

The impact of individual's self acceptance on unemployment



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1. Introduction

• Self acceptance, meaning seeing yourself as you really are, is an essential steps to becoming who you want to be



• Self acceptance is not just about appreciating your good points – it is more about being honest about your less commendable traits

• Self acceptance does not mean not striving to improve and change but it does mean making allowances for yourself sometimes, knowing your natural weaker points and accepting them though remembering your strong points

• Since nowadays the unemployment is one of the common problem in the world, we decided to look at this problem in terms of the effects of self-acceptance on job conditions of individuals in the society

2. Aims of the present study

The main objectives of the present study are:

• To proof the impact of self-acceptance on the employment opportunity

• To compare different personal characteristics of the of people with and without appointment



3. Method

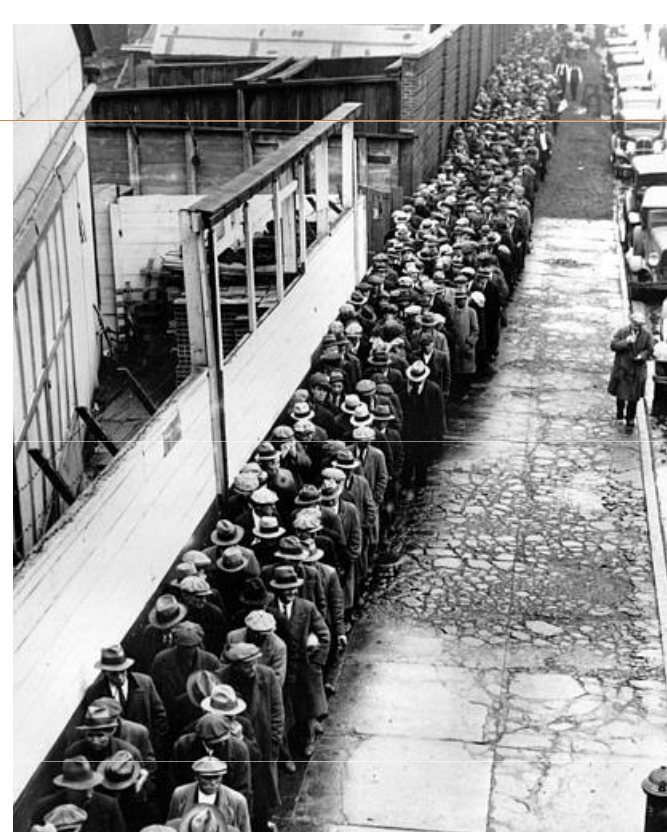
• A self acceptance question list using Likert spectrum was designed with 30 questions

• The prepared question list was filled by persons with well defined job condition living in north, south, east and west of Tehran in Iran

• The validity of the question list was calculated using persons product moment correlation to show the validity of the prepared questions

• The reliability of the question list was calculated and compared with Cronbach's alpha ≥ 0.7

• Using the obtained experimental results, the different aspects of the personal characteristics of individuals (including behavioural, emotional and social) were categorized based on his/her job condition



4. Analysis of the validity

• The validity of the questions were determined by the following equation:

$$r_{xy} = \frac{n \sum xy - (\sum x)(\sum y)}{\sqrt{[n \sum x^2 - (\sum x)^2][n \sum y^2 - (\sum y)^2]}}$$

where r_{xy} is the validity of the considered question, n is the total number of individuals filling the question list, x is the score of each individual in the considered question and y is the total score of each individual taken from the question list.

• The accepted range for the validity of each question is:

$$-1 \leq r_{xy} \leq 1$$

5. Analysis of the Reliability

• Reliability can be calculated with two different methods:

1) Considering the stability & 2) Internal consistency of the questions. In the present study, the second way is used which is common in Likert spectrum.

• The reliability of the question list was calculated by following equation:

$$\alpha = \left(\frac{n}{n-1} \right) \left(\frac{S_t^2 - \sum S_i^2}{S_t^2} \right)$$

Where α is Cronbach's alpha, n is the total number of individuals, S_i is the variance of the scores obtained by all individuals for the considered question and S_t is the variance of the score of each individual obtained from the test.

6. Validity of the question list

• Using equation (1), the validity of the question list is calculated and the results are presented in Figure 1.

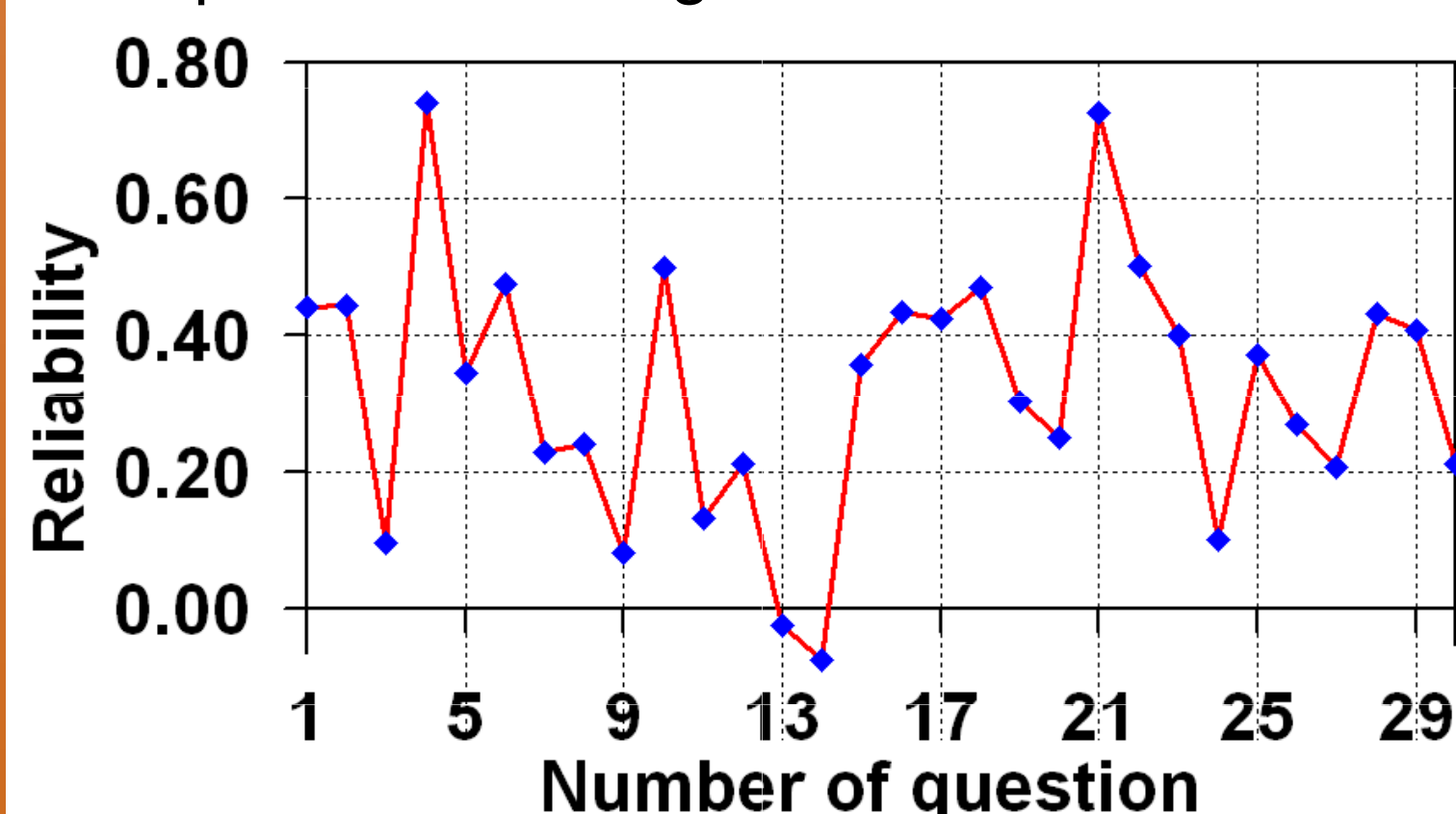


Figure 1. Validity of each question computed from persons product moment correlation.

• Based on Figure (1), it could be deduced that the validity of the prepared questions is in the accepted range, since all the values are greater than -1 and less than 1

7. Reliability of the question list

• From the obtained results, the variance of the scores of each question could be calculated:

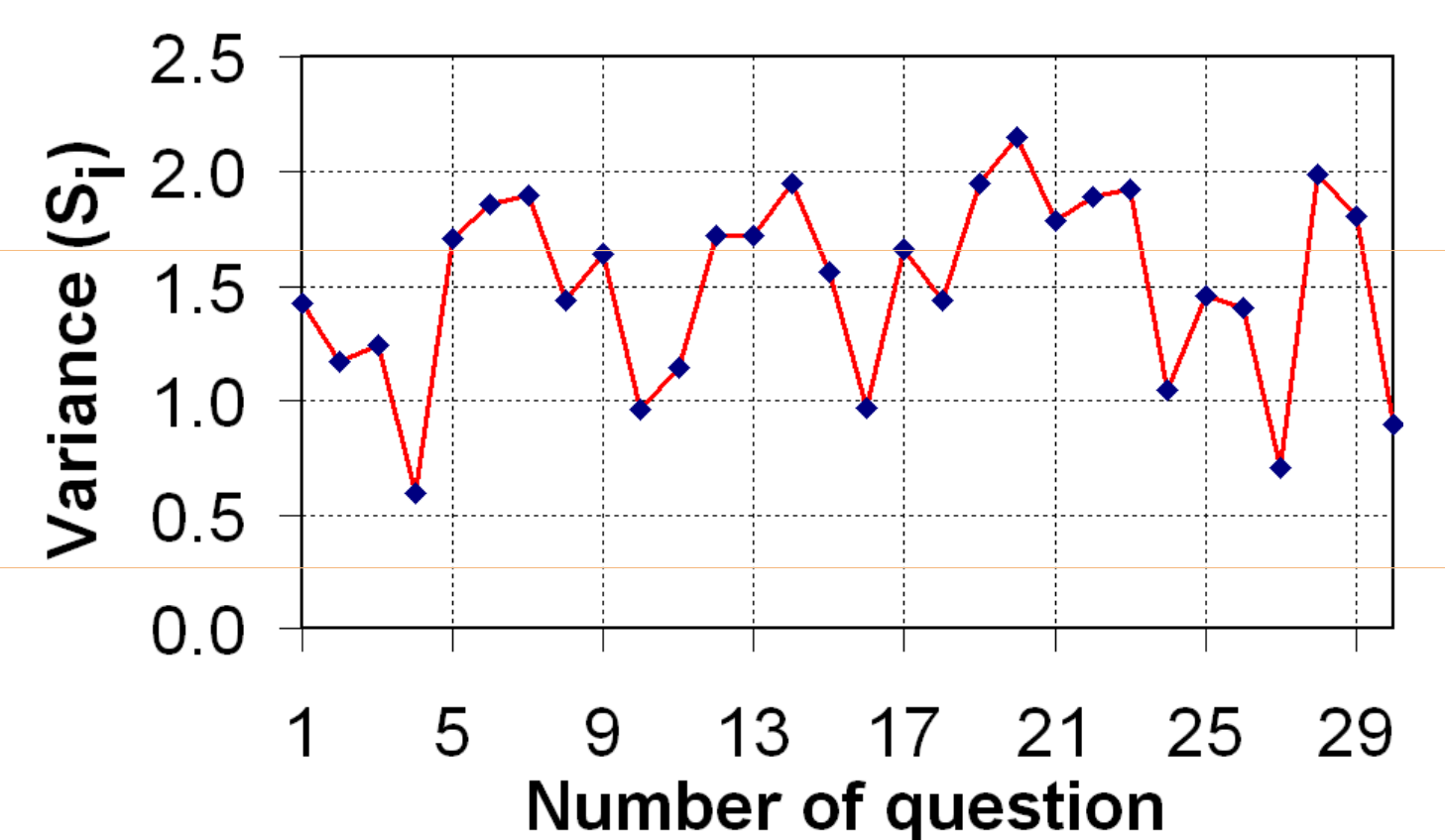


Figure 2. Variance of the scores of each question obtained by the individuals

• Using the data presented in Figure (2) and equation (2), the reliability is calculated and equals to 0.7 which meets the Cronbach's alpha ≥ 0.7

8. Comparison between personal characteristics of persons with and without job

• The used questions were categorized into three major sections including: Behavioural, Emotional, and Social

• The average score of the each category is calculated with respect to the job conditions of individuals presented in Figure 3

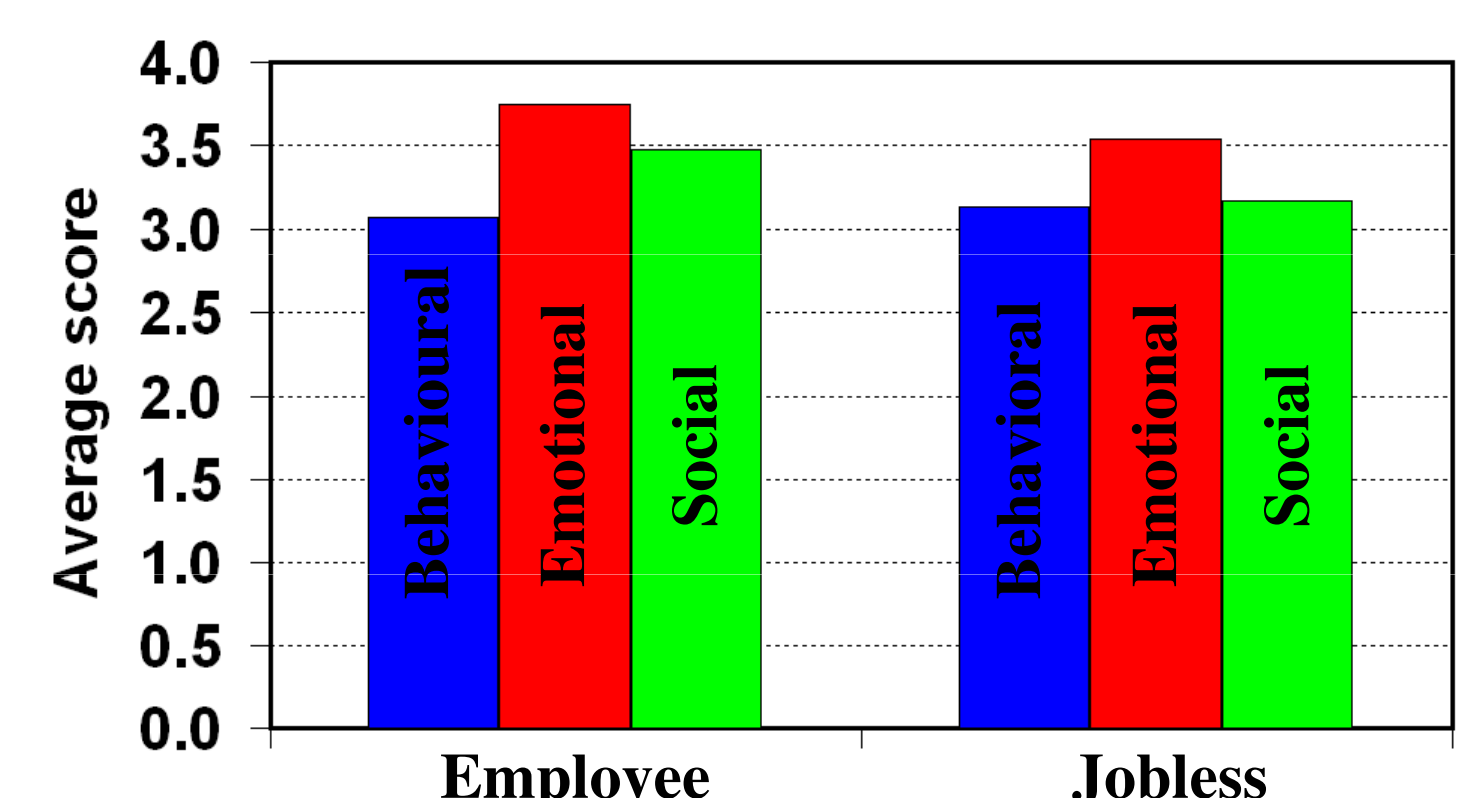


Figure 3. Average of the score of each category with respect to the job condition

• The obtained results showed that while the behavioural average of the employee and jobless people are nearly the same, but the emotional and social averages of the jobless people were less than the employees

9. Conclusions

• Based on the computed validity and reliability, it could be deduced that the concept of self-acceptance affects job condition of the individual

• The jobless individuals filled our question list had a notable difference in the average of the social score compared to the employee which may provide some information regarding to the future planning to compensate this lack

"Once we accept our limits, we go beyond them", Albert Einstein.