation view challenging tasks as an opportunity for learning, and interpret failures as a starting point for learning

(Dweck,1990).

The second factors, performance prove goal orientation; contained 8 items that evaluated primarily performance prove goal oriented behavior. In factor 2, the subscale score mean for non- working woman was 28.40 (SD= 6.24). The subscale score mean for working woman was 26.50(SD= 9.47). The obtained t score of the both working and non- working woman has been found to 0.748. So, it can be said that there is no significant differences among non- working and working woman using goal orientation scale factor 2 and it indicates that the both non- working and working woman have a motivation by the desire to demonstrate their abilities. Having a learning goal orientation (also known as a mastery orientation) means that a person is motivated by the opportunity to develop and master new skills. Performance prove goal orientation defines people's focus on performance as their ability to outperform and look better than others (Fisher, Minbashian, Beckmann, and wood 2013) VandeWalle defines prove performance as the "desire to prove one's competence and to gain favorable judgments about it". It represents a desire to achieve a high level of performance.

The third factors, performance avoid goal orientation, contained 9 items that evaluated performance avoid goal oriented behaviour. In factor 3, the subscale score mean for non- working woman was 32.00 (SD= 7.44). The subscale for mean for working woman was 22.10 (SD= 4.11). The obtained t score for both the non- working and working woman has been found to 5.202. So, it can be said that there is a significant difference between non- working and working woman using goal orientation scale factor 3 and it indicates that non- working woman have higher score than working woman. However, it shows that performance avoid goal refer to the tendency to be concerned with positive confirmation of demonstrated behavior from others. The relative standard that performance orientation individuals are comparing themselves with can include both external factors (such as colleagues, performance norms) and internalized standards (for example, individual expectations, or previous performance levels)(Van Yperen, 2006). Performance approach goals are associated with demonstrating high performance to others, whereas performance avoidance goals are characterized by avoiding the demonstration of incompetence (VandeWalle, 1997). The third goal orientation in the trichotomous goal framework (Elliot and Harackiewicz, 1996) is performance avoidance goal orientation, which focuses on avoiding failure and hiding an assumed lack of ability, and implies a tendency to avoid achievement situations.

The fourth factors, Goal Orientation, contained 11 items that evaluated goal oriented behavior. In factor 4, the subscale score mean for non- working woman was 22.80 (SD= 7.01). The subscale score mean for working woman was 34.95 (SD= 12.44). The obtained t score foe both the non- working and working woman has been found to 3.803. So, it can be said that there is a significant difference between non- working and working woman using goal orientation scale factor 4 and it indicates that the working woman have the higher score than non- working woman. However, it shows that goal orientation is an "individual disposition towards developing or validating one's ability in achievement settings". Researcher has examined goal orientation as a motivation variable that i s useful for recruitment, climate and culture, performance appraisal and choice. It has also been used to predict scales performance, adaptive performance, goal setting, learning and adaptive behaviors in training, and leadership. Participation in professional development activities is important for working woman to continuously improve their knowledge and skills. However, working woman differ in their attitude towards learning activities, such as seeking information, participation in working shops in or outside the work place.

To determine the factors on the scale of Brief Resilience Scale that include 6 items questionnaire which was developed by (Smith, B.W., Dalen, J., Wiggins, K., Tooley , E., Christopher, P; and Bernard, J. 2008). The brief resilience scale (BRS) was created to assess the ability to bounce back or recover from stress. While resilience has been defined as resistance to illness, adaptation, and thriving the ability to bounce back or recover from stress is closest to its original meaning. Previous resilience measures assess resources that may promote resilience rather than recovery, resistance, adaptation, or thriving. In this factors, Brief Resilience contained 6 items that evaluated primarily have resilience behavior. In this factors the score mean for non- working woman was 18.55(SD= 3.15). The score mean for working woman was 22.65 (SD= 1.46). The obtain t score of the subjects for both the group of woman has been found to 0.000. So, it can be said that there is a significant difference between among non-working woman and working woman using brief resilience scale in this factors. It indicates that working woman have higher score than non-working. However, it shows that working woman was predictably related to personal characteristics, social relations, coping, and health. It was negatively related to anxiety, depression, negative affect, and physical symptoms when other resilience measures and optimism, social support, and Type D personality (high negative affect and high social inhibition) were controlled. The working woman have more ability to bounce back or recover from stress and may provide unique and important information about people coping with health related stressors.

VII. CONCLUSION:

From the above result we can conclude that in this study we have taken two group one is working woman another is non-working woman Graduated degree in Kolkata. From the above result it has been found that the Goal Orientation Scale have three factors which are Learning Goal Orientation Scale, Performance Prove Goal Orientation Scale, Performance Avoid Goal Orientation Scale and Goal Orientation. In which the first factor, learning goal orientation scale the non- working woman has high learning goal oriented than working woman and there is a significant difference between both the group. The second factor, performance Prove goal orientation in which both the working and non-working woman has same performance prove goal oriented and there is no significant difference between both the group. The third factor, performance avoid goal orientation the non- working woman has high performance avoid goal oriented than working woman and there is a significant difference between both the group. The last factor Goal Orientation, here the working woman has high goal oriented than non- working woman and there is a significant difference between both the group. The second scale is Brief Resilience Scale in these scale the working woman has high resilience than non- working woman and there is a significant difference between both the group.

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