

Motivational Factors of Women Person with Disability in Private Sector

A Study with Special Reference to Pondicherry

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ABSTRACT

Disability is an umbrella term, covering impairments, activity limitations and participation restrictions. Impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Thus disability is a complex phenomenon, reflecting an interaction between features of a person's body and features of the society in which he or she lives. Persons With Disabilities have the same desires and aspirations as non-disabled persons. However, achieving their desire is directly related to their disability to which they have come to terms with or accepting to live with their disability. The convention on the Rights of Person with Disabilities is a human right instrument with an explicit social development dimension. It reaffirms that all person with all type of disabilities must enjoy all human rights and fundamentals freedom on an equal basis with others. According to the National Sample Survey Organization, 1.9% of Indian population is disabled.

This study helps us to learn the motivational level of disabled women those who are working in Private sector of Pondicherry and how their vocational factors affecting their level of motivation. Sample size will be 50 and researcher will use simple random sampling .The population include Pondicherry Private sector. Findings will include in detailed full paper.

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Key words: Disability, Motivation, vocational, person with disability.

INTRODUCTION

Disability is an umbrella term, covering impairments, activity limitations and participation restrictions. Impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Thus disability is a complex phenomenon, reflecting an interaction between features of a person's body and features of the society in which he or she lives.

In every region, some people are likely to suffer from some kind of congenital or acquired disabilities. The precise definition of disability is very complex as disabled people are not a homogeneous group. Like normal people, their identities, personalities and needs are diversified by their age, gender, education, and the setting they live in. Getting the precise estimate of disabled people at the global level is a bit complex, due to limitation on international comparisons. According to the United Nations estimates around 10% of the world population, that is around 650 million people, live with a disability. Majority of these disabled people lives in developing countries and in conditions of poverty. According to the National Sample Survey Organization, 1.9% of Indian population is disabled. (*Princy Yesudian, P and Singhm, D.P, 2010*)

Individual with any form of disability have at one time or the other faced the problem of interacting with people in the society. Disability is a limitation of performance in one or more activities that are generally accepted as essential basic components of daily living. This means the individual is of some degree of independence. Consequently, disability not only limits the individual's opportunities and cause frustration, it also creates prejudice in other more

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fortunate able-bodied. The degree of a person's disability is measured by the demand of his/her surroundings that he/she fails to meet and how far removed from the level of functioning his/her responses are.

From a vocational and educational perspective, there are three categories of disabled namely, those who are capable of being full educated and productive and are able to compete with the able-bodied; those who are partially productive because they cannot acquire speech and skills required to compete with the able-bodied; and those with serious disability who remain totally unproductive. However, the disabled individual can raise himself/herself from a lower to higher level as a result of social conditioning, technical change or fashion. The disabled individual may likewise regress to a lower level due to personality maladjustment, Self-esteem involve an individual evaluating his/her image progressively or regressively. This evaluation is believed to be relevant to the individual's optional adjustment and functioning.

In the past three decades, the concept of disability has shifted from individual impairment to a more social phenomenon. Thus disability is a complex phenomenon, reflecting an interaction between features of a person's body and features of the society in which he or she lives. In this view, persons with disabilities are seen as being restricted in performing daily activities because of a complex set of interrelating factors, some pertaining to the person and some pertaining to the person's environment and social/political arrangements. The social concept of disability introduces the notion that society has erected barriers, physical or attitudinal, which affect a person with disabilities. Consequently, Government programs and policies have evolved to include fixing the environment (e.g., making buildings barrier-free) and providing income assistance or work-related supports to help persons with disabilities participate more fully in

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the community and the workplace. Even the World Health Organization (WHO) goes beyond a medical approach to take a much broader view of disability. It also recognizes the role environment plays in either facilitating functioning or raising barriers.

Both men and women in our society are expected to contribute to the success of society by having a job and being able to pay taxes. Employment research has indicated that employment has been found to contribute to individuals not only monetarily but also physically, psychologically, socially, and even spiritually. Accordingly, employment of any form increases an individual's personal satisfaction and overall quality of life. Employment helps individuals meet their basic needs for food, clothing, and shelter, as well as pay for miscellaneous life needs and desires. Unfortunately, many individuals with disabilities have found that meeting their basic needs is a challenge, and those individuals are demanding better pay and better employment opportunities.

Employment and disability: These two areas appear to be antithetical, employment portrays gainful productive activity, while disability depicts inability to work or be employed due to impairment and limitation. With or without disability work is an important aspect of life, a major role in adulthood. Sigmund Freud saw work as one of the basic requirements of human existence, and Erik Erikson indicated that work bring people a sense of selfhood. Inability to work not only hampers one's development in the life cycle but also brings damage to an individual's self identity and worthiness.

Vocational psychologists suggest that employment has six functions. It provides income for daily living necessities such as food, clothing, and shelter. It regulates daily activities, allows for social interaction with others, and is a major determined of one's social status. For the most part, one's social standing is

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perceived prestige of one's occupation and accomplishment in works. It gives a person an identity and provide contents and meaning to life. In sum work determines a person's worth and place in society. And it influences one's psychological identity and sense of well-being. Employment, however, is not readily available to all people. Especially to those who have disabilities, environmental barriers, social prejudice, and functional limitations caused by disabilities often exclude people from the world of work.

Workers with disabilities earn lower wages than do nondisabled workers. It is estimated that people with disabilities earn 10-25 percent less on average than do comparable people without disabilities. The lower employment rates and earnings of people with disabilities contribute to lower economic income. It is evident that employment is critical to the economical well being of people with disabilities. However many people with disabilities continue to suffer financially due to higher unemployment rates. It all shows that, the relationship between employment and disability are not simple and are not universal rather, it has shown that more research needs to be done about these relationships. (*Barnartt,s and b.Altman.1997*)

Person with Disability have the same desires and aspirations as non-disabled persons. However, achieving their desire is directly related to their disability to which they have come to terms with or accepting to live with their disability. The convention on the Rights of Person with Disabilities is a human right instrument with an explicit social development dimension. It reaffirms that all person with all type of disabilities must enjoy all human rights and fundamentals freedom on an equal basis with others.

OBJECTIVES

- To study the socio demographic profile of the respondents.

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- To assess the motivational level of the respondents.
- To understand the vocational factors of female Persons with Disabilities, which contribute to the motivational level of respondents.

MATERIALS AND METHODS

Since the researcher has to describe elaborately the various aspects of disabled working in Private sector, the Descriptive design was adopted for the study, the researcher used simple random sampling method for selecting samples. Out of 200 women Persons with Disabilities working in Puducherry privates sector placed by Puducherry Vocational Rehabilitation Center, 50 samples were selected randomly from among them. The data were collected through personal interviews. Interview Schedule with Itemized statements was used to assess the variables involved in the study.

FINDINGS, RECOMMENDATIONS AND CONCLUSION

This part deals with major findings and suggestions based on the empirical data analysis regarding socio-economic conditions, level of motivation and different factors of motivation among persons with disabilities.

Findings

- A large number of the respondents (62%) belong to the age group of 41 to 50 years. Most of the respondents are in their middle age group (41-50).
- A large number respondents' (76%) income is above 8000 rupees, 4 per cent of them have income below 4000 rupees.
- Study reveals that majority of the respondents (79%) belong to orthopedically challenged group.
- Majority of the respondents (36%) are educated up to college level, 28% have high school level education.
- Majority of the respondents (66%) live in joint families.

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- Majority of the respondents (94%) have undergone formal education.
- Majority of the respondents (58%) have membership in organizations like physically handicapped associations, clubs etc.
- Only (10%) of the respondents receive disabilities pension from Government.
- None of them don't have any other disabled person in their family.
- Majority of the respondents (90%) who have educated in formal schools have moderate range of motivation when compared to the respondents educated from special schools.
- Study shows that respondents, who have membership in any organization have increased level of motivation when compared to the others who don't have any membership in organizations.
- Majority of the respondents (86%) have a moderate level of motivation.
- Age wise distribution related to their motivation level reveals that majority of them are motivated moderately in all age groups
- Comparative analysis of the income and motivational level of respondents results that all the respondents belong to income group of 4001-6000 rupees and 86.8 per cent of the respondents who earn 8000 rupees per month have moderate level of motivation.

Results of the Testing Hypotheses

- Null hypothesis 1: There is no significant relationship between vocational factors and the level of motivation.

It is found that, there is correlation exists between two variables, ie, the motivational level correlate positively with vocational factors or there is a relationship between vocational factors and motivation of the respondents.

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- Null hypothesis 2: There is no significant difference in the motivational level of respondents with regard to their mode of education.

The result of the t test reveals that there is no difference in motivational level of respondents and their mode of education. Hence the null hypothesis is accepted.

- Null hypothesis 4: There is no significant difference in the motivational level of the respondents with regard to the educational group.

The result of the ANOVA test reveals that there is no difference in educational qualification of respondents and motivational level. Hence the null hypothesis is accepted.

- Null hypothesis 5: There is no significant difference in the motivational level of respondents with regard to their income.

ANOVA Test shows that there is no difference in income of respondents and motivational level of respondents. Hence the null hypothesis is accepted.

Suggestions

- Persons with Disabilities, who are educated from formal schools, have high level of motivation when compared to the respondents educated from special schools. So inclusion in the regular class room settings with appropriate peer will help to promote their motivation.
- It is found that the respondents who have membership in any organization have increased level of motivation when compared to the others who don't have any membership in organizations; so membership in any of the physically handicapped associations, club etc. is essential for ensuring their involvement and development through mutual contact with people like them, which will enhance their motivation level.

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- Special training for the Persons with Disabilities with the help of professional training institutions is important, because it can help them in their personality development and improve their motivation.
- Developing a professional support system that is sensitive and directed toward personal goals, wishes, and choices of person with disabilities can help the Persons with Disabilities to articulate their dreams and strength.
- Home based support is one of the good methods to help the Persons with Disabilities like home visits in which a trained social worker regularly visits the family to provide on ways of promoting the Person with Disabilities' development through emotional support, and motivating programs.
- Employers should give the opportunity to Persons with Disabilities for self-development and provide with equal opportunities for education, vocational training and employment.
- Administrators can plan policies and programs for self employment, income security, education and training, social welfare and family support for Person with Disabilities.
- Further researches can be done on the motivational aspects of person with disabilities.

Implications for Social Work Practice

The presence of a disability is a characteristic, not an individual's sole identity. Although persons with disabilities may be handicapped by environmental, or individual, or societal attitudes, they are not "disabled" or "handicapped" people. As a profession, social work has its own importance to play some key roles in the field of persons with disabilities. Social work could provide therapies like family therapy, counseling and awareness to both the Person with Disabilities and their families, to handle their problems effectively. It

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helps to feel that they are not a burden to family. Social work can help, support and strengthen the persons with disabilities and create safe, healthy and inclusive communities, by making them actively participate in social and religious activities. Some of the key functions of Social Work for persons with disabilities are to provide better job support for people with disabilities who enter the workforce and to remove barriers for the participation in society. In addition to the above, Social Work Profession can help them to improve their access to community services and facilities and finally for the proper rehabilitation.

Conclusion

The present study was made to examine the motivational factors of Women Persons with Disabilities. Persons with disabilities have the same desires and aspirations as non-disabled persons. However, achieving their desire is directly related to their disability to which they have come to terms with or accepting to live with their disability. The present study reveals that the motivational level of Person with Disabilities is moderate. Study shows that there are positive co-relation between vocational factors and the level of motivation of respondents. It was found there is no significant difference in motivational level of respondents and their mode of education. Study reveals that there is no significant difference in motivational level of respondents with regards to the educational qualification and there is no difference in motivational level and the income of respondents . It can be concluded that Persons with Disabilities needs a strong attention from different sectors surround them and should be provided with adequate support to enhance their motivation.

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