

**“GENDER DIFFERENCES ON
INDIGENIZED PERSONAL RESOURCE INVENTORY (PAKISTAN)”**

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Abstract

The main objective of the study was to find out the gender differences on the reliable and valid indigenized measure of Personal Resource Inventory measuring optimism, resilience, hope and self-efficacy in Pakistani population. Data was collected using purposive random sampling from 451 employees working in private, semi-government and government organizations. Out of which 62.3 % were males and 37.7 % were females. The sample mean age was ($M = 28.19$) ($SD = 6.8$); minimum age is 17 and maximum 57; highest percentage of educational level achieved as Graduation i.e. 32.6 % ($f = 147$). Results show that females received slightly higher mean score than males on Personal Resource variable in the study sample which had been non-significant for gender in the sample, $t(449) = -.42$, $p = .67$. This study has implications for gender based programs in Pakistan and opening new avenues for gender empowerment.

Keywords: Personal Resource, Gender, Psychological well-being, Indigenized, Psychometric Properties, Optimism, Resilience, Hope, Self-efficacy and Psychological Capital

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Introduction

Gender role may play its' role in exhibiting differences seen in various psychological capacities (Ngo et al., 2014). Feminists' movement may adapt according to indigenous needs (Ain, 2016). Youssef and Luthans (2012) suggest incorporating study of demographic differences with respect to gender on Psychological Capital (PsyCap). Some of studies from Pakistan, India and China have shown that differences are seen on the variable of Psychological Capital (PsyCap) in culturally shared geographic region. For example the finding of flood victims from Pakistan

showed that male victims show higher positive Psychological Capital (PsyCap) than female victims (Riaz, Riaz, & Batool, 2014). Also, the study results of 200 students from Punjab University Patiala, India showed that female students tend to score higher on Psychological Capital (PsyCap) than male students (Jagpreet, Sandhu, & Kaur, 2016). Similarly, in another study in India on 100 telecom employees New Dehli, males tends to score higher on the sub-dimension of resilience; females tend to score higher on sub-dimension of optimism; differences found between the two genders on the sub-dimension of hope were not significant and both genders scored non-significantly equal of the sub-dimension of self-efficacy (Parthi & Guptam 2016). Moreover, a study carried out on 362 Chinese employees showed masculinity and femininity play different roles in mediating the relationship of Psychological Capital (PsyCap) with job satisfaction (Ngo et al., 2014). In Pakistan Aziz, Saeed and Chaudhary (2014) studied the motivational factors for better job satisfaction of teachers. Study result showed that job stress was a major factor affecting motivation of employees.

Some of the studies in West have also demonstrated gender difference on the variable of Psychological Capital (PsyCap). For example, the study results of 227 students from South African University showed that white females show higher levels of psychological strengths of hope, gratitude and life satisfaction (Jackson, Van De Vijver, & Fouché, 2014). Independent sample *t-test* showed that males are higher than females on Psychological Capital (PsyCap) and all of its' subscales namely optimism, resilience, hope and self-efficacy (Lehoczky, 2013).

There exists no significant gender difference on Psychological Capital (PsyCap) (Hidayat, 2010). [Caza et al. \(2010\)](#) study findings suggest that the measure of Psychological Capital (PsyCap) stand equivalent for both genders. Barmola (2013) found no significant gender difference on Psychological Capital (PsyCap) and its three dimensions of optimism, resilience and self-efficacy. Whereas significant gender differences were found on hope sub-dimension in the sample. Luthans and Youssef (2017) state that in looking for antecedents to Psychological Capital (PsyCap) the demographics are often controlled. Even if not controlled gender is rarely related and tends to exhibit weaker relationship with Psychological Capital (PsyCap).

As seen from the literature reviews it is obvious that there is reasonable variation in gender differences exhibited on the psychological construct of Psychological Capital (PsyCap) in different cultures. Mixed kind of data is seen from various sources in this regard. This could be due to the sociological and cultural differences in socialization of both genders. However, gender differences are still to be looked on the construct of Psychological Capital (PsyCap) with respect to Pakistani society. No research on gender differences on the study variable is found so far. Therefore, this research aims to find out gender differences on Psychological Capital (PsyCap) as measured by a reliable and valid measure of Personal Resource Inventory measuring four dimensions of optimism, resilience, hope and self-efficacy. The four dimensions of Personal Resources also called as Psychological Capital are defined as: "having confidence to take on and put in the necessary effort to succeed at challenging tasks (self-efficacy); making a positive attribution about succeeding now and in the future (optimism); persevering toward goals, and when necessary, redirecting paths to goals in order to succeed (hope); and when beset by problems and adversity, sustaining and bouncing back and even beyond (resiliency) to attain success (Luthans, Avey, Avolio, Norman & Combs, 2006, p. 4)

Method

Participants. Sample comprised of 451 employees working in private, semi-government and government organizations. Out of which 62.3 % were males and 37.7 % were females. The

sample mean age was ($M = 28.19$) ($SD = 6.8$); minimum age is 17 and maximum 57; highest percentage of educational level achieved as Graduation i.e. 32.6 % ($f = 147$). Figure also shows the statistics of the sample as total ($N = 451$) out of which 62.3 % were males and 37.7 % were females.

Instrument.

Personal Resource Inventory Urdu (PRI). It is a 31 item scale measuring optimism, resilience, hope and self-efficacy, with *Alpha reliability coefficient* of .89 in Urdu Language for the Pakistani population. Responses are scored on six point Likert scale ranging from “absolutely applies on me (5)”, “Moderately applies on me (4)”, “Mostly applies to me (3)”, “Not really applies to me (2)”, “No hardly applies to me (1)”, “Not at all applies to me” (1).

Procedure. The data was collected by distributing the newly constructed 36 items Personal Resource Inventory (PRI). Firstly, the participants were assured of the confidentiality and the purpose of the research. They were requested to read the instructions carefully and ask any query. They were to select from the given options, the option which is most accurately describing them for the particular statement.

Ethical Considerations. Ethical issues were besides taken into attention, by abiding by to the ethical principles specified by the Ethical Principles of Psychologists and Code of Conduct (2002) (Anastasi & Urbina, 2003). It includes guaranteeing that participation was voluntary and that privacy was retained.

Results

Gender is a dichotomous variable. The two independent categories of gender are the male and female. The scoring was done following established standard scoring procedure. For this purpose “Independent samples” *t-test* was computed. Table summarizes the independent sample *t-test* result.

Results of the independent sample *t-test* indicated that there is non-significant difference on Personal Resource for gender, $t(449) = -.42$, $p = .67$, with females receiving slightly higher mean score than males in the study sample.

Discussion

The purpose of this present study was to find out gender differences on the variable of Personal Resource in Pakistani sample. It was seen that in Pakistani sample females received non-significantly slightly higher mean score than males on Personal Resource comprising of Optimism, Resilience, Hope and Self-efficacy. In South Asia especially India beneficial steps have been taken over the past years to improve the role of females in chief aspects (Ranjha, Alam, & Muqqadas, 2010). Whereas, Pakistan in 21st century has also made considerable advances in recognizing the role of females in achieving country’s political, economic, educational, health and sustainable development goals (United Nations Development Program, 2017; United Nations, 2017; Pakistan Horizon, 2014). Bridging gender gap in Pakistani society is one of the goal from the seventeen sustainable development goals of the United Nation (United Nations, 2017). Dr Aisha Ghaus Pasha, Provisional Minister Finance, stated that government of Pakistan in line to global strategy towards gender equality has also integrated both gender equal opportunities in preparing, designing, implementing, monitoring and evaluating various policies, regulatory measures and spending programs (Pakistan Today, 2017). The Global Gender Gap World report 2017 embraces 144 countries on their progress towards gender equality in economic participation, educational

achievement, health opportunities and politics (World Economic Forum, 2017). Shabir (2009) study results highlights the steps to defend the Pakistani women's right by the government. Similar research on gender difference on other variables of interest shows that at place of work differences on gender gets minimized with both being dominating in the role of boss and accommodating when in the role of sub-ordinates (Didar & Amjad, 2017).

Implications, Limitations and Future Recommendations

Therefore, gender discrimination and inequality based on gender may not override any intervention, school of thought, organizational packages, educational opportunities and policies at government or private level. Otherwise, as the research result shows that the gender, if discriminated, may not be benefitted adequately despite being enriched with adequate resources at personal level.

Conclusion

No significant gender difference on the variables of Personal Resource measuring optimism, resilience hope and self-efficacy is seen whereas females received non-significantly higher mean score on the variable of Personal Resource comprising of Optimism, Resilience, Hope and Self-efficacy in Pakistani sample. Therefore, gender segregation is inappropriate and dis-advantaging women due to their weaker competency is baseless as now the research supported by data shows that women of Pakistan are more resilient, hopeful, optimistic and self-efficacious than males. This makes them a useful and psychologically resourceful fragment of Pakistani population in every walk of life whether domestic or workplace.

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Separate File for tables and Figures

Table 1

Demographics (Gender wise distribution) of the study sample on the Personal Resource Inventory Urdu (PRI Urdu) (N = 451)

Gender (M / F)	Frequency (n)	Percent %
Male (M)	281	62.3 %

Female (F)	170	37.7 %
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Figure. Pie chart of Gender wise distribution of sample (N = 451)

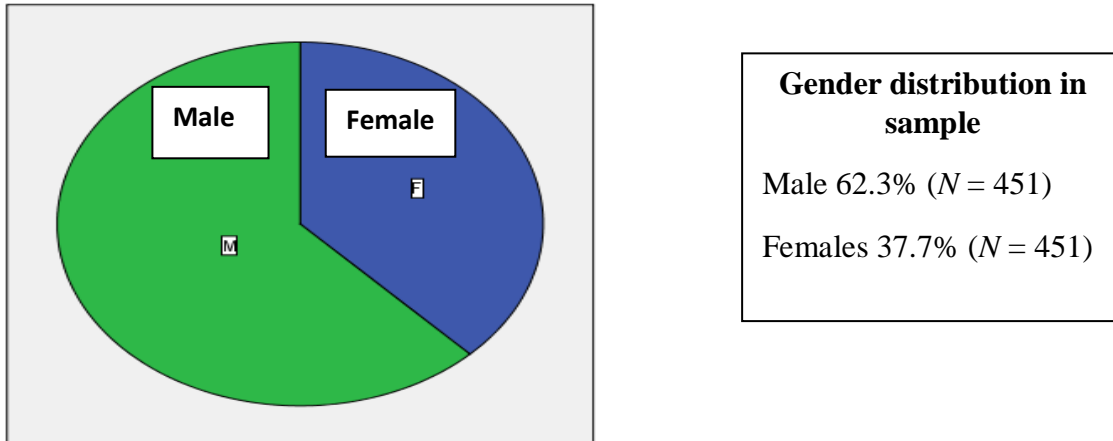


Table 2

Means, Standard Deviations and t-values on Personal Resource Inventory (PRI) with regard to Gender (N = 451)

Scale	Male		Female		t
	n = 281		n = 170		
	M	SD	M	SD	
PRI	130	25.841	131.02	23.35	-.42

df = 449. *p* = n.s.