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## Comparative study of psychosocial health between working and Non: Working persons with intellectual disability

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### Abstract

Health is an important component of any one's life. Persons with intellectual disabilities occupy a peripheral position in the community. Their health status is directly connected with employability. It has been observed that it is essential to empower them and improve their condition. The main purpose of the study was to examine the psychosocial health of persons with Intellectual disability with their employability position with the goal to centralize the focus of the community towards their health and work. The data was collected purposively for working persons with intellectual disability and randomly for nonworking persons with intellectual disability from vocational and rehabilitation centers of Bhopal district of Madhya Pradesh. Self-made questionnaire was prepared for this purpose. The study reveals that there is an intense association between health and work of persons with Intellectual disability. The psychosocial and physical health of working persons with intellectual disability is much more better than that of non-working persons with intellectual disability. We can hence, conclude that persons with intellectual disability who are working tend to enjoy greater independence and raised quality of life as compared to persons with intellectual disability who aren't employed.

**Keywords:** Intellectual disability, working persons with intellectual disability, nonworking persons with intellectual disability, psychosocial health, physical health

### Introduction

Disability is a part of the human condition. Everyone is likely to experience it, either permanently or temporarily, at some point in their life. People with disabilities are diverse and not defined by their disability. Disability may be visible or invisible and onset can be birth or during childhood, working age years or old age.

The UNCRPD recognizes that "Disability is an evolving concept, 'person with disabilities include those who are having long term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinders their full and effective participation in society on an equal basis with others'".

The Individuals with Disability Education Act IDEA defined Intellectual Disability as – "Significantly sub average general intellectual functioning, existing concurrently (at the same time) with deficits in adaptive behavior and manifested during the developmental periods, that adversely affects a child's educational performance".

There are two key components within this definition: a student IQ and his or her capability to function independently usually referred to as an adaptive behavior. The terms "mild," "moderate," "severe," and "profound" have been used to describe the severity of the condition This approach has been helpful in that aspects of mild to moderate ID differ from severe to profound ID.

### Psychosocial Health

Physical health is defined as the condition of your body, taking into consideration everything from the absence of disease to fitness level. Psychosocial health encompasses the mental, emotional and social dimensions of what it means to be healthy. It is the result of complex interaction between a person history and his or her behavior, thoughts about and interpretations of the past and what the past means to be present.

**Working persons with Intellectual disability**

People with intellectual disability, who are in a paid job for one hour or more in a week, and are aged 15 years or older, classified as employees, self-employed or family workers or illegal workers.

**Non – working persons with Intellectual disability**

People with intellectual disability who are not in a paid job, but who are looking for work and are aged 15 years or older or did no job or no work at all or engaged in job seeking activity

**Review of related literature of research study**

D'mello Lavleena, Monterio Meena & B.M. Govindraj (2017) [10]: Psychosocial Problems faced by Persons with Disability. The research paper aims to present psychosocial problem faced by the persons with disability. And the objective is to study the profile of the physically disabled and psychosocial problem of the disabled. This study is descriptive in nature where data is collected from both primary and secondary sources. 25 respondents were selected for the study and interview schedule is used to collect information From this study we can understands that majority of persons with disability want to be independent in life and have potential to lead a good life in the society. But there is a lack of support from the families and the society as well.

Pharr Jennifer R, Moonie Sheniz, Bungum Timothy J., (2012): The Impact of Un- employment on Mental & Physical Health, Access to Health Care and Health Risk Behaviour. The purpose of this study was to examine the impact of employment status and unemployment duration on perceived health, access to health care, and health risk behaviours. Data from Nevada's 2009 Behavioral Risk Factor Surveillance System (BRFSS) were analyzed. They compared participants who were unemployed (greater than and less than one year) to those who were employed and those who were voluntarily out of the labour force (OLF). Unemployed participants had significantly worse perceived mental health profiles, were more likely to delay health care services due to cost, and were less likely to have access to health care than employed participants and OLF participants. OLF participants were not significantly different from employed participants. Contrary to previous findings, unemployed participants in this study were not more likely to binge drink, smoke, or be physically inactive. Findings from this study suggest that the impetus for unemployment, be it voluntary or involuntary, may significantly impacts a person’s mental health.

**Objective of the Research study**

The present study will be carried out with the following objectives –

- To compare the health between working and non-working persons with intellectual disability.
- To compare the psychosocial health between working and non-working persons with intellectual disability.
- To compare the physical health between working and

non- working persons with intellectual disability.

**Hypothesis of the research study**

- There exists no significant difference between the mean scores in Psychosocial health of working and Non-working persons with intellectual disability.
- There exists no significant difference between the mean scores in mental health of working and Non- working persons with intellectual disability.
- There exists no significant difference between the mean scores in emotional health of Working and Non-working persons with intellectual disability.
- There exists no significant difference between the mean scores in social health of working and Non- working persons with intellectual disability.
- There exists no significant difference between the mean scores in physical health of working and Non- working persons with intellectual disability.

**Methodology of research study**

In the present study the survey research method used to gather information.

**Variables of Research study**

In the present study the variables will be –

- Dependent variable – psychosocial health.
- Independent variable - working and non – working persons with intellectual disability.

**Tools of Research study**

In the present study the tool we use will be self - made questionnaire. The questionnaire developed through various factors related to physical and psycho-social health variable.

**The Sample of Research study**

A sample is any number of persons selected to represent the population according to some rules or plan. Thus, a sample is smaller representation of the population to ensure that we generalize the findings from the research sample to the population as a whole.

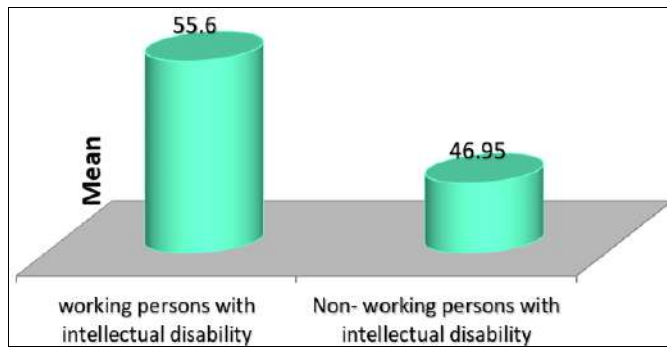
In the present study the sample will be the working and non-working persons with intellectual disability, and as considered as a population of study. The sampling method will be stratified random sampling method. 20 working and 20 non-working persons with intellectual disability (mild and moderate level) will be selected of the age group of 18 to 35 years of age. The sample chosen will covers the vocational centers, shelter homes, special schools and the families of persons with intellectual disability of Bhopal district.

**Analysis and Interpretation**

(A) In order to find the difference of Psychosocial health of working and Non- working persons with intellectual disability is obtained. The composite scores of Psychosocial and physical health were analyzed with the help of ‘t’ test. The values of t-test are presented in Table –

**Table 1:** Scores of Psychosocial health of working and Non- working persons with intellectual disability

Variable	Group	No. of cases	Mean	SD	Calculate d t- value	Significance
						0.05
Psychosocial health	working persons with intellectual disability	20	55.60	7.19	4.34	significant
	Non- working persons with intellectual disability	20	46.95	5.24		



**Fig 1:** Psychosocial health

**Inferences**

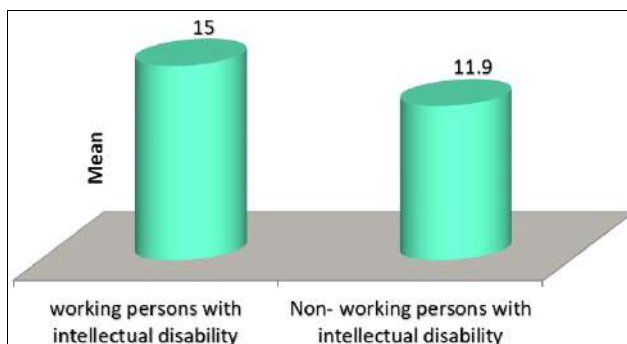
Table reveals that the t-value of Psychosocial health of working and Non- working persons with intellectual disability is obtained 4.34. It is more than the critical value

2.02 significant at df 38,  $\alpha=0.05$  respectively. So, the hypothesis, “There exists no significant difference between the mean scores in psychosocial health of working and Non-working persons with intellectual disability.” is rejected. The results indicate that there is significant difference between working and Non- working persons with intellectual disability in psychosocial health.

Table also demonstrates that the mean score of psychosocial health of working and Non- working persons with intellectual disability is 55.60 and 46.95, respectively. It is evidenced from the table that the mean of Psychosocial health of working persons with intellectual disability is better than the Non- working persons with intellectual disability. It can be concluded that the working persons with intellectual disability is healthier than Non- working persons with intellectual disability in terms of their Psychosocial health.

**Table 2:** Scores of Mental health of working and non-working persons with intellectual disability

Variable	Group	No. of cases	Mean	SD	Calculate d t- value	Significance
Mental health	working persons with intellectual disability	20	15.00	2.67	3.95	0.05 significant
	Non- working persons with intellectual disability	20	11.90	2.26		



**Fig 2:** Mental health

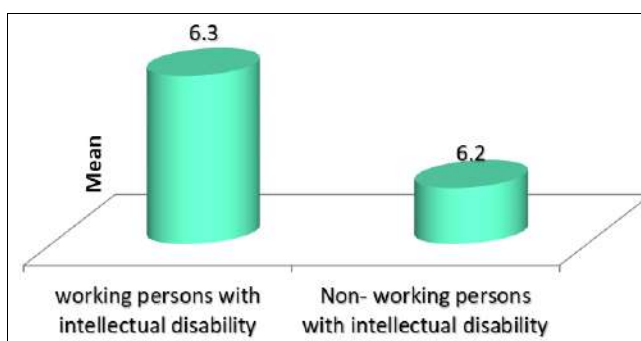
**Inferences**

Table reveals that the t-value of mental health of working and Non- working persons with intellectual disability is

obtained 3.95. It is more than the critical value 2.02 significant at df 38,  $\alpha=0.05$  respectively. So, the hypothesis, “There exists no significant difference between the mean scores in mental health of working and Non- working persons with intellectual disability.” is rejected. The results indicate that there is significant difference between working and Non- working persons with intellectual disability in mental health. Table also demonstrates that the mean score of mental health of working and Non- working persons with intellectual disability is 15.00 and 11.90 respectively. It is evidenced from the table that the mean of mental health of working persons with intellectual disability is better than the Non- working persons with intellectual disability. It can be concluded that the working persons with intellectual disability is healthier than Non- working persons with intellectual disability in terms of their mental health.

**Table 3:** scores of Emotional health of working and nonworking persons with intellectual disability

Variable	Group	No. of cases	Mean	SD	Calculate d t- value	Significance
Emotional health	working persons with intellectual disability	20	6.30	2.40	1.71	Not significant
	Non- working persons with intellectual disability.	20	6.20	1.00		



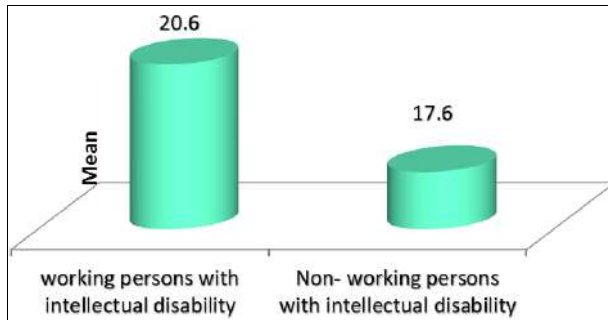
**Fig 3:** Emotional health

Table reveals that the t-value of Emotional health of working and Non- working persons with intellectual disability is obtained 1.71. It is less than the critical value

2.02 significant at df 38,  $\alpha=0.05$  respectively. So, the hypothesis, “There exists no significant difference between the mean scores in emotional health of working and Non-working persons with intellectual disability.” is accepted. The results indicate that there is no significant difference between working and Non- working persons with intellectual disability in Emotional health. Table also demonstrates that the mean score of Emotional health of working and Non- working persons with intellectual disability is 6.30 and 6.20 respectively. It is evidenced from the table that the mean of Emotional health of working persons with intellectual disability is better than the Non- working persons with intellectual disability. It can be concluded that the working persons with intellectual disability is healthier than the non-working persons with intellectual disability in terms of their Emotional health.

**Table 4:** scores of Social health of working and nonworking persons with intellectual disability

Variable	Group	No. of cases	Mean	SD	Calculate d t- value	Significance
						0.05
Social health	working persons with intellectual disability	20	20.60	3.39	3.12	significant
	Non- working persons with intellectual disability.	20	17.60	2.62		

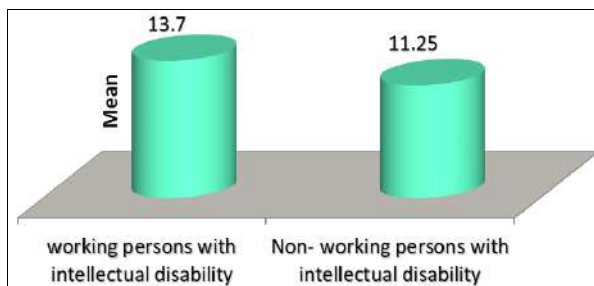


**Fig 4:** Social health

Table reveals that the t-value of Social health of working and Non- working persons with intellectual disability is obtained 3.12. It is more than the critical value 2.02

**Table 5:** scores of Physical health of working and nonworking persons with intellectual disability

Variable	Group	No. of cases	Mean	SD	Calculate d t- value	Significance
						0.05
Physical health	working persons with intellectual disability	20	13.70	1.30	5.21	significant
	Non- working persons with intellectual disability.	20	11.25	1.65		



**Fig 5:** Physical health

Table reveals that the t-value of Physical health of working and Non-working persons with intellectual disability is obtained 5.21. It is more than the critical value 2.02 significant at df 38,  $\alpha=0.05$  respectively. So, the hypothesis, “There exists no significant difference between the mean scores in physical health of working and Non- working persons with intellectual disability.” is rejected. The results indicate that there is significant difference between working and Non- working persons with intellectual disability in Physical health. Table also demonstrates that the mean score of Physical health of working and Non- working persons with intellectual disability is 13.70 and 11.25 respectively. It is evidenced from the table that the mean of Physical health of working persons with intellectual disability is higher than the Non- working persons with intellectual disability. It can be concluded that the working persons with intellectual disability is healthier than Non- working persons with intellectual disability in terms of their Physical health.

**Main Findings**

- The results indicates that there was a significant difference between working and nonworking persons with intellectual disability in Psychosocial health
- There was a significant difference between working and

nonworking persons with intellectual disability in Mental health,

- There was no significant difference between working and nonworking persons with intellectual disability in Emotional health.
- There was a significant difference between working and nonworking persons with intellectual disability in Social health.
- There was a significant difference between working and nonworking persons with intellectual disability in Physical health.

**Conclusion and Discussion**

Persons with intellectual disability are excluded from society because of their impaired functioning which leads poor health status. Work is directly associated with health of an individual. Employment helps pwids to earn their livelihood and gives meaning to their life, build their self-respect, and makes them happy.

**Connect with other people**

Occupation provides them opportunities to connect with others, build and maintain relationships with them, and improves their physical and psychosocial health. It helps to build a sense of belongingness and self-worth and feelings. It provides them emotional support and allows to support others also

**Physical active**

Persons with Intellectual disability are able to maintain a healthy routine, as they engage themselves in physical activities. This regulates their appetite, improves their sleep cycle and fitness level. It helps to set goals, face challenges and to achieve them. This cause chemical changes in the brain which can help to bring positive changes in mood

**Learn new skill**

Participation at work place helps persons with intellectual disability to develop new skills, increase their concentration levels and stay them engaged. This develops sense of responsibility towards themselves and others.

**Quality of life**

Earning livelihood creates positive changes among persons with Intellectual disability which Enhances self-worth and respect and provides better quality of life.

**Suggestions**

Suggestions to expand and improve employment opportunities for persons with intellectual disability Employment provides a platform for persons with intellectual disability to not only earn their livelihood but also contribute towards social inclusion and nation building. A Safe, healthy and supportive work atmosphere is the fundamental right of PWID which helps to enhance their work performance and productivity.

Although various measures had been taken for employment of PWID but still there is prejudice and stigma in the society towards disability and their employability. Need has been seen at societal level, to expand and improve employment opportunities for PWID.

- Change in the attitude towards persons with intellectual disability by caregivers, peers, employers, regarding their capabilities and potential develops optimistic outlook towards them. Negative and limiting assumptions, discrimination and bullying at workplace and society should be prevented so that they can work with their skill and abilities.
- Promotion of positive expectations of the capabilities of the persons with intellectual disability by organizing disability awareness and training programmes for employers and service providers which helps to present them as full community members.
- Involvement of family and caregivers in employment programme, provides information and support to teachers and employers regarding their skills and abilities which raises expectations and encouragement towards them.
- Promotion of an equal treatment approach for persons with intellectual disability by accepting them as they are in turn helps to achieve equal participation at workplace and community.
- Increase formal collaboration between school, training centers and employment services to create opportunities for employment for persons with intellectual disability.
- Investment in community infrastructure to ensure accessibility of PWID at workplace and society as well.
- Necessary action should be taken to build skill and capacity by education and training that helps to develop competency and independence among PWID.
- Successful planning and management of transition programme from education to employment is critical. Practice of Individual transition plan and work experience allows different options in meaningful way and provide opportunity to test their skill and preferences.
- Government should create and implement various policies and strategies regarding employment of PWID, which helps to improve disability employment outcomes. Integrate disability employment policy with

other system say training and education, employment activation and promote mainstreaming employment responsive to specific needs of PWID

- Government also design policies to achieve open employment by transition from sheltered employment that helps to recognizing their work, developing their skill and capabilities to compete in open market.

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