

The Relations Among Feminist Identity, Status Striving, Presenteeism, and Emotional Well-being of Female Professionals: Evidence from Pakistan

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Abstract

Presenteeism is unquestionably a broader phenomenon in organizations. A decade ago, predominant research has been conducted on presenteeism in professional fields such as: academia, telecom, banking, special forces etc. Though, the effect of presenteeism between the relationship of feminist identity and resultant emotional well-being among female professionals is unclear. This research aims to examine the mediating role of presenteeism and moderating impact of status striving in the relationship between feminist identity and emotional well-being among female workers in Pakistan. This study used cross-sectional analysis of 246 female workers from various professional fields in Pakistan. Predicted relationships were analyzed using software Process macro with SPSS 23 and AMOS. Findings of the study showed that Feminist identity was strongly related to presenteeism, which in turn predicted emotional well-being. Presenteeism played a mediating role between the relationship of feminist identity and emotional well-being. Moreover, status striving of female professionals acted as an important buffering factor which strengthens mediated moderated relationship between feminist identity and emotional well-being. This research emphasizes the need to boost female employees' efficiency and enhance emotional well-being by providing managers with vision to enhance the mechanism of presenteeism in relation to feminist identity and emotional well-being among female workers in Pakistan.

Key words: feminism, feminist identity, Presenteeism, status striving, well-being

Introduction

The feminist theorists argued that solidarity and empowerment among the women along with preferment of gender equality would lead to progression of women betterment in society and workplace (Breeze, & Taylor, 2020; Saunders, & Kashubeck-West, 2006; Weisbard, 1999). Many research studies have argued that feminist identity can help to improve and rally women's lives to increase awareness vis-à-vis the social and personal impact of the male dominated culture. Further, feminist identity and awareness regarding feminism may lead the women for distinguishing what actually is vigorous from the socially deep-seated conduct, empowering females to enjoy individual choice and freedom in respect to healthy life substitutes (Brogan, Prochaska, & Prochaska, 1999; Zhang et al, 2020). This is due to the reason that most of the proponents of feminism trust that feminist identity is quite respectable for women though there is the serious scarcity of research literature in this field specifically from eastern countries and Pakistan is not an exception.

In today's world, women and men are rated equally at the workplace (Pervez, Zia-Ur-Rehman, Leturer, & Raza, 2015), a large number of the working women work outside the house in different occupations and different roles. Though women's performance and presence is equal to men in most of the spheres, their promotion and pay have gender disparity (Joshi et al, 2015). The available literature argues that women with stronger female identity are likely to have healthy and high self-esteem in comparison with women that are not exposed to feminist identity or feminism in general, and thus impacting their emotional well-being (Thwaites, 2017). Moreover, the study by Katz, Swindell, & Farrow, (2004) and Saunders & Kashubeck-West, (2006) argues that women who take participation in the feminist consciousness raising group are tend to experience heightened self-confidence, amplified assertiveness and the high internal locus of controlling as compared to the women who are not exposed to feminism in any way. Thus, link of female identity and emotional wellbeing is needed to be further explored. Further, other studies have also (Parke, Weinhardt, Brodsky, Tangirala, & DeVoe, 2018) suggested that status-striving is exclusively related with diverse work behaviors, for instance female presenteeism and emotional wellbeing.

Apart from scarcity of research literature that investigate the association between measures of wellbeing and feminist identity, the prior research literature has investigated different aspects of wellbeing and feminism have actually unkempt for including the discussion regarding the orientation of gender role in their studies. The preceding research studies have also argued that there exists a relationship between gender role orientation and feminist identity and also between emotional wellbeing and gender-role

orientation (Smith & Ulus, 2020). Nevertheless, numerous questions are still unanswered. For instance, is it conceivable that feminist identity has any link with emotional well-being since women which are feminist likely to be extra androgynous or instrumental as compared to the female which are actually not feminists?

Contrariwise, is it possible that Presenteeism of Female Workers is related to emotional well-being and feminist identity? Further, can status striving moderate the relationship between female presenteeism and their emotional well-being to see that what effect or impact a female would have on her emotional health if she is a feminist, and is involved in presenteeism at work.

Accordingly, till date, the association between feminist identity, presenteeism of Female Workers, status striving, and emotional well-being needs to be explored. Thus, the main purpose of the current study is to clarify and explore the relationship between presenteeism of Female workers, status striving and emotional well-being utilizing different conceptualization and measurements. Thus, for exploring the relationships between female identity, presenteeism of female workers, status striving and emotional well-being, the current research has evaluated the inimitable contributions made by feminist identity and presenteeism of Female Workers in the prediction of emotional well-being in various professional fields. The study has applied social identity theory and JD-R job demand resource theory as explanatory concepts in analyzing the underlying relations of feminist identity on presenteeism. The quantitative data analyses were directed to determine the amount of unique variance associated with each set of variables.

Literature Review

Feminist Identity, emotional wellbeing and Presenteeism

Feminist identity can be called as the collective identity which is an individual's emotional, moral and cognitive connection with broader and wider category, community, institution or practice (Leal & Ferreira, 2021; Reger, 2002; Raridon, & Mix, 2016; Polletta and Jasper 2001:285). In the research literature related to feminism and social movement, feminist identity is examined as the movement identity which has association with the social movement of feminism (e.g., Rupp and Taylor, 1999; Fominaya, 2018; Reger, 2004; Bobel, 2010: 48). Emotional well-being refers to the emotional quality an individual experience (Lancaster & Arango, 2021). Previous studies established, that within a person these emotions are triggering positive and negative spirals, while working, sleeping or doing any activity (Schutte, Malouff, Simunek, McKenley, & Hollander, 2002; Fredrickson & Joiner, 2002). Whereas Presenteeism is referred to the missing productivity which occur when workers are not functional fully at

work reason being their injury, illness or any other cause (Hemp, 2004:55). Thus even if employee is present at work physically, they are not able to do their prescribed duties and thus are more prone to do mistakes. Presenteeism is more seen in health care, welfare and educational sectors (Ferreira, Cooper & Oliveira, 2019). In addition, according to Aronsson, Gustafsson, and Dallner (2000), professions and sectors related to primary education, helping are caring are more prone to the presenteeism and the reason of this may be due to the fact that there is presence of culture that is more grounded in terms of loyalty and more concerning for the susceptible clients which are children and patients (Mosteiro-Díaz, Baldonado-Mosteiro, Borges, Baptista, Queirós, Sánchez-Zaballos, & Franco-Correia, 2020). In this wake, Ferreira et al. (2019) has argued that employees from these groups have propensity for going to work even if they are sick due to the job need. Since these sectors are female dominant, there are more issues of presenteeism in female dominated sectors as compared to the male dominated sectors such as engineering and manufacturing (Aronsson et al., 2000; Aronsson & Gustafsson, 2005). In this wake, John (2010) has stated that gender is one of the important variables while doing research on presenteeism and research has provided primary evidence to such effects (Knani, 2022; Martinez & Ferreira, 2012; Leineweber, Westerlund, Hagberg, Svedberg, Luukkala, & Alexanderson, 2011). We suggest the necessity to widen the standpoint to methodically study the relationship between presenteeism, feminist identity, and wellbeing, as this is not the focus in the previous literature yet. Consequently, additional investigation is needed to examine and explore the sector specific effects of Feminist Identity, emotional wellbeing and Presenteeism on each other (Lohaus, & Habermann, 2019:47). Consequently, we propose the following research hypothesis:

H1: Feminist identity is positively related to emotional well-being.

H2: Feminist identity is positively related to Presenteeism of female coworkers.

Presenteeism and Wellbeing

Specific emphasis on female issues and the concerns of feminist led the studies to investigate the relationship between presenteeism and emotional well-being. For instance, many research papers suggested the negative relationship between feminist views and emotional well-being (Jetten *et al*, 2017). On the other hand, different research suggests that women who follow the ideology of feminism are more likely to have healthy body imaging and emotional wellbeing (Abbott, & Meerabeau, pp. 11, 2020). In addition to this, feminist theory and other research literature has implied that the feminist identity actually decreases emotional distress and thus impact emotional wellbeing (Arroyo, Woszydlo, & Janovec, 2020). A lot of

research related to feminist identity investigates these relationships with the aspect of positive functions. For instance, the research opined that women with strong feminist identity or the ones who take the progression on feminism tend to have healthy and high self-esteem as compare to women that doesn't believe on feminism or not exposed to this phenomenon (Sabik & Tylka, 2006).

Many further strong evidence regarding feminist identity and feminism claims that women who take participation in the feminist consciousness raising group tend to experience heightened self-confidence, amplified assertiveness and the high internal locus of controlling as compared to the women who are not exposed to feminism in any way (Heger & Hoffmann, 2022; Arroyo et al., 2020). However, a very limited research literature is available that quantitatively look at the interrelationship between feminist identity and emotional well-being (Toomey et al, 2015). On the top of that presenteeism has yet to make a significance importance into the linkages between feminist identity and well-being because absenteeism has got relatively more importance (Widera et al., 2010). In addition, this is pertinent to note that presenteeism is considered to be related to well-being in comparison with absenteeism (Caverley et al., 2007). Some research studies have found out that presenteeism is related to depersonalization and exhaustion and may be used as a predictor to emotional wellbeing (Sonnentag, 2005; Bergstrom et al., 2009). Moreover, there is need to explore the relationship between emotional wellbeing and feminist identity through presenteeism. Given the relevance of the distinction between these two variables, the current research makes the following prediction:

H3: Presenteeism mediates the relationship between feminist identity and emotional well-being.

Status Striving

Differences in the statuses can be seen everywhere in the society (Akinola & Mendes, 2014). Status differences are seen between and within the firms, different groups, universities, school, the products one consumes, in the neighborhoods and this continues (for instance see, Anderson, Kraus, Galinsky, & Keltner, 2012; Hardy & Van Vugt, 2006; Sapolsky, 2005). Looking at the plunders and rewards which accumulate to the ones at top, status striving can be considered as obvious and palpable as it brings admiration, prestige and respect which an individual can enjoy in others' eyes (Davis & Vaillancourt, 2022; Magee & Galinsky, 2008; Anderson et al., 2012). Thus, it can be argued that status striving is one the most important motive of people that has very strong evolutionary root (Miller, 2000; Cheng, Tracy, & Henrich, 2010). These social strivings can be observed in one's life easily, for instance, climb up the corporate ladder and progressing in every wake of life, and omnipresence of the claim

which is status striving as one of the fundamental motives, has caused in to become a large taken for granted and unopposed perspective of the humanistic nature (Anderson & Kilduff, 2009). Further, this status striving mechanisms can be seen in eastern culture more than anything else and Pakistan can be seen as no exception. Moreover, People in eastern countries including Pakistan actually strive more for status in comparison with western countries to enhance their status among their colleagues, family members and friends by their actions (Shavitt, Lalwani, Zhang, & Torelli, 2006). In fact, eastern people including Pakistanis are more apprehended to contribute for group pride (Johnson, 1993) and succeed as the whole instead being an individual (Qazi, Naseer, & Syed, 2019; De Vos, 1973).

Pertinently, a significant amount of research literature on plans and daily intentions have suggested that status striving is in linked with different kind of work behaviors such as well-being and presenteeism (Parke, Weinhardt, Brodsky, Tangirala, & DeVoe, 2018). For instance, employees have different senses of status striving during different days. At one particular day, they might have strong sense and otherwise around next day. While on other days, the same employees have different sense, and they decide to devote energy and attention to accomplish different work tasks assigned to them. In this wake, this is the need to fulfill the gap in research literature to examine status striving in relation with presenteeism and emotional wellbeing for identifying unique behavior that can moderate the relationship between status striving and presenteeism. Thus, the following hypothesis is suggested:

H4: *The positive relationship between emotional well-being and presenteeism of females' is moderated by status striving, such that the relationship is stronger when status striving is higher.*

H5: *The indirect effect of feminist identity on emotional well-being through presenteeism of female depends on level of status striving such that the mediating effect of presenteeism in the positive relationship between feminist identity and emotional wellbeing is expected to be stronger when status striving is higher*

Methodology

The hypothesized research model of the present study uses feminist identity as independent variables, whereas the dependent variable is emotional wellbeing. The relationship between these variables is hypothesized to be moderated and mediated by status striving and presenteeism as shown in Figure 1.

The research context

Several authors have considered what constitutes an adequate sample size. As a general rule, sample size should be at least five times as many

observations as the number of variables to be analyzed in the study and the more acceptable size would be 10:1 (Hair, Black, Babin, & Anderson, 2010). Sekaran and Bougie (2010) suggested drawing 10 times the number of variables used in the study. Schreiber, Nora, Stage, Barlow and King (2006) also suggested a sample size of at least 10 respondents for every parameter estimate. Hoe (2008) suggested that a rule of thumb is that any sample size above 200 is sufficient for data analysis. Based on the above suggestions, the sample size for this study was targeted as a minimum of 200. The research draws on a research sample from working women employed in twin cities as Rawalpindi and Islamabad Capital territory of Pakistan. The motivation behind considering this selected population for the current study was based on few reasons as: Citizens in these locations from Rawalpindi and Islamabad in Capital city generally have representation from all across Pakistan, because of better jobs and good facilities. Therefore, the sample of the study provides adequate representation of the entire population of the country. Simple random sampling was adopted. Please refer to figure 1 below.

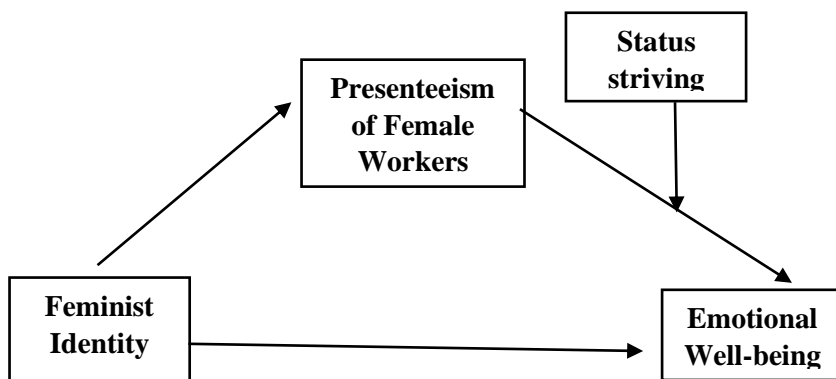


Figure1: Theoretical framework

Sample and procedure

Out of a total of 500 distributed questionnaires, 298 questionnaires were returned. After cleaning the data and treating the missing values, 246 questionnaires were retained as usable. Survey was gathered from full-time female professionals working in academia, banks, telecom sector and sectarians as shown in Table 1. For the current study, convenience sampling technique was used for the data collection, depends on the suitability of different data stratum collected. The Table 1 shows the participants sample data below:

Table 1: Participants from each sector

Participants	Frequency (F)	Percent (%)
Women working in Academia/Professionals	50	20.3
Women working in Private organizations (Banks, telecom, firms, malls, shops)	125	50.8
Women working in Public Sector organizations (Ministries, Secretariat)	50	20.4
Women Lawyers	21	8.5
Total	246	100

Measures

After having extensive literature review and detailed discussion with experts and three academicians, the conceptual model was validated. For the development of questionnaire extensive reading was conducted by doing literature review. All the dimensions of variables were constructed after thorough literature review. The Likert scale used was 1-5 as for strongly disagree to strongly agree for measuring the dependent variable, independent variables, moderator and mediator. The analysis of the collected data was conducted by applying statistical tools as SPSS (version 26), Amos and process macros. For testing of hypothesis, we prepared data in SPSS file, check reliability and validity, correlations among variables, fitness of data and then ran regression analysis. The measures are presented below:

Feminist identity. Feminist identity is a collective and social identity based on feminist attitudes (Reid & Purcell, 2004). We borrowed the five-item scale of Feminist identity developed by Shi and Zheng (2020). Sample item is ‘it is very satisfying to me to be able to use my talents and skills in my work in the women’s movement’. The reliability coefficient for this measure was 0.9.

Status striving. Status striving was measured by the four-item scale developed by Barrick, Mount, & Li, 2013 and modified by Foulk et al (2019). The reliability coefficient for this measure was 0.86.

Presenteeism of females. The Presenteeism construct was assessed using a six-item scale constructed and validated by Hutting and Engels (2014) based on Measurement Properties of the Dutch Version Presenteeism Scale. Sample item is ‘Despite of having health problem, I

was able to finish hard tasks in my work’. The reliability coefficient for this measure was 0.91.

Emotional wellbeing . Emotional well-being was measured using a six-item scale created by SimSek (2011). Sample item is ‘I feel at pace with life’. The reliability coefficient for this measure was 0.89.

Control variables. We collected female employees’ demographic data, that is, age, gender, and experience (Wickham & Parker, 2007). Specifically, we controlled these variables for ruling out the influence of these variables of respondent ratings on dependent variable.

Results and Findings

Reliability and Validity

For assessing the reliability and validity of the instruments, two criterion were assessed to see if instruments used are reliable and validated. Fornell and Larcker (1981) sets two criteria for computation of measurement scales. First criterion was (AVE) average variance extracted should be greater than 0.5. Second criterion was (CR) composite reliability should be above the value of 0.7. As shown in Table 1 values of AVE for the constructs were above 0.5, and the values of all CRs were greater than 0.7, indicating validity of the instruments (Table 1).

Table 1 Average variance extracted and composite reliabilities.

Construct	Average variance extracted (AVE)	Composite Reliability
Feminist identity	0.72	0.91
Status striving	0.716	0.86
Presenteeism of females	0.59	0.91
Emotional wellbeing	0.57	0.89

Confirmatory factor analysis

For assessing measurement model, confirmatory factor analysis technique was used. Byrne (2010) recommended for the model adequacy, the fit indices used as: Chi2/df = 1.52, Incremental fit index (IFI) = 0.92, comparative fit index (CFI) = 0.95; Tucker–Lewis Index (TLI) = 0.91; and root mean square error of approximation (RMSEA) = 0.049. The results showed that data fits well the model. According to Hair, Black, Babin, & Anderson (2010), a best model fit represents value above 0.90 for CFI, TLI and IFI, whereas for RMSEA value below 0.08 is suitable. The baseline four-factor model, i.e., feminist identity, presenteeism of female

coworkers, status striving and emotional well-being, showed best fit to the data. The table 1 below gives the overview:

Table 2: Results of Confirmatory factor analysis

Models	Variables	χ^2/df	IFI	TLI	CFI	RMS EA	
One-factor model	All factors merged	3.55	0.72	0.69	0.77	0.092	
Three-Factor model	FI; POF+SS; EWB	2.32	0.88	0.86	0.89	0.067	
Four-factor model	FI; POF; SS; EWB	1.52	0.92	0.91	0.95	0.049	Baseline model
Notes: n= 246. Incremental fit index (IFI), Tucker-Lewis's index (TLI), Comparative fit Index. FI: Feminist Identity, POF: Presenteeism of female coworkers, SS: Status striving, EWB: Emotional well being							

According to Bentler & Bonett (1980) alternative models were compared and tested with the baseline model (please refer Table 2) to get best fit model. The first alternative model, based on three factors as: feminist identity, emotional well-being, whereas presenteeism of female coworkers and status striving were combined as one factor, to test the model fitness: $\chi^2/df = 2.32$, (IFI) = 0.88, (CFI) = 0.89; (TLI) = 0.86; and (RMSEA) = 0.067. However, in second alternative model, we loaded all factors into single model, which depicted poor fitness of the data, as: $\chi^2/df = 3.55$, (IFI) = 0.72, (CFI) = 0.77; (TLI) = 0.69; and (RMSEA) = 0.067. Thus, the four-factor model (as baseline) was retained because of its best fit indices over the two alternative models as shown in Table 2.

Descriptive statistics and correlations

Table 3 shows the reliability and correlations among all variables in the study. As seen in Table 2, Feminist Identity had a positive significant correlation with presenteeism ($r = .30$, $p < .05$), status striving ($r = .31$, $p < .001$) and emotional well-being ($r = .26$, $p < .05$). Presenteeism showed a significant positive correlation with emotional well-being ($r = .23$, $p < .001$) and status striving ($r = .26$, $p < .01$). Status striving showed that gender correlated positively with emotional well-being ($r = .28$, $p < .01$). Whereas control variables, showed a positive correlation among feminist identity ($r = .20$, $p < .001$) and presenteeism ($r = .17$, $p < .01$). Furthermore,

age had only correlated positively with feminist identity ($r = .21$, $p < .01$). However, experience has positive correlation among three variables of feminist identity ($r = .25$, $p < .01$), presenteeism ($r = .23$, $p < .001$) and emotional well-being ($r = .14$, $p < .001$) except status striving ($r = .36$, n.s).

TABLE 3 Means, SDs, and correlations between the variables

Variables			1	2	3	4	5	6	7
Mean SD									
1. Gender	0.7	.0.4							
2. Age	31	8.8	.158**						
3. Experience	3.6	0.6	.564**	.168**					
4. Feminist Identity	3.4	0.8	.208**	.211*	.255**	(.87)			
5. Presenteeism	3.1	0.7	.017*	.033	0.23**	.308*	(.92)		
6. Status striving	2.7	0.5	.043	-.026	.369	.310*	.384*	(.88)	
7. Emotional well-being	3.1	1.1	.003	.017	0.145*	0.26*	.231*	.321**	.288**(.91)

Note: N = 246; Significance at: * $p < .05$; ** $p < .01$; values in parentheses in diagonal are reliabilities. FI: Feminist Identity, POF: Presenteeism of female coworkers, SS: Status striving, EWB: Emotional well being

Hypothesis testing

We followed the recent studies (Tariq & Ding, 2018; Chun & song, 2020) for analyzing moderated mediational model. We used MPLUS software to analyze formal mediational and mediated moderated relationships. Preacher, Rucker, and Hayes (2007) recommended to use model 4 and model 8 for testing these relationships. For testing Hypothesis 1-2, we predicted in H1 that feminist identity was positively related to emotional well-being. In support of H1 results indicated in table 4 as ($\beta = .41$; $p < .01$). Thus, our hypothesis 1 was supported. Our H2 predicted that, Feminist identity positively related to presenteeism of female workers. Results showed in Table 4 as, ($\beta = .38$; $p < .01$). Thus, our hypothesis 2 also got support.

For testing hypothesis 3, a simple mediation analysis was conducted to examine the indirect effects based on bootstrapped CI's, using Process macros. At 95% significance level, indirect effect was significant for upper and lower CIs, as shown in Table 4. The findings reported that variables, as feminist

identity, presenteeism, and emotional well-being, were positively and significantly related in the positive directions (for feminist identity and presenteeism, 0.38, $P < .01$; presenteeism and emotional well-being, 0.41, $P < .001$; and feminist identity to emotional well-being, 0.59, $P < .01$). The conditional indirect effect of Feminist identity on emotional well-being through presenteeism showed value of 0.196, supporting Hypothesis 3.

Furthermore, Table 4 displays the result of the moderating hypothesis as formulated in H2, as well as moderated mediating hypothesis associated with the indirect effect predicted in H3. The results showed that status striving moderated in between presenteeism and emotional well-being (0.169, $P < .001$). Hence, results supported H4 and presents Female professionals with a higher level of status striving with combined effect of a higher level of presenteeism represented a greater level of emotional well-being. This moderation graph is depicted in Figure 2. Graph depicts that when status striving is high among female workers, it enhances emotional well-being due to superior feminist identity of females. On the contrary when status striving is low, it lowers down emotional well-being among female workers, and demotes the feminist identity.

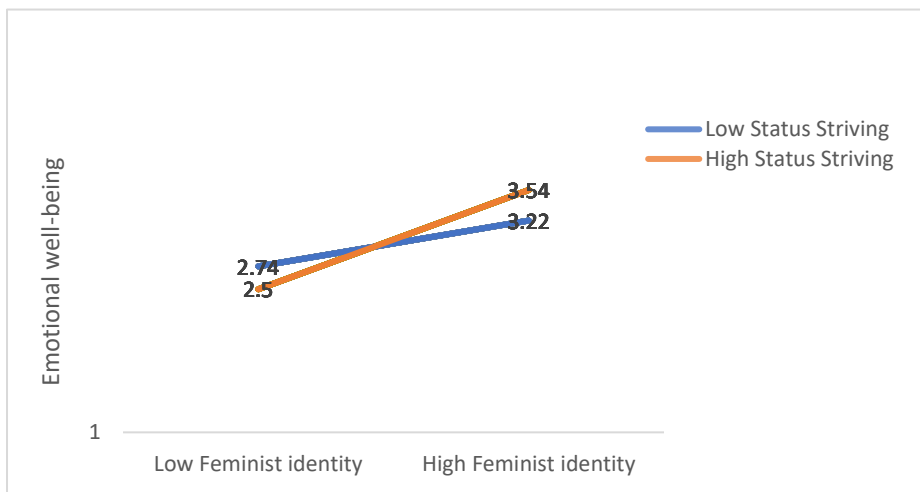


Figure 2: Two-way interacting effect of Status striving between the relationship of Feminist Identity and Emotional Well-being.

Table 4 Regression results

Variables	Model 1		Mod
	Presenteeism		Emotion bei
	B	SE	B SE
Control variables			
Gender (Female=1)	0.173*	0.061	0.062
Age	0.16*	0.055	0.172
Experience (in years)	0.002	0.034	0.04**
Independent variable			
Feminist identity	0.389** *	0.059	0.599** *
Presenteeism			0.416**
R2	0.493***		0.354***
Bootstrap indirect effect on B	SE		LL 95% CI
Emotional well-being (through presenteeism)			
FI	0.196	0.035	0.062

Notes: N=246, *P < .05, **P < .01, ***P < .001. UL: upper limit
Lower limit and CI: Confidence interval

Table 5 Moderated mediational results (N=246)

Variable	Emotional well-being	
	B	SE
Control Variable		
Gender (If 1=female)	0.031*	0.221
Age	0.213	0.133
Experience	0.021	0.051
Independent Variables		
Feminist identity	0.532**	0.163
Presenteeism	0.235**	0.215
Status striving	0.235**	0.064
Presenteeism*Status	0.169*	0.032

striving**R²** 0.368***

*Note: N = 246; Significance at: *p < .05; **p < .01. FI: Feminist Identity, POF: Presenteeism of female coworkers, SS: Status striving, EWB: Emotional well being*

Furthermore, Preacher, Hayes & Andrew (2007) suggested, operationalizing of the high and low SD values represents the indirect conditional effects. As presented in the Table 6, the moderating variable values, levels of status striving 1 SD high (0.70913) and 1 SD below (-0.70913) with the mean scores, respectively. Beta estimates and significance levels of the indirect conditional effects for feminist identity across low and high levels of status striving were presented in Table 6. The relationship was positively significant when status striving was high (+1 SD; 0.196) not significant when status striving was low (-1 SD; 0.231). Thus, the results showed that conditional indirect effect of feminist identity on emotional well-being via presenteeism depends upon levels of status striving amongst female professionals. Presenteeism has positive mediation effect between feminist identity and emotional well-being for female workers who reported a higher level of status striving. Thus, our Hypothesis 5 got support from these results. Table 6 presents the indirect conditional effects of feminist identity on emotional well-being via presenteeism across the levels of status striving.

Table 6 Results of indirect effects

Results of conditional indirect effect of Feminist Identity (as **IV**), on Emotional Well-being (as **DV**) through presenteeism (as a **Mediator**) at the levels of Status striving (as a **Moderator**).

Status striving	Effect (S.E)	95% CI
-1SD (-0.70913); Low	0.223(0.623)	0.052;0.265
+ 1SD (0.70913); High	0.036(0.0535)	0.032;0.132

Notes: N=246, *P < .05, **P < .01, ***P < .001 (two-tailed test).

Bootstrap results = 5000.

Results and Findings

This research aimed to explore the relationships between presenteeism of Female Workers, status striving and emotional well-being utilizing different conceptualization and measurements. Thus, by examining these relationships, we analyzed the novel contributions made by feminist identity development and presenteeism of Female workers in the prediction of emotional well-being. By exploring the unique mediating role of presenteeism in the relationship between feminist identity and emotional well-being, we further examined the strengthening effect of status striving on the positive relationship between presenteeism-emotional well-being among female professionals in Pakistan. We found that feminist identity among female professionals, prompts them to be present at work, while status striving leads to strengthen their emotional well-being.

These findings also supported the previous research conducted, in which feminist identity acted as a predictor of presenteeism as a significantly positive effect, although presenteeism causes employees not to perform fully, which consequently causes less commitment toward the organization, but their feminist identity did not let them feel low, which in turn increase their emotional well-being. Our findings highlighted that presenteeism acted as a mediator in the relationship between feminist identity and emotional well-being. Bootstrapping results supported this finding. Feminist identity reported higher presenteeism (0.484, $P < .001$), that impacted emotional wellbeing (0.332, $P < .05$). As a result, this indirect conditional effect of (0.160) was obtained by multiplication of two combined effects as (0.484 x 0.332). The percentage of the mediation effect of feminist identity on emotional well-being via presenteeism was calculated as 21.6% ((0.123/ (0.599+0.196)) *100). Thus, our findings highlighted the prerequisite condition to strengthen feminist identity to increase presenteeism. The policy makers and administrators while designing and implementing interventions for reducing and preventing presenteeism, must keep this aspect in mind. Our findings also validated the role of stronger moderation of status striving between presenteeism and emotional wellbeing. The effect of presenteeism on emotional wellbeing moderated by status striving could be calculated as 57.5% ((0.196/0.265) *100). These findings were empirically supported by indicating that status striving may promotes presenteeism by developing the emotional well-being, as status striving is related to outcomes favorable to employees and is positively related to presenteeism as well as emotional well-being. Hence, status striving played a 'buffering' role in boosting the positive relationship between presenteeism and emotional wellbeing. Female workers who perceive greater stimuli of status would be more likely as emotionally stronger.

Findings showed that the conditional indirect effect of feminist identity on emotional well-being via presenteeism was contingent on the level of status striving. The results showed that indirect effect was significant only when Female workers perceived high to low levels of status striving. Thus, status striving is based on presenteeism relation due to their stronger feminist identity, and thus dependent on their emotional well-being. When female employees know that organizations are appreciating and accepting their feminist identity, they develop strong emotional well-being towards organizations. Moreover, a manager who regards feminist identity more, would be more likely to develop stronger emotional well-being. The female's perceptions of status striving within the organization would be the best predictors of emotional well-being. Demographic characteristics of the respondents showed a notable finding especially. In an underdeveloped country, female professionals working in an occupation with gender 'stereotypes', frequently encounter direct and indirect ways of prejudices in terms of expectations and roles. Consequently, feminist identity more likely to be impacted by gender segregation. Though, they strive to conform still, with the conflicting demands from work and home, specifically feminist identity plays a vital role, which tends to increase the likelihood of presenteeism, and thus positively impacts their emotional well-being. Furthermore, experienced female workers reported a positive relation with status striving and emotional well-being in Pakistani culture. Pakistan is predominantly 'collectivist culture', where people prefer the group interests over personal gains, contrastive with work culture in Western countries. Female workers having experience and professional service were likely to be present at the work because of the predominant culture of collectivism.

Our study theoretically extends the present research in understanding 'presenteeism' in the female worker's professional field. This study makes a unique contribution to the literature of presenteeism by applying social identity theory and JD-R job demand resource theory as explanatory concepts in analyzing the underlying relations of feminist identity on presenteeism. Additionally, previous research has not explored presenteeism as a mediator in most of the studies (Chun et al., 2020), this research contributed by testing the mediating mechanism of presenteeism between feminist identity and emotional well-being. Furthermore, from the perspective of JD-R theory (McGregor, Magee, CCaputi, & Iverson, 2016) we found a strong theoretical base for presenteeism as a coping strategy for understanding the proposed relations. Therefore, our research proposes the advent of feminist identity through presenteeism on the resultant of positive emotional well-being, with the buffering effect of status striving. Organizations focusing to strengthen emotional well-being should be aware of presenteeism by redesigning job descriptions as a measure to

make female workers feel more cared for and supported at their workplace. Consequently, our results inform managers to look into the need to cope with feminist identity and be cautious about the consequences of presenteeism. Thus, we encourage them to increase status striving and encourage feminist identity, to increase the emotional well-being.

Limitations and Future research

The current research ought to be viewed as considering the limitations of the study as follows. Firstly, we characterized Feminist Identity as an indicator of presenteeism among female professionals. However, previous studies have demonstrated that other work-related outcomes ought to be assessed as indicators for presenteeism, for instance, demographic factors, styles of leadership, sleep quality, supervisory behaviors etc. Thus, future studies should consider these variables that might impact presenteeism too. Second, we just discussed about the relationship between the factors of interest, precluding unseen variables, like personality attributes, for which this study has not controlled for. Third, as we gathered cross-sectional data, which might restrict the common method variance, we suggest a longitudinal exploration of study with as two wave data collection to affirm the causality of our speculations. Fourth, in spite of the fact that we gathered information in various fields of profession, we were unable to ensure that we have stayed away from the issue of social desirability in female workers while collecting data.

Conclusion

The expected unfavorable impacts of attendance elements, for example, presenteeism have not got sufficient consideration in the working environment setting. In such manner, our findings gave new bits of knowledge into the elements of presenteeism by investigating the interceding connections between feminist identity and passionate prosperity, and by examining the possible effect of status striving in molding the connection among presenteeism and emotional well-being among the female professionals in Pakistan. The results of our research might assist managers in different professional fields in understanding the indicators and outcomes of presenteeism, specifically the important mechanism of the conditional impacts of feminist identity, how it influences presenteeism and resulting attitudinal practices. Our research contributes the main endeavor to explore the role of a psycho-social factor i.e., status striving in boosting emotional well-being affected by presenteeism among female workers in Pakistan. Our findings offer preliminary empirical basis to female professionals via status striving and managing feminist identity and presenteeism, resulting in maintaining emotional well-being, among female workers.

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