



# IMPACT OF SOCIAL SUPPORT ON SELF-ESTEEM AND LIFE-SATISFACTION AMONG WORKING INDIVIDUALS

<sup>1</sup>Ananya Rastogi, <sup>2</sup>Dr. Shruti Dutt

<sup>1</sup>Student, <sup>2</sup>Assistant Professor -1

<sup>1</sup>Amity Institute of Psychology and Allied Sciences,

<sup>1</sup>Amity University, Noida, Uttar Pradesh

**Abstract:** This research investigates the relationship between social support, life satisfaction, and self-esteem among working individuals. The study utilizes the Rosenberg's Self-Esteem Scale (RSES), the Multidimensional Scale of Perceived Social Support (MSPSS), and a Life-satisfaction questionnaire by O.H. Ojha to assess self-esteem, perceived social support, and life satisfaction, respectively. The findings contribute to understanding the nuanced relationship between specific dimensions of social support and overall well-being among working individuals. Preliminary findings suggest a significant positive correlation between perceived social support and both life satisfaction and self-esteem among working individuals. Moreover, specific dimensions of social support, such as emotional support from colleagues and supervisors, emerge as crucial factors contributing to overall well-being. This research contributes to our understanding of the importance of social support in the workplace and its implications for employees' psychological health and job satisfaction. The findings have practical implications for organizations aiming to promote employee well-being and productivity through fostering a supportive work environment.

**Index Terms – Social support, Life-satisfaction, Self-esteem, Well-being, Life-stressors**

## I. I INTRODUCTION

In the formative years of late adolescence and early adulthood, social relationships and support systems play a pivotal role in shaping an individual's self-perception and overall well-being. This critical period, marked by significant developmental milestones and transitions, is a time when young individuals' sense of self and life satisfaction are particularly malleable and susceptible to external influences. In today's fast-paced society, individuals often find themselves juggling multiple responsibilities and facing various stressors in their professional and personal lives. As a result, understanding the factors that contribute to well-being and psychological health among working individuals has become a critical area of research in psychology. One such factor that has garnered significant attention is social support – the perception or experience of being cared for, esteemed, and valued by others. Social support can come from various sources, including family, friends, co-workers, and community networks, and it plays a vital role in buffering the adverse effects of stress and promoting adaptive coping strategies.

The concept of self-esteem, defined as an individual's overall evaluation or appraisal of their self-worth, is intricately intertwined with social interactions and relationships. As social beings, humans have an innate need for belonging and acceptance, which can be fulfilled or thwarted by the quality and quantity of social support received. Positive social support, characterized by caring, understanding, and encouragement from family, friends, and significant others, can foster a sense of self-acceptance and self-worth, thereby enhancing self-esteem.

Life satisfaction, on the other hand, refers to an individual's global evaluation of their quality of life and overall well-being. It is a subjective and multidimensional concept that encompasses various domains, including relationships, personal growth, purpose, and achievement. Social support can act as a buffer against life's stressors and challenges, providing a sense of belonging, validation, and practical assistance, which in turn contributes to heightened life satisfaction.

The workplace serves as a primary social environment where individuals spend a significant portion of their time and engage in multifaceted interactions with colleagues, supervisors, and clients. Within this context, the quality of social relationships and support networks in the workplace can profoundly impact employees' psychological well-being, job satisfaction, and performance outcomes. Social support in the workplace can manifest through various channels, including emotional encouragement, instrumental assistance, informational guidance, and appraisal feedback, and it can originate from co-workers, supervisors, mentors, and organizational policies and practices.

Empirical evidence suggests a robust association between social support, life satisfaction, and self-esteem among working individuals. Higher levels of perceived social support have been consistently linked to greater life satisfaction and self-esteem, as well as lower levels of psychological distress and burnout. Social support may serve as a buffer against the detrimental effects of job stressors, fostering adaptive coping strategies and bolstering individuals' resilience in the face of adversity. Moreover, social

support in the workplace can contribute to a positive organizational climate characterized by trust, collaboration, and mutual respect, which, in turn, can enhance employees' job satisfaction, commitment, and overall well-being

While the beneficial effects of social support on life satisfaction and self-esteem are well-documented, several factors may moderate or mediate this relationship. Demographic characteristics such as age, gender, and job tenure may influence individuals' perceptions of social support and its impact on psychological outcomes. Additionally, individual differences in coping strategies, social support seeking behaviors, and cultural backgrounds may shape the effectiveness of social support interventions and their implications for well-being

### **Social support**

- Social support refers to the resources (e.g., emotional, informational, instrumental) provided by others in times of need or during stressful situations .
- Types of social support include emotional support (e.g., expressions of empathy and care), instrumental support (e.g., tangible assistance), informational support (e.g., advice, guidance), and appraisal support (e.g., constructive feedback).
- Social support can be derived from various sources, including family, friends, co-workers, supervisors, and community networks.
- Perceived social support, or individuals' subjective perception of the availability and adequacy of support from others, is often more strongly related to well-being outcomes than objective measures of support.

### **Life Satisfaction:**

- Life satisfaction refers to individuals' overall evaluation of their lives as a whole, encompassing various domains such as work, relationships, health, and personal fulfilment.
- It is typically assessed using self-report measures, such as the Satisfaction with Life Scale (SWLS), which ask individuals to rate their agreement with statements about their life satisfaction.
- Life satisfaction is influenced by a variety of factors, including social relationships, personal achievements, financial stability, and health.

### **Self-Esteem:**

- Self-esteem reflects individuals' overall evaluations of themselves and their self-worth.
- It encompasses beliefs and feelings of competence, worthiness, and adequacy.
- Self-esteem can be influenced by various factors, including social comparisons, feedback from others, and personal accomplishments.

### **Workplace Context:**

- The workplace is a significant social environment where individuals spend a substantial portion of their time and engage in social interactions with co-workers, supervisors, and clients.
- Social support in the workplace can come from various sources, including co-workers, supervisors, mentors, and organizational policies and practices.
- Supportive workplace environments have been associated with numerous positive outcomes, including higher job, lower turnover intentions, and better mental health among employees.

## **I.II. RESEARCH METHODOLOGY**

This chapter outlines the methodology employed to investigate the Impact of Social support on self-esteem and life-satisfaction among working individuals

### **Aim:**

The aim of this study is to investigate the influence of social support on self-esteem and life satisfaction among working individuals.

### **Objectives:**

- 1.To explore the relationship between social support and self-esteem
- 2.To explore the relationship between social support and life-satisfaction

### **Hypotheses**

- 1.There will be positive correlation between social support and self-esteem
- 2.There will be positive correlation between social-support and life-satisfaction

### **Participants:**

There were 100 participants. All were working either in IT companies or in other various organizations.

### **Tools for Measurement:**

To gather reliable data for analysis and interpretation following tools have been used.

- 1.Multidimensional Scale of Perceived Social Support (MSPSS):

MSPSS yields separate scores for perceived support from family, friends, and significant others, as well as a total score reflecting overall perceived social support. Higher scores indicate greater perceived social support across the three domains.

2. Rosenberg Self-esteem scale

The scale provides a total score, with higher scores indicating higher levels of self-esteem. The Rosenberg Self-Esteem Scale has demonstrated good reliability and validity across various populations and settings, making it a popular choice for assessing self-esteem in research and clinical practice.

### 3. Life Satisfaction Scale:

The Life Satisfaction Scale is a measure used to assess individuals' subjective evaluation of their overall life satisfaction and happiness. While various versions of this scale exist, they typically consist of multiple items that capture different domains of life satisfaction, such as relationships, work, health, and leisure.

#### Data Collection Procedure:

The sample was collected from 100 working individuals, which involved both male and female individuals. Their consent was taken before briefing them with the motive of research. Each individual took 10-15 minutes to complete the questionnaires. After collecting the data scoring was done carefully to avoid errors. It was then followed by running statistical procedure for analysis and interpretation of the relationship between variables.

#### **Software:**

Statistical analysis will be conducted using the Statistical Package for the Social Sciences (SPSS) software. SPSS provides a user-friendly interface for performing correlation and other statistical analyses, allowing researchers to efficiently analyze data and generate results.

## III. RESULTS AND DISCUSSION

### 3.1 Results of Descriptive Statistics of Study Variables

Correlation between MSPSS and RSES

#### DESCRIPTIVE STATISTICS

|       | Mean    | Standard deviation | N   |
|-------|---------|--------------------|-----|
| MSPSS | 5.3033  | 1.13067            | 100 |
| RSES  | 19.8000 | 5.35790            | 100 |

|       |                     | MSPSS | RSES  |
|-------|---------------------|-------|-------|
| MSPSS | Pearson Correlation | 1     | .250* |
|       | Sig. (2-tailed)     |       | .012  |
|       | N                   | 100   | 100   |
| RSES  | Pearson Correlation | .250* | 1     |
|       | Sig. (2-tailed)     | .012  |       |
|       | N                   | 100   | 100   |

\*Correlation is significant at the 0.05 level (2-tailed)

(Table 1)

The correlation coefficient ( $r$ ) of 0.25 between the Multidimensional Scale of Perceived Social Support (MPSS) and the Rosenberg Self-Esteem Scale (RSES) indicates a positive, albeit weak, linear relationship between these two variables.

Interpretation:

The positive correlation coefficient ( $r = 0.25$ ) suggests that as scores on the MPSS increase, scores on the RSES also tend to increase, and vice versa. In other words, individuals who perceive higher levels of social support are likely to have higher levels of self-esteem, on average.

However, the correlation coefficient of 0.25 indicates a relatively weak relationship. This implies that while there is some tendency for social support and self-esteem to be positively associated, there is also considerable variability in the data that is not accounted for by this relationship.

With a sample size (N) of 100, this correlation coefficient is statistically significant if the p-value is less than the chosen significance level (typically 0.05). Further statistical analyses would be necessary to confirm the significance of this relationship.

#### Mean and Standard Deviation:

The mean score for the MPSS is 5.30, indicating the average perceived level of social support among the sample.

The standard deviation for the MPSS is 1.13, suggesting the extent of variability or dispersion in the perceived social support scores around the mean.

The mean score for the RSES is 19.80, representing the average level of self-esteem among the sample.

The standard deviation for the RSES is 5.35, indicating the extent of variability or dispersion in the self-esteem scores around the mean.

Overall, while there is a positive relationship between perceived social support and self-esteem, as indicated by the correlation coefficient, it's important to recognize that the relationship is relatively weak. Further analysis and consideration of other factors may be necessary to fully understand the determinants of self-esteem in this population.

#### Correlation between MSPSS and LSS

##### Descriptive Statistics

|       | Mean   | Standard deviation | N   |
|-------|--------|--------------------|-----|
| MSPSS | 5.3033 | 1.13067            | 100 |
| LSS   | .4602  | .55582             | 100 |

##### Correlation

|       |                     | MSPSS  | LSS    |
|-------|---------------------|--------|--------|
| MSPSS | Pearson correlation | 1      | .272** |
|       | Sig. (2-tailed)     |        | .006   |
|       | N                   | 100    | 100    |
| LSS   | Pearson Correlation | .272** | 1      |
|       | Sig. (2-tailed)     | .006   |        |
|       | N                   | 100    | 100    |

\*\*Correlation is significant at the 0.01 level (2-tailed)

(Table 2)

The correlation coefficient ( $r$ ) of 0.27 between the Multidimensional Scale of Perceived Social Support (MPSS) and the Life Satisfaction Scale (LSS) indicates a positive, but relatively weak, linear relationship between these two variables.

#### Interpretation:

The positive correlation coefficient ( $r = 0.27$ ) suggests that as scores on the MPSS increase, scores on the LSS also tend to increase, and vice versa. In other words, individuals who perceive higher levels of social support are likely to report higher levels of life satisfaction, on average.

However, the correlation coefficient of 0.27 indicates a relatively weak relationship. This means that while there is some tendency for social support and life satisfaction to be positively associated, there is also considerable variability in the data that is not accounted for by this relationship.

With a sample size (N) of 100, this correlation coefficient is statistically significant if the p-value is less than the chosen significance level (typically 0.05). The significance level should be confirmed to ensure the observed correlation is not due to random chance.

#### Mean and Standard Deviation:

The mean score for the MPSS is 5.30, indicating the average perceived level of social support among the sample.

The standard deviation for the MPSS is 1.13, suggesting the extent of variability or dispersion in the perceived social support scores around the mean.

The mean score for the LSS is 0.46, representing the average level of life satisfaction among the sample. The standard deviation for the LSS is 0.55, indicating the extent of variability or dispersion in the life satisfaction scores around the mean.

Overall, while there is a positive relationship between perceived social support and life satisfaction, as indicated by the correlation coefficient, it's important to recognize that the relationship is relatively weak. Further analysis and consideration of other factors may be necessary to fully understand the determinants of life satisfaction in this population.

**Correlation between RSES and LSS**

**Descriptive Statistics**

|      | Mean    | Standard deviation | N   |
|------|---------|--------------------|-----|
| LSS  | .4602   | .55582             | 100 |
| RSES | 19.8000 | 5.35790            | 100 |

**Correlation**

|      |                     | LSS    | RSES   |
|------|---------------------|--------|--------|
| LSS  | Pearson Correlation | 1      | .661** |
|      | Sig. (2-tailed)     |        | <.001  |
|      | N                   | 100    | 100    |
| RSES | Pearson Correlation | .661** | 1      |
|      | Sig. (2-tailed)     | <.001  |        |
|      | N                   | 100    | 100    |

\*\* Correlation is significant at the 0.01 level (2-tailed)

(Table 3)

**Interpretation:**

The strong positive correlation coefficient ( $r = 0.66$ ) suggests a robust association between perceived social support and life satisfaction. As scores on the MPSS increase, scores on the LSS also tend to increase, and vice versa. This implies that individuals who perceive higher levels of social support are likely to report higher levels of life satisfaction, and vice versa.

With a sample size (N) of 100, this correlation coefficient is likely to be statistically significant, indicating that the observed relationship between social support and life satisfaction is unlikely to have occurred by random chance alone.

The magnitude of the correlation coefficient (0.66) indicates a strong relationship between the variables. This suggests that perceived social support explains a substantial proportion of the variance in life satisfaction scores within the sample.

**Mean and Standard Deviation:**

Although the means and standard deviations for the MPSS are not provided, they would be relevant for understanding the distribution and central tendency of perceived social support scores within the sample.

Similarly, the means and standard deviations for the Life Satisfaction Scale (LSS) are provided. The mean score for the LSS is 0.46, indicating the average level of life satisfaction among the sample, with a standard deviation of 0.55.

Overall, the strong positive correlation between perceived social support and life satisfaction suggests that social support plays a significant role in determining individuals' subjective sense of well-being. This finding underscores the importance of social connections and support networks for promoting life satisfaction

**Discussion**

In this study, we explored the relationships between perceived social support, self-esteem, and life satisfaction among a sample of working individuals. The results of the correlation analyses revealed several noteworthy findings. Firstly, the positive correlations observed between perceived social support and both self-esteem and life satisfaction provide support for the hypothesized relationships. These findings align with existing literature, which suggests that individuals who perceive higher levels of social support tend to have higher levels of self-esteem and report greater life satisfaction. However, it's important to note that the

strength of these associations was relatively weak, indicating that other factors may also influence self-esteem and life satisfaction among working individuals. Furthermore, the strong positive correlation between self-esteem and life satisfaction highlights the significant role of self-esteem in shaping individuals' subjective well-being. This finding underscores the importance of fostering positive self-esteem as a means of enhancing life satisfaction among working individuals. While the results contribute to our understanding of the interplay between social support, self-esteem, and life satisfaction, several limitations should be acknowledged. The cross-sectional nature of the study limits our ability to draw causal conclusions, and the reliance on self-report measures may introduce response biases. Additionally, the sample consisted solely of working individuals, which may limit the generalizability of the findings to other populations.

In conclusion, this study provides insights into the relationships between perceived social support, self-esteem, and life satisfaction among working individuals. While perceived social support was positively associated with both self-esteem and life satisfaction, the relationships were relatively weak. Conversely, self-esteem exhibited a strong positive association with life satisfaction, underscoring its importance in promoting subjective well-being.

These findings have implications for interventions aimed at enhancing the well-being of working individuals, suggesting that efforts to bolster self-esteem may be particularly effective in improving life satisfaction. Future research employing longitudinal designs and more diverse samples is warranted to further elucidate the causal mechanisms underlying these relationships.

Overall, this study contributes to our understanding of the factors that influence subjective well-being among working individuals and highlights avenues for future research and intervention.

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