ASSESSMENT OF SELF CONCEPT AMONG ANGANWADI WORKERS OF ICDS PROJECT, R.S PURA BLOCK OF JAMMU DISTRICT

Rajni Dhingra*, Nitu Sharma And Gurmeet Kour***

*(CORRESPONDING AUTHOR) PROFESSOR P.G. DEPARTMENT OF HOME SCIENCE, UNIVERSITY OF JAMMU, JAMMU**.**

**RESEARCH SCHOLAR P.G. DEPARTMENT OF HOME SCIENCE,

UNIVERSITY OF JAMMU, JAMMU**.**

*** STUDENT **P.G.** DEPARTMENT OF HOME SCIENCE, UNIVERSITY OF JAMMU, JAMMU**.**

ABSTRACT

Self-concept refers to the ordered set of attitudes and perceptions that an individual holds about himself/herself (Woolfolk, 2001 and Wolffe, 2000). The present research focuses on studying the self-concept of anganwadi workers of R.S Pura Block of Jammu District (J&K). A sample of 100 anganwadi Workers was randomly drawn from R.S Pura Block of Jammu District. The tool used for collecting information was modified form of Tennessee Self Concept rating scale devised by W.H. Fitts & W.L. Warren (1997). The results of the study revealed that more than half of the anganwadi workers had moderate level of self concept. Statistically, it was seen that background variables (age, qualification, training and experience) did not affect the self concept scores of anganwadi workers. Mean and Standard deviation scores on various indicators of self concept among anganwadi workers showed that they possessed higher mean score on moral Self

indicator followed by family Self indicator & personal indicator. Anganwadi workers had lowest mean score on Academic self indicator followed by physical self indicator and social self indicator. Identifying the grey areas in the self concept of AWWs can provide vital information for improvement in self concept for better performance of these workers in the ICDS scheme.

Keywords :   Anganwadi Worker, Anganwadi Centres, Self Concept and Self indicators , ICDS.

Introduction

The study of self concept has awakened growing interest in today's time. Self concept is a central theme around which a large number of aspects of personality are organised. Its importance stems from its influence over the quality of a person's behaviour and his adjustment to life and situations. It is one of the oldest constructs in the social sciences (James, 1986) and is widely acknowledged and plays a central role in all learning situations (Hattie, 1992; Pajares and Schunk, 2005; Denissen, Zarrett and Eccles, 2007).

The term Self-concept typically refers to a person's perceptions of her or himself in a particular domain e.g. academic, social, parent-home, or physical (Cole et al., 2001; Harter, Whitesell & Junkin, 1998; Marsh & Seaton, 2013). These perceptions are formed through experience with and perceptions of one's environment. They are influenced especially by evaluations by significant others, reinforcements, and attributions for one's own behaviour (Marsh & Shavelson, 1985). The success and failures that people experience in many areas of life are closely related to the ways that they have learned to view themselves and their relation with others. Positive self-concept is associated with numerous important facets of life, such as academic achievement (Marsh & Craven, 2006), economic success and health (Organisation for Economic Cooperation Development, 2003), emotional adjustment (Donahue et al., 1993), coping (Shirk, 1988), and happiness (Harter, 1990). On the other hand, researches by cognitive theorists (McAdam, 1986; Ryan, Short and Weed, 1986) are demonstrating that negative self concept leads to irrational thinking regarding oneself and the world. According to Huitt (2004), individuals with poor self-concept tend to blame failure on external causes and take full credit for successes.

Self-concept is a significant predictor of performance, task goals and self efficacy. It has been emphasized as a key indicator of an individual's attitude, behavior and coping abilities. Epstein (1973) suggests that self concept can best be viewed as a theory that a person held about himself as experiencing and functioning during interaction with the world. The self- categorization theory developed by John Turner states that self concept consist of at least two 'levels', a personal identity and a social one. Personal identity includes such things as personality traits and other characteristics that make each person unique. Social identity includes the groups we belong to including our community, religion, college and other groups (Bracken 1992). Worldviews about the self, in relation to others, differs across and within cultures. Asian cultures, however, favor an interdependent view of the self. Interpersonal relationships are more important than one's individual accomplishments, and individuals experience a sense of oneness with the group. (Swann, Jetten & Gómez, 2012). Western cultures place particular importance on independence and the expression of one's own attributes i.e. the self is more important than the group (Markus & Kitayama,1991). Steinberg (2001) examined the association of a culture of poverty with groups that are deficient in the cultural values and morals that are needed to become successful. Theoretically, all ethnic groups start at the bottom and those whose values are conducive to success achieve; individuals are able to triumph by living an exemplary life (Steinberg, 2001). Steinberg (2001) also suggested that low aspirations and decreased desires to excel in society are an inevitable response to restricted opportunity, particularly when considering the likelihood of obtaining a decent job upon finishing school due to perceived limitations based on culture.

An individual's self concept and the satisfaction the individual experiences with life in general can also influence the individual's behaviour on the job. Work roles are among the most important in modern society and provide a focus for studies of self concept and the processes of development of self hood. The above review of literature reveals the importance of Self concept in one's life. There is a dearth of studies on the personality characteristics of anganwadi workers and its relation to their efficiency with their Jobs. Not many studies on Self concept of anganwadi workers have been undertaken at the National, State and District Level. There is no such study available for Jammu district. The study has been conducted on the aspect which has practical implications not only for policy makers and child development professional but also for the anganwadi workers. The data obtained from this study will serve as an input to the Central

monitoring unit for ICDS Scheme setup at NIPCCD, New Delhi under the ministry of Women and Child Development. The study can also provide useful suggestions for further research work.

Objectives for the study

The present research was undertaken to assess the self concept of AWWs of selected ICDS centres and to study the relationship of self concept with the background variables.

Research Methodology

The sample for the present study comprised 100 Anganwadi Workers in the age group 20-59 years. The sample was selected from different areas of R.S Pura block of Jammu District (J&K) through random sampling technique. R.S Pura Block is divided into 14 areas: Ban Sultan, Tinday Kalan, Khalas, Kharian, Langotian, Rattian. Chak Alwal, Darso Pur, Gazian, Kotli Mian Fateh, Malik Pur, Tutrey, Makhan pur Gojran and Maralian. There is one ICDS Project and under this project 398 anganwadi centres are functioning in R.S Pura Block of Jammu District (www.gdcrspurajammu.com retrieved on 03/06/2016). For the selection of sample, a list of Anganwadi centres was taken from ICDS Project R.S Pura and from that list, 100 Anganwadi Centres which were operating in rural areas of R.S Pura block of Jammu District were selected randomly. From these AWCs, the sample anganwadi worker was selected randomly using lottery method. Modified form of standardized Tennessee Self-Concept scale 2 (TSCS 2) devised by W.H. Fitts & W.L. Warren (1997) was used to assess the Self- concept of AWWs. The TSCS 2 Scale consisted of 100 items. After modification, only 60 items were selected (10 in each dimension i.e. Physical Self-concept, Moral Self-concept, Personal Self-concept, Social Self-concept, Academic Self-concept). Data was collected by visiting 100 AWCs located in R.S Pura Block of Jammu District. Hindi Language was used while collecting information from the AWWs and researcher herself filled the rating scale on the basis of information provided by anganwadi workers. The entire data collection was completed within a period of six months (October 2016 to March 2017). The data obtained were subjected to both qualitative and quantitative analysis.

Results and Discussion

Profile of Sampled Anganwadi Workers

A total of 100 AWWs in the age group of 20-59years were selected from different rural areas of R.S Pura Block of Jammu District. They had qualification ranging from below matric to post graduation. Most of them had received both job and refresher training. It was seen that many of the AWWs were having above 10years working experience.

Self Concept among Anganwadi workers

Self concept is the nucleus of the personality with directive & integrative properties. It becomes intelligible when the self-concept is redefined as a "self theory" that the individual has unwittingly constructed about himself as an experiencing functioning individual (Epstein ,1973).
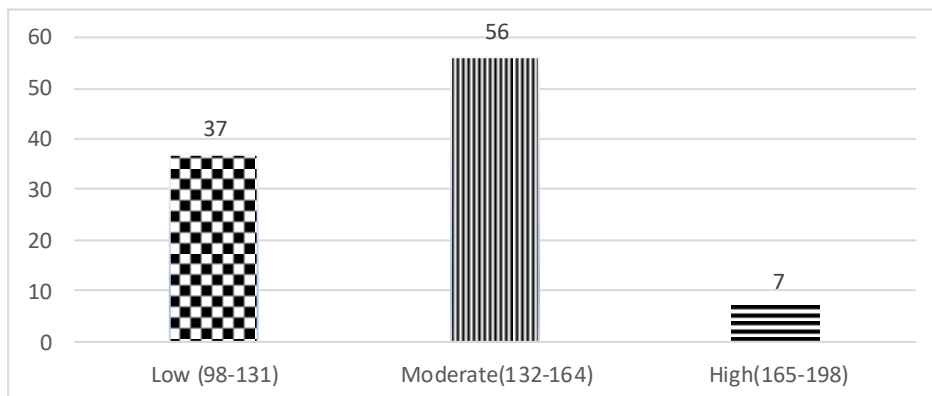

Figure 1: Level of Self Concept among Anganwadi workers

Findings of Figure 1 reveal that on the basis of self concept rating scale used, more than half of the AWWs (56%) had moderate level of self concept, where as 37% of AWWs had low level of self- concept and only (7%) of AWWs had high level of self concept.

Table 1   Level of Self Concept among AWWs across Age

Age	Low	Moderate	High	Total
20-29years	2	11	-	13
30-39years	14	17	3	34
40-49years	17	20	4	41
50-59years	4	8	-	12
Total	37	56	7	100

χ^2 = **3.52; p= 0.74; Insignificant**

It was seen from the table 1 that most of the AWWs in the age group (30-49) years had moderate level of self concept across different age group whereas very few respondents in the age group (20-29) years had low level of self- concept. Calculation of Chi square indicates that there is insignificant difference across age groups.

Table 2 Level of Self Concept among AWWs with respect to experience

Experience	Low	Moderate	High	Total
2-4years	10	5	1	16
5-9years	11	29	2	42
Above 10years	16	22	4	42
Total	37	56	7	100

χ^2 = **7.89; p = 0.09; Insignificant**

It was found (Table 2) that many of the AWWs had moderate level of self concept with respect to their job experience (5-9years) whereas very less number of respondents having above 10years experience had high level of self- concept. Overall, it was found that most of the AWWs had moderate (56%) and low (37%) level of self concept when related with experience. Statistically, insignificant difference was seen among self- concept of AWWs with respect to

their job.

Table 3   Level of Self Concept among AWWs on the basis of training

Training	Low	Moderate	High	Total
Job	8	19	-	27
Refresher	9	20	3	32
Both	20	17	4	41
Total	37	56	7	100

χ^2 = 5.98; p = 0.20; **Insignificant**

Table 3 indicates that most of the AWWs (n=20) had gone through refresher training had moderate level of self concept as compared to those who had their training while doing their job (n=19). In addition to that, 20 of those AWWs who got both training (refresher and job training) had low level of self concept. Calculation of Chi square indicates that there is insignificant difference on the basis of training.

Table 4 Level of Self- Concept among AWWs according to their qualification

Qualification	Low	Moderate	High	Total
Below matric	-	2	-	2
Matric	10	18	-	28
Higher secondary	6	13	3	22
Graduate	16	15	4	35
Post graduate	5	8	-	13
Total	37	56	7	100

χ^2 = 3.52; p = 0.74; **Insignificant**

When educational qualification of AWWs were related with their self concept, it was found that 18 AWWs having qualification upto matric had moderate level of self- concept while 16 AWWs who were studied upto graduation had low self concept scores. Very few respondents were

having high level of self-concept. Calculation of Chi square indicates that there is insignificant difference in self concept scores of AWWs on the basis of their qualification (Table 4).

Table 5 Mean & Standard Deviation scores on various indicators of Self- concept

Indicators	Mean	Standard dev.
Physical self- concept	21.7	±2.75
Moral self- concept	24.0	±2.43
Personal self- concept	23.5	±2.59
Family self- concept	23.7	±2.53
Social self- concept	21.8	±2.59
Academic self- concept	19.2	±2.34

Table 5 show overall Mean and Standard deviation scores on various indicators of self concept among AWWs. The findings of the above table reveal that sample AWWS possessed higher mean score on moral self indicator (24.0 ±2.43), followed by family self indicator (23.7±2.53) & personal indicator (23.5 ±2.59). AWWs possess lower mean score on Social self indicator (21.8 ±2.59) followed by physical self indicator (21.7±2.75) and lowest mean score on academic self indicator (19.2 ±2.34).

Conclusion

Self concept is a complicated process of gaining self -awareness. It consists of mental images an individual has of oneself: physical appearance, health, accomplishments, skills, social talents, roles, intellectual traits, and emotional states and more all make up our self concept. From the above results, it was found that more than half of the sampled anganwadi workers had moderate level of self concept whereas very less number of them had high level of self concept. Statistically, it was seen that background variables (age, qualification, training and experience) did not affect the self concept scores of Anganwadi workers. Mean and Standard deviation of self concept among AWWs showed that AWWs possessed higher mean score on moral Self indicator (24.0 ±2.43), followed by family Self indicator (23.7 ±2.53) and personal indicator (23.5 ±2.59). AWWs had lower mean score on Social indicator (21.8 ±2.59) followed by physical self indicator (21.7±2.75) and lowest mean score on academic Self indicator (19.2

±2.34). The findings of this study have revealed the aspects where the AWWs had higher self concept score and also those, where they had lower self concept scores. This result can be used for planning trainings programs for these functionaries of ICDS programme so that efforts can be made to improve their self concept for improving their performance.

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