

**COMPARISON OF SELF-EFFICACY AND JOB SATISFACTION IN
BETWEEN SELF-EMPLOYED AND PAID EMPLOYED PEOPLE
WITH DISABILITIES**

By

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Supervisor's Statement

As supervisors of Sanjida Islam Lamia's M.Sc. Thesis work, we certify that we consider her thesis "**Comparison of Self-efficacy and Job satisfaction in between Self-employed and Paid employed People with Disabilities**" to be suitable for examination.

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Declaration

This work has not previously been accepted in substance for any degree and is not concurrently submitted in candidature for any degree.

This dissertation is being submitted in partial fulfillment of the requirements for the degree of M.Sc in Rehabilitation Science.

This dissertation is the result of my own independent work/investigation, except where otherwise stated. Other sources are acknowledged by giving explicit references. A Bibliography is appended.

I confirm that if anything identified in my work that I have done plagiarism or any form of cheating that will directly awarded me fail and I am subject to disciplinary actions of authority.

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Acronyms

BHPI - Bangladesh Health Professions Institute

BMRC – Bangladesh Medical Research Council

CDD- Centre for Disability in Development

CIPRB - Centre for Injury Prevention and Research, Bangladesh

CRP – Centre for the Rehabilitation of the Paralysed

CSID - Centre for Services and Information on Disability

ESCAP - Economic and Social Commission for Asia and the Pacific.

ICDDR B- International Centre for Diarrheal Disease and Research, Bangladesh

IJC- Inclusive Job Centre

LLD – Leg Length Discrepancy

NGO – Non Government Organization

NIGH- Nossal Institute for Global Health

PE – Paid employed

PPC – Post-polio Complication

PWD – Person with Disability

SCI – Spinal Cord Injury

SE – Self Employed

SPSS- Statistical Package for Social Science

WHO – World Health Organization

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Abstract

Introduction: Disability can be referred as a psychological or physical destruction which usually have considerable and enduring negative effect on a person's way of doing usual daily activities of their life. The substantial and psychological impairments have been included here. In all over the world more than 650 million people represents any short of disabilities. Additionally, this figure of number in future is estimated to be increased, which may result a huge number of old age citizen as a growing proportion in the overall population. In the report of European union It is found that around 800 crores people are suffering from some sort of incapability which can be mild, moderate or severe that create inaccessibility in participating in social and economic activities due to some other barriers which is associated with disability, for example attitude towards disabled people or environment where they live **Purpose:** The main purpose of the study is to compare the level of self-efficacy and job satisfaction in people with disabilities in between self-employed and paid-employed. **Objectives:** i. To compare self-efficacy level between two groups, ii. To compare job satisfaction level between two groups, iii. To find out the socio demographic characteristics of two groups. **Methodology:** This study is a comparative cross-sectional design research. 50 self- employed PWDs and 50 paid employed PWDs were purposively selected as the inclusion and exclusion criteria and then assigned in Group 1 and Group 2. **Result:** In level of self-efficacy there are significant difference (p is less than .005) in between Self-employed and paid employed group. And in level of Job Satisfaction there does not have significant difference in between 2 groups. This result is valid for this group of people not for the whole population as it does not represent the whole population.

Key words: Self-efficacy, Job satisfaction, Paid employed PWDs, Self-employed PWDs.

1.1 Background

Disability can be referred as a psychological or physical destruction which usually have considerable and enduring negative effect on a person's way of doing usual daily activities of their life. The substantial and psychological impairments have been included here (Pagan, 2014).

In all over the world more than 650 million people represents any short of disabilities. Additionally, this figure of number in future is estimated to be increased, which may result a huge number of old age citizen as a growing proportion in the overall population. In the report of European union It is found that around 800 crores people are suffering from some sort of incapability which can be mild, moderate or severe that create inaccessibility in participating in social and economic activities due to some other barriers which is associated with disability, for example attitude towards disabled people or environment where they live (Erickson, Lee, & Schrader, 2019).

There is always a debate regarding statistical number of the accurate prevalence of person with disability in any nation. Action-Aid Bangladesh and Social Assistance and Rehabilitation for the Physically Vulnerable (SARPV) found the rate of disability prevalence in Bangladesh as 8.8%. World Health Organization (WHO) enclosed the prevalence of disability rate in this context as 10% (BBS, 2015).

Job satisfaction is the anthology of peoples thinking and feeling about the occupation where they are recently engaged in. this satisfaction of job can varies from the extreme level of satisfaction to the extreme level of dissatisfaction. As a whole in the level of satisfaction of individuals' occupation, it can include different aspects of the work which can include the variety of their work, feeling or attitude about their coworkers, their superiors or inferiors and also their monthly to yearly incomes (Jennifer, 2009).This explanation of job satisfaction suggests individuals whole thoughts that they keep in their mind regarding their job globally and generally.

Job satisfaction is an idea or thinking of mind which can vary from person to person and also can depend on different things. Generally it is linked to individuals drive and

inspiration, but the relation of this linkage is not clearly understandable. Sometimes there does not have any linkage between motivation and satisfaction. Individuals' satisfaction regarding their occupation is the very inner feeling or state of one's mind. This state of mind can be associated in a quantitative manner or qualitative manner within the workers response of execution of any task (Aziri, 2011).

Self-efficacy as a term can be referred as an individual's judgment towards the capabilities to arrange and implement the action plan to achieve the targeted performance in an appropriate manner. It is the perceived competence of an individual to execute a behavioral practice that causes and ultimately influences the intended behavior irreversibly (Williams, 2010).

Self-efficacy is the confidence about an individual's capacity to achieve precise targeted tasks. It creates the impact from the activities that the representatives become skilled at and the overall objectives that they set for their achievement. It is at the same time influences the individual's measurement of action and its consistency when learning hard tasks and actions. There are four sources of self-efficacy, which are the past implementation, sensational experience, verbal influence, and passion (Lunenborg, 2011).

It has been seen that people who have some kind of disability are seen to be less educated and also have less chance to get education and followed by low line income compared to the other population of that society. Their income or earning seem to be under the poverty line, and for that reason it becomes difficult for them to keep saving of money or other assets and belonging than the people who have no disability. In all underdeveloped to develop including the developing countries the scenario is almost same. Bangladesh as a developing country the situation is more vulnerable and devastating for the person having disabilities and they are the people who are the most disadvantaged among all (Snyder, Carmichael, Blackwell, Cleveland, & Thornton, 2010).

People with disabilities till now are deprived within the workforce, in general hold lower status occupations, and get lower compensations compared to others (Snyder, Carmichael, Blackwell, Cleveland, & Thornton, 2010).

Very recently it has been projected that among 180 crores of working-age people with having any types of disabilities; only forty percent of them are engaged in work or employed in any job, which is estimated as half of the eighty percent of rate for the people without any kind of disabilities (Erickson, Lee, & Schrader, 2019).

The current financial atmosphere requests progressively inventive ways to deal with expanding work advertise investment for individuals with disabilities. Social business followed by job satisfaction can offers one elective pathway to work. In most of the cases, self-employment is the inspirational and attitudinal variables for individuals with inabilities to involve in any work (Caldwell, Harris, & Renko, 2016).

1.2 Justification

Disability is a burning issue now a day. A very big population is living with some short of disabilities. Not only in Bangladesh but also worldwide it is an alarming issue. Person with disabilities are the most vulnerable group in any society. They are the most sufferer population. It is often seen that they deprive from the basic needs like food, shelter, education, employment and so on.

Person with disabilities are not the burden of the society. They are also a part of the society and they also have the equal right to live their life as they want to. Most of the population does not believe that PWDs can also be employed as others. They may also have desire for some suitable works according to their wish.

Many government and international development agencies involved in the country have turned their attention to the goal of including disabled people in national development by reducing barriers to their social and economic inclusion. In addition to strengthening the existing disability movement and implementing disability law aimed at establishing socioeconomic and political rights of a person with disability, it is necessary to know the scope to which the impaired people have access to the social and economic activities.

If the person is satisfied with their job, in that case it is very obvious to get better result in their job and also self-efficacy helps the employees to perform well. It is same for both person with disability and without disability. So it is very important to explore the level of self-efficacy and job satisfaction for the person with disabilities as they get less attention from the society. It is the researcher's area of interest to focus in the depth of the scene and to find something very essential related to disability empowerment.

Mainly Rehabilitation professionals facilitate as well as play important role in the selection of type of jobs and job placement process for the PWDs. So it is very important for the professionals who are specially rehabilitation focused should focus on to relevant issues that are related to the job placement process for better understanding and for developing relevant strategies to support the PWDs in their contract of job or occupation. Researcher's purpose of doing this investigation is to

identify the situation of job satisfaction and self-efficacy of person having disabilities and to compare them in between self-employed and paid-employed PWDs.

1.3 Null Hypothesis

There are no differences the level of self-efficacy and job satisfaction in PWDs in between the self-employed and the paid-employed.

1.4 Alternative Hypothesis

There are difference in the level of self-efficacy and job satisfaction in PWDs in between the self-employed and the paid-employed.

1.5 Objectives

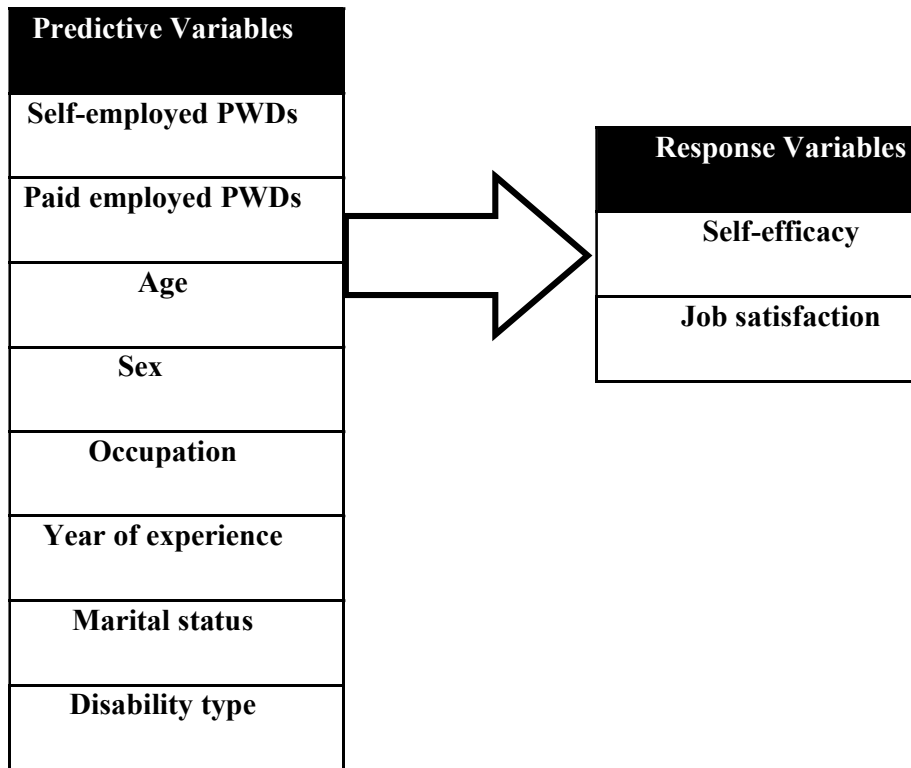
General objective

To compare the level of self-efficacy and job satisfaction in between self-employed people with disabilities and paid-employed people with disabilities.

Specific objective

- i. To find socio demography of two groups
- ii. To compare self-efficacy level between two groups.
- iii. To compare job satisfaction level between two groups

1.6 Conceptual Framework



1.7 Operational Definition

Disability: Disability is a term that can be described as any kind of physical or mental impairment that has a considerable & long term negative impact on the ability of any individual to perform their daily living activities. By this statement all physical and psychological aspects of disability has been covered. But in my study I will include only the physical disability.

Job satisfaction: The term job satisfaction can be defined as persons feeling of like or satisfaction and unlike or dissatisfaction regarding different things related to their job. This statement has been suggested that it is globally and generally an individuals' complete thoughts that they keep in their mind regarding their job or work.

Self-efficacy: As a term "Self-efficacy" can be stated as any individual's personal judgment towards his or her capabilities to assemble and/or implement the plan of action to achieve the targeted performance in a very simple but suitable manner. It is the perceived proficiency of an individual to carry out a behavioral approach or practice that irreversibly causes an ultimate influence towards the intended behavior of any individual.

Self-employed PWDs: Individuals who are involved in any kind of work self directed work like business or other activities like sewing, crafting or other activities that can generate money but does not have to work under any person or organization and when the individual have some type of disability it is called as self employed PWDs.

Paid employed PWDs: Persons who have some extend of disabilities and for earning money they have to work under someone or some agencies or organization can be told as paid employed PWDs.

There are wide varieties in prevalence of disability through worldwide. According to Economic and Social Commission for Asia and the Pacific (ESCAP) 2012, it has been seen that in the rate of prevalence of having disability in developed countries are higher than developing countries. In developing countries the rate is lower. For example, in Australia the disability prevalence is 18.5%, in New Zealand the rate is 16.6%, In Russian Federation the rate is 9%, where as in Pakistan the disability rate is 2.5%, In India the rate is 2.1%, in Afghanistan the rate is 2.7% (BBS, 2015).

In Bangladesh there have been different studies done in different years by different organizations and the prevalence has been found different. For example Bangladesh Bureau of Statistics in 2010 found the disability rate of 9.1% through Household Income and Expenditure Survey, Nossal Institute for Global Health (NIGH) along with Centre for Eye Research Australia & ICDDR B found the rate 8.9% in 2010 through Rapid Assessment of Disability Survey, CIPRB with support from WHO found the disability prevalence of 4.7% at 2009 by Prevalence of disability in Manikganj district survey, and WHO estimated the rate from 10% to 31% (BBS, 2015).

According to Dutta et al. (2008) engaging in any occupation is essential for both people with disability and without disabilities for their mental and physical wellbeing. Depression and anxiety disorders are more common in persons with unemployment than employment. It is also found that employed people score more in self esteem and quality of their life.

Work rate of people with disability is essentially lower contrasted with the overall population. Just 12.7% of impaired individuals aged 18-55 years have work, at a separation of in excess of 57 rate focuses in the business rate of the all inclusive community test of a similar age. Likewise, the joblessness rate is twice higher among individuals with handicaps. Be that as it may, as of late, there is a positive pattern in the business rate of individuals with inabilities. It has multiplied in the period 2003-2009 and the ostensible number of handicapped people who have work expanded multiple times (Angela, 2015).

Employment rate of person with disability may differ according to gender. It is estimated by the Bangladesh Bureau of Statistics, (2015) that, the employment rate of PWDs in between Male and Female are 53.61% and 5.03% whereas the employment rate in person without disability in between Male and Female are 78.85% and 8.11%. The unemployment rate in between PWDs and Person without disability have huge difference. 43.18% male PWDs and 42.71% female PWDs are unemployed whereas 17.88% male without disabilities and 17.75% female without disabilities are unemployed. 51.89% female with disabilities are engaged in household activities whereas 73.63% female without disabilities are engaged in household activities. 1.3% male with disabilities are seeking for job whereas 1.75% male without disabilities are looking for job.

Job satisfaction as a term has been represented that it is the attitude and inner sentiment of individuals keep regarding their occupation. Positive thoughts and ideal dispositions regarding someone's work shows affirmative job satisfaction. Negative and threatening frames of individuals mind towards the employment reveal disappointment or dissatisfaction (Aziri, 2011).

There has some visible differences in the term of preference of occupation or job in between people having some kind of disabilities and people not having any form of disabilities due to some reasons. For example physically challenged disabled individuals may need to get more flexibility in their work preparations for dealing with their bodily or physical conditions.

Lots of people having disability can face different problems related to health followed by fatigue and it can make a difficult situation for the person having disability to work full time which can be 40 hours weekly and working this time limit in a regular basis can be problematic for them. Physically disabled who have immobility issues and have lack of accessible transport system, they may have to depend on others and need some more flexibility in workplace.

It has been proven that people having some sort of incapability or disability have less monthly income on an average, less property and they are usually seem to be under the below poverty line which sometimes cannot allow them to be self-employed and they have to be involved in any paid work. As they can earn a low income in a regular basis, it hinders them to fulfill their everyday living needs and as a result they suffer

tremendously and also cannot get any source to change the income generating activity or job (Schur, Kruse, Blasi, & Blanck, 2009).

Job satisfaction at a whole represents both negative and affirmative feelings that the individuals shows towards their work. When an individual own any business or starts his or her own entrepreneurship as his occupation, with in short time it is seen that they shows a very positive desire to overcome any barrier that they face in their work or occupation. Employment fulfillment in this regard speaks to the level or degree to which it is desired are and also coordinate in a very positive manner. Occupation fulfillment is confidently and directly connected to that person's motivation towards her or his current work place (Aziri, 2011).

Chapman & Mayers (2015) conducted a study and they have found that both male-female groups can fluctuate in their job characteristic preferences, especially regarding those work related attributes that reduce the chance of clash between their employment and non-employment roles, such as flexibility in schedule, on-site presence of day cares for their children, work place, substitute, and a self & family friendly remuneration (Chapman & Mayers, 2015).

According to Snyder et al. (2010), Employees those are suffering from some sort of disabilities reported more obvious bias and more technical and practical inequality than their colleagues without having any disability. On that same research the researchers found that type of disability also exposed that employees with intellectual, visual or other disabilities reported to face more negative experiences than employees suffering from physical disabilities at their work place.

In these recent and upcoming years in European labor markets it is seen an increase level of change in the field of self-employment which indicates their interest towards self-employment. Self-employment has become a big source of financial and economic growth in all developed, developing and under developed countries.

In the current situation self-employment as a good option can be utilized to a feasible service effect for person with disabilities, especially to those who are severely disabled. According to the report of McFarlane it is very important give more attention towards the current employment options for person having or suffering from disabilities, which can include more supported service, early return to their

employment followed by disability and also towards self-employment among them (Pagán R. , 2009).

According to Pagán (2009), it is probable that people having any disability are desired to be self-employed in comparison with people having no disabilities. Both genders among the disabled group of people in terms of employment come into sight to be more open towards self-employment as compared with their counterparts who are with no disabilities. Self-employment can be a good and valid option for many individuals having incapability since it can facilitate to achieve a better balance between their working and job life along with their disability status.

Job satisfaction depends on different factors. Among them salary or wage is the most important factor on which job satisfaction depends (Pagan, 2014).

People with disabilities work less hours, have more available time and take part in more family activities when contrasted with people without disabilities. The estimated results demonstrate that incapacitated laborers (particularly the individuals who are harshly or modestly restricted in their day by day activities) experience the ill effects of more worry than their non-crippled partners. Likewise, long day working hours increment the dimensions of time pressure announced by all people, yet added more seriously among crippled specialists (Pagán R. R., 2013).

Self-employment if needed can provide greater level of flexibility of work patterns and accommodate individuals' disability by choosing their own, for example, rescheduling working hours, modifying work type, and working conditions or working environment. Accommodations can also be modified over time with changes in the business and changes in disability status of the individual and will help the whole company to work more effectively (Doyel, 2002).

Self-employment have a chance to be very attractive for individuals having or suffering from impairments because it can provide an easy opportunity to create an employment friendly environment specifically tailored to their personal health and work situation, level of mobility, speed of work or production, stamina, fitness and wellbeing and their needs related to accommodation (Griffin & Hammis, 2002)

In most of the European countries apart from Greece (for both genders) and the country Portugal (only for females) people with any kind of disabilities who are self-

employed were seen to be more satisfied with their current working conditions than people with disabilities who are engaged in any kind of employments (Pagan, 2009).

According to Federici & Skaalvik (2012), there are important relations between self-efficacy along with job satisfaction and motivation to leave or quit from the job. The result of the study found that self-efficacy was positively related to job satisfaction and motivation that means higher self-efficacy improve level of job satisfaction and motivation towards work and negatively related to burnout, that means it reduces the chance of burnout.

Rich et al. (2010) hypothesized that self-efficacy is both directly and indirectly manner is related to job satisfaction. Generalized self-efficacy affects job satisfaction through its association with visible success rate on someone's job. Because individuals who are with high self-efficacy can deal more effectively in difficult situations and continue positively during the phase of failure, they are usually more likely to accomplish affirmative outcomes and thus find more satisfaction from their jobs.

Transformational leadership can play a positive leadership which can influence employees positively. In China one study was done and it was found that positive leadership can improve self-efficacy among the workers which influence the level of job satisfaction among them (Liu et al, 2010).

Employment fulfillment can cause a form of progression of effects on different parts of individual's life. Some of them sometimes keep an impact of professional fulfillment on worker productivity, faithfulness and also absenteeism may break down as a major aspect of the content (Aziri, 2011).

In European countries person with disabilities who are self-employed was found to be more satisfied in their work as compared to person with disability who are involved in paid employment (Pagan, 2009).

Human motivation, performance accomplishments, and emotional well-being are associated with person's perceived self-efficacy. Except individuals believe that they can do whatever they want to do, they have minimal motivating force to attempt exercises or to drive forward despite troubles, it is not possible for them to accomplish things (Bandura, 2010).

Youthful grown-ups with handicaps experienced a few obstructions and segregation in looking for paid work. The kind of barriers that these youngsters experienced differed by age and sort of incapacity or disability. There were less yet various kinds of boundaries in working that were experienced between the two age gatherings ((teenagers and youthful grown-ups)). A few socio-statistic factors likewise impacted boundaries to working. Seriousness of handicap, type and term of inability, dimension of instruction, sex, low pay, geographic area and the quantity of individuals living in the family unit all affected the sort of boundaries and work separation for these youngsters (Lindsay, 2011).

According to the study of Albert Bandura and Edwin Locke it was told that self-efficacy is an influential indicator of job performance for the human resources (Lunenborg, 2011).

Increased self-efficacy can reduce fatigue and improve job performance among disabled employed who are engaged in any paid employment and also employment status improves self-efficacy among individuals (Varekamp et al, 2011).

Self-efficacy impacts the objectives that workers decided to set for themselves. Workers having lower dimensions of self-efficacy will in general can set moderately low objectives for themselves. Then again, a person who have high self-efficacy is probably going to define higher closure towards home objectives. Research demonstrates that individuals can learn as well as can perform at different levels that are steady with their self-efficacy convictions (Lunenborg, 2011).

High self-efficacy helps the employees to learn things more easily which helps then to perform well in their job (Bakker, 2011).

3.1 Study Design

The study was a comparative cross-sectional study which was done to compare the level of job satisfaction and self-efficacy among paid employed people with disabilities and self-employed people with disabilities. Comparative cross sectional study is a research study being conducted at a point in time for 2 or more groups of people etc. for comparison purpose.

In this study there were 2 different groups. In between these 2 groups the researcher compared the level of self-efficacy and job satisfaction of person with disabilities. The 2 different groups were:

Group 1: PWDs who are involved in self-employment

Group 2: PWDs who are involved in any paid job.

If we think about the type of study design, comparative cross sectional study is the one of the most simplest diversity of descriptive or observational study among all and also known as the surveys that are very useful way to gather information on different health related aspects of people's knowledge depth and attitudes.

Comparative cross sectional design which was used to find out the quantitative information of different variable and also the comparison of different variable in between 2 groups of this study. The study conducted can help to reveal the association of different related variables. Therefore, comparative cross sectional study provide a snapshot of the frequency of related variables.

3.2 Study Area

Different garments factories, leather factories, NGOs (Centre for the Rehabilitation of the Paralyzed (CRP), Centre for Disability in Development (CDD)) where PWDs are employed and Community for Self-employed PWDs.

3.3 Study Population

The study population was the Self-employed and paid employed people with physical disabilities in Bangladesh.

3.4 Study Period

The estimated period was 6 months from November 2018 to May 2019.

3.5 Sample Size

Sample size was determined according to the following criteria: According to WHO there are 10% people with disabilities in Bangladesh. Among them how many percentage are employment it is not known to the researcher. For that reason researcher keep the prevalence to 50% for employed person with disabilities. The confidence interval was 95% and 5% error level.

The formulation of sample size determination:

$$n = (z^2 \times p \times q) / r^2.$$

Here, $z = 1.96$ (confidence interval 95%)

$r = 0.05$ (error level 5%)

$p = 0.50$ (50% prevalence)

$q = (1 - 0.50) = 0.5$

$$n = \{(1.96)^2 \times 0.5 \times 0.5\} \div (0.05)^2$$

$$= 384$$

The total sample required 384 to conduct study. But researcher selected limited sample to conduct the study due to limited time for this study and also limited availability of the self-employed group. The researcher had selected the participants for the study on the basis of exclusion and inclusion criteria. Sample size was 100 participants. 50 paid employed PWDs and 50 self-employed PWDs.

3.6 Sampling Technique

Purposive Sampling strategy was used in this study. This is one kind sampling method in which samples are used to be chosen on the basis of study purpose. The selection is done by the researcher's choice rather than at random. As other available non probability sampling techniques, purposive sampling also does not produce a representative sample that can represent the whole population.

3.7 Inclusion criteria

- Persons with any kind of physical disability who are involved in either paid employment or self-employment (as this thesis paper is done with the self-employed PWDs and paid employed PWDs).
- Both sexes (both male female are engages in some sort of employment so it is needed to include both groups)
- Age 18-65 years (In Bangladesh the working age limit is from 18-62 years according the government of Bangladesh for employees. But for self-employees there does not have any working age limits. During the piloting of the study, the researcher found maximum age limit up to 65 years old in self employees. For this reason considering the self-employed group the researcher keep the age range in between 18 to 65 years old).

3.8 Exclusion Criteria

- PWDs with Hearing, Vision or Intellectual disability
- PWDs with any other fatal disease like Cancer, HIV or AIDS

3.9.1 Data Collection Tools

- Record or Data collection form: The researcher used a 5 paged data collection form to collect information from the samples.
- Consent Form: The researcher took written consent from every participant during data collection by using a Bangla consent form.
- Structured questionnaire: The researcher used 2 structured questionnaires for collecting data.
- Stationary Items (Pen, Papers)

3.9.2 Measurement Tools

The researcher collects the data by using 2 different measurement tools.

- i. Socio-demographic Questionnaire
- ii. Moorong Self Efficacy Scale
- iii. Job satisfaction Questionnaire

Socio-demographic Questionnaire: In socio-demographic sector there were 7 questions including, Age, Sex, Type of Disability, Occupation, Marital status, Type of work and year of experience.

Moorong Self Efficacy Scale: It is a scale which was developed for measuring self-efficacy in performing functional activities of daily living in individuals with SCI and other physical disabilities (Brooks et al, 2014). It consists of two factors: daily activities (e.g. I can maintain my personal hygiene with or without help), and social functioning (e.g. I can enjoy spending time with my friends). It has total 16 variables. The participants give answer to each statement according to 7 point likert scale. The researcher took permission from the author of the scale through email. The copy of the email has been attached in the appendix part.

Job Satisfaction Questionnaire: there are some characteristics of job by which measurement of job satisfaction can be measured. These includes income or salary, opportunities, promotion, benefits, flexibility at work, independence, and category of work and internal and external policies of organization (Ali, 2011). According to these criteria the researcher formulated a 7 item job satisfaction

questionnaire which was used as measurement tool for the study for measuring the level of job satisfaction.

3.9.3 Data Collection Procedure

The study procedure was conducted through assessing the participants according to the inclusion and exclusion criteria. After screening the participants at their work place and also community, by phone call and also meeting them, whose have only physical disabilities was taken and from them and 100 subjects are chosen for data collection according to the inclusion criteria. All participants are divided according to the type of their work into two groups and coded for Self-employed PWDs (S1, S2, S3,S4.....S50) & Paid-employed PWDs (P1, P2, P3, P4,.....P50). Each group contained 50 participants. The researcher assigned 2 volunteers to as data collector to collect data. Among them one collected data from paid employed group and another collected from self-employed group. For the paid employed group the data collector collected data from 3 garments factories, from Centre for the rehabilitation of the Paralysed (CRP) and from Centre for Disability in Development. The lists of paid employed people with disabilities were provided by the Vocational Training Institute, CRP, Human resource department of CRP and CDD. A list including details of Self-employed people with disabilities were provided by the Inclusive Job Centre, Mirpur and Vocational Training Institute, CRP. From those list, who was meet the inclusion criteria, the data collector collect data from them.

3.10 Data Analysis

Data is analyzed with SPSS software version 22 software.

SPSS is a computer software which works by series of commands given externally. SPSS then produces results through displaying outputs of those given commands. In the recent release of SPSS, the commands are given in the form of menu selections and followed by filling the dialogue boxes. Commands can also be given by making syntax manually. The researcher used both techniques to analyze the data by SPSS.

There are 3 sequences of activities that occurs in the following order:

- i. Entering the whole dataset into the SPSS data editor
- ii. Command SPSS to apply run option to the data (menus, dialogue boxes and manual syntaxes)
- iii. Finally output is produced by SPSS

3.10.1 Statistical Test

For the significance of the study, a statistical test was carried out. Statistical analysis refers to the well-defined organization and interpretations of the data by systemic and mathematical procure and rules (Depoy & Gitlin, 2013). The independent T test was done for the analysis of 2 dependent and 2 independent variables.

3.10.2 Significant level

To find out the significance of the study, the researcher calculated the “p” value. The p values refer the probability of the results for comparative cross sectional study. The word probability refers to the accuracy of the findings. A p value is called level of significance for a comparison and a p value of <0.05 was accepted as significant result for health service research. If the value of p is equal or smaller than the significant level, the results are said to be significant. In this study significant level is only checked for its sample group. The result does not represent the total population.

3.11 Ethical Issues

The whole process of this research project was done by following the Bangladesh Medical Research Council (BMRC) guidelines and World Health Organization (WHO) Research guidelines. The proposal of the dissertation including methodology was approved by Institutional Review Board and obtained permission from the

concerned authority of ethical committee of Bangladesh Health Professions Institute (BHPI). Again before start collecting the data, the researcher obtained the permission ensuring the safety of the participants from the concerned authorities of the work setting and collected data by the help of data collectors for the verification of those collected data. The researcher and data collectors strictly maintained the confidentiality regarding participant's condition and given data.

3.12 Informed Consent

The researcher obtained informed consent to participate from every subject. A signed form of informed consent form was received from each participant. The participants of the study were informed that they had the right to meet with researcher any time. There were no likelihood of any harm to the participants and / or participation in the study may benefit the participants or other stakeholders. The participants were also informed that they have all rights to decline from answering any of the questions during the data collection period and they had the right to withdraw their signed consent and to terminate their participation at any time. If withdrawal happens of the participation from the study then that should not do affect their job in the garment factories or NGOs and they should still get the same facilities.

Socio-demographic status:

For this study 100 samples were collected. Among them 50 in self-employed group and 50 in paid employed group. In socio-demographic status we have focus on Sex, Age distribution, Disability type, Occupation, year of experience and Marital status of Self-employed PWDs and Paid employed PWDs.

4.1 Sex of the participants

In Self-employed group Male is 50% (n=25) and Female is 50% (n=25) and in Paid employed group Male is 44% (n=22) and Female is 56% (n= 28).

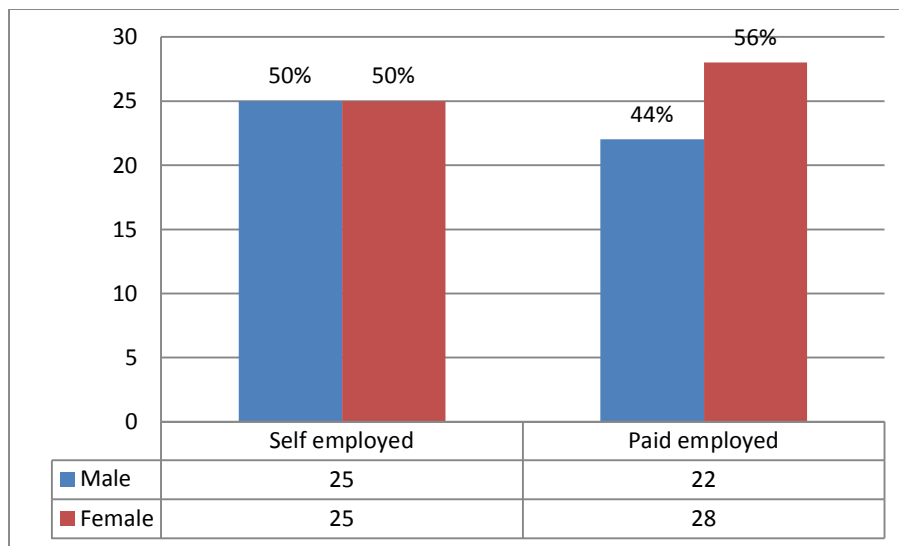


Figure-1: Male-Female Ratio of Self-employed PWDs and Paid employed PWDs

4.2 Age Distribution

The chart has been shown that most of the self-employed PWDs age range is in between 21-30 years (36%, n=18) & 31-40 years (36%, n=18). In self-employed group 4% employees age range is less than 20, 12% employees' age range is 41-50, 8% employees' age range is 51-60 and 6% employees' age range is more than 61 years.

In Paid employed PWDs group most of the employees' age range is in between 21-30 years. In paid this group, 4% employees age range is less than 20 years, 18% employees age range is 31-40 years and 6% employees age range is 41-50 years.

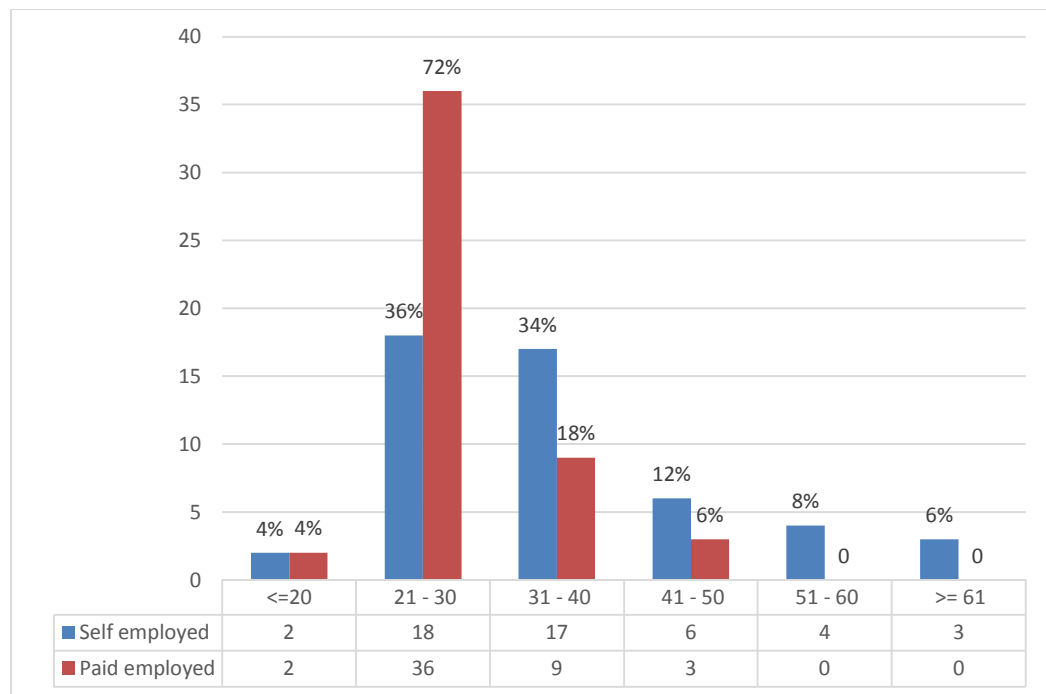


Figure-2: Age distribution of self-employed PWDs and paid employed PWDs

4.3 Disability Type

In Self-employed group, most of the samples are SCI. secondly amputation and then congenital abnormality and post-polio complication. Here SCI is 88% (n=44), Amputation 6% (n=3), Congenital abnormality 4% (n=2) and post-polio complication is 2% (n=1)

In Paid employed group SCI is 54% (n=27), GBS is 4% (n=2), Amputation is 8% (n=4), Leg Length discrepancy 4% (n=2), congenital Abnormality 6% (n=3), Myopathy 2% (n=1), burn 2% (n=1), Post-polio complication 6% (n=3), Road traffic Accident 2% (n=1) and others 12% (n=6).

Table-1 Disability type of Self-employed PWDs and Paid employed PWDs

Disability type	Type of work			
	Self employed		Paid employed	
	Number	%	Number	%
SCI	44	88.0%	27	54.0%
GBS	0	0.0%	2	4.0%
Amputation	3	6.0%	4	8.0%
LLD	0	0.0%	2	4.0%
Congenital Abnormality	2	4.0%	3	6.0%
Myopathy	0	0.0%	1	2.0%
Burn	0	0.0%	1	2.0%
PPC	1	2.0%	3	6.0%
Others	0	0.0%	6	12.0%
Road Traffic Accident	0	0.0%	1	2.0%
Subtotal	50	100.0%	50	100.0%

4.4 Occupation

Self-employed PWDs are engaged in Shop keeping, Mobile and Electronic servicing, Business, Tailoring, Library shop and multiple tasks. Among them Shop keeping 26% (n=13), mobile and electronic servicing 22% (n=11), business 10% (n=5), tailoring 38% (n=19), library shop 2% (n=1) and multi task 2% (n=1).

Paid employed PWDs are engaged in garments work, NGO work, Computer Operating and private service. Among them garments work 36% (n=18), NGO work 58% (n=29), computer operating 4% (n=2) and private service 2% (n=1).

Table-2: Occupation of Self-employed PWDs and Paid employed PWDs

Occupation	Type of work			
	Self employed		Paid employed	
	Number	%	Number	%
Shop keeping	13	26.0%	0	0.0%
Garments worker	0	0.0%	18	36.0%
NGO worker	0	0.0%	29	58.0%
Mobile & electronic servicing	11	22.0%	0	0.0%
Business	5	10.0%	0	0.0%
Computer operator	0	0.0%	2	4.0%
Tailoring	19	38.0%	0	0.0%
Multiple task (Tailoring+ shop keeping)	1	2.0%	0	0.0%
Library shop	1	2.0%	0	0.0%
Private Service	0	0.0%	1	2.0%

4.5 Year of Experience (Duration of job)

In self-employed group most of the PWDs year of experience is 0-3 years which is around 50%. (n=25). Others are 4-6 years 16% (n=8), 7-9 years 10% (n=5), 10-12 years 14% (n=7), 13-15 years 6% (n=3), 19-21 years 2% (n=1), 28-30 years is 2% (n=1).

In Paid employed group 0-3 years 38% (n=19), 4-6 years 20% (n=10), 7-9 years 20% (n=10), 10-12 years 16% (n=8), 13-15 years 2% (n=1), 19-21 years 2% (n=1) and 25-27 years 2% (n=1).

Table-3: Duration of job of Self-employed PWDs and Paid employed PWDs

Duration of job (year of experience)	Type of work			
	Self employed		Paid employed	
	Number	%	Number	%
0-3 years	25	50.0%	19	38.0%
4-6 years	8	16.0%	10	20.0%
7-9 years	5	10.0%	10	20.0%
10-12 years	7	14.0%	8	16.0%
13-15 years	3	6.0%	1	2.0%
16-18 years	0	0.0%	0	0.0%
19-21 years	1	2.0%	1	2.0%
22-24 years	0	0.0%	0	0.0%
25-27 years	0	0.0%	1	2.0%
28-30 years	1	2.0%	0	0.0%
Subtotal	50	100.0%	50	100.0%

4.6 Marital Status

In self-employed group 70% (n=35) PWDs are married and 30% (n=15) are unmarried. And in paid employed group 58% (n=29) are married and 42% (n=21) are unmarried.

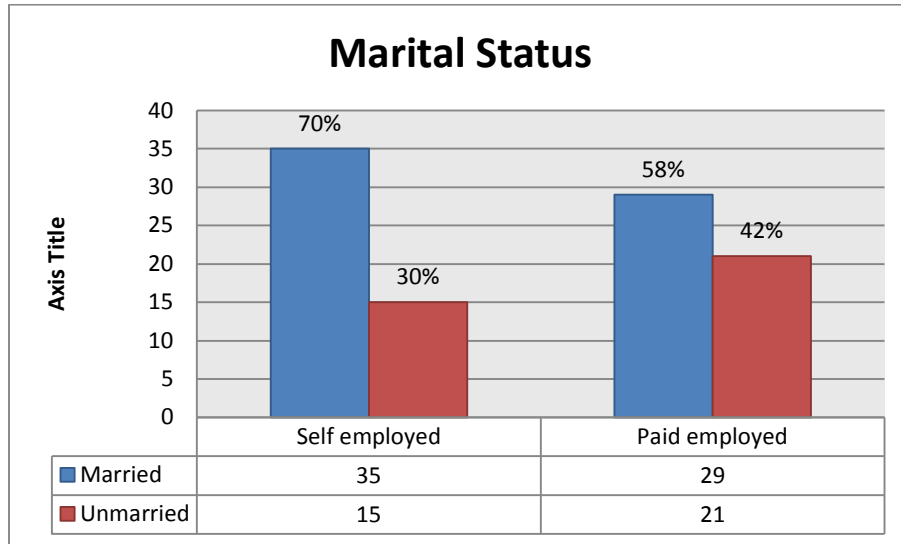


Figure -3: Marital status of Self-employed PWDs and Paid employed PWDs

4.7 Level of Self efficacy

In Moorong Self Efficacy Scale there are 16 variables.

4.7.1 Personal hygiene

In the self-employed group 52% (n=26) were slightly agree that they can maintain their personal hygiene with or without help. In the same group 34% (n=17) were agree, 8% (n=4) were neutral, 4% (n=2) were strongly agree and only 2% (n=1) were disagree with the statement.

In the paid employed group 46% (n= 23) were strongly agree, 26% (n=13) were agree, 6% (n=3) were disagree, 2% (n=1) were slightly disagree, 2% (n=1) were strongly disagree and 2% (n-1) were neutral with the statement.

Table-4: Personal Hygiene of Self-employed PWDs and Paid employed PWDs

		Type of work			
		Self employed		Paid employed	
		Number	%	Number	%
Personal Hygiene	Strongly Disagree	0	0.0%	1	2.0%
	Disagree	1	2.0%	3	6.0%
	Slightly Disagree	0	0.0%	1	2.0%
	Neutral	4	8.0%	1	2.0%
	Slightly Agree	26	52.0%	8	16.0%
	Agree	17	34.0%	13	26.0%
	Strongly Agree	2	4.0%	23	46.0%
	Subtotal	50	100.0%	50	100.0%

t test for personal hygiene

Since p value is 0.020 so, null hypothesis is rejected at 2% level and it is statistically significant. Since mean is higher in paid employed group, so maintaining personal hygiene of paid employed group is higher than that of self-employed group.

Table-5: T test for Personal Hygiene of Self-employed and Paid employed PWDs

	Type_of_work	N	Mean	SD	T value	P value
Personal Hygiene	Self employed	50	5.28	.834	-2.343	0.020
	Paid employed	50	5.86	1.539		

4.7.2 Bowel accidents

In self-employed group 52% (n=26) were agree that they can avoid having bowel accidents. In the same group 20% (n=10) slightly agree, 10% (n=5) strongly agree, 8% (n=4) slightly disagree, 6% (n=3) disagree and 4% (n=2) were neutral about the statement.

In paid employed group 60% (n=30) were agree that they can avoid having bowel accidents. In the same group 18% (n=9) agree, 10% (n=5) neutral, 4% (n=2) slightly disagree, 4% (n=2) strongly disagree and 2% (n=1) were slightly agree with the statement.

Table – 6: Bowel accidents of Self-employed PWDs and Paid employed PWDs

		Type of work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Bowel_Accident	Strongly Disagree	0	0.0%	2	4.0%
	Disagree	3	6.0%	1	2.0%
	Slightly Disagree	4	8.0%	2	4.0%
	Neutral	2	4.0%	5	10.0%
	Slightly Agree	10	20.0%	1	2.0%
	Agree	26	52.0%	9	18.0%
	Strongly Agree	5	10.0%	30	60.0%
	Subtotal	50	100.0%	50	100%

t test

Since p value is 0.035 so, null hypothesis is rejected at 3.5% level and it is statistically significant. Since mean is higher in paid employed group, so avoiding bowel accidents of paid employed group is higher than that of self-employed group.

Table- 7: T test for Bowel accidents of Self-employed and Paid employed PWDs

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Bowel Accident	Self employed	50	5.34	1.319		
	Paid employed	50	5.98	1.660	-2.135	.035

4.7.3 Household Participation

In self-employed group 50% (n=25) were slightly agree that they can participate as an active member of the household. In the same group 28% were agree, 10% slightly disagree, 6% neutral, 4% strongly agree and 2% disagree with the statement.

In paid employed group, 48% (n=24) strongly agree, 26% agree, 18% slightly agree, 4% neutral, 2% disagree and 2% strongly disagree with the statement.

Table-8: Household Participation of Self-employed PWDs and Paid employed PWDS

		Type_of_work			
		Self employed		Paid employed	
		Count	%	Count	%
Household Participation	Strongly Disagree	0	0.0%	1	2.0%
	Disagree	1	2.0%	1	2.0%
	Slightly Disagree	5	10.0%	0	0.0%
	Neutral	3	6.0%	2	4.0%
	Slightly Agree	25	50.0%	9	18.0%
	Agree	14	28.0%	13	26.0%
	Strongly Agree	2	4.0%	24	48.0%

t test:

Since p value is 0.000 so, null hypothesis is rejected at any level and it is statistically significant. Since mean is higher in paid employed group, so household participation of paid employed group is higher than that of self-employed group.

Table-9: T test for Household Participation of Self-employed and Paid employed PWDS

	Type_of_work	N	Mean	SD	T value	P value
Household participation	Self employed	50	5.04	1.049		
	Paid employed	50	6.04	1.293	-4.247	0.00

4.7.4 Family relationships

In self-employed group 56% were agreed that they can maintain relationships in their families. In the same group 28% slightly agree, 8% strongly agree, 4% neutral and 4% were slightly disagree with the statement.

In paid employed group, 42% strongly agree, 40% agree, 12% slightly agree, 4% neutral and 2% slightly disagree with the statement.

Table-10: Family relationships of self-employed PWDs and paid employed PWDs

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Family relationships	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	0	0.0%	0	0.0%
	Slightly Disagree	2	4.0%	1	2.0%
	Neutral	2	4.0%	2	4.0%
	Slightly Agree	14	28.0%	6	12.0%
	Agree	28	56.0%	20	40.0%
	Strongly Agree	4	8.0%	21	42.0%

T test

Since p value is 0.020 so, null hypothesis is rejected at 2% level and it is statistically significant. Since mean is higher in paid employed group, so maintaining family relationships of paid employed group is higher than that of self-employed group

Table-11: T test for Family relationships of self-employed PWDs and paid employed PWDs

		Type_of_work	N	Mean	Std. Deviation	T value	P value
Family relationships	Self employed		50	5.60	.857	-3.124	.020
	Paid employed		50	6.16	.934		

4.7.5 Getting out of the house

In self-employed group 42% were agree that they can get out of their house whenever they need to. In the same group 34% slightly agree, 12% slightly disagree, 6% strongly agree, 4% neutral and 2% disagree with the statement.

In paid employed group 34% were agree, 30% were strongly agree, 24% were slightly agree, 4% were neutral, 4% were slightly disagree, 4% were disagree with the statement

Table-12: Getting out of house of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Getting out of the House	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	1	2.0%	2	4.0%
	Slightly Disagree	6	12.0%	2	4.0%
	Neutral	2	4.0%	2	4.0%
	Slightly Agree	17	34.0%	12	24.0%
	Agree	21	42.0%	17	34.0%
	Strongly Agree	3	6.0%	15	30.0%

t test

Since p value is 0.044 so, null hypothesis is rejected at 4.4% level and it is statistically significant. Since mean is higher in paid employed group, so getting out of the house of paid employed group is higher than that of self employed group.

Table-13: T test for Getting out of house of self employed and paid employed PWDs

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Getting_out_of_the_House	Self employed	50	5.20	1.161	-2.045	0.044
	Paid employed	50	5.70	1.282		

4.7.6 Sexual relationships

In self-employed group 30% were slightly agree with that they can have a satisfying sexual relationships. In the same group 18% agree, 12% neutral, 8% strongly agree, and 2% disagree with the statement. In this group 30% did not give any answer for the statement as they were unmarried.

In paid employed group, 28% agree, 18% slightly agree, 14% strongly agree and 4% were neutral with the statement. In this group 36% did not give any answer for the statement as they were unmarried.

Table-14: Sexual relationship of self-employed and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Sexual Relationships	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	1	2.0%	0	0.0%
	Slightly Disagree	0	0.0%	0	0.0%
	Neutral	6	12.0%	2	4.0%
	Slightly Agree	15	30.0%	9	18.0%
	Agree	9	18.0%	14	28.0%
	Strongly Agree	4	8.0%	7	14.0%
	0	15	30.0%	18	36.0%

t test

Since p value is 0.913 so, here is insufficient evidence to reject the null hypothesis and it is statistically not significant. So, we can tell that there is no difference in having satisfactory sexual relationships in between paid employed group and self-employed group.

Table-15: T test for Sexual relationship of self-employed and paid employed PWDs.

	Type_of_work	N	Mean	SD	T value	P value
Sexual Relationship	Self employed	50	3.66	2.576	-1.09	0.913
	Paid employed	50	3.72	2.900		

4.7.7 Spending time with friends

In self-employed group 48% were agree with that they can enjoy spending time with their friends. In the same group 34% slightly agree, 8% neutral, 6% strongly agree and 4% slightly disagree with the statement.

In paid employed group 38% agree, 32% strongly agree, 12% slightly agree, 10% neutral, 6% disagree and 2% slightly disagree with the statement.

Table-16: Spending time with friends of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Spend time with friend	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	0	0.0%	3	6.0%
	Slightly Disagree	2	4.0%	1	2.0%
	Neutral	4	8.0%	5	10.0%
	Slightly Agree	17	34.0%	6	12.0%
	Agree	24	48.0%	19	38.0%
	Strongly Agree	3	6.0%	16	32.0%

t test

Since p value is 0.267 so, here is insufficient evidence to reject the null hypothesis at 0.05 level and it is statistically not significant. So, we can tell that there is no difference in spending time with friends in between paid employed group and self-employed group.

Table-17: T test for spending time with friends of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Spend time with friend	Self employed	50	5.44	.884		
	Paid employed	50	5.70	1.389	-1.117	0.267

4.7.8 Hobbies and leisure pursuits

In self-employed group, 44% were slightly agree with that they can find hobbies and leisure pursuits that interest them. In the same group 40% agree, 8% neutral, 4% slightly disagree and 4% strongly agree with the statement.

In paid employed group, 38% agree, 28% slightly agree, 24% strongly agree, 4% disagree, 4% slightly disagree and 2% were neutral with the statement.

Table-18: Hobbies and leisure pursuits of self-employed PWDs and paid employed PWDs

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Hobbies and leisure pursuits	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	0	0.0%	2	4.0%
	Slightly Disagree	2	4.0%	2	4.0%
	Neutral	4	8.0%	1	2.0%
	Slightly Agree	22	44.0%	14	28.0%
	Agree	20	40.0%	19	38.0%
	Strongly Agree	2	4.0%	12	24.0%

t test

Since p value is 0.131 so, here is insufficient evidence to reject the null hypothesis and it is statistically not significant. So, we can tell that there is no difference in finding hobbies and leisure pursuits in between paid employed group and self-employed group.

Table-19: *t* test for Hobbies and leisure pursuits of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Hobbies & leisure pursuits	Self employed	50	5.32	.844	-1.521	.131
	Paid employed	50	5.64	1.225		

4.7.9 Maintaining contacts

In self-employed group 42% were agree with that they can maintain contacts with people who are important to them, in the same group 34% agree, 12% neutral, 8% strongly agree and 4% slightly disagree with the statement.

In pain employed group, 40% agree, 26% strongly agree, 18% slightly agree, 14% neutral and 2% slightly disagree with the statement.

Table-20: Maintaining contacts of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Contact With Important People	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	0	0.0%	0	0.0%
	Slightly Disagree	2	4.0%	1	2.0%
	Neutral	6	12.0%	7	14.0%
	Slightly Agree	21	42.0%	9	18.0%
	Agree	17	34.0%	20	40.0%
	Strongly Agree	4	8.0%	13	26.0%

t test

Since p value is 0.030 so, null hypothesis is rejected at 3% level and it is statistically significant. Since mean is higher in paid employed group, so maintaining contact with important people of paid employed group is higher than that of self employed group.

Table-21: T test for Maintaining contacts of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Contact_with important People	Self employed	50	5.30	.931	-2.199	0.030
	Paid employed	50	5.74	1.065		

4.7.10 Dealing with unexpected problems

In self-employed group 28% were slightly agree with that they can deal with unexpected problems that come up in life. In the same group 26% agree, 26% slightly disagree, 12% neutral and 8% disagree with the statement.

In paid employed group 40% slightly agree, 24% strongly agree, 22% agree, 8% neutral and 6% slightly disagree with the statement.

Table-22: Dealing with unexpected problems of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Deal Unexpected Problem	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	4	8.0%	0	0.0%
	Slightly Disagree	13	26.0%	3	6.0%
	Neutral	6	12.0%	4	8.0%
	Slightly agree	14	28.0%	20	40.0%
	Agree	13	26.0%	11	22.0%
	Strongly Agree	0	0.0%	12	24.0%

t test

Since p value is 0.000 so, null hypothesis is rejected at any level and it is statistically significant. Since mean is higher in paid employed group, so dealing with unexpected problems of paid employed group is higher than that of self-employed group.

Table-23:T test for Dealing with unexpected problems of self-employed PWDs and paid employed PWDs.

		Type_of_work	N	Mean	Std. Deviation	T value	P value
Deal Unexpected Problem	Self employed		50	4.38	1.338	-4.522	0.000
	Paid employed		50	5.50	1.129		

4.7.11 Able to work in future

In self-employed group 44% were agree with that they can imagine being able to work at some time I the future. In the same group 34% slightly agree, 10% strongly agree, 8% slightly disagree and 4% were neutral with the statement.

In paid employed group, 38% agree, 26% strongly agree, 22% slightly agree, 6% disagree, 4% neutral, 2% strongly disagree and 2% disagree with the statement.

Table-24: Able to do work in future of self-employed PWDs and paid employed PWDs.

	Type_of_work				
	Self employed		Paid employed		
	Count	Column N %	Count	Column N %	
Able to work in future	Strongly Disagree	0	0.0%	1	2.0%
	Disagree	0	0.0%	3	6.0%
	Slightly Disagree	4	8.0%	1	2.0%
	Neutral	2	4.0%	2	4.0%
	Slightly Agree	17	34.0%	11	22.0%
	Agree	22	44.0%	19	38.0%
	Strongly Agree	5	10.0%	13	26.0%

T test

Since p value is 0.63 so, here is insufficient evidence to reject the null hypothesis and it is statistically not significant. So, we can tell that there is no difference in being able to work in future in between paid employed group and self-employed group.

Table-25: t test for Able to do work in future of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	SD	T value	P value
Able to work in future	Self employed	50	5.44	1.013	-.478	.63
	Paid employed	50	5.56	1.459		

4.7.12 Accomplish things

In self-employed group 44% were slightly agree with that they can accomplish most things they set out to do. In the same group 38% agree, 8% disagree, 6% neutral, 2% slightly disagree and 2% strongly agree with the statement.

In paid employed group 52% agree, 24% strongly agree, 14% slightly agree, 6% neutral and 4% slightly disagree with the statement.

Table-26: Accomplish things of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Accomplish Thing	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	4	8.0%	0	0.0%
	Slightly Disagree	1	2.0%	2	4.0%
	Neutral	3	6.0%	3	6.0%
	Slightly Agree	22	44.0%	7	14.0%
	Agree	19	38.0%	26	52.0%
	Strongly Agree	1	2.0%	12	24.0%

T test

Since p value is 0.000 so, null hypothesis is rejected at any level and it is statistically significant. Since mean is higher in paid employed group, so accomplishing things of paid employed group is higher than that of self-employed group.

Table-27: T test for Accomplish things of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Accomplish Thing	Self employed	50	5.08	1.158		
	Paid employed	50	5.86	.990	-3.621	.000

4.7.13 Persistence in learning things

In self-employed group 54% agree with that when trying to learn something new, they will persist until they are successful. In the same group, 22% slightly agree, 10% neutral, 8% strongly agree, 4% slightly disagree and 2% disagree with the statement

In paid employed group, 42% agree, 40% strongly agree, 14% slightly agree and 4% were neutral with the statement.

Table-28: Persistence in learning things of self-employed PWDs and paid employed PWDs.

	Type_of_work			
	Self employed		Paid employed	
	Count	Column N %	Count	Column N %
Learn_something Strongly Disagree	0	0.0%	0	0.0%
Disagree	1	2.0%	0	0.0%
Slightly Disagree	2	4.0%	0	0.0%
Neutral	5	10.0%	2	4.0%
Slightly Agree	11	22.0%	7	14.0%
Agree	27	54.0%	21	42.0%
Strongly Agree	4	8.0%	20	40.0%

T test

Since p value is 0.000 so, null hypothesis is rejected at any level and it is statistically significant. Since mean is higher in paid employed group, so persistence in learning things of paid employed group is higher than that of self-employed group.

Table-29: T test for Persistence in learning things of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Learn Something New	Self employed	50	5.46	1.054	-3.803	0.000
	Paid employed	50	6.18	.825		

4.7.14 Meeting people

In self-employed group 42% were slightly agree with that when they see someone they would like to meet, they are able to make the first contact. In the same group, 28% were agree, 14% slightly disagree, 8% neutral, 6% strongly agree and 2% disagree with the statement.

In paid employed group 40% agree, 30% slightly agree, 16% strongly agree, 12% neutral and 2% were strongly disagree with the statement.

Table-30: Meeting people of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Meet_someone	Strongly Disagree	0	0.0%	1	2.0%
	Disagree	1	2.0%	0	0.0%
	Slightly Disagree	7	14.0%	0	0.0%
	Neutral	4	8.0%	6	12.0%
	Slightly Agree	21	42.0%	15	30.0%
	Agree	14	28.0%	20	40.0%
	Strongly Agree	3	6.0%	8	16.0%

T test

Since p value is 0.000 so, null hypothesis is rejected at any level and it is statistically significant. Since mean is higher in paid employed group, so meeting people of paid employed group is higher than that of self-employed group.

Table-31: T test for Meeting people of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Meeting people	Self employed	50	4.98	1.169	-2.367	0.020
	Paid employed	50	5.52	1.111		

4.7.15 Good health & well being

In self-employed group 42% were slightly agree with that they can maintain good health and wellbeing. In the same group, 24% agree, 14% neutral, 10% slightly disagree, 8% strongly agree and 2% disagree with the statement.

In paid employed group, 44% agree, 26% strongly agree, 18% slightly agree, 56% neutral and 6% slightly disagree with the statement.

Table-32: Good health & wellbeing of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Good Health Wellbeing	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	1	2.0%	0	0.0%
	Slightly Disagree	5	10.0%	3	6.0%
	Neutral	7	14.0%	3	6.0%
	Slightly Agree	21	42.0%	9	18.0%
	Agree	12	24.0%	22	44.0%
	Strongly Agree	4	8.0%	13	26.0%

T test:

Since p value is 0.001 so, null hypothesis is rejected at 1% level and it is statistically significant. Since mean is higher in paid employed group, so maintaining good health and well-being of paid employed group is higher than that of self-employed group.

Table-33: T test for Good health & wellbeing of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
GoodHealth_Wellbeing	Self employed	50	5.00	1.143	-3.487	0.001
	Paid employed	50	5.78	1.093		

4.7.16 Fulfilling lifestyle

In self-employed group 60% were agree with that they can imagine having a fulfilling lifestyle in the future. In the same group 22% slightly agree, 12% strongly agree and 6% neutral with the statement.

In paid employed group, 50% were agree, 42% were strongly agree and 8% were slightly agree with the statement.

Table-34: Fulfilling lifestyle of self-employed PWDs and paid employed PWDs.

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Fulfilling_lifestyle	Strongly Disagree	0	0.0%	0	0.0%
	Disagree	0	0.0%	0	0.0%
	Slightly Disagree	0	0.0%	0	0.0%
	Neutral	3	6.0%	0	0.0%
	Slightly Agree	11	22.0%	4	8.0%
	Agree	30	60.0%	25	50.0%
	Strongly Agree	6	12.0%	21	42.0%

T test

Since p value is 0.000 so, null hypothesis is rejected at any level and it is statistically significant. Since mean is higher in paid employed group, so fulfilling lifestyle of paid employed group is higher than that of self-employed group.

Table- 35: T test for fulfilling lifestyle of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Fulfilling lifestyle	Self employed	50	5.78	.737	-4.096	0.000
	Paid employed	50	6.34	.626		

4.7.17 Mean score of level of self-efficacy (T test)

Ho: mean score of self-efficacy of self-employed and paid employed are same

HA: mean score of self-efficacy of self-employed and paid employed are not same.

Since p value is 0.000 so null hypothesis is rejected at any level and since average (mean) is higher for paid employed, so self-efficacy of paid employed are higher than that of self-employed.

Table-36: Mean score of level of self-efficacy of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Mean score Of self efficacy	Self employed	50	5.2447	.65699	-4.653	0.000
	Paid employed	50	5.8563	.65749		

4.8.2 Satisfaction on hours work each week

In self-employed group, 42% are satisfied, 42% are somewhat satisfied, 14% are extremely satisfied and 2% are not satisfied at all. In paid employed group 44% are extremely satisfied, 28% are somewhat satisfied, 24% are satisfied, 2% are satisfied and 2% are not satisfied at all.

Table-39: Satisfaction on hours work each week of self-employed and paid employed PWDs.

		Type of work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Hrs work each week	Not Satisfied at all	1	2.0%	1	2.0%
	Slightly Satisfied	0	0.0%	1	2.0%
	Somewhat Satisfied	21	42.0%	14	28.0%
	Satisfied	21	42.0%	12	24.0%
	Extremely Satisfied	7	14.0%	22	44.0%

T test

In self-employed group the mean is 3.66 and in paid employed group the mean is 4.06. The p value is less than 0.05 and it can be said that it is statistically significant. Paid employed PWDs are more satisfied than the self-employed PWDs on hours work each week.

Table-40: T test for Satisfaction on hours work each week of self-employed PWDs and paid employed PWDs.

	Type of work	N	Mean	Std. Deviation	T value	P value
Hrs work each week	Self employed	50	3.66	.798		
	Paid employed	50	4.06	.998	-2.213	.029

4.8.3 Satisfaction on flexibility in schedule

In self-employed group 40% are satisfied, 36% are somewhat satisfied, 20% are extremely satisfied and 4% are slightly satisfied on flexibility in scheduling.

In paid employed group, 40% are extremely satisfied, 34% are somewhat satisfied, 24% are satisfied and 2% are slightly satisfied on the flexibility in scheduling.

Table-41: Satisfaction on flexibility in schedule of self-employed and paid employed PWDs.

		Type of work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Flexibility in Scheduling	Not Satisfied at all	0	0.0%	0	0.0%
	Slightly Satisfied	2	4.0%	1	2.0%
	Somewhat Satisfied	18	36.0%	17	34.0%
	Satisfied	20	40.0%	12	24.0%
	Extremely Satisfied	10	20.0%	20	40.0%

T test

In self-employed group, the mean is 3.76 and in paid employed group the mean is 4.02. In the p value the value is more than .05 so it is not statistically significant.

Table-42: T test for Satisfaction on flexibility in schedule of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Flexibility in Sceduling	Self employed	50	3.76	.822		
	Paid employed	50	4.02	.915	-1.495	.138

4.8.5 Satisfaction on monthly income

In self-employed group, 58% are somewhat satisfied, 20% are extremely satisfied, 20% are satisfied and 2% are not satisfied at all about their monthly income.

In paid employed group, 48% are somewhat satisfied, 24% are extremely satisfied, 12% are satisfied, 10% are not satisfied at all and 6% are slightly satisfied about their monthly income.

Table-45: Satisfaction on monthly income of self-employed and paid employed PWDs

	Type_of_work				
	Self employed		Paid employed		
	Count	Column N %	Count	Column N %	
Monthly_incom e	Not Satisfied at all	1	2.0%	5	10.0%
	Slightly Satisfied	0	0.0%	3	6.0%
	Somewhat Satisfied	29	58.0%	24	48.0%
	Satisfied	10	20.0%	6	12.0%
	Extremely Satisfied	10	20.0%	12	24.0%

T test

In self-employed group the mean is 3.56 and in paid employed group the mean is 3.34. p value is more than .05 so statistically there is no difference between 2 groups.

Table-46: T test for Satisfaction on monthly income of self-employed PWDs and paid employed PWDs.

	Type of work	N	Mean	Std. Deviation	T value	P value
Monthly income	Self employed	50	3.56	.884	1.040	0.301
	Paid employed	50	3.34	1.206		

4.8.6 Satisfaction on benefits

In self-employed group 46% are somewhat satisfied, 34% are not satisfied at all, 18% are satisfied and 2% are extremely satisfied about their other benefits.

In paid employed group, 50% are not satisfied at all, 14% are slightly satisfied, 16% are extremely satisfied and 8% are somewhat satisfied about their work.

Table-47: Satisfaction on benefits of self-employed PWDs and paid employed PWDs.

	Type_of_work			
	Self employed		Paid employed	
	Count	Column N %	Count	Column N %
Benefits not satisfied at all	17	34.0%	25	50.0%
slightly satisfied	0	0.0%	7	14.0%
somewhat satisfied	23	46.0%	4	8.0%
satisfied	9	18.0%	6	12.0%
extremely satisfied	1	2.0%	8	16.0%

T test

In self-employed group mean is 2.54 and in paid employed group mean is 2.30.

Table-48: T test for Satisfaction on benefits of self-employed PWDs and paid employed PWDs.

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Benefits	Self employed	50	2.54	1.199	.860	.392
	Paid employed	50	2.30	1.568		

4.8.7 Satisfaction on work security

In self-employed group 42% are extremely satisfied, 32% are somewhat satisfied, 22% are satisfied and 4% are slightly satisfied about work security.

In paid employed group 56% are extremely satisfied, 24% are somewhat satisfied, 18% are satisfied and 2% are not satisfied at all.

Table-49: Satisfaction on work security of self-employed and paid employed PWDs

		Type_of_work			
		Self employed		Paid employed	
		Count	Column N %	Count	Column N %
Work_security	not satisfied at all	0	0.0%	1	2.0%
	slightly satisfied	2	4.0%	0	0.0%
	somewhat satisfied	16	32.0%	12	24.0%
	satisfied	11	22.0%	9	18.0%
	extremely satisfied	21	42.0%	28	56.0%

T test: In self-employed group the mean is 4.02 and in paid employed group the mean is 4.26. P value is more than .05, so it is not statistically significant and there is no difference in between 2 groups.

Table-50: T test for Satisfaction on work security of self-employed and paid employed PWDs

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Work security	Self employed	50	4.02	.958	-1.248	.215
	Paid employed	50	4.26	.965		

4.8.8 Mean score of job satisfaction

In self-employed group mean of mean score of job satisfaction is 3.60 and in paid employed group mean is 3.72. P value is more than .05, so it is not statistically significant.

Table-51: Mean Score of job satisfaction

	Type_of_work	N	Mean	Std. Deviation	T value	P value
Mean score of job satisfaction	Self employed	50	3.60	.64055	-.954	.343
	Paid employed	50	3.72	.56275		

In this study among 100 participants in the Self-employed group Male is 50% and Female is 50% and in Paid employed group Male is 44% and Female is 56%.

According to CSID (2012), among a total number of 452 participants who were employed with having any disabilities, 65% of all were male and 35% of all were female.

Disability wise self-employments according to have any kind of disabilities scores the percentage at 44% for physical, percentage of 20% for visually impaired, 19% for speech and hearing and 8% for the people with intellectually person with disabilities.

In this study 50% is Paid employed and 50% is self-employed people with disabilities.

66% employees were involved in self-employment, 5% of the employed respondents were engaged in government job while 17% of people with disabilities were engaged in private sector jobs (CSID, 2012).

Level of self-efficacy is higher is paid employed group than the self-employed group. In the Moorong Self Efficacy Scale there are 16 variables. The researcher saw the mean and level of significance for each variable, and it is found that in 11 variables mean is significantly higher in paid employed group than self-employed group and they are statistically significant. And in 5 variables there do not have significant difference in mean in both groups and there do not have enough evidence to prove them statistically significant.

According to Brooks et al. (2014), in some variables results are statistically significant and for some variables results are not statistically significant.

Researcher get to know that in level of job satisfaction there do not have significant difference in mean in both groups. In each group for most of the variables it has been found that participants are more often somewhat satisfied for both groups.

According to Pagan (2013), self-employed PWDs are more satisfied in their job compared to the non-disabled counterparts.

In hours work each week, mean for pain employed group is higher than self-employed group.

Person with disabilities are more likely under time pressure than the person without disabilities. Females are more likely to be under time pressure than the male employees (Pagán, 2013).

All the results found in this study is representing the study samples which was taken for this study. It does not a generalized result as the sampling technique was purposive sampling technique.

Limitation

The limitation of the study is its short time limit. The sample size is short for less time duration. The researcher collects data from the community for that reason it was not possible to represent the whole population in this short duration of time. The researcher does not focus on the in depth of the situation as it was a quantitative study. The researcher has to do purposive sampling which does not represent the whole population. And the researcher compare between self-employed and paid employed people with disabilities but do not focus on the unemployed PWDs. And for job satisfaction the researcher does not focus on the in depth situations.

Conclusion

The study was objected to compare the level of job satisfaction and level of self-efficacy of self-employed people with disabilities and the paid employed people with disabilities. Along with that the researcher tried to find out the socio-demography of the self-employed and paid employed PWDs.

Among Paid employed PWDs most of the employees' age range is in between 21-30 years. And among the self-employed group most of the participants' age group is in between 21-30 and 31-40. For the paid employed group maximum age range is 41-50 whereas for the self-employed group the maximum range is more than 60 years.

In both self-employed and paid employed group the most participants' types of disability is Spinal Cord Injury (SCI).

Occupation is different in both groups. Most of the participants in paid employed group are engaged in Garments Work and NGO jobs. In self-employed group most of the participants are engage in Shop keeping and Tailoring.

In both groups' maximum participants' years of experience is 1-3 years. In self-employed group maximum years of experience is 28-30 years and in paid employed group the maximum year is 25-27 years.

The male female ratio is equal in the self-employed group and ratio of female is higher than the male in the paid employed group.

In level of self-efficacy there are significant difference (p is less than .005) in between Self-employed people with disabilities and paid employed people with disabilities groups. There have also difference in mean score for both groups from which it can be told that paid employed PWDs level of self-efficacy is higher than the self-employed PWDs.

In overall level of Job Satisfaction there does not have significant difference in between 2 groups. Both groups shows less job satisfaction in monthly income and other benefits. In both groups it is shown that the employees are satisfied about their location on work, hours work each weak and work security.

Recommendation

In this study the researcher only focus on the quantitative part of both self-efficacy and job satisfaction. But for job satisfaction it is needed to focus on more insight of all the issues. For that the researcher recommended to focus on the other internal issues through qualitative research. The researcher focuses on the employees only but does not focus on the employers and for that reason the researcher recommended to give an insight towards the employers. The researcher recommended to focus on the insight of other issues related to job satisfaction for example employers and coworkers attitude towards the employees with disabilities. It is also recommended to focus on the disability laws and acts which already exist in Bangladesh and do a study focusing on the organizations attitude towards those acts.

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Appendixes

Appendix-A: Consent form (In Bangla)

সম্মতিপত্র

আসসালামু আলাইকুম, আমি সানজিদা ইসলাম লামিয়া, ঢাকা বিশ্ববিদ্যালয়ের চিকিৎসা অনুষদের অধীনে বাংলাদেশ হেল্থ প্রফেশন ইনস্টিটিউট (বিএইচপিআই) এর এম. এসসি. ইন রিহ্যাবিলিটেশন সায়েন্স বিভাগ এর একজন শিক্ষার্থী। অধ্যয়নের অংশ হিসেবে আমাকে একটি গবেষণা সম্পাদন করতে হবে এবং এটা আমার প্রাতিষ্ঠানিক কাজের একটা অংশ। নিম্নোক্ত তথ্যাদি পাঠ করার পর অংশগ্রহণকারীদের অধ্যয়নে অংশগ্রহণের জন্য অনুরোধ করা হলো

আমার গবেষণা শিরোনাম “Comparison of Self-efficacy and job satisfaction in between self-employed and paid employed people with disabilities” এই গবেষণায় আমি প্রতিবন্ধী ব্যক্তিদের মধ্যে যারা স্বনির্ভর উপার্জন করেন এবং যারা বেতনভুক্ত চাকুরীজীবী তাদের Self efficacy মাত্রা ও job satisfaction মধ্যে তুলনামূলকপার্থক্য জানার করার চেষ্টা করবো।

আমার গবেষণা প্রকল্প বাস্তবায়ন করার জন্য, আমি আপনার কাছ থেকে কিছু তথ্য সংগ্রহ করব। আমার গবেষণায় অংশগ্রহণে আপনার কোন ক্ষতি বা বিপদ হবে না। আপনি যে কোনো সময় নিজে থেকে এ গবেষণা থেকে প্রত্যাহার করতে পারেন। এই গবেষণার প্রাপ্ত তথ্য সম্পূর্ণভাবে গোপনীয় থাকবে এবং অংশগ্রহণকারীদের ব্যক্তিগত তথ্য আপনার অনুমতি ব্যতিরেকে অন্য কোথাও প্রকাশ করা হবে না।

আপনার গবেষণা সম্পর্কে যদি কোনো জিজ্ঞাসা থাকে তবে আপনি অনুগ্রহপূর্বক গবেষক সানজিদা ইসলাম লামিয়া অথবা অধ্যাপক মোঃ ওবায়দুল হক, ভাইস প্রিন্সিপাল, বাংলাদেশ হেল্থ প্রফেশন ইনস্টিটিউট (বিএইচপিআই), পক্ষাঘাতগ্রস্থদের পুনর্বাসন কেন্দ্র (সিআরপি), সাভার এর সাথে যোগাযোগ করতে পারেন।

শুরু করার আগে আপনার কি কোন প্রশ্ন আছে ?

আমি কি শুরু করতে পারি ?

হ্যাঁ না

অংশগ্রহণকারীর স্বাক্ষর ও তারিখ

গবেষকের স্বাক্ষর ও তারিখ

সাক্ষীর স্বাক্ষর ও তারিখ.....

ডান	বাম

নিরীক্ষার অংশগ্রহণকারীদের আসুল ছাপ

Appendix-B: Consent form (In English)
Consent Form

Assalamualaikum, I am Sanjida Islam Lamia, M.Sc. in Rehabilitation Science student of Bangladesh Health Professions Institute (BHPI) under Medicine faculty of University of Dhaka. To obtain my Master degree, I will have to conduct a research and it is a part of my study. The participants are requested to participate in the study after reading the following.

My research title is “Comparison of Self-efficacy and Job satisfaction in between Self-employed and Paid employed People with Disabilities”. Through this study I will compare the level of self efficacy and job satisfaction among self employed people with disabilities and paid employed people with disabilities.

To fulfill my research project, I need to collect data from you. I would like to inform you that this is a purely academic study and will not be used for any other purpose. I assure that all data will be kept confidential. You may have the right to withdraw consent and discontinue participation at any time of the experiment. You also have the right to answer a particular question that you don't like.

If you have any query about the study or right as a participant, you may contact with the Researcher Sanjida Islam Lamia or Professor Md. Obaidul Haque, Bangladesh Health Professions Institute (BHPI), Centre for the Rehabilitation of the Paralyzed (CRP), Savar, Dhaka.

Do you have any questions before I start?

So, may I have your consent to proceed with the interview?

Yes No

Right	Left
-------	------

Participant's Signature& Date.....

Researcher's& Date.....

Witness Signature & Date.....

Participant's Finger Print
(If needed)

Appendix- C: Approval of thesis proposal



বাংলাদেশ হেল্থ প্রফেশন্স ইনস্টিটিউট (বিএইচপিআই) Bangladesh Health Professions Institute (BHPI)

(The Academic Institute of CRP)

Ref.

CRP-BHPI/IRB/03/19/1295

Date: 10/03/2019

Sanjida Islam Lamia
M.Sc. in Rehabilitation Science (MRS)
Session: 2017-2018, Student ID 181170095
BHPI, CRP-Savar, Dhaka-1343, Bangladesh

Subject: Approval of thesis proposal "Self-efficacy and job satisfaction: A comparison between self-employed and paid-employed people with disability" by ethics committee.

Dear Sanjida Islam Lamia,

Congratulations,

The Institutional Review Board (IRB) of BHPI has reviewed and discussed your application to conduct the above-mentioned thesis, with yourself, as the Principal Investigator". The Following documents have been reviewed and approved:

S.N.	Name of Documents
1.	Thesis Proposal
2.	Questionnaire (English and Bangla version)
3.	Information sheet & consent form.

Since the study involves use of a questionnaire to is to compare the level of self-efficacy and job satisfaction in PWDs in between self-employed and paid-employed that may take 20 to 25 minutes to answer in the questionnaire. Since, there is no likelihood of any harm to the participants; the members of the Ethics committee have approved the study to be conducted in the presented form at the meeting held at 10.00 AM on 22/04/2018 at BHPI.

The Institutional Ethics committee expects to be informed about the progress of the study, any changes occurring in the course of the study, any revision in the protocol and patient information or informed consent and ask to be provided a copy of the final report. This Ethics committee is working accordance to Nuremberg Code 1947, World Medical Association Declaration of Helsinki, 1964 - 2013 and other applicable regulation.

Best regards,

Muhammad Millat Hossain
Assistant Professor, Dept. of Rehabilitation Science
Member Secretary, Institutional Review Board (IRB)
BHPI, CRP, Savar, Dhaka-1343, Bangladesh

সিআরপি-চাপাইন, সাভার, ঢাকা-১৩৪৩, বাংলাদেশ, ফোন : ৭৭৪৫৪৬৪-৫, ৭৭৪১৪০৪ ফ্যাক্স : ৭৭৪৫০৬৯

CRP-Chapain, Savar, Dhaka-1343, Tel : 7745464-5, 7741404, Fax : 7745069, E-mail : contact@crp-bangladesh.org, www.crp-bangladesh.org

Appendix-D: Permission Letter

Date- 09-03-19
The Chairman
Institutional Review Board (IRB)
Bangladesh Health Professions Institute (BHPI)
CRP-Savar, Dhaka-1343. Bangladesh

Subject- Application for review and ethical approval.

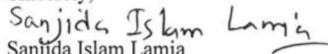
Sir,

With Due respect I would like to draw your kind attention that I am a student of M.Sc in Rehabilitation Science program at Bangladesh Health Professions Institute (BHPI) under Faculty of Medicine, University of Dhaka. This is a two year full time course under the project of "Regional Inter-professional Masters program in Rehabilitation Science" funded by SAARC development fund (SDF). I have to conduct a thesis entitled "**Comparison of Self-efficacy and Job satisfaction in between self-employed and paid employed People with Disability**" under the honorable supervisor, Professor Md. Obaidul Haque, Vice Principal of BHPI. The purpose of the study is to compare the level of self efficacy and job satisfaction in PWDs in between self employed and paid employed.


The study involves use of **Moorong Self Efficacy Questionnaire** and **Job Satisfaction Questionnaire**. It will take 20-25 minutes to collect the data. There is no likelihood of any harm to the participants and/or participation in the study. Data collectors will receive informed consent from all participants. Any data collected will be kept confidential.

Therefore, I look forward to having your kind approval for the thesis proposal and to start data collection. I can also assure you that I will maintain all the requirements for study.

Sincerely,


Sanjida Islam Lamia
Part-II, MRS 4th Batch
Student of M.Sc in Rehabilitation Science
BHPI, CRP, Savar, Dhaka-1343

Recommendation from the thesis supervisor:



Professor. Md. Obaidul Haque
Vice Principal
Bangladesh Health Professions Institute (BHPI)
CRP-Savar, Dhaka-1343. Bangladesh

Attachment: Thesis Proposal including measurement tools and process and procedure for maintaining confidentiality, information sheets and consent.

Appendix-E: Questionnaire

QUESTIONNAIRE (প্রশ্নাবলী)

NAME (নাম):

AGE (বয়স):

SEX (লিঙ্গ):

MARITAL STATUS (বৈবাহিক অবস্থা):

DISABILITY TYPE (প্রতিবন্ধিতারধরন):

TYPE OF WORK (কাজের ধরন): SELF-EMPLOYED (স্বনির্ভর) / PAID-EMPLOYED (বেতনভূক্ত)

WORK STATION (কর্মস্থল):

MOORONG SELF EFFICACY QUESTIONNAIRE (মুরংএর কার্যক্ষমতা বিষয়ক প্রশ্নাবলী)

1. I CAN MAINTAIN MY PERSONAL HYGIENE WITH OR WITHOUT HELP (আমি কারো সাহায্য নিয়ে অথবা সাহায্য ছাড়া আমার ব্যক্তিগত পরিচ্ছন্নতা রক্ষা করতে পারি).						
1. STRONGLY DISAGREE E (বলিষ্ঠভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY AGREE E (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY AGREE E (বলিষ্ঠভাবে সম্মতি)
2. I CAN AVOID HAVING BOWEL ACCIDENTS (আমি অনিয়ন্ত্রিত মলত্যাগ রোধ করতে পারি).						
1. STRONGLY DISAGREE E (বলিষ্ঠভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY AGREE E (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY AGREE E (বলিষ্ঠভাবে সম্মতি)
3. I CAN PARTICIPATE AS AN ACTIVE MEMBER OF THE HOUSEHOLD (আমি একজন সক্রিয় সদস্য হিসাবে বাড়ী-ঘরের কাজে অংশগ্রহন করতে পারি)						
1. STRONGLY DISAGREE E (বলিষ্ঠভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY AGREE E (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY AGREE E (বলিষ্ঠভাবে সম্মতি)

4. I CAN MAINTAIN RELATIONSHIPS IN MY FAMILY (আমি আমার পারিবারিক সম্পর্ক গুলো বজায় রাখতে পারি).						
1. STRONGLY DISAGREE E (বলিষ্টভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্টভাবে সম্মতি)
5. I CAN GET OUT OF MY HOUSE WHENEVER I NEED TO (যখনই আমার প্রয়োজন তখন আমি আমার বাড়ির বাইরে যেতে পারি)						
1. STRONGLY DISAGREE E (বলিষ্টভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্টভাবে সম্মতি)
6. I CAN HAVE A SATISFYING SEXUAL RELATIONSHIP (আমি একটি সন্তোষজনক যৌন সম্পর্ক বজায় রাখতে পারি)						
1. STRONGLY DISAGREE E (বলিষ্টভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্টভাবে সম্মতি)
7. I CAN ENJOY SPENDING TIME WITH MY FRIENDS (আমি আমার বন্ধুদের সাথে সময় উপভোগ করতে পারি).						
1. STRONGLY DISAGREE E (বলিষ্টভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্টভাবে সম্মতি)
8. I CAN FIND HOBBIES AND LEISURE PURSUITS THAT INTEREST ME (আমি আমার আগ্রহ অনুসারে শখ ও অবসর সময় বেছে নিতে পারি).						
1. STRONGLY DISAGREE E (বলিষ্টভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্টভাবে সম্মতি)

অসম্মতি		অসম্মতি					অসম্মতি	
9. I CAN MAINTAIN CONTACT WITH PEOPLE WHO ARE IMPORTANT TO ME (আমার কাছে গুরুত্বপূর্ণ ব্যক্তিদের সাথে আমি যোগাযোগ রাখতে পারি).								
1.	2.	3.	4.	5.	6.	7.		
STRONGLY DISAGREE	DISAGREE E	SLIGHTLY DISAGREE	NEUTRAL	SLIGHTLY AGREE	AGREE E	STRONGLY AGREE		
(বলিষ্টভাবে অসম্মতি)	(অসম্মতি)	(কিছুটা অসম্মতি)	(নিরপেক্ষ)	(কিছুটা সম্মতি)	(সম্মতি)	(বলিষ্টভাবে সম্মতি)		
10. I CAN DEAL WITH UNEXPECTED PROBLEMS THAT COME UP IN LIFE (আমার জীবনে আসা অপ্রত্যাশিত সমস্যাগুলো আমি মোকাবেলা করতে পারি).								
1.	2.	3.	4.	5.	6.	7.		
STRONGLY DISAGREE	DISAGREE E	SLIGHTLY DISAGREE	NEUTRAL	SLIGHTLY AGREE	AGREE E	STRONGLY AGREE		
(বলিষ্টভাবে অসম্মতি)	(অসম্মতি)	(কিছুটা অসম্মতি)	(নিরপেক্ষ)	(কিছুটা সম্মতি)	(সম্মতি)	(বলিষ্টভাবে সম্মতি)		
11. I CAN IMAGINE BEING ABLE TO WORK AT SOME TIME IN THE FUTURE (ভবিষ্যতে কখনো কাজ করতে সক্ষম হবো আমি তা কল্পনা করতে পারি).								
1.	2.	3.	4.	5.	6.	7.		
STRONGLY DISAGREE	DISAGREE E	SLIGHTLY DISAGREE	NEUTRAL	SLIGHTLY AGREE	AGREE E	STRONGLY AGREE		
(বলিষ্টভাবে অসম্মতি)	(অসম্মতি)	(কিছুটা অসম্মতি)	(নিরপেক্ষ)	(কিছুটা সম্মতি)	(সম্মতি)	(বলিষ্টভাবে সম্মতি)		
12. I CAN ACCOMPLISH MOST THINGS I SET OUT TO DO (আমি যা ঠিক করি তার অধিকাংশই করতে পারি).								
1.	2.	3.	4.	5.	6.	7.		
STRONGLY DISAGREE	DISAGREE E	SLIGHTLY DISAGREE	NEUTRAL	SLIGHTLY AGREE	AGREE E	STRONGLY AGREE		
(বলিষ্টভাবে অসম্মতি)	(অসম্মতি)	(কিছুটা অসম্মতি)	(নিরপেক্ষ)	(কিছুটা সম্মতি)	(সম্মতি)	(বলিষ্টভাবে সম্মতি)		

13. WHEN TRYING TO LEARN SOMETHING NEW, I WILL PERSIST UNTIL I AM SUCCESSFUL (যখন আমি নতুন কিছু শেখার চেষ্টা করি, যতক্ষণ পর্যন্ত সফল না হয়, ততক্ষণ পর্যন্ত আমি চেষ্টা চালিয়ে যাব).

1. STRONGLY DISAGREE E (বলিষ্ঠভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্ঠভাবে সম্মতি)
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14. WHEN I SEE SOMEONE I WOULD LIKE TO MEET, I AM ABLE TO MAKE THE FIRST CONTACT (যখন আমি কারো সাথে দেখা করতে চাই, আমি তার সাথে প্রথমেই যোগাযোগ করতে সক্ষম হই).

1. STRONGLY DISAGREE E (বলিষ্ঠভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্ঠভাবে সম্মতি)
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15. I CAN MAINTAIN GOOD HEALTH AND WELL-BEING (আমি ভালো থাকতে এবং ভালো স্বাস্থ্য বজায় রাখতে পারি).

1. STRONGLY DISAGREE E (বলিষ্ঠভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্ঠভাবে সম্মতি)
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16. I CAN IMAGINE HAVING A FULFILLING LIFESTYLE IN THE FUTURE (ভবিষ্যতে পরিপূর্ণ সুন্দর একটি জীবন ধারণে রত্ন দেখি).

1. STRONGLY DISAGREE E (বলিষ্ঠভাবে অসম্মতি)	2. DISAGREE E (অসম্মতি)	3. SLIGHTLY DISAGREE E (কিছুটা অসম্মতি)	4. NEUTRAL (নিরপেক্ষ)	5. SLIGHTLY Y AGREE (কিছুটা সম্মতি)	6. AGREE E (সম্মতি)	7. STRONGLY Y AGREE (বলিষ্ঠভাবে সম্মতি)
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Job Satisfaction Questionnaire (কর্ম-সন্তোষ বিষয়ক প্রশ্নাবলী)

PART I (অংশ ১)

GENERAL INFORMATION (সাধারণ তথ্যাবলী)

Occupation(পেশা):

How long are you engage in this job (এই পেশায় আপনি কতদিন যুক্ত আছেন)?

PART II (অংশ ২)

RATING YOUR JOB SATISFACTION (আপনার কর্ম-সন্তুষ্টির মূল্যায়ণ)

1	2	3	4	5
not satisfied at all (একেবারেই সন্তুষ্ট নই)		somewhat satisfied (কিছুটা সন্তুষ্ট)		extremely satisfied (পুরোপুরি সন্তুষ্ট)

Using the scale shown above, rate your level of satisfaction with the following aspects of your job (উপরে প্রদর্শিত স্কেল ব্যবহার করে, আপনার সন্তুষ্টির মাত্রা নির্ধারণ করুন আপনার কাজের নিম্নোক্ত দিকগুলি বিবেচনা করে).

GENERAL WORKING CONDITIONS (সাধারণ কাজের অবস্থা)

_____ Hours worked each week (সপ্তাহে ঘন্টাভিত্তিক কাজ নিয়ে সন্তুষ্টি)

_____ Flexibility in scheduling (কাজের সময়সূচী নির্ধারণ নিয়ে সন্তুষ্টি)

_____ Location of work (কাজের এলাকা নিয়ে সন্তুষ্টি)

_____ Amount of paid vacation time offered (বেতনভুক্ত ছুটিতে বেতনের টাকার পরিমাণ নিয়ে সন্তুষ্টি)

PAY POTENTIAL

_____ Monthly income (মাসিক আয় নিয়ে সন্তুষ্টি)

_____ Benefits (Health insurance, life insurance) (সুবিধাসমূহ যেমন স্বাস্থ্য বীমা এবং জীবন বীমা নিয়ে সন্তুষ্টি)

_____ Work Security (কাজের নিরাপত্তা)

Appendix-F: Permission from Author for using Moorong Self-Efficacy Scale



Sanjida Lamia

Apr 19, 2018, 12:26 PM ☆

Dear Sir/Madam, Take my greetings!! I am M.Sc in Rehabilitation Science student from Bangladesh studying in Bangladesh Health Professions I...



Brooks, Jessica <Jessica.Brooks@unt.edu>

Apr 20, 2018, 2:55 AM ☆ ↩ ⋮

to me ▾

Dear Sanjida,

Thank you for the kind message and request. I am glad to hear that you will be using these scale in your research. Please find my attached article with the scale in Table 1. There is no copyright and it is freely available for you to use in your study.

Please let me know if you have other questions while working on your study design and methods.

Best regards,
Jessica

