



Impact of self-esteem and racial socialization on Psychological Well-being of Employees in Educational Institutes with Mediating Role of Gender Pay Gap

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ABSTRACT

The study measures the impact of self-esteem and racial socialization on psychological well-being of employees in educational institute of the southern Punjab region with mediating role of gender pay gap. The objectives of this study are to find out the relationship of self-esteem, and racial socialization with psychological well-being of employee and to find indirect relationship using gender pay gap as mediator. Research has been done on private school of Lahore. A sample of 320 teachers was utilized to find out results of study through Likert scale. Bootstrapping technique has been applied using Smart PLS3. Results found that racial socialization has significant impact on psychological well-being of employee. Mediation effect of gender pay gap has been identified between self-esteem and racial socialization with psychological well-being. This study contributes well to the existing literature by highlighting the influence of the relationship between gender pay gap and psychological well-being filling this gap in the existing literature. With regards to the findings of this study, it is important to enhance the welfare of employees and to enable them to better deal with gender pay gap.

Key words: Psychological Well-being, Self Esteem, Racial Socialization and gender pay gap

1 Introduction

1.1 Background of study

Positive mood staff are more willing to assist the co-worker and provide customer service to their desire. What's more, loving, friendly and cooperative colleagues are working to create high-quality relationships with others. By doing so, they improve co-workers' productivity rates and boost the social relationships of those who work together, as well as their dedication to the workplace and participation with their job.

The impact of social relationships could be one of the factors. A study by Dinner and Selganman (2014) demonstrates that meaningful interactions with others help us enjoy excellent mental and physical health and recover from disease.

1.2 Gap of study

New York University's study by Blue (2016) demonstrates that staff are dedicated to appreciating and respecting their masters and appreciating their kindness. Another search by authors and teachers, also argues that laughing staff can lose faith in their employers (Antonczyk, Fitzenberger et al. 2010) (Blau 2016).

The constitution of the Islamic Republic of Pakistan on equal gender provides equal rights to jobs and working circumstances, reflecting the cultural and social features of many fields.

In terms of work and working conditions, the constitution of the Islamic Republic of Pakistan gives equal gender rights, which appears to reflect the cultural and social existence of many regions. Khalid (2011) distinguishes between executives who restrict gender expectations in Pakistan, who promote women's marginalization, and liberals who believe in the role of full democracy and women's emancipation (Shaukat, Siddiquah et al. 2014).



Observation on different research studies found that impact of self-esteem and racial socialization on psychological wellbeing have not been studied in context of Pakistan with mediating effect of gender pay gap. So, this study decided to analysis impact of self-esteem and racial socialization on psychological wellbeing of employee with mediating effect of gender pay gap.

1.3 Research questions

- Does self-esteem is positively related with gender pay gap?
- Does racial socialization is positively associated with gender pay gap?
- Does psychological wellbeing and gender pay gap have positive relationship?
- Can gender pay gap mediate between self-esteem and psychological wellbeing of employee?
- Can gender pay gap mediate between racial socialization and psychological wellbeing of employee?

1.4 Significance of the study

This research measures the impact of Impact of self-esteem and racial socialization on Psychological Well-being of Employees in Educational Institutes with Mediating Role of Gender Pay Gap on workers ' psychological well-being, gender gap has been measured as mediator of psychological wellbeing. On the basis of theories of employee psychological well-being. With suspicion / construction summary, Job-Demand Resource theory identified as the JD-R model can be summarized. Although each job may have its own work pressure-related risk factors, these components can be implemented in two particular classifications: work and demand for work assets. An effort to answer this important question is the notion of welfare imagination. There are five creative obstacles that give authority to positive emotions, engagement, relationships, significance, and accomplishments.

2. Literature review

Under Asian cultural demonstrations, research looks forward to high-level mankind and self-assessment for gender pay gap. In order to carry out a distinct assessment for genders, this work aim to demonstrate the methods of self-esteem and racial socialization for psychological well-being: overall self-assessment and humanist welfare may be the most appropriate for women (Lyness and Judiesch 2014).

This part discusses the methods and techniques of the past research studies to make this research study easy and understandable according to research tools, techniques and to adopt modern methods of the research.

2.1 Defining concepts

2.1.1. Self-Esteem

Western culture highlights kindness to the struggling friends, family, and neighbors. Otherwise, when we make a mistake or fail in many respects, when it comes to us, we like to blame ourselves instead of blaming someone other. This tendency towards self-criticism among anxious and depressed individuals is very prevalent (Blat, 1995). When our issues emerge from our forces other than our control, such as



accidents or mental incidents, before being calm and entertained, we focus on solving issues (Austenfeld& Stanton, 2004).

2.1.2 Psychological Well-Being

Psychological well-being is a mixture of good feeling and effective working (Hobart, 2009). Feel the painful feelings like failure and depression as a prevalent aspect of life; for continuous welfare, no one requires feeling good all the time, but he can handle adverse and painful emotions. Still, when adverse emotions drown and interfere with the daily operations of the person, psychological well-being stops (Heptert, 2009). Generally speaking, individuals are considered to be mentally healthy if they do not suffer from mental health issues such as depression and other types of psychological issues and this concept does not reach a good heart.

As a consequence, a favorable presence must define mental health (Rif, 2010). Research on the kindness of fatigue in work-related tension, fatigue, secondary mental stress and counseling occupation Importance from the significance of self-care therapist and literary self-care. (Buchanan, 2011)

Similarly, Lavine (2015) performed quality studies to investigate the entire topic that affects consultants ' welfare (childhood experience and early psychological contact), equilibrium (physical, mental, mental, spiritual, social and environmental), productivity needs (behavior and conduct) and working relationships (contributing to the benefits of mutual confidence and respect advisor.

2.1.3 Racial socialization

Racial socialization is defined as "a process of development in which people acquire racial behavior, perceptions, values, and attitudes, and view themselves and others as members of the group." The extant literature considers racial socialism as one of many aspects. Researchers have identified some aspects that are commonly expressed in literature on racial outreach: cultural socialism, discrimination bias, promotion of trust etc. Racial socialization is nurtured by the effects of nurturing that teach children about their race or heritage history and is sometimes referred to as the development of ego (Demo and Hughes 1990). Preparation for Prejudice Parenting is one of the parenting exercises that focuses on preparing children to feel discriminated against, and to overcome them. Encouraging infidelity refers to the practice of child care in socializing children to raise awareness of people of other races (Hughes, Rodriguez et al. 2006).

2.1.4 Gender differences

However, tiny variations can lead in significant variations in social science (Keith 2006). Furthermore, a meta-analysis has shown that more proportion of ethnic minority respondents have made a significant difference in gender relationships so that cultural norms can play a part for males and females. Up to now, however, little research has been done on the role of gender in explaining the differences at the men and women level. The realization of the tiny impacts shown



in male - female meta-analysis is that there is little distinction between gender groups (Hyde 2005).

2.2 Theoretical reflection

Harris and peers (2013) also discussed three psychological well-being topics (positive relations with others, environmental mastery and purpose in life) made significant opportunities for organizations upon psychological wellbeing of employee. Macan et al., (2011) reviewed professional organization applied theoretical implications of psychological wellbeing of employee. Wolf, Thomson, and Smith-AdCoc, (2012) counselor and demonstrate that kindness can play a part in enhancing the counselor's welfare. The earlier published study highlighted the significance of creating a healthy organization and, in line with other studies, the importance of psychological wellbeing and gender pay gap in counselor education programs to support welfare of councilors; They are learning how to apply their understanding. Principles and techniques of consultation (Roch and Young, 2007;). Most of these consultations are restricted to consulting learners (i.e., Curry, 2007; Harris et al., 2013; MacKay, 2010); in specific, some attention is paid to the psychological well-being of professional counselors. It then shows the need for future studies to investigate psychological well-being among professional counselors from a practical point of view by looking at the efficacy of good conduct towards oneself.

Development theory provides the framework for thinking about human development, development and learning. If you have ever wondered what motivates human thinking and behavior, understanding these principles can provide beneficial insights for individuals and society.

Development Theory Guide provides a set of principles and concepts that describe and explain human development. Some developmental theories focus on the formation of certain qualities, such as Kohlberg's theory of moral development. Other developmental theories focus on development, which is lifelong, such as Erickson's psychosocial development theory.

The major theories of development include psychological theory, training theory, and cognition theory. These theories try to explain many human behaviors but are often outdated and incomplete despite modern research.

Psychologists and researchers often use the theory as a basis for scrutinizing larger theories, but also consider smaller theories and the latest discoveries.

Emerging theories are theories that have recently been created in comparative form and are often created in conjunction with various small principles. These theories are often based on research and ideas of different topics, but not as large or as wide as the larger principles.

Behavioral psychology, also known as pragmatism, is a training theory based on the idea that all behaviors are achieved through conditioning(Wong 2013). Supported by renowned psychologists like During the second half of the twentieth century, Skinner's theory of behavior dominated psychology(Richelle 2005).

Nowadays, behavioral techniques are still widely used in treatment settings to help clients learn new skills and behaviors.



The theory of Buddhist psychology focuses on internal conditions, such as motivation, problem solving, decision making, thinking and meditation(Guenther 1972). Such theories seek to explain various mental processes, including how the mind processes information.

2.2.1 Identification of literature gap

Literature has been studied on selected topic, set of variables and models of study has been observed very carefully. Selected model and set of variables have not been studied with selected combination of observations. Many researchers left the gap at the end of their study and that part was read carefully. Research model adopted for this study has been obtained from gaps left by other researchers. Under the topic of gender pay gap and psychological wellbeing of employee has not been studied with mediator and moderator at the same time(Hughes, Rodriguez et al. 2006).

While the interested area has been supported by a lot of scholars, it has also been condemned. One of the reviews was aggravated from a right sight of human being, in conflict that the interested description of comfort is not suitable for the reason that biased happiness does not automatically add to individual thoughts of research gap. Personal interested work as likely impair individual personality and disputed to tell between individually perceives wants from **neutrally suitable requirements (Deci and Ryan 2001)**.

3. Proposed theoretical/ conceptual framework

3.1 Research framework

The theoretical framework is required to comprehend the connection between self-esteem and racial socialization and well-being of employees(Diener and Ryan 2009). Others include objective theory that expects welfare to be the outcome of attaining the association's particular objectives (equality, 1986). By decreasing the adverse effect of self-esteem and racial socialization, processes of desire accomplishment can be promoted and associations can eventually be promoted (Barnard and Curry 2011).

Rife Psychological Welfare (1989) is a height intended to examine the slowness of individual welfare and is one of the most widely used models of welfare.

Rauf (1995) defines as the attainment of happiness, but as a means of attainment that represents one's true potential. Rif and Keys (1995) argues that psychological well-being differs from personal fitness and confirms the suggested theoretical structure of the multi-educational system for psychological welfare.

3.2 Theoretical Framework

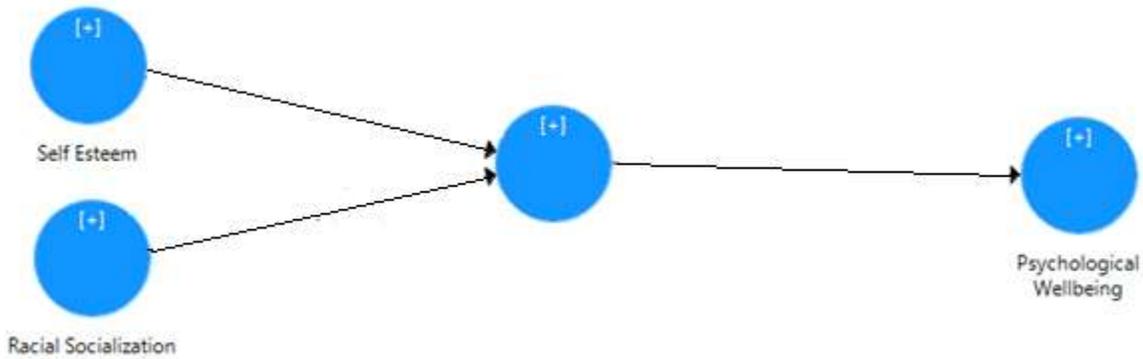


Figure 1

SE- Self Esteem

RS- Racial Socialization

GPG- Gender Pay Gap

PWE- Psychological Wellbeing of Employee

Independent Variable: Self Esteem and Racial Socialization

Mediator: Gender Pay Gap

Dependent Variable: Psychological Wellbeing of Employee

Proposed Hypothesis and Model Equation

RH1. SE is positively associated with GPG.

$$\text{RE1. } GPG = \alpha_1 + \beta_1 (SE) + \varepsilon_2$$

RH2. RS is associated with GPG

$$\text{RE2. } GPG = \alpha_4 + \beta_4 (RS) + \varepsilon_5$$

RH3. GPG is positively associated with PWE.

$$\text{RE3. } PWE = \alpha_5 + \beta_5 (GPG) + \varepsilon_5$$

RH4. Gender Pay Gap mediates the relationship of racial socialization and employee's psychological wellbeing.



$$RE4.PWE = \alpha_7 + \beta_7(RS) + \beta_7(GPG) + \varepsilon_7$$

RH5. Gender Pay Gap mediates the relationship of self-esteem and employee's psychological wellbeing

$$RE5.PWE = \alpha_8 + \beta_8(SE) + \beta_8(GPG) + \varepsilon_8$$

3.3 Research Hypothesis

H1= Gender Pay Gap mediates the relationship of self-esteem and employee's psychological wellbeing.

This hypothesis defines the role of gender pay gap as mediator between self-esteem and psychological wellbeing of employee. Statistical significance value will define the output of mediation.

H2 = Gender Pay Gap mediates the relationship of racial socialization and employee's psychological wellbeing.

Racial socialization and employee's psychological wellbeing has been identified by the mediator of gender pay gap.

4. Research methodology

4.1 Sample design

More advanced study is required on the connection between self-esteem, racial socialization and gender behavior, to make understanding very easy, to make males and females compassionate in binary ways, and to assume that gender role in relation to gender is basically

4.2 Population Frame

The studied population was school teachers of private schools in Multan and Vehari. According to School Census Report 2018 total number of schools exist in Punjabi are 52470, and teachers working under govt of Punjab are 391799 within the region. While total private schools are about 60502 consisting 54% of private population and 46% (52470) of public population.

4.3 Sampling techniques

Cluster sampling method was used for collecting information from teachers of the schools. (Berger and Zhang 2005, Al Ghayab, Li et al. 2016).

4.4 Data collection procedure

We collect the data manually by visiting 10 different private schools of Lahore. Research data collected through questionnaire on variables. Likert scale was used for measurement. Questionnaire of Gender Pay Gap adopted by Aly (2017), self-esteem and racial socialization adopted by (Raes,



Pommier et al. 2011) and Warwick Edinburgh Mental wellbeing scale for Psychological wellbeing adopted by (Tennant, Hiller et al. 2007). Data that has been collected from first-hand-experience is known as primary data. Primary data has not been published yet and is more reliable and authentic. Primary data has not been changed or altered by human beings; therefore, its validity is greater than secondary data. Importance of Primary Data.

4.5 Data analysis technique

Cronbach alpha has been applied for the purpose of testing reliability and validity of the before applied this data to get results of the study. Regression analysis has been applied for hypothesis testing. SMART PLS used to test, reliability, validity, Bootstrapping, to the relationship as well as mediation relationship between variables.

5. Empirical results

To investigate the underlying reasons for this unexpected interaction or moderation relationship, programmed analysts could investigate a mediation hypothesis where the interaction effect predicts a mediator variable predicting the outcome, here defined as moderator effect mediation.

5.1 Reliability and Validity Test

SMART PLS 3 used in this study in order to calculate the reliability and validity of the questionnaire data. There are many advantages of using SMART PLS 3. One of its benefit is that it provides the latent variable scores which helps to avoid the problems of small sample size and we easily handle the complex models with numerous variables.

5.2 Composite reliability

	Cronbach's Alpha	rho A	Composite Reliability	Average Variance Extracted (AVE)
Gender Pay Gap	0.715	0.736	0.794	0.304
Psychological Wellbeing	0.814	0.866	0.846	0.298
Racial Socialization	0.756	0.874	0.790	0.187
Self Esteem	0.752	0.769	0.818	0.318

Table 1

A statistic called Cronbach's alpha is perhaps the most common measure of internal consistency used by psychology researchers. For instance, the average for a set of items of all eight-split correlations is seven. Finally, for showing good internal consistency, a value of +.80 or higher is typically used.

Composite reliability (sometimes called construct reliability) is a measure of consistent internal consistency, similar to Cronbach's alpha (Ntimaier, 2003). Can be considered as the total number of original variant scores compared to the total scale variant score.

Rho (rhoA) Dijkstra-Hansler, which provides a more accurate estimate of data consistency, is used and values indicate that items loaded in each construction are reliable (Ringle et al., 2017). In addition, all



actual values of extracted variability (AVE) exceed the threshold of 0.50, supporting the convergence ability of the manufacturing steps (Hansler et al., 2016; Hansler, 2017).

We used the SMART PLS 3 to measure the composite reliability through PLS algorithm. It is calculated from the construct reliability and validity part of PLS.

Cronbach's alpha for, gender pay gap, psychological wellbeing, racial socialization and self-esteem are 0.715, 0.814, 0.756 and 0.752 respectively. All values are greater than 0.7 and acceptable.

Composite reliability of all the variables shows the high level of internal consistency.

The result shows that values of the compassion, gender pay gap, psychological wellbeing, racial socialization and self-esteem are 0.794, 0.864, 0.790 and 0.818 respectively. All values of variables are greater than or equal to 0.7 threshold value which means all variables have high level of internal consistency and model possesses acceptable and good level of reliability (Ehsan Bhutta et al, 2019).

5.3 Specific Indirect Effects

Determination of indirect effects is an important aspect of both the path analysis and latent variable SEM. Indirect effects occur when the effect of one change on the other is mediated, in whole or in part, by one or more interference estimates (Bra Brown, 1997). For cases involving the variable of a single intercept, the initial prediction variable takes into account the variability in the account of the variable of intervention, called the mediator. Intermediaries, in turn, contribute significantly to variable in outcome. Under such circumstances, the number of unique variants in the result variable calculated by the initial variable is definitely less than if the variable for the intervention was ignored. Therefore, the indirect effect refers to a composite compound structure path with two or more direct variables to variable paths.

Specific Indirect Effects	Specific Indirect Effects
Racial Socialization -> Gender Pay Gap -> Psychological Wellbeing	-0.008
Self Esteem -> Gender Pay Gap -> Psychological Wellbeing	0.727

Table 21

5.3.1 R Square

Both R² and R² adjusted, giving you an idea of how many data points are included in the regression equation lines. However, there is a big difference between adjusted R² and R²: R² assumes that changes in the dependent variable are perceived by each variable. Adjusted R² gives you a change in percentage that is explained only by independent variables that affect the dependent variable. Adjusted R-squared is a modified R² version adjusted to the number of predictors in the model. Only if the new term improves the template more than predicted by chance will the modified R² rise. It decreases when forecasts boost the model from an event less than expected.

R Square	R Square	R Square Adjusted
Gender Pay Gap	0.986	0.986
Psychological Wellbeing	0.500	0.499

Table 3

5.3.2 Bootstrapping:

The use of the bootstrap method in the calculation of the path coefficient requires at least 400 bootstrap samples and the number of cases must be the same as the actual number of sample observations (Hair et al., 2011). Empirical results are hypothesized between constructs according to most path model relationships.

5.4 Direct Results

5.4.1 Path Coefficients

Direct Effects	OS (O)	SM (M)	STD	T stat	P val.	Conclusion
Racial Socialization -> Psychological Wellbeing	0.626	0.609	0.119	5.253	0.000	Sig
Self Esteem -> Psychological Wellbeing	0.090	0.076	0.049	1.837	0.007	Not Sig

Table 4

The above table shows the direct relationship of Independent variables with the dependent variables in the absence of the mediator. The result shows that racial socialization has significant relationship with the psychological well-being with values of 0.000 and 0.007 respectively.

5.5 Indirect Results After Inclusion of Mediator

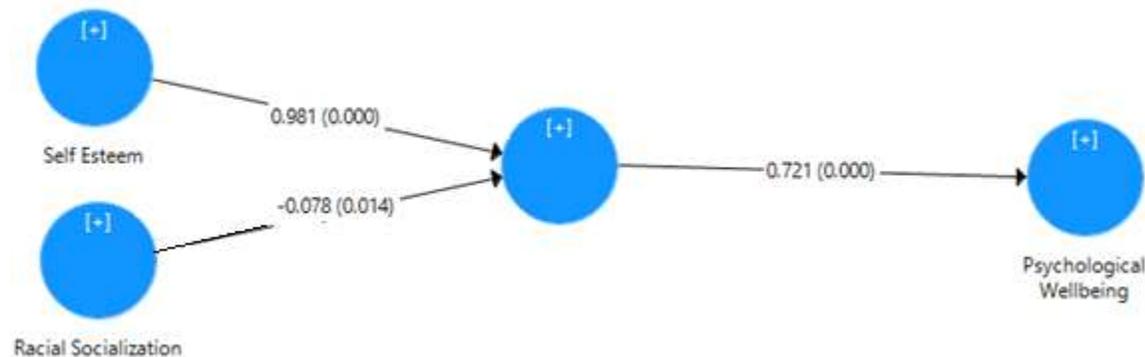


Figure 2



5.5.1 Path Coefficients

Indirect Effects	OS (O)	SM (M)	STD	T stat	P val.	Conclusion
Racial Socialization -> Gender Pay Gap	-0.078	-0.068	0.032	2.471	0.014	Significant
Self Esteem -> Gender Pay Gap	0.981	0.977	0.023	43.489	0.000	Significant
Gender Pay Gap -> Psychological Wellbeing	0.721	0.725	0.032	22.558	0.000	Significant

Table 5

The above table shows the indirect relationship of the independent variables with the mediator. The result shows that Racial socialization has significant relationship on GPG with value P value of 0.014. Self-esteem ha also significant relationship with the GPG with P value of 0.000.

GPG also have significant relationship with the psychological well-being.

5.6 Specific Indirect Effects

So far, the direct effects of exogenous and endogenous (LV) long mutations have been discussed. But in this section, other aspects of this research can be debated. As noted in previous studies, if the overall effect (TE) of endogenous variables on the effects of a direct effect (DE) is greater, it can be deduced that indirect effects (IE) are to be considered. Moving forward, mediation analysis can also play an important role in the prediction model (Samuel et al., 2016). To test the hypothesis of mediation, we follow the procedure suggested by Nitzel, Roldan, and Cepeda (2016) who suggest that the mediation effect is always present when the indirect effect is significant.

5.6.1 Specific Indirect Effects

	OS (O)	SM (M)	STD	T stat	P val.	VAF	Conclusion
Racial Socialization -> GPG -> Psychological Wellbeing	-0.056	0.049	0.023	2.450	0.015	No Mediation	Supported
Self Esteem -> GPG -> Psychological Wellbeing	0.707	0.708	0.029	24.204	0.000	88% Full Mediation	Supported

Table 6

The above table shows the specific indirect effects. VAF also has been calculated that shows how much percent of the mediation lies between the variables.

6. Conclusion

Self-esteem and racial socialization play an important role in the lives of individuals. With increasing demands in the workplace and changing gender roles, employees are more concerned about how to balance self-esteem, racial socialization and psychological well-being demands of compassionate workers(Leinweiber, Baltzer, Hanson, &Westerlund, 2013).



Derived from Role Theory (Merton, 1957), this construction has played an important role in the field of work-family interface research. According to Greenhaus and Beute Tail (1985),.

Gender pay gap mediates employees' self-esteem and mental well-being, 88% with full mediation results. This estimate defines the role of the gender wage gap as an intermediary between self-esteem and the psychological well-being of the employee. Differences in self-esteem and gender and then the gender gap and psychological well-being of employees are important.

The full attention and psychological well-being of employees is important, based on statistics on immediate impact. But examining the mediation of the gender wage gap between the two variables does not support the results of indirect effects.

Under direct relationships Racial socialization and PWB, at the end Self-esteem and PWB are directly significant without mediator. Testing indirect effect (mediation), all relationship of mediation is significant depending on VAF (variance accounting for) as racial socialization and PWB, Self-esteem and PWB.

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