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Self-Esteem and Self-Motivational Needs of Disabled and Non-Disabled: A Comparative Analysis

Bunmi Omolayo, Ph.D., University of Ado-Ekiti (Nigeria)

Abstract: *The study was designed to compare the self-esteem and self-motivational needs of disabled and non-disabled. One hundred and eighty-six disabled and non-disabled selected from the South-Western States of Nigeria participated in the study. Two instruments namely Index of Self Esteem (ISE) and Manifest Need Questionnaire (MNQ) were used to generate data for the study while collected data was analyzed with t-test for independent groups and regressions analysis. Testing four hypotheses, result showed that sex status, disability and ability does not significantly affect self-esteem and self-motivational needs of people. The results of the study were discussed and recommendations were made.*

1. Introduction

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 incapable of some degree of independence (Reynell, 1970). Consequently, disability not only limits the individual's opportunities and cause frustration, it also creates prejudice in other more 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

Self-Esteem and Self-Motivational Needs of Disabled and Non-Disabled: A Comparative Analysis

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 (Jennings, 1988).

Self-esteem involves an individual evaluating his/her image progressively or regressively (Roessler, 1978). This evaluation is believed to be relevant to the individual's optional adjustment and functioning. Self-esteem with reference to disability can be defined as a disabled person evaluating his/her capacity to perform in the society.

Motivational need is the drive to fulfill individual's needs and goals that may lead to the target of a higher need. It is characterized by a state of drive and direction of behaviour towards the achievement of set goals (Newcomb, 1950). The disabled fulfill their motivational needs to be accepted in the society, and this enables them to show the right behaviour and encourage the right drive in themselves.

Disabled individuals have problem of adjustment in a society that labels anyone that does not fit the description of the normal individuals. This led Cusforth (1951) to conclude that society's negative reaction to the disabled was entirely responsible for their emotional problem. It can be argued that one could make the best of any situation one finds himself/herself. Low self-esteem is characterized by the feeling of inadequate, guilt, shyness, social inhibition, independency, helplessness, masked hospitality, withdrawal, complainer, tendency to downgrade others, reduced ability, accepting unfavorable assessment as accurate, vulnerability and interpersonal problem (Robson, 1988). However, it was stereotyped that male are prone to more self-esteem than female. This is because male tends to base their image on individualism while female base theirs on care (Cohen, 1977).

2. Hypotheses

1. Disabled male participants will have significant high self-esteem than disabled female participants.

Bunmi Omolayo, Ph.D., University of Ado-Ekiti (Nigeria)

2. There will be an interaction effect of motivational needs on self-esteem of disabled participants.
3. Non-disabled participants will have high self-esteem than disabled participants.
4. There will be a significant difference between the self-motivational needs of disabled and non-disabled participants.

3. Research Methods

Research Design:

The descriptive and survey designs were used for this study. The independent variable considered is sex while self-esteem and self-motivational needs are the dependent variables.

Research Participants

One hundred and eighty-six participants comprising of one hundred disabled and eighty-six non-disabled participated in this study. They consist of civil servants, students and self-employed. Purposeful random sampling method was used to select the participants. The disabled participants were made up of fifty male and fifty female while the non-disabled consisted of forty-three male and forty-three female. They were selected from the South-Western States of Nigeria, which is made up of Ekiti, Lagos, Ogun, Ondo, Osun and Oyo States.

Research Instrument

Two instruments namely Manifest Need Questionnaire (MNQ) and Index of Self Esteem (ISE) were used to generate data for this study.

The MNQ is a twenty items questionnaire developed by Steers and Brainstein (1976). It has a reliability coefficient of 0.72 (for achievement), 0.75 (for affiliation), 0.77 (for autonomy) and 0.87 (for dominance) (Steers & Brainstein,

Self-Esteem and Self-Motivational Needs of Disabled and Non-Disabled: A Comparative Analysis

1976); and 0.83 (for achievement), 0.85 (for affiliation), 0.95 (for autonomy) and 0.95 (for dominance) (Ehigie & Fayemi, 1995). The concurrent validity coefficient obtained by Steers and Brainstein (1976) are 0.55 (for achievement), 0.33 (for affiliation), 0.54 (for autonomy) and 0.74 (for dominance) while Ehigie and Fayemi (1995) reported concurrent validity coefficient of 0.10 (for achievement), 0.33 (for affiliation), 0.26 (for autonomy) and 0.20 (for dominance).

The ISE developed by Hudson (1982) has twenty-five items. Hudson (1982) obtained a coefficient alpha of 0.93 and a test-retest reliability coefficient of 0.92 while Onigbaiye (1996) reported 0.46 concurrent validity coefficients.

Procedure

The instruments were administered to the selected disabled and non-disabled participants after their approval to participate in the study. They were advised to read the instructions as stated in the instruments, and to tick the appropriate options accordingly. The participants submitted the completed instruments to the researcher in person.

Statistical Methods

The t-test for independent groups and multiple regression analysis were used to test the four hypotheses of this study.

4. Results

Data collected were analyzed accordingly and the results are presented below.

Hypothesis One: Disabled male participants will have significant high self-esteem than disabled female participants.

Bunmi Omolayo, Ph.D., University of Ado-Ekiti (Nigeria)

Table 1: t-test Summary table showing the self-esteem of disabled male and female participants.

Variable	N	X	SD	DF	t- obtain	t- critical	P
Disabled Male	50	123.70	6.96	184	-0.94	1.645	>0.05 NS
Disabled Female	50	122.36	9.37				

$t(184) = -0.94, p > 0.05$

Source: Author's Survey

From Table 1 above, result revealed no significant difference in the self-esteem of both disabled male and female participants. Therefore, the first hypothesis is not accepted.

Hypothesis Two: There will be an interaction effect of motivational needs on self-esteem of disabled participants.

Table II: Regression table showing the interaction effect on motivational needs on self-esteem of disabled participants.

Variable	R	R ²	F- obtained	DF	F- critical	P	β	T	P
Achievement	0.82	- 0.15	0.307	185	0.873	70.05	0.008	0.11	>0.05 NS

Self-Esteem and Self-Motivational Needs of Disabled and Non-Disabled: A Comparative Analysis

Affiliation							0.44	0.51	>0.05
Autonomy							-0.06	-	>0.05
								0.78	NS
Dominance							-0.02	-	>0.05
								0.30	NS

Source: Author's Survey

Result as indicated above shows that there is no interaction effect of self-motivational needs (achievement, affiliation, autonomy and dominance) on self-esteem. Hence, hypothesis two is rejected.

Hypothesis Three: Non-disabled participants will have high self-esteem than disabled participants.

Table III: t-test summary table showing the self-esteem of disabled and non-disabled participants.

Variable	N	X	SD	DF	t- obtained	t- critical	P
Disabled participants	100	123.03	8.24	184	0.304	1.645	>0.05 NS
Non-disabled participants	86	123.69	8.46				

$t(184) = 0.304, p > 0.05$

Source: Author's Survey

As shown above, there is no significant difference in the self-esteem of disabled and non-disabled participants. The third hypothesis is therefore not confirmed.

Bunmi Omolayo, Ph.D., University of Ado-Ekiti (Nigeria)

Hypothesis Four: There will be a significant difference between the self-motivational needs of disabled and non-disabled participants.

Table IV: t-test summary table showing the difference in self-motivational needs of disabled and non-disabled participants.

Variable	N	X	SD	DF	t- obtained	t- critical	P
Disabled participants	100	31.85	1.44	184	-0.27	1.645	>0.05 NS
Non-disabled participants	86	31.89	1.04				

$t(184) = -0.27, p > 0.05$

Source: Author's Survey

Result from Table 4 above revealed that there is no significant difference in the self-motivational needs of disabled and non-disabled participants. Therefore, hypothesis four is rejected.

5. Discussion

The study was carried out to compare the self-motivational needs and self-esteem of disabled and non-disabled. Result shows that no significant difference exist in the self-esteem of both disabled male and female participants. This suggests that disabled male have no significant high self-esteem than disabled female. The plausible explanation of this is that disabled individuals, irrespective of sex status have the same level of self-esteem even though their vision in life differs. This shows that a

Self-Esteem and Self-Motivational Needs of Disabled and Non-Disabled: A Comparative Analysis

person acquires self-esteem from personal experiences that has nothing to do with gender of such individuals. It is the experience of the individual that helps to build the self-esteem. Therefore, self-esteem is a function of an individual's reinforcement history. This result contradicts the findings of Cohen (1977) that male are prone to more self-esteem than female.

Result also indicated that self-motivational needs do not have any interaction effect on self-esteem of disabled participants. Self-esteem is one of the human needs on the hierarchy of needs of Maslow (1954) but it does not have any interaction effect on individual's motivational needs. This is because not everyone can climb the Maslow's pyramid of needs in the prescribed order. For example, after the physiological need, which is a necessity for everyone, some people seek love before seeking esteem while others establish a career before family.

Furthermore, the findings of this study failed to show significant difference between disabled and non-disabled on self-esteem. This suggests that disability has no influence on self-esteem. Therefore, both the disabled and the non-disabled can achieve self-esteem and make meanings to their individual life. This is because both the disabled and non-disabled have skills, intelligence, and ability needed to accomplish and achieve in life.

Result of this study also revealed that no significant difference exist in the self-motivational needs of disabled and non-disabled. This shows that both the disabled and non-disabled are human beings who are motivated towards one need or the other, and who want to achieve the realization of their needs.

6. Conclusion and Recommendations

Conclusively, result of this study revealed that gender, disability and ability do not significantly affect self-esteem and self-motivational needs of people. Disability, though physical, is a thing of the mind. This explains why no significant difference was found in the self-esteem and self-motivational needs of both disabled and non-disabled

Bunmi Omolayo, Ph.D., University of Ado-Ekiti (Nigeria)

participants. The disabled and non-disabled are individuals who have vision and mission in life, and are motivated to accomplish their set objectives and goals in life. Irrespective of their disability, the disabled have intelligence and skills that can be developed in the realization of their vision and the achievement of their mission just like the non-disabled. The disabled, as human beings, can climb the ladder of Maslow's hierarchy of needs. They need food, clothing, shelter and sex; security of life and properties; social and political belongings; self-esteem; and self-actualization. They can also reach the peak of their career because they have the wherewithal of achievement like the non-disabled.

However, based on the results of this study, it is recommended that programmes aimed at improving the self-esteem of disabled and non-disabled alike should be formulated and implemented. This will assist in bringing out their best side and help them to cope better in every situation most especially in frustrating situation and discouraging condition. It will also assist them to realize their individual strengths, skills and weaknesses and to improve on them. This will encourage them in self-motivation to achieve their individual vision and set objectives.

Furthermore, the disabled and non-disabled should be encouraged by the society to actualize themselves.

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Self-Esteem and Self-Motivational Needs of Disabled and Non-Disabled: A Comparative Analysis

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