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## RESILIENCE OF EMPLOYED AND UNEMPLOYED INDIVIDUALS: A COMPARATIVE STUDY

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### Abstract

Employment is a state of having a job or being employed and a paid agreement between an employee and employer. And unemployment refers to state when a person actively searching for job but not able to find. Resilience is a ability to bounce back from any stressful situation. People who are more resilient are use their skills and strength to recover from a difficult life event or challenges which can include: job loss, divorce, financial issues, illness, natural disasters. This paper study the level of resilience among employed and unemployed people. How resilience play a role on both working an non working individual. For analysis found out that there is no significant difference of resilience between employed and unemployed. This paper give a new findings that there is no significant differences between working or non working individual and there level of resilience.

### INTRODUCTION

Unemployment is refers to a person who is actively seeking for job and capable for the job and still jobless, in a position and obtainable to work, and actively searching for employment'. this implies anyone while not a job who is reaching bent on contacts about jobs or applying to employment. This definition of state restricted and it doesn't simply embody "anyone who doesn't have a job" Both out of work and employed folks compose the labor pool, or the set of the population that's each able and inquisitive about working. ' Not enclosed within the labor force are voters not looking for jobs, for example, a stay-at-home mom, a university student, or a discouraged worker, somebody who has stopped searching for work as a result of they believe no work

is available. 'Studying all that with an open mind that, we ought to understand youth unemployment is a major challenge in economies characterized by a young, growing population.

Information are going to be structured beneath the subsequent sub-headings: shaping and knowing what's state & youth unemployment, finding theories to know youth unemployment, what causes unemployment, and what are the challenges emanating from unemployment, with the aims to seek out solutions We may also name it with fancy names and provide it attachments, however The Lumen in addressing the youth unemployment challenge.

Unemployment happens once staff who wish to figure are unable to seek out jobs, that lowers economic output; however, they still need subsistence.

High charges of unemployment are a indicator of financial distress, however extraordinarily low charges of

Unemployment may be classified as frictional, cyclical, structural, or institutional.

### Frictional unemployment

frictional state may be a variety of unemployment that arises once staff are finding out new job or are transitional from one job to associate to another. Not like different kind of unemployment resistance unemployment doesn't increase throughout an economic recession. On the country during the recession it tend to say no as a result of workers become additional involved concerning job security since fewer job opportunities are obtainable within the market. A mismatch and discrepancy between the workers and available jobs If there is a mismatch between job seeker and available job within the market, that's thought about resistance unemployment .the problem will particularly have an effect on the new entrants or re entrants to the task market. This is often typically natural career progression for an employee, and their natural transition to new occupation, role and industry. Worker's dissatisfaction with work conditions Workers anxiety towards benefit ,salaries, work location ,job responsibilities. And may force them to quite them to quite their job, and appearance for one thing that higher meets their updated expectations. Cyclical unemployment Cyclical unemployment is the component of overall unemployment that result from ups and down in businesses. Cyclical unemployment is related to the macro economic situation in the economy. Cyclical state that the main reason behind high unemployment rates it's caused by a worsening within the variation. It's a part of the natural rise and fall of economic process that happen over time. Circular unemployment is temporary and depends on the length of economic contraction caused by a recession. A typical recession lasts around eighteen months. Once the business cycle re enters the expansionary part (rising towards the height of the wave), the fired tend to be rehired. Employment is a paid work agreement between an employer and an employee. The employer typically controls what the employee does and where the employee works. Learn more about employment and what it means.is an agreement between an employee and an employee that the Employment employee will provide certain services. In return, the employee is paid a salary or hourly wage. Although employees can negotiate certain items in an employment agreement, the terms and conditions are primarily determined by the employer. Both parties may also terminate the agreement. An employment agreement for an individual employee can be a verbal exchange, written email, or job offer letter. What motivate to work ?Indicator of low motivation Low productivity, A lot of conflict at workplace, Increase absenteeism, Work atmosphere is poor ,Causes of low motivation among workers ,If there is no appreciation and reward for workers, If intrapersonal relationship is not good ,If the workers are not valued by their supervisor or there feelings are being ignored ,Little opportunities for promotions Resilience is a dynamic development process referring to the maintenance of positive adjustment under challenging life conditions.Present day work context is highly challenging. It is difficult for people to

adjust all the responsibilities. When the personal and work are present in the same roof than it's difficult for people to not take stress.

Lentzos & Rose, 2009, p.243; resilience implies a systematic, widespread, organization, structural & personal strengthening of subjective & tolerate distribution in a complex world without collapse, a logic of resiliency would aspire to create a subjective. Resilience is a ability to bounce back from difficult life events. It doesn't mean that a resilient person don't experience stress, suffering and emotional pain but they are able to cope up easily with emotional pain and suffering. People face all kinds of difficulties in their life. There are financial instability, personal crisis, illness, loss of loved once. People need to learn to cope with and work through very challenging life experiences. Resilience theory refers to the ideas surrounding how people are affected by any kind of stressful events in their life. Resilience can be defined in term of five principles: Gratitude: one key factor of resilience is having gratitude practices. The more people practices gratitude can help to rewire the brain to positive aspect and help them to be resilient. Gratitude is a positive emotions and this also have physical health benefits. When facing so much uncertainty in life gratitude make us more resilient. Gratitude can foster positivity and that positivity help us to build resilience in our life. Compassion: Compassion can increases well being and resilience in any stressful life events. Compassion is also linked to healthier behaviours like exercises, and less substance use, motivation to reach the goal, taking the responsibilities and improve pro- social behaviour Acceptance: Resilience is a being able to bounce back from difficulties and the acceptance is the willingness to receive. Acceptance, identify the good things in challenges and help you know how to developed or strengthened something in ourselves and create new path or add new people into our life. and it reduce stress, increase productivity. Forgiveness: Researcher Dr. Everett Worthington, Commonwealth university focuses on forgiveness, and his mission is to "do all I can to promote forgiveness in every heart, homeland and home. And he describe forgiveness in his books include The Power of Forgiving and Moving Forward. Forgiveness is the ability to letting go and leading to positive feelings. And resilience is the ability to cope up through difficult situations. Alex S. & Marcia L. (2021) this paper purpose is to study the fear and the personality trait of resilience affect reemployment after job termination. This paper finds that fear is a natural response to termination in job, there are two responses of fear: one is to when an individual remains in a state of fear and one is to go away from the state of fear (fight or flight). Author says that one's level of resilience is a factor in determining time to reemployment. M Bhattarai et.al (2018) aim of this study is to assess the level of resilience among people who sustained spinal cord injury from the 2015 earthquake. This study found that almost 50% of participant had low level of resilience and people with higher level of resilience were more likely to be employed, male paraplegic level of injury and pain free. Cristy L & Shaun R there paper is about the employee's resilience and agility. Findings say that respondent show high level of agility and resilience and also find that their gender, age, size of employer, organizational communication and strategies also influence agility and resilience in them. Ramsay Lien & Joan Huser (1988) this paper study the unemployment people and their families. Joblessness effect peoples marital relationship and that cause stress. This study not only focusing on the mental health need workers but also find out the qualities resilience and efficacy among the employed. That employed how have job or income are more resilient and are able to handle difficulties in life.

### **Hypothesis:**

1. There would be no significant difference in level of resilience between employed and unemployed.

### **Methodology**

The present study has followed the standard research method. And the focus was to study the level of resilience among employed and unemployed people.

**Tool:** For the study and data collection "14 item Resilience Scale (RS-14)" developed by Gail M. Wagnild was used to measure resilience among employed and unemployed people.

14 ITEM RESILIENCE SCALE: this scale consist 14 items and a 7- point Likert scale type from 1 (strongly disagree ) to 7 (strongly agree). This test structure with a good internal consistency and reliability ( $r= 0.93$ ).

**Procedure :** the present study has involved survey method of data collection. As per the situation the study was conducted through online mode due to covid-19. The questionnaire was converted into Google form and sample were asked to give their responses on the asked question. Through the electronic form all the demographic detail like name, age, gender, education qualification, if they are employed or still searching for job, family type was collected and then further calculation and interpretation were carried out. The dependent variable was resilience and independent variable was employed and unemployed.

**Sample :** random sampling method was used to collect for the data. Sample size is 120. The sample include with age range 25 to 35. The sample was having 60 employed and 60 unemployed people.

### Data analysis

The statistical analysis was done using SPSS software to find out the level of resilience among working and nonworking individual and the level of significance was set to be 0.05.

### Result

To check the level of resilience among employed and unemployed people.

The first problem of the study pertain resilience in employed and unemployed individual.

It was hypothesized that there would be no significant difference in level of resilience among employed and unemployed . After the analysis with SPSS it was found out that there is a significant difference of resilience between employed and unemployed (  $p < 0.5$ ). thus the hypothesis rejected.

Table 1: mean, standard deviation of resilience and working status

	N	Mean	Std. Deviation	Std. Error Mean
WORKINFSTATUS	119	1.5126	0.50195	0.04601
RESILIENCE	119	74.5462	16.1044	1.47629

### Independent Samples Test

#### t-test for Equality of Means

	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						Lower	Upper
RESILIENC	6.64265	118	.000	17.05006	2.566755	11.96718	22.1329293
E	6.593789	109.1261	.000	17.05006	2.585775	11.9252	22.17491101

From the table 2 clear that there is a significant difference between the resilience of employed and unemployed.

## Discussion

On the basis of the result it can be conclude that there is a difference in the level of resilience among employed and unemployed. This is supported by evident found in previous research. Working and non working individual has same level of resilience. Anne M & Marie L (2007) there study focused on the resilience of unemployment, (G.M. wagnild & H.M. young, 1993) Resilience scale, Depressed mood scale ( L.S. Radloff,1977) and assertive job hunting survey ( H.A. Becker, 1980) these scales were used for this study and they found that workers who has qualities of resilience are less depressed though they had been looking for a job for a long period of time. Maklu N et.al, (2018) this study aim is to find out the impact of hope, self –efficacy and resilience on self employed graduates in Nigeria. Survey were used in 311 population and result show that resilience, hope, and self- efficacy has a significant effect on the target population. Ramsay Lien & Joan Huser (1988) this paper study the unemployment people and their families. Joblessness effect peoples marital relationship and that cause stress. This study not only focusing on the mental health need workers but also find out the qualities of resilience and efficacy among the employed. The hypothesis of the current study that employed people are more resilient than unemployed is found out that there is a significant difference in level of resilience among employed and unemployed there level of resilience. However there are more researches need to be done for more clearer perspective.

## Limitations

Although, present study has been done in the best manner possible and standard procedure, but despite there are few limitations of this study:

The result can be generalized to the larger population as the most of the population belongs to Chhattisgarh or Orissa.

Further research can be conducted using different study group (e.g. above 30 years of age group)

However, there need to be done more researches on resilience of employed and unemployed.

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