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## Dance And Self Esteem

An Analysis of some Psychological Factors of the Dancers of Kolkata

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### Abstract :

Dance science is a newly recognized field with a vast scope of research in the field of mental health. It can strengthen a participant's self-belief and confidence with positive effect on motivation and overall psychological well-being. The present study is aimed to find out a comparison between two groups of female married independent professional dancers of Kolkata : Group A with experience of 2-5 years and Group B with experience of 10-15 years, based on factors : self-esteem, work motivation, organizational commitment and competitive attitude, to assess the relationship of the variables with self-esteem of dancers of both groups working in different institutions and to find out relative contribution of those psychological variables on self esteem. The sample consisted of 100 independent unmarried female professional dancers, 50 in both groups. For analysing data, t test, Pearson's correlation and multiple regression analysis were computed and the significance level were tested at 0.01 and 0.05 level of analysis. Results reveal significant difference between self-esteem and organizational commitment among dancers of both the groups, significant relationship between self-esteem and organizational orientation, psychological work incentives, organizational commitment and contentiousness having experience of 2-5 years. Significant relationship is also found among self-esteem and work motivation, work group relation, organizational commitment, and competitiveness index, enjoyment of competition and contentiousness of dancers having 10-15 years of experience. Organizational commitment and contentiousness were found to have a positive contribution on self esteem for both the group of dancers.

**Keywords:** self-esteem, work motivation, organizational commitment, competitive attitude, contentiousness

### 1. INTRODUCTION

Dance is an art of expressing any idea or emotion, a way of releasing energy in a rhythmic way and taking delight in the movement. It is an amazing form of self-expression which helps us connect to the whole world through many levels and helps individuals to learn more. This self-expression is a person's basic motive which can be accomplished through dance enhancing communication of emotion. Some people love to dance for capturing or discovering their body and surrounding environment and experiencing it through new and special ways. It is an active form of creative expression which impacts our physical, mental and emotional well being

positively (Chatterjee, 2013). Dance makes one feel beautiful about oneself and works wonderfully from the improvement of connection of our mind and body which further increases a person's self-esteem, self-reliance and self-confidence (Kashyap, 2002; Paradoxa and Robinson, 1997). It, thus strengthens, a participant's self. Self is the relationship of an individual's own being, knowledge and values and self esteem is that evaluative component of self which corresponds to an overall view of the self as worthy or unworthy and can be positive or negative (Baumeister, 1998; Morris Rosenberg, 1965). Overall, a healthy self esteem and a high level of confidence influences both an individual's motivation and quality of life (Cherry, 2023). Several researchers are of the opinion that people who dance always show higher levels of self esteem and psychological well being. Dance also has a cathartic effect which helps us to release psychological distress and helps us to express both happy and sad emotions. (Acharya & Jain, 2017). Some studies indicated that positive self image and self appraisal are the results of one's overall and enhanced self esteem that can be achieved when someone dances with a beautiful feeling (Kashyap, 2004). Acceptance of self creates balanced self-concept and this self concept contributes to multiple positive outcomes on workplace performance. Motivating the employees at work to perform with their full potential leads to employee satisfaction with their job and a high self esteem (Mihaela et al., 2022). Some researchers postulated that when an employee of an organization is motivated, he will generally be classified and satisfied with his job, which have an impact on self-esteem (Rus et al. 2020). Work motivation is viewed as a concept of willingness to exert high levels of effort to accomplish the goals of an organization. Several researchers have studied the relationship between work motivation and self esteem and they state that both can increase one's job performance sufficiently (Gabriel, 2016; Armstrong, 2015; Dabone, 2019). From studio to stage, dancers can perform at their highest level when they have already learnt to manage and recognize why, what and how the motivation is related to work (Lovatt, 2022). A performer's mental skills on the whole is formed mainly by one's motivation (Taylor, 2015). The motivated dancers and employees love their work. They do not feel stressed, are not pressurized and maintain a high commitment and goal-directed performance and a long-term attachment with the organization (Qendrim Bytyqi, 2020). Commitment, as an individual's psychological attachment to his/her organization, is the level of attachment, engagement and dedication the members of the organization feel towards their organization and individual jobs. Qalbh et al. (2016) found out in his study that both motivated and highly committed employees feel less pressure, love their work and have a positive association with their job role. According to some authors, the existence of the organizational commitment improves the effect of self-efficacy and work motivation on employee performance (Lubis et al., 2018). Thus, commitment is a promise to self, to enrich and to outgrow one's own self. It becomes a way of having the skills and the passion to bring out the best in them. This attitude brings with it a competitive mindset too. The desire to improve one's own personal performance contributes to good job performance. Competition is a welcoming attitude that helps the dancers to achieve success and motivates one to work even harder. In all aspects of life including academics, athletics and job market, individual's level of achievement can be increased by self-esteem and competitiveness (Janssen et al., 2019). Moreover, dancers are entertainment professionals, they perform on stage that needs complex skill sets. As dance is full of competitiveness and discipline, it offers positive effects on a person's mental health and self-esteem as it promotes positive attitude towards the body and mind of the individual. When a person is satisfied with himself, his self-esteem is high, the person has faith on his abilities. It is believed that such persons would be motivated to perform certain tasks better and motivated individuals always try to perform with maximum potential. On the other hand, commitment is the decision to act on what motivates an individual to perform. Motivation acts as an internal incentive or an income and commitment is out of inspiration or an outcome. When all of these go hand in hand, they deliver to the positive landing and provide to compete in a positive way as a person's competitive attitude encourages achievement and inspires them to do their best at every aspect of their life. Pursuing dance as a career is always challenging as it requires long hours of practice that calls for physical fitness. But dance can open doors of a career as an independent which make them adopt new roles, learn new disciplines, build a set of self-belief, motivation and high commitment to the profession that eventually results in full growth and development of a dancer (Augla & Farrer, 2015).

## 2. METHODS

### 2.1 Objectives :

1. To show whether there is any difference between the independent professional dancers having an experience of 2-5 years (Mean : 27.80 SD : 2.75) and 10-15 years (Mean : 30.48 SD : 3.37) in terms of self-esteem, work motivation, organizational commitment and competitive attitude.
2. To show the magnitude and direction of relationship of self-esteem with work motivation, organizational commitment and competitive attitude of independent professional dancers.
3. To show the relative contribution of work motivation, organizational commitment and competitive attitude on self esteem of independent professional dancers.

### 2.2 Design Of The Study :

#### Hypothesis :

From the objectives, the following null hypotheses were formulated which are as follows :

1. There exists no significant difference between independent professional dancers having an experience of 2-5 years and dancers having an experience of 10-15 years in terms of self-esteem.
2. There exists no significant difference between independent professional dancers having an experience of 2-5 years and dancers having an experience of 10-15 years in terms of work motivation and it's six factors namely-
  - a) Dependence,
  - b) Organizational Orientation,
  - c) Work Group Relation,
  - d) Psychological Work Incentives,
  - e) Material Incentives,
  - f) Job Situation.
3. There exists no significant difference between independent professional dancers having an experience of 2-5 years and dancers having an experience of 10-15 years in terms of organizational commitment.
4. There exists no significant difference between independent professional dancers having an experience of 2-5 years and dancers having an experience of 10-15 years in terms of competitive attitude and it's two separate subscales namely-
  - a) Enjoyment of Competition
  - b) Contentiousness
5. There exists no significant relationship between self-esteem and work motivation and it's six factors namely-
  - a) Dependence
  - b) Organizational orientation
  - c) Work group relation
  - d) Psychological work incentives
  - e) Material incentives
  - f) Job situation
 of independent professional dancers having an experience of 2-5 years.
6. There exists no significant relationship between self-esteem and organizational commitment of independent professional dancers having an experience of 2-5 years.
7. There exists no significant relationship between self-esteem and competitive attitude and it's two subscales namely-
  - a) Enjoyment of Competition
  - b) Contentiousness
 of independent professional dancers having an experience of 2-5 years.
8. There exists no significant relationship between self-esteem and work motivation and it's six factors namely-
  - a) Dependence
  - b) Organizational orientation
  - c) Work group relation

- d) Psychological work incentives
- e) Material incentives
- f) Job situation

of independent professional dancers having an experience of 10-15 years.

9. There exists no significant relationship between self-esteem and organizational commitment of independent professional dancers having an experience of 10-15 years.
10. There exists no significant relationship between self-esteem and competitive attitude and its two subscales namely-
  - a) Enjoyment of Competition
  - b) Contentiousness
 of independent professional dancers having an experience of 10-15 years.
11. There is no significant relative contribution of work motivation, organizational commitment and competitive attitude on self esteem of independent professional dancers having an experience of 2-5 years.
12. There is no significant relative contribution of work motivation, organizational commitment and competitive attitude on self esteem of independent professional dancers having an experience of 10-15 years.

### 2.3 Sample :

A total of 100 professional dancers participated in this study. Two groups of sample were taken i.e. one group comprised of 50 independent professional dancers having an experience of 2-5 (Group A) years and the other group comprised of 50 independent professional dancers having an experience of 10-15 years ( Group B). The sample was taken from various dance institutes of Kolkata. Female unmarried dancers residing in Kolkata within age range of 25-35 years with minimum qualification of Graduation and maximum Masters degree working as independent professional dancers were selected for the study. The participants are also needed to be from nuclear family and only child to that family. All the participants were only child of nuclear family. Purposive and snowball sampling technique were followed for selection of the sample for both the groups of the study.

### 2.4 Tools Used :

4 questionnaires were used to measure the self esteem, work motivation, organizational commitment and competitive attitude of the participants. Following measures were used for this purpose –

#### 1. Rosenberg Self Esteem Scale (RSES) :

The Rosenberg self esteem scale (RSES, 1965) developed by sociologist Morris Rosenberg is a 10 item scale to measure global self-worth by measuring both positive and negative feelings of the self. It is a unidimensional and statistically significant scale and all items are answered using a 4 point Likert scale from Strongly Agree(4), agree(3), disagree(2) to Strongly Disagree(1). The original sample for which the scale was developed consists of 5,024 high school juniors and seniors from 10 randomly selected schools in New York state. The scale has been administered across many populations, nations, age range and race. The scale measures the self-esteem by asking the respondents to reflect on their current feeling. The scale is a reliable and valid quantitative tool for self-esteem assessment. This scale covers positive attitude towards self, feeling of satisfaction, feeling of self respect, feeling of failure, feeling of dissatisfaction etc. This scale is applicable for 13-65 years. Five of the items have positively worded statements and five have negatively worded ones. The Rosenberg Self-Esteem Scale presented high ratings in reliability areas; internal consistency was 0.77, minimum Coefficient of Reproducibility was at least 0.90 ( M. Rosenberg,1965, and personal communication, 1987). Several research findings suggested that The RSES is closely connected with the coopersmith self-esteem inventory and has a good predictive validity (Schmitt and Allik, 2005; Torrey, Mueser, McHugo, Drake,2000).

## 2. Work Motivation Questionnaire(WMQ-a)

The work motivation questionnaire (2012) is a 5 point scale, prepared by K.G. Aggarwal, consisting of 26 items related to the following six factors i.e. 1) Dependence 2) Organizational Orientation 3) Work Group Relations 4) Psychological Work Incentives (Intrinsic Motivation) 5) Material Incentives 6) Job Situation. Since the items were Likert type, summated scoring is done by assigning 5 to the most positive response and 1 to the extreme negative response. So, in this way scores 5,4,3,2,1 were given to each item; alternative a,b,c,d,e can also be assigned respectively.

Internal consistency of the instrument was found out by Split half Method. The reliability co-efficient by Spearman Brown formula was 0.994, which is significant at 0.01 level of significance ( K.G. Agarwal, 1988 ). The scale also consists of firm face, item and factorial validity as states by the developer.

## 3. Organizational Commitment Questionnaire (OCQ) :

Organizational Commitment Questionnaire(OCQ) is a 15-item self-administered scale developed by Porter et al.(1979) and codified by Mowday et al.(1979). It captures three of the following interrelated dimensions : a) acceptance of the organization's values(identification), b) willingness to exert effort on behalf of the organization (involvement) and c) a desire to remain an employee of the organization (loyalty). It is a 7-point scale containing 15 items in total which provides a perfect measure of how committed an individual is towards his or her organization. Responses to each item are measured on a 7-point Likert's scale with scale point anchors labelled : 1) Strongly Disagree 2) Moderately Disagree 3) Slightly Disagree 4) Neither Disagree Nor Agree 5) Slightly Agree 6) Moderately Agree 7) Strongly Agree. In case of Organizational Commitment Scale, out of 15 items, 9 items were positive, whereas rest of 6 were negative (3,7,9,11,12,15). For negative items, the score assigned to each of the alternatives had been reversed, where Strongly Disagree gets a score of 7 and Strongly Agree gets a score of 1. Coefficient alpha values range from 0.81 to 0.93. organizational commitment scale is correlated positively with involvement in an organization, for both calculative and moral reasons, job satisfaction, leader-member exchange, perception of organizational justice and organizational commitment correlated negatively with the extent of hierarchy, more specified jobs (Brett et al.,1995). Convergent validities across six diverse samples range from 0.63 to 0.74 with a median of 0.70. in this case, consistent evidence of convergent validity for the OCQ was found (Lyman W. Porter, 1979).

## 4. Competitiveness Index Scale :

The resulting revised Competitiveness Index by Houston et al., in 2002 consists of 14 items that can be used in total to measure overall competitiveness and can be divided into 2 separate subscales : Enjoyment of Competition (9 items) and Contentiousness (5 items). The scale is a 5-point rating scale ranging from Strongly Disagree to Strongly Agree. The scale is comprised of 2 separate subscales :

- i. Enjoyment of Competition : this scale has 9 items and they are 1,2,3,4,5,6,7,8 and 9.
- ii. Contentiousness : this scale has 5 items in it and they are 10,11,12,13 and 14.

The scale comprises of 9 reverse items (4,6,7,8,10,11,12,13 and 14) and 5 direct items (1,2,3,5 and 9). Since the items were Likert type, 1 was assigned to Disagree Strongly and 5 was assigned to Agree Strongly for all the direct items and vice-versa for the reverse items i.e. 5 was assigned to Disagree Strongly and 1 was assigned to Agree Strongly. Higher scores in this scale indicate greater competitiveness the overall scale was also positively correlated with other competitive measures, such as the Work and Family Orientation Questionnaire ( $r = 0.55$ ), the Sports Orientation Questionnaire ( $r = 0.62$ ) (Houston et al.,2002) and the Hypercompetitiveness Attitude Scale ( $r = 0.53$ ) (Luchner, Houston and Varley,2007). The modified version of CI scale, was positively correlated with the original Competitiveness Index ( $r = 0.82$ ,  $p < 0.001$ ).

## 2.5 Procedure :

In the present study, the participants were selected according to the inclusion and exclusion criteria from several dance institutes of Kolkata. For the present study, 50 willing independent professional dancers with 2-5 years experience (Group-A) and 50 willing independent professional dancers with 10-15 years experience (Group-B) working in different organizations were approached. The participants were handed over the questionnaire along with the consent form and confidentiality was assured to them. Completed questionnaires were retained while the incomplete ones were rejected. Following the collection of data, the

scoring procedure was carried out where the responses were scored based on the scoring norms and the scores of each psychological tests were obtained.

## 2.6 Statistical Analysis :

Statistical analysis is the process of collecting and analyzing large volumes of data in order to identify trends and develop valuable insights.

For the present study, data was statistically treated by appropriate parametric tests. The obtained data was analyzed by using appropriate statistical technique with the help of IBM SPSS version 23. For comparison between the two groups of independent professional dancers, t test for independent measure of equal size was computed. To see the relationship of variables with the self-esteem, Product Moment Correlation of Coefficient was computed for both the groups of sample separately. To find out the contributing factor of self esteem, stepwise multiple regression analysis was computed for the two groups of samples separately. For analysis, 0.05 and 0.01 levels of significance was considered.

## 3. RESULTS

### 3.1 Findings Of T Scores

Table showing t value (large equal independent sample) representing significance of difference between the scores of self esteem of dancers having 2-5 years of experience and dancers of 10-15 years of experience obtained from Rosenberg self-esteem scale.

| Variables   | Years Of Experience            |       |                                  |       |        |                 |             |
|-------------|--------------------------------|-------|----------------------------------|-------|--------|-----------------|-------------|
|             | 2-5 Years Of Experience (N=50) |       | 10-15 Years Of Experience (N=50) |       | t      | Sig(Two-Tailed) | REMARKS     |
| Self Esteem | Mean                           | Sd    | Mean                             | Sd    | 2.053* | 0.043           | Significant |
|             | 27.760                         | 4.128 | 29.560                           | 4.625 |        |                 |             |

\*p<0.05 level of significance

The t score of self esteem of dancers having 2-5 years of experience and dancers having 10-15 years experience is 2.053 which is significant at 0.05 level of significance. It suggests that the score of self esteem of dancers having an experience of 2-5 years varies significantly with the scores of dancers having an experience of 10-15 years.

Table showing t value (large equal independent sample) representing significance of difference among the scores of work motivation and it's six factors of independent professional dancers having 2-5 years of experience and dancers having 10-15 years of experience obtained from work motivation questionnaire.

|                                                             | years of experience            |        |                                  |        |        |                 |                 |
|-------------------------------------------------------------|--------------------------------|--------|----------------------------------|--------|--------|-----------------|-----------------|
| Variables                                                   | 2-5 Years Of Experience (N=50) |        | 10-15 Years Of Experience (N=50) |        |        |                 |                 |
|                                                             | Mean                           | Sd     | Mean                             | Sd     | t      | Sig(two-Tailed) | Remarks         |
| Work Motivation                                             | 102.760                        | 15.212 | 103.360                          | 13.939 | 0.206  | 0.838           | Not Significant |
| Work Motivation (Factor I : Dependence)                     | 22.62                          | 3.180  | 22.240                           | 3.490  | -0.569 | 0.571           | Not Significant |
| Work Motivation (Factor II : Organizational Orientation)    | 24.040                         | 3.932  | 24.020                           | 4.249  | -0.204 | 0.981           | Not Significant |
| Work Motivation (Factor III : Work Group Relation)          | 15.580                         | 2.718  | 15.640                           | 2.708  | 0.111  | 0.912           | Not Significant |
| Work Motivation (Factor IV : Psychological Work Incentives) | 16.14                          | 3.200  | 16.500                           | 2.808  | 0.598  | 0.551           | Not Significant |
| Work Motivation (Factor V : Material Incentives)            | 11.92                          | 2.371  | 11.92                            | 2.146  | 0.000  | 1.000           | Not Significant |
| Work Motivation (Factor VI : Job Situation)                 | 12.460                         | 2.269  | 12.360                           | 2.17   | -0.225 | 0.882           | Not Significant |

\*p<0.05 level of significance

Table showing t value (large equal independent sample) representing significance of difference between the scores of organizational commitment of dancers having 2-5 years of experience and dancers of 10-15 years of experience obtained from organizational commitment questionnaire.

| Variables                 | Years Of Experience               |        |                                     |        |            |                  |             |
|---------------------------|-----------------------------------|--------|-------------------------------------|--------|------------|------------------|-------------|
|                           | 2-5 Years Of Experience<br>(N=50) |        | 10-15 Years Of Experience<br>(N=50) |        | t          | Sig(Two-Tailed ) | Remarks     |
| Organizational Commitment | Mean                              | Sd     | Mean                                | Sd     | 2.316<br>* | 0.023            | Significant |
|                           | 70.30                             | 18.163 | 78.960                              | 19.635 |            |                  |             |

\*p<0.05 level of significance

The t score of organizational commitment of dancers having 2-5 years of experience and dancers having 10-15 years experience is 2.316 which is significant at 0.05 level of significance. It suggests that the score of organizational commitment of dancers having an experience of 2-5 years varies significantly with the scores of dancers having an experience of 10-15 years.

Table showing t value (large independent sample) representing significance of difference among the scores of competitiveness index and its two separate subscales of independent professional dancers having 2-5 years of experience and dancers having 10-15 years of experience obtained from competitiveness index scales.

|                                                             | Years Of Experience               |       |                                     |       |        |                  |                 |
|-------------------------------------------------------------|-----------------------------------|-------|-------------------------------------|-------|--------|------------------|-----------------|
| Variables                                                   | 2-5 Years Of Experience<br>(N=50) |       | 10-15 Years Of Experience<br>(N=50) |       |        |                  |                 |
|                                                             | Mean                              | Sd    | Mean                                | Sd    | t      | Sig(Two-Tailed ) | Remarks         |
| Competitiveness Index                                       | 42.44                             | 8.271 | 40.960                              | 9.41  | -0.835 | 0.406            | Not Significant |
| Competitiveness Index Subscale I : Enjoyment Of Competition | 29.28                             | 7.37  | 28.92                               | 6.632 | -0.257 | 0.798            | Not Significant |
| Competitiveness Index Subscale II : Contentiousness         | 12.760                            | 3.571 | 12.040                              | 4.467 | 0.890  | 0.376            | Not Significant |

### 3.2. Findings Of Pearson Correlation Coefficient Scores

Table showing the correlation co-efficient 'r' among self esteem and different psychological variables namely, work motivation and it's six factors, organizational commitment and competitive attitude and it's two separate subscales of independent professional dancers having an experience of 2-5 years.

| VARIABLES                                                   | SELF-ESTEEM |                           |                 |
|-------------------------------------------------------------|-------------|---------------------------|-----------------|
|                                                             | 'r'         | SIGNIFICANCE (two-tailed) | REMARKS         |
| Work Motivation                                             | 0.253       | 0.076                     | Not Significant |
| Work Motivation (Factor I : Dependence)                     | 0.175       | 0.225                     | Not Significant |
| Work Motivation (Factor Ii : Organizational Orientation)    | 0.290*      | 0.041                     | Significant     |
| Work Motivation (Factor Iii : Work Group Relation)          | 0.213       | 0.138                     | Not Significant |
| Work Motivation (Factor Iv : Psychological Work Incentives) | 0.305*      | 0.031                     | Significant     |
| Work Motivation (Factor V : Material Incentives)            | 0.206       | 0.150                     | Not Significant |
| Work Motivation (Factor Vi : Job Situation)                 | 0.049       | 0.735                     | Not Significant |
| Organizational Commitment                                   | 0.379**     | 0.007                     | Significant     |
| Competitiveness Index                                       | -0.234      | 0.102                     | Not Significant |
| Competitiveness Index Subscale 1 : Enjoyment Of Competition | -0.071      | 0.622                     | Not Significant |
| Competitiveness Index Subscale 2 : Contentiousness          | -0.235      | 0.100                     | Not Significant |

\*\*p<0.01 level of significance

. It can be seen from the above results that the scores of self-esteem of independent professional dancers having an experience of 10-15 years is positively correlated with work motivation's second and fourth factor namely, organizational orientation and psychological work incentives at 0.05 level respectively

The result simply depicts that there is a positive correlation between the raw scores of self-esteem and organizational commitment of the dancers.

Table showing the correlation co-efficient 'r' among self esteem and different psychological variables namely, work motivation and it's six factors, organizational commitment and competitive attitude and it's two separate subscales of independent professional dancers having an experience of 10-15 years.

| VARIABLES                                                   | SELF-ESTEEM |                               |                 |
|-------------------------------------------------------------|-------------|-------------------------------|-----------------|
|                                                             | 'r'         | SIGNIFICANCE<br>E(two-tailed) | REMARKS         |
| Work Motivation                                             | 0.294*      | 0.038                         | Significant     |
| Work Motivation (Factor I : Dependence)                     | 0.161       | 0.264                         | Not Significant |
| Work Motivation (Factor Ii : Organizational Orientation)    | 0.242       | 0.090                         | Not Significant |
| Work Motivation (Factor Iii : Work Group Relation)          | 0.321*      | 0.023                         | Significant     |
| Work Motivation (Factor Iv : Psychological Work Incentives) | 0.233       | 0.104                         | Not Significant |
| Work Motivation (Factor V : Material Incentives)            | 0.079       | 0.587                         | Not Significant |
| Work Motivation (Factor Vi : Job Situation)                 | 0.207       | 0.149                         | Not Significant |
| Organizational Commitment                                   | 0.623**     | 0.000                         | Significant     |
| Competitiveness Index                                       | -0.477**    | 0.000                         | Significant     |
| Competitiveness Index Subscale 1 : Enjoyment Of Competition | -0.405**    | 0.004                         | Significant     |
| Competitiveness Index Subscale 2 : Contentiousness          | -0.404**    | 0.004                         | Significant     |

\*\*p<0.01 level of significance

\*p<0.005 level of significance

It can be seen from the above results that the scores of self-esteem of independent professional dancers having an experience of 10-15 years is positively correlated with work motivation and it's third factor namely, work group relation, at 0.05 level respectively

The result also depicts that there is a positive correlation between the raw scores of self-esteem and organizational commitment of the dancers.

It can be seen that the scores of self-esteem of the dancers of 2-5 years is negatively correlated with the scores of competitive index and it's two subscales i.e. enjoyment of competition and contentiousness at 0.01 level of significance.

### 3.3. Findings Of Regression Analysis

Table showing regression analysis of significant relative contribution of different psychological variables namely, work motivation and its six factors, organizational commitment and competitive attitude and its two separate subscales on self esteem of independent professional dancers having an experience of 10-15 years.

| DEPERNDENT VARIABLE | PREDICTORS                | R     | R2    | ADJUSTED R2 | beta   | f      | REMARKS                          |
|---------------------|---------------------------|-------|-------|-------------|--------|--------|----------------------------------|
| Self esteem         | Organizational commitment | 0.623 | 0.389 | 0.376       | 0.565  | 30.506 | 0.000( significant at 0.01)      |
|                     | contentiousness           | 0.685 | 0.469 | 0.447       | -0.290 | 20.778 | 0.000(significant at 0.01 level) |

From the above table, it can be seen that, organizational commitment and contentiousness has contributed significantly to the prediction of self esteem of independent professional dancers having an experience of 10-15 years.

Table showing regression analysis of significant relative contribution of different psychological variables namely, work motivation and its six factors, organizational commitment and competitive attitude and its two separate subscales on self esteem of independent professional dancers having an experience of 2-5 years.

| DEPERNDENT VARIABLE | PREDICTORS                | R     | R2    | ADJUSTED R2 | beta  | f     | REMARKS                           |
|---------------------|---------------------------|-------|-------|-------------|-------|-------|-----------------------------------|
| Self esteem         | Organizational commitment | 0.379 | 0.144 | 0.126       | 0.379 | 8.049 | 0.007( significant at 0.01 level) |

From the above table, it can be seen that, organizational commitment has contributed significantly to the prediction of self esteem of independent professional dancers having an experience of 2-5 years.

### 4. DISCUSSION

The discussion section is one of the final parts of the research in which the findings are described, analyzed and interpreted. The discussion and analysis of results obtained from statistical analysis is presented on this section on the basis of the statistical values and existing literatures.

The result of the t test (2.053) depicts that there is a significant difference between the scores of self esteem of dancers having 2-5 years of experience and answers having 10 to 15 years of experience which is notably significant at 0.05 level. The mean scores of self esteem of dancers having 10 to 15 years of experience are higher than the mean scores of dancers having 2 to 5 years of experience. So, the people of 10 to 15 years experience are more social and confident with their opinions and their self perception are more distinct and sharper (Campbell, 1990). Research shows evidence between work experience and self esteem. It can be said that the dancers of 10 to 15 years can appreciate and value themselves more and changes in self esteem develops changes as a result of years of experience and interactions with other dancers. Pierce et al., (2004) also suggested that individual's work experience plays a significant role in their conceptualization of self-esteem. It is often the experience which forms the basis of their self esteem (Kenda Cherry, 2023). People's

self esteem may shape their work experience also leads to a high self esteem and can seek and get autonomy in job along with a feeling of responsibility (Krauss et. Al., 2021).

From the t scores of 2.316 it can be interpreted that there is a significant difference in the mean scores of organizational commitment of dancers having an experience of 2-5 years and dancers having an experience of 10-15 years at 0.05 level. The mean scores pertaining to the organizational commitment depicts that dancers having an experience of 10-15 years has scored comparatively higher than the scores of dancers having an experience of 2-5 years of experience. In the study on the impact of tenure and organizational commitment of employees by Sujatha et al., (2013), it was found that there was a significant relationship between tenure and organizational commitment of employees which clearly can be seen in the present study. It means that dancers having an experience of 10-15 years are more organizationally committed and they identify with the goals and values of the organization and is willing to display greater organizational citizenship behaviour. Highly committed employees wish to remain associated with the organization and advance organizational goals, and are therefore less likely to leave (M. Swathi and A. Seema, 2013). Most significantly, the relationship between commitment for older and more experienced worker increases with high levels of autonomy, while the opposite is true for younger and less experienced workers (Perucci et al., 2010). Tenure helps us to identify and bring a positive change to perceive whether the job is sufficient for us to stay or not. Organisational commitment and tenure relations are developed strongly only after the employees gains some years in the organisation and hence the employee decides to commit himself or herself in the organisation passionately.

In case of the professional dancers with 2 to 5 years of experience it is seen that there is a positive and significant relationship of self esteem and the two subscales of work motivation namely organisational orientation and psychological work incentives. For the subscale of, organizational orientation which has a correlation coefficient of 0.290 and is significant at 0.05 level it can be said to depict that the women with high self esteem are more focused in their job they are more respectful towards their co workers, confident in dealing with changes and challenges in the workplace and are on the whole satisfied with their jobs. It is also seen in some studies that within the early years of working when the job role is settled properly individuals high self esteem in work and organisation experience facilitates positive attitude towards work and employee motivation (Pierce, 2004).

In case of the other subscale of psychological work incentives the score of Pearson correlation is 0.305 which is significant at 0.05 level of significance. It can be figured out with the help of some researches that when an employee is motivated internally he will generally be satisfied with his job which will have an impact on self esteem. Some people seem to be driven by psychological needs and increased interest in their work and a deep level of pleasure in what they do, as the person's organisational experience is formed around work, he accepts himself more and finds his work worthy (Rus Mihaela, 2022). When a person performs art because of internal desires and wishes, they are motivated internally even in the initial days of their work, it brings and overall internal satisfaction which as a result enhances the dancer's trust in his/ her abilities and judgements which helps to create more effective and interpersonal work relationship and hence promotes a comfortable work environment.

For the dancers of 2 to 5 years, it is also seen that there is a positive correlation between organisational commitment and self esteem at 0.01 level of significance. When people have a positive self image they will have an attitude and engagement behaviour that will maintain or strengthen their values in organisation and they will commit to the organization. Several studies also demonstrated that there is a strong connection between organisational commitment and job satisfaction. People more committed to an organisation are more valued and committed towards their organisation (Porter et al., 1974).

The magnitude and direction of the relationship of self esteem and work motivation in case of dancers having 10-15 years of experience was significantly positive at 0.05 level. In a study Armstrong, (2015) was of the opinion that when an employee is motivated they will generally be satisfied with their job as it is an onward positive impact on the self esteem. Healthy self esteem directly influences motivation and productivity as the former has a positive impact on motivation and overall job performance with increasing years of experience (Campbell, 1990). For the case of the third subscale of work motivation that is work group relation it can be seen that self esteem has positive and significant relationship with signifies that higher the self esteem higher is the awareness of problems, job satisfaction, determination of relation and good work group relations. The dancer here are surely driven by an increased interest in their work and more motivation and satisfaction has a positive impact on their self esteem as a result.

Again, self esteem has a negative correlation with the scores of competitiveness index and its two respective subscales namely, enjoyment of competition and contentiousness and the 'r' values of them are -0.477, -0.405 and -0.404 which are significant at 0.01 level respectively. It means that increase in self-esteem among the dancers having an experience of 10-15 years leads to a decrease in competitive attitude in them. A study showed that competitive life and attitude is a result of formation of compensation for deep seated feelings of insecurity, inferiority and low self-esteem. A neurotic competitive attitude is meant not to grow, not to improve, but to cover up felt deficiencies. Some dancers make competition the center of existence due to underlying feelings of inferiority and low self esteem (Michael Schreiner, 2016). It means that dancers who experience high level of self-worth, self-concept results in low external sources of evaluation and external level of achievement among dancers.

In case of self esteem and organisational commitment the correlation coefficient is found out to be significant at 0.01 level which means that significant positive relationship prevails between them. This is because self esteem and organisational commitment together represent individual and social aspect which leads to an increase in the efficiency rate of the workers prospectively (Ebrahimi et al., 2015). Workers with very high organisation based self esteem are less likely to leave their working organisation as increase in organisation based self esteem leads to increase in employee willingness to stay in the organisation which increases with working years. Both the variables are complementary to each other as increase in both of this variables results in critical thinking, job involvement and individual and organisational development which is crucial to a dancer's life.

It is again found out that in case of dancers having an experience of 2-5 years, significant correlation has been seen to exist between only self esteem and two factors of work motivation namely organizational orientation and psychological work incentives along with organizational commitment. However, in case of dancers having 10-15 years of experience, significant relationship has been seen to exist among self-esteem and work motivation along with its factor III : work group relation, self esteem and commitment, self esteem and competitiveness index and its two subscales. From the results of correlation co-efficient between dancers of two different groups of experience, it indicates that more years of experience leads to more work motivation, more organizational commitment and less competitive attitude of an individual. More years of experience leads to an understanding of the work environment and results in an increase in self-understanding, maturity and self confidence. Greater work experience also leads to clarity planning of tasks and increase in motivation and improvement of work-related competencies.

The multiple regression analysis revealed that organizational commitment has a positive contribution on the self esteem of dancers of both the groups of dancers. As it is contributing significantly to the self esteem of the professional dancers, it indicates that any changes in the predictor i.e. in organizational commitment will change the level of self esteem of dancers. In this case, dancers feel valued in the organization, that is why they are committed to it. Organizational commitment of an employee is correlated with desirable outcomes like high job performance and low absenteeism. Thus when employee's level of self esteem is improved, feeling of organizational commitment will be particularly useful for the organization as a whole. Again for the dancers with 10-15 years of experience, it can be seen that the subscale of competitive attitude i.e. contentiousness is also contributing significantly to self esteem, which indicates that any change in contentiousness can cause significant changes in self esteem of the dancers. High levels of self-esteem and competitiveness together increases a person's level of achievement specially in dance performances. competition always boosts one to do well and increases one's self-confidence which therefore increases the performance level of dancers.

## 5. CONCLUSION

Dancing is not just a profession, is a passion. Dancers dedicate their lives to their art. Few dancers who reach to the professional careers, try to navigate casualized industry, balance all the financial pressures and still maintain fitness for a better performance, which occurs through a very challenging path. Despite a lot of changes and sacrifices, they attempt to develop a professional career sometimes in a casual sector and through low paid contracts. Dancers can opt for the profession of freelance entrepreneurs, choreography, teaching etc. Dancing as a job is also helpful dance amazingly helps in maximizing cognitive function in employees and visualizing movements improves muscle memory.

From the result findings and discussion, it can be seen that in case of the independent professional dancers having an experience of 2-5 years and dancers having an experience of 10-15 years, significant difference exists between their mean scores in terms of self-esteem and organizational commitment. It may be due to the fact that years of practice differing among them causes a change to their level of self-acceptance, self-confidence, job involvement and attachment to their respective dance institutes. More experienced dancers has been found out to be having not only cognitive benefits but also physical and social benefits perceived by their own self as significantly been reported in the study of KD Lakes (2016).

Again in case of correlational statistics, it is found that more strength exists in the relationship between self esteem of dancers having 10-15 years of experience and psychological attributes than in case of dancers having 2-5 years of experience. This may be due to the fact that more years of experience of a professional dancer allows them to explore applying skills and aptitudes as a professional. Their more experience in work adds value to their effort, gives a better understanding of the environment and the familiarity causes them to identifying their strengths as well as amplifying their self-esteem, motivation and competitiveness. Dancers having more years of experience improve in their creative ability and helps to reduce their stress by providing fresh experiences of the self. In case of the results of the 30 dancers having 10-15 years of experience they have a powerful psychological and emotional experience, associated with commitment, positivity, greater self esteem and motivation specially in their work life.

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