Relationship Between Perfectionism And Procrastination Among Working And Nonworking Women

Dissertation submitted in partial fulfilment of the requirements for the award of

Bachelors of Science in Psychology

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Certificate

This is to certify that the project report entitled, "Relationship between perfectionism and procrastination among working and nonworking women", is a bonafide record submitted by Ms. Sandra R Suresh, Reg.no. SB21PSY047, in partial fulfilment of the requirements for the award of the Degree of Bachelor of Science in Psychology during the academic year 2021-2024.

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Declaration

I, Sandra R Suresh, hereby declare that the study presented in the dissertation entitled, "Relationship between perfectionism and procrastination among working and nonworking women", which is submitted to the Department of Psychology, St. Teresa's College, Ernakulam is a bonafide record of the research work carried out by me, under the supervision and guidance of Ms. Hajira K M, Assistant Professor of the Department of Psychology, St. Teresa's College, Ernakulam, in partial fulfilment of the requirements for the degree of Bachelor of Science in Psychology and has not previously formed the basis for the award of any degree, diploma, fellowship, title or recognition before.

Place: Ernakulam   Sandra R Suresh

Date:

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Thanking you

Sandra R Suresh

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Abstract

The current study aims to examine the relationship between perfectionism and procrastination in working and non-working women. The study also examines if there is a difference in perfectionism among working and nonworking women. It also investigates whether there is a difference in procrastination among working and nonworking women. Studying how perfectionism and procrastination interact can provide insights into how these traits influence work performance in different contexts. This knowledge can inform strategies for improving productivity and efficiency in the workplace. Exploring the link between the variables can also shed light on the psychological well-being of women, particularly in relation to stress, anxiety, and self-esteem. This understanding can help in developing interventions and support systems to promote mental health. Examining how perfectionism and procrastination manifest in both working and non-working women can provide insights into the dynamics of balancing professional and personal responsibilities. Understanding this relationship can inform strategies for better time management, stress reduction, and personal development for women in various roles and situations. Perfectionism and procrastination affect the quality of work and overall productivity. As a result, it can directly affect the mental health of women employees. A total of 150 women (75 working and 75 non-working women) participated in the study. The participants were selected by purposive sampling. Spearman correlation and Mann-Whitney U Test was used to analyse the data. SPSS version 29.0.2.0 was used for data analysis. The data can be helpful for future research despite the limitations.

Keywords: *Perfectionism, Procrastination*, psychological well-being, workplace, work performance, productivity, working women, non- working women.

CHAPTER I

INTRODUCTION

"*Perfectionism is procrastination masquerading as quality control*". – (Steven Barnes,2023).

Perfectionism is characterized by setting exceptionally high standards of performance and unrealistic goals, accompanied by overly critical self-evaluations and concerns over committing errors and also concerns about other's judgements. (Rosenblate,1990). Research suggests that perfectionism can lead to lower levels of life satisfaction, higher rates of stress, and reduced psychological well-being. (Paul, B ,2022). Perfectionism can affect various important aspects of day-to-day functioning, including time management, relationships, stress levels, physical and mental health and so on. (Koutra, K ,2023).

Procrastination may be defined as 'the voluntary delay of an intended and necessary and/or [personally] important activity, despite expecting potential negative consequences that outweigh the positive consequences of the delay'. (Klingsieck,2013). Procrastination refers to the act of postponing or delaying actions or tasks, which can lead to anxiety, stress and reduced productivity. It involves voluntarily delaying or postponing tasks, even when aware of potential negative consequences, leading to unnecessary delays. (Steel,2007) Procrastination can be considered as a negative trait as it hampers productivity and is linked to emotions such as depression, low self-esteem, guilt, and feelings of inadequacy. (Lieberman,2022). This behaviour is often considered common and can be observed in different domains like work, family, academics and so on. It can lead to increased stress, a sense of overwhelm, and decreased productivity. (Yaribeigi,2017)

Perfectionism involves setting high standard goals and striving to attain these goals. It can be indicative of achievement motivation. (Stoeber,2014). However, symptoms of perfectionism can include procrastination in starting a work that will be judged, extensive delays in task completion, and compulsive feelings to start over because the work has to be perfect. (Steinert,2021). Researchers have found a significant connection between

perfectionism and procrastination (Flett,1995). The study seeks to understand the relationship between perfectionism and procrastination, and also aims to identify the factors of perfectionism that affects procrastination, and also aims to identify the factors of perfectionism that affects procrastination the most. Perfectionism and procrastination can be challenging combinations in the work place (Leichsenring,2021).

The study aims to understand the relationship between perfectionism and procrastination in working and non-working women. Perfectionism and procrastination are factors which can be observed in various domains like work, home, academics and so on (Mohammadkhani,2011). There could be various reasons for both the factors like time management, fear of failure, emotions, motivation and self -regulation, conscientiousness and so on. It is important to find out the causes of perfectionism and procrastination as it can affect life satisfaction and overall well -being (Kyung,2015). Studies have been conducted to investigate the relationship between perfectionism and academic procrastination in university students. The study revealed the presence of significant relationship between perfectionism and academic procrastination (Sahar,2023). Several studies also reveal the presence of work place procrastination (Beutal,2016). It is important to investigate more about the factors that lead to procrastination as it can directly affect the productivity of the employee. Perfectionism was found to be one of the factors that caused procrastination in university students in a study conducted in 2012 (Jadidi,2012).

The sample of the study is working and non-working women. The study seeks to find the relationship between perfectionism and procrastination in working and non-working women. The study sheds light on how these traits intersect and influence productivity, well-being, and success in different contexts. Understanding this relationship can inform strategies for better time management, stress reduction, and personal development for women in various roles and situations (Haslam,2010). By studying the relationship between

perfectionism and procrastination in working women can lead to strategies to enhance productivity and efficiency in the workplace (Nguyen,2013). Perfectionism and procrastination affect the quality of work and overall productivity. As a result, it can directly affect the mental health of women employees (Steinert,2021). Identifying the impact of these factors on mental well-being can inform interventions and support systems to mitigate stress and burnout among working women (Belloni,2022). Insights gained from the research can help women navigate challenges related to perfectionism and procrastination, ultimately facilitating career growth and success (Mallotke,2022). Exploring these dynamics in the context of gender can contribute to a better understanding of societal pressures and expectations placed on women in professional settings (Tabassum,2022). Findings from the research can inform organizational policies, leadership practices, and individual development programs tailored to the needs of working women (Pasarelli,2008). Organisations can also help employees to manage the effect of perfectionism and procrastination in work quality by providing proper training and development (Ruth,2023).

Studying the relationship between perfectionism and procrastination in non-working women can provide insights into personal habits and behaviours that may affect overall well-being and life satisfaction (Bahtiyar,2010). Non-working women play vital roles in society as caregivers, volunteers, and community members (Rattani,2012). Understanding the relationship between perfectionism and procrastination in this population can inform support systems and resources to help women thrive in their various roles outside of formal employment (Barbara,2011). Even though women may not be in the work force, perfectionism and procrastination can still impact their mental health and overall well-being (Steinert,2021). Researching these dynamics can contribute to the development of targeted interventions and coping strategies to promote well-being among non-working women (Cavagnis,2023).

Procrastination

Procrastination refers to voluntarily delaying an intended course of action despite expecting to be worse off for the delay. (Steel,2010).

Procrastination is defined as the act of "putting off or delaying an action to a later time." (Bachrach, 2012). Procrastination may be defined as 'the voluntary delay of an intended and necessary and/or [personally] important activity, despite expecting potential negative consequences that outweigh the positive consequences of the delay'. (Klingsieck,2013)

Theories associated with procrastination

Emotion- Regulation theory: The emotion regulation theory of procrastination also known as the temporal mood-repair theory states that procrastination takes place when people give significance to their short-term mood over long-term goal achievement and well-being, primarily by postponing aversive tasks in order to postpone associated negative emotions (Bytamar,2020). This theory suggests that the described behaviour is seen as an ineffective coping mechanism, as it obstructs long-term advancement and can ironically diminish individual's emotional wellness in general. The emotion-regulation theory captures key aspects of procrastination, and can therefore explain and predict it well in some cases. However, the theory has various limitations: The theory doesn't account for some major causes of procrastination, and also it doesn't adequately explain certain patterns of procrastination (Itamar,2021).

Temporal motivation theory of procrastination: The temporal motivation theory suggests that procrastination occurs when individuals lack motivation to start or complete a task (Stephen,2024). According to the theory, motivation is determined by the value of the outcome, the expectancy of achieving it, and is inversely related to the delay and sensitivity to delay. In simpler terms, people are more motivated when they value the outcome highly,

expect to succeed, and face minimal delay (Maria,2024). Conversely, procrastination increases with greater delay and sensitivity to delay. The theory integrates various motivational theories and considers factors such as self-efficacy, distractibility, and need for achievement in shaping motivation levels. However, the theory has some limitations. The theory assumes that procrastination is driven by rational calculation, it focuses on motivation rather than procrastination and also it downplays the influence of subconscious mechanisms such as emotions (Lawrence,2002).

Types of procrastination

Task aversion: This type of procrastination is specific to tasks that are perceived as difficult, unpleasant, or overwhelming (Nocera,2023).

Decision-making difficulty: Some people procrastinate on making decisions, even small ones, due to fear of making the wrong choice or analysis paralysis (Sam,2023).

Self-handicapping: This type of procrastination involves creating obstacles for oneself in order to have an excuse for failure (Jones,1987).

Factors affecting procrastination

Prioritization of short -term mood: People often procrastinate when they prioritize immediate mood enhancement over long-term goals and well-being. For instance, a student might delay tackling a challenging assignment to avoid short-term stress, opting for activities that provide instant gratification instead, such as digital entertainment (Sirosis,2019). This behaviour is a type of mood regulation and is closely linked to the ideas of hedonistic delay (putting off tasks because of a preference for enjoyable activities or apathy), instant gratification (favouring immediate satisfaction, despite potential long-term drawbacks), and the pleasure principle (inclination to pursue pleasurable experiences and avoid unpleasant ones) (Alexandra,2022).

Task aversiveness: Individuals may procrastinate when they view their tasks as disagreeable. For instance, one might postpone making an unpleasant phone call to avoid the negative emotions associated with it. Tasks are considered aversive, or unpleasant, for various reasons such as frustration, boredom, monotony, or uncertainty stemming from unclear instructions. The perception of aversiveness is subjective, as what one person finds unpleasant, another may find enjoyable, depending on factors like personality traits such as introversion or extroversion (Moran,2020).

Anxiety and fear: Procrastination can stem from anxiety or fear. For instance, someone might postpone checking their bills due to anxiety about the amount owed. Similarly, an author might delay seeking feedback on their book out of fear of criticism. These anxieties or fears, which can include concerns about failure or negative evaluation, are often, though not always, irrational and exaggerated (Charlotte,2019).

Feeling overwhelmed: Procrastination can occur when individuals feel overwhelmed by tasks, like postponing cleaning a house because of the sheer magnitude of work involved (Dragutinovik,2023). Overwhelm can arise from tasks seeming too difficult or complex. In situations of indecision and analysis paralysis, this often results from choice overload, where individuals face an excessive number of options (Dave,2022).

Disconnect from self: Procrastination can occur when individuals feel disconnected from their future self, such as delaying efforts to improve their diet because they perceive the consequences as a problem for their future self to handle. This phenomenon, known as temporal disjunction or temporal self-discontinuity, can lead to a greater emphasis on short-term mood prioritization (Maverick,2020).

Low motivation: Procrastination can arise from low motivation to act, as seen when a student postpones studying for a test due to indifference toward achieving good grades.

Several factors can diminish motivation like devalued outcomes, sensitivity to delayed outcomes, reliance on extrinsic and controlled motivators rather than intrinsic and autonomous ones, like pressure from parents to excel academically, Incompatibility between outcomes/actions and a person's self-identity, Low expectancy of positive outcomes, such as impostor syndrome or learned helplessness and Difficulty connecting tasks with their outcomes (Cao,2012).

Expected effort: Procrastination can occur when individuals are hesitant to take action because it demands effort they're unwilling to exert at the moment (Lieberman,2019). Postponing a task often stems from the expectation of substantial hard work that one prefers to avoid. The greater the perceived effort required and reluctance to exert effort, the higher the likelihood of procrastination. Effort can manifest in different ways, such as physical or mental exertion, and individuals may devalue outcomes that necessitate effort through effort discounting (Harmon,2020).

Time-management issues: Procrastination can stem from time-management challenges, such as failing to prioritize tasks effectively, resulting in overlooking the importance of timely completion. These issues are frequently rooted in difficulties with emotion regulation. For instance, if someone doubts their ability to complete a task and feels fearful, they might downplay the task's difficulty to alleviate short-term emotional discomfort (Andrea,2023).

Perfectionism

Perfectionism is a personality trait associated with striving to be flawless and often involves being critical of imperfections (Flett & Hewitt,2002). Perfectionism can be defined as "setting of excessively high standards for performance accompanied by overly critical self-evaluation (Frost, 1990).

Theories of perfectionism

Perfectionism cognition theory (PCT) : The perfectionism cognition theory offers insight into the cognitive processes underlying perfectionism, particularly focusing on cognitive perseveration. PCT highlights three main points: Both self-oriented perfectionism (SOP) and socially prescribed perfectionism (SPP) are linked to rumination and worry, Perfectionists tend to experience various forms of cognitive perseveration and Rumination and worry play significant roles in increasing susceptibility to emotional distress and physical ailments (Faxiang,2019).

The initial aspect of the theory emphasizes the link between perfectionism and persistent thinking, proposing that perfectionists tend to engage in repetitive overthinking. Perfectionists are apprehensive about negative judgements from themselves and others, leading to heightened worry and rumination. The fear of evaluation, which triggers different types of cognitive fixation, plays a significant role in perfectionism with persistent thinking (Xie,2019).

The second aspect of the theory suggests that both self-oriented perfectionism and socially prescribed perfectionism are associated with different forms of persistent thinking. Case studies were conducted to investigate various types of persistent thinking, such as dwelling on mistakes, excessive reflection on past events, and comparing oneself to others, which can intensify and prolong the stress experienced by perfectionists (Flett,2016). The continuous pressure from both physical and social environments can diminish cognitive functioning in perfectionists who experience chronic stress, and empirical research suggests that perfectionists are inclined to engage in various types of persistent thinking.

The third aspect of the theory suggests that worry and rumination can impact both mental and physical health outcomes among perfectionists. Persistent thinking can heighten negative

emotions and stress responses in perfectionists, potentially resulting in decreased attention and cognitive abilities, as well as emotional and physical fatigue (Xie,2019).

Types of perfectionism

There are mainly three types of perfectionism:

Self-oriented perfectionism: Self-oriented perfectionism is a personality trait characterized by setting exceptionally high standards for oneself and striving for flawlessness in tasks and achievements. Individuals with self-oriented perfectionism often have an intense focus on personal performance and may be overly critical of their own mistakes (Gaudreu,2021). This can lead to feelings of dissatisfaction and anxiety, as they may feel that they are never good enough, even when they achieve success. They may also experience procrastination or avoidance of tasks for fear of not meeting their own high standards. Overall, while self-oriented perfectionism can drive individuals to excel, it can also be detrimental to their mental well-being if not managed effectively (Cherry, k,2022).

Socially prescribed perfectionism: Socially prescribed perfectionism refers to the belief that others expect perfection from oneself. Unlike self-oriented perfectionism, which involves setting high standards for oneself, socially prescribed perfectionism is driven by the perceived pressure from external sources, such as parents, peers, or societal norms (Thomas,2020). Individuals with socially prescribed perfectionism often feel an intense need to meet these perceived expectations, fearing negative evaluation or rejection if they fall short. This can lead to chronic stress, anxiety, and a constant sense of inadequacy, as they strive to live up to unrealistic standards set by others (Banker,2010). In addition to experiencing heightened levels of stress and anxiety, socially prescribed perfectionists may also exhibit behaviours such as avoidance of tasks or situations where they might not meet expectations, excessive self-criticism, and a fear of failure (Seon,2022). Over time, this

pattern of behaviour can have significant negative effects on mental health and well-being, leading to symptoms of depression, low self-esteem, and social isolation. It's important for individuals struggling with socially prescribed perfectionism to seek support and develop healthier coping strategies to manage the pressure they feel from external sources (Louise,2022).

Other oriented perfectionism: Other-oriented perfectionism, also known as interpersonal perfectionism, involves setting high standards for others and expecting them to meet those standards. Individuals with other-oriented perfectionism may impose their own ideals of perfection onto those around them, whether it be friends, family members, or colleagues (Stoeber,2015).

Factors affecting perfectionism

Personality: Research suggests that personality traits, particularly conscientiousness and neuroticism, play significant roles in the development of perfectionism (Stoeber,2009). Conscientiousness, characterized by traits like organization and diligence, is linked to self-oriented perfectionism, while neuroticism, associated with anxiety and emotional instability, is more related to socially-prescribed perfectionism (Macovei,2023). Studies have shown that conscientiousness tends to predict increases in self-oriented perfectionism over time, but the relationship between neuroticism and perfectionism development is less clear and may require longer observation periods for clearer understanding (Dalbertt,2009).

Parental expectations: Damian and colleagues (2013) proposed a model suggesting that socially-prescribed perfectionism stems from parental approval contingent upon meeting their expectations. Criticism for failing to meet these expectations leads to internalization. Their longitudinal study revealed that perceived parental expectations predicted increases in socially-prescribed perfectionism but not in self-oriented perfectionism, indicating separate

developmental mechanisms with parental expectations exerting a greater influence on socially-prescribed perfectionism (Damian,2013). Neumeister (2004) found similar patterns, with socially-prescribed perfectionists reporting rigid parental expectations and discipline for not meeting them, while self-oriented perfectionists experienced flexible expectations and continued support. A child's internalization of maternal values significantly affected the development of self-oriented perfectionism, with high performance goals from the mother leading to increased self-oriented perfectionism. However, this internalization had no effect on socially-prescribed perfectionism, suggesting it's more influenced by perceived external pressures rather than internalized standards (Lam,2011).

Parenting style: Self-oriented perfectionists often had parents who were authoritative and supportive, maintaining realistic and flexible rules and fostering open communication (Neumeisters,2004). Conversely, socially-prescribed perfectionists tended to have authoritarian parents, emphasizing strict obedience and discipline with limited communication and support (Kawamura,2002).

Statement of the problem

Whether there is a relationship between perfectionism and procrastination. Whether there is a difference in procrastination among working and non-working women. Whether there is a difference in perfectionism in working and non-working women. (Eraslan,2010).

Rationale of study

The study aims to investigate the relationship between perfectionism and procrastination in working and non-working women. A study conducted in 2020 by Allison .P, suggests that there exists a connection between maladaptive perfectionism and maladaptive procrastination. Another study by Yosopov in 2020, found significant relationship between perfectionism(both trait and cognitive aspects) and procrastinatory

cognitions. The results of the study conducted by Xie in 2018 suggests that gender can play a role in the relationship between perfectionism and procrastination. Another study by Ozer indicates that perfectionism can act as a mediating factor for procrastination. Several studies have been conducted to understand the relationship between perfectionism and procrastination. These studies were conducted mostly in adolescents and college students. It is important to study whether it is significant in workplace environment. This study seeks to find whether there is difference in perfectionism in working and non-working women. It also seeks to understand whether there is a difference in procrastination among working and non-working women.

Understanding the complex link between perfectionism and procrastination in women, both working and non-working, holds significant relevance (Steinert,2021). These traits can lead to anxiety, depression, and low self-esteem (Yeo,2023). Research can help women manage these tendencies and improve their mental health. The pressure to be perfect and the anxiety of putting things off can be stressful (Schneiderman,2005). Understanding these dynamics helps women develop coping mechanisms and manage stress effectively (Nuetzel,2023). Procrastination often means missed goals and unfulfilled desires, while perfectionism can make it hard to enjoy activities. Research can inform strategies to build healthy self-beliefs and behaviours that contribute to a fulfilling life (London,2023).

Perfectionism can have both positive and negative impacts on careers. While it can drive achievement, it can also lead to self-doubt and hinder progress (Swider,2018). Research can help women develop healthy ambition and overcome perfectionism. Understanding how these traits affect women's time management and decision-making can inform strategies to achieve work-life balance (Bharathi,2015). Perfectionism can sometimes make it hard to delegate or ask for help. Research can guide leadership development programs for

women, encouraging healthy leadership styles and collaboration (Kulkarni,2023). Societal expectations of perfection and traditional gender roles can contribute to these issues in women. Research can shed light on these dynamics and inform efforts to challenge harmful stereotypes and create supportive environments (Meghrajrani,2023). These traits can affect family dynamics in various ways (Jabbari,2022). Research can inform efforts to promote healthy communication and understanding within families, especially during stressful times. The mental health consequences of these traits have broader implications for public health (Campion,2018). Research can inform preventative measures and interventions to promote mental well-being for everyone (Singh, V ,2022).

CHAPTER II

REVIEW OF LITERATURE

The literature review is a written overview of major writings and other sources on a selected topic. Sources covered in the review may include scholarly journal articles, books, government reports, Web sites, etc. The literature review provides a description, summary and evaluation of each source.

A study was conducted by Allison.P.Sederlund , Lawrence R . Burns and William Rogers in 2020, on the topic multidimensional models of perfectionism and procrastination: Seeking determinants of both. The study aimed to explore the variations in perfectionism and procrastination among individuals, while also examining possible connections between the two concepts. The sample consisted of 206 undergraduate students. The study presents evidence suggesting that perfectionism and procrastination could be connected through their shared negative factors such as fear of failure, time management tendencies, etc. The results suggest the presence of a connection with maladaptive perfectionism and maladaptive procrastination.

Another study conducted by Lital Yosopov in 2020, seeked to identify the relationship between perfectionism and procrastination: examining trait and cognitive conceptualizations, and the mediating roles of fear of failure and overgeneralization of failure. The sample consisted of 327 undergraduate students from University of Western Ontario. The result of the study suggests the presence of a significant and positive correlation between perfectionism and procrastination. The most significant effect was found in the relationship between perfectionism (both trait and cognitive aspects) and procrastinatory cognitions.

Yu Xie, Jiyu Yang and Faxiang Chein conducted a study in 2018 on the topic "Procrastination and multidimensional perfectionism: A meta-analysis of main, mediating and moderating effects". The sample consisted of 524 participants. The results suggest that strive for perfectionism was associated with less procrastination, while worries about

perfectionism were more associated with procrastination. The results suggest that gender can play a role in the relationship between perfectionism and procrastination. It shows that male participants with high perfectionistic concerns were more likely to engage in procrastination than female participants.

The study Clarifying the perfection-procrastination relationship using a 7-day, 14-occasion daily diary study conducted by Martin M Smith , Simon B Sherry , Donald H Saklofske and Aislin R Mushquash conducted in 2016 seeks to study why perfectionistic concerns results in procrastination.317 undergraduates participated in the study. The results present evidence of a positive association between perfectionistic concerns and procrastination. The study supports theories proposing that perfectionistic concerns form part of the pre-existing personality of individuals who consistently procrastinate.

A study was conducted by Fuschia M Sirois, Danielle S Molnar and Jameson K Hirsch on the topic A meta-analytic and conceptual update on the associations between procrastination and multidimensional perfectionism in 2017. 243 participants participated in the study. The objective of the study was to offer a refreshed conceptual outlook and revaluate the link between perfectionism and procrastination, taking into account both the multidimensional aspects of perfectionism and the principles of self-regulation theory. The results of the study provided strong evidence on the relationship between perfectionistic concerns and procrastination.

In 2016 Shu-Shen Shih conducted the study Factors related to Taiwanese adolescent's academic procrastination, time management and perfectionism. The sample consisted of 405 eight-grade Taiwanese students. The regression analysis revealed that parental expectations and criticism were primarily predictors of both adaptive and maladaptive perfectionism among students. Concerning procrastination in homework and exam preparation, parental

expectations and adaptive perfectionism had negative effects, whereas parental criticism and maladaptive perfectionism had positive effects.

The study Dynamic interplay of depression, perfectionism and self-regulation on procrastination, conducted by Bilge Uzun Ozer et.al in 2014, aimed to investigate the interrelation between affective, behavioural and cognitive components of procrastination. 402 undergraduate students participated in the study and completed the general procrastination scale, depression, Anxiety and stress scale, Frost multidimensional perfectionism scale and self-regulation inventory. The results of the study indicates that perfectionism can act as a mediating factor for procrastination.

Kenneth G Rice, Clarissa M E Richardson and Dustin Clark conducted the study "Perfectionism, procrastination and psychological distress in 2012 to find the relationship between perfectionism, procrastination and psychological distress among undergraduate students". The sample consisted of 357 college students. Results suggest that psychological distress was related to perfectionism and procrastination. The study also shows that there exists a modest correlation between perfectionism and procrastination. It provides evidence that perfectionism has direct influence on procrastination.

The relationship between perfectionism, Anxiety and academic procrastination in college students was studied by Henry K. Chang in 2012. The study aims to study the role of perfectionism and trait anxiety in the prediction of academic procrastination. The sample consisted of 353 social science undergraduate students. The findings indicate that maladaptive evaluation or extrinsic types of perfectionism influence academic procrastination indirectly through trait anxiety, while adaptive intrinsic forms of perfectionism have a more direct effect on academic procrastination.

Fatemeh Jadidi, Shahram Mohammadkhanni and Komeil Zahedi Tajrishi conducted the study Perfectionism and procrastination in 2011. This study aims to find the relationship between perfectionism and academic procrastination. The sample was made up of 200 students selected from universities in the city of Tehran. The study discovered that higher levels of perfectionism, particularly concerns over mistakes, parental criticism, and doubts about actions, were associated with increased academic procrastination. Conversely, a higher level of organization was linked to lower levels of procrastination.

In 2010, Bahtiyar Eraslan Capan conducted the study "Relationship between perfectionism, academic procrastination and life satisfaction of university students". The aim of the study was to determine whether perfectionist personality trait in university students predicts their academic procrastination and life satisfaction. The sample consisted of 230 students from Anadolu university. The multidimensional perfectionism scale for perfectionist personality trait, procrastination assessment scale-student for academic procrastination, and life satisfaction scale for life satisfaction were used for data collection. The results of the study suggests that self-oriented perfectionist personality trait affected life satisfaction and academic procrastination.

The study Worry, Procrastination, and Perfectionism: Differentiating amount of worry, pathological worry, Anxiety and Depression conducted by Joachin Stober and Jutta Joormann in 2001. The study examines features that differentiate worry from somatic anxiety and depression. The sample consisted 180 samples of students. The results showed that worry has significant correlation with perfectionism and procrastination, mainly with perfectionist concern over mistakes and doubts. Worry was related to parental expectations and parental criticisms.

Anna Carmella G. Ocampo, Lu Wang, Kohyar Kiazad and Neal M. Ashkanasy in 2017 conducted the study The relentless pursuit of perfectionism: A review of perfectionism in the workplace and an agenda for future research. The sample consisted of 327 members. The study suggests that perfectionism can affect individual's behaviour in workplace. Perfectionism helps to understand various behaviours of employees in the workplace. Perfectionism can be thought as a destructive phenomenon in the workplace influence on procrastination.

The study "Components of perfectionism and procrastination in college students" by Gordon L.Flett , Kirk R.Blankstein , Paul L.Hewitt and Spomenka Koledin in 1999. The study aims to investigate the relationship between individual differences in perfectionism and procrastination in college students. The sample consisted of 131 students. The results put forth evidence that generalized procrastination and academic procrastination was significantly correlated with socially prescribed perfectionism dimension. The overall results suggest that there is a relationship between perfectionism and procrastination.

The study Relating Multidimensional perfectionism and academic procrastination among Indian university students: Is there any gender divide was conducted by Rachana Ghosh and Santanu Roy in 2017. The study aims to investigate the effect of multidimensional perfectionism on academic procrastination among university students in India and to explore whether gender plays a role in this relationship. The sample consisted of 150 participants. The results suggests that there exists a positive correlation between academic procrastination and the three dimensions of perfectionism-self-oriented perfectionism, other-oriented perfectionism and socially prescribed perfectionism. The results also suggest gender differences in academic procrastination with respect to other-oriented perfectionism and socially prescribed perfectionism.

CHAPTER III

METHODOLOGY

This chapter describes the aim, objectives, hypothesis, study design, sample and sampling design, tools, and statistical analysis of the study.

Aim

To find the relationship between perfectionism and procrastination in working and non-working women.

Objectives

- To study the relationship between perfectionism and procrastination in working and non-working women.
- To study the difference in perfectionism among working and non-working women.
- To study the difference in procrastination among working and non-working women.

Hypothesis

H1: There is a significant relationship between perfectionism and procrastination.

H2: There is a significant difference in perfectionism among working and non-working women.

H3: There is a significant difference in procrastination among working and non-working women.

Operational definitions

Perfectionism: Perfectionism is operationally defined as the sum total of scores in 35 item Frost Multidimensional perfectionism scale (FMPS) developed by Frost, R.O., Marten, P., Lahart,C., & Rosenblate,R (1990).

Procrastination : Procrastination is operationally defined as the sum total scores assessed in 20 item General procrastination scale(GPS) developed by Lay in 1986.

Research design

Correlational research and Mann Whitney U Test was opted for the study. A correlational research design investigates relationships between variables without the researcher controlling or manipulating any of them. A correlation reflects the strength and/or direction of the relationship between two (or more) variables. The direction of a correlation can be either positive or negative. Mann-Whitney U Test was used to compare between working and nonworking women.

Sample

A sample of 150 women (75 working women and 75 non-working women) within the age group of 25-50 participated in the study.

Population

Working and non-working women from Kerala.

Sample design

The sampling design opted for the study was purposive sampling. Purposive sampling refers to a group of non-probability sampling techniques in which units are selected because they have characteristics that you need in your sample. In other words, units are selected "on purpose" in purposive sampling.

Inclusion criteria

The sample includes working and non-working women belonging to the age group of

25-50.

Exclusion criteria

Individuals with diagnosed mental health conditions were excluded.

Individuals with extremely low educational levels were also excluded.

Tools used

Two tools are used in the study:

Frost multidimensional perfectionism scale: (Frost et.al, 1990)

The Frost multidimensional perfectionism scale (FMPS) consists of 35 items and the items are scored on a 5-point Likert scale of score 1 (Strongly Disagree) to score 5(Strongly Agree). The scores are summed and high scores indicate high level of perfectionism. Studies reveal that FMPS has high reliability. The internal consistency of FMPS as indicated by Cronbach alpha 0.87 is high. (Franco et.al, 2014). The FMPS demonstrated presence of good concurrent validity and content validity. The test-retest reliability was obtained as 0.80. (Franco et.al, 2014)

Lay's General Procrastination scale: (Lay,1986)

The General procrastination scale (GPS) consists of 20 items that assesses global, trait-like tendencies towards procrastination across a variety of tasks. Each item has a five- point Likert scale of score 1 (Extremely uncharacteristic) to score 5(Extremely characteristic). 10 items are reverse scored. Reversed-keyed items are: 3,4,6,8,11,13,14,15,18,20. The scores are summed and high scores indicate high levels of procrastination. Studies have proved high reliability of the scale.

Cronbach alpha=0.82(Lay,1986) and retest reliability study Cronbach alpha=0.80(Ferrari,1989)

Validity of the scale: Research of Lay and Ferrari confirms the validity of the scale.

Procedure

The current research gathered data from the population through questionnaire distribution. Participants were presented with an informed consent form, prior to the survey, ensuring their confidentiality of their data. Subsequently, demographic data was collected through a series of questions. The General procrastination questionnaire (GPS) was followed by Frost Multidimensional perfectionism scale (FMPS). The questionnaires were scored based on the scoring guidelines given in them. The final results were obtained using SPSS 29.0.2.0 software version.

Ethical considerations

- The participants full consent was obtained prior to the study.

- The research participants were not exposed to any kind of harm in any manner.

- The emphasis was placed on prioritizing the dignity of research participants.

- Presenting misleading information or representing primary data findings in a biased manner was refrained.

- All communication regarding the research was conducted with honesty and transparency.

- Any deception or exaggeration concerning the aims and objectives of the research was avoided.

- The research participants protection of privacy was ensured.

- Confidentiality of the data obtained was ensured.

Statistical analysis

The data collected from the population was analysed using SPSS software version 29.0.2.0. As the population was not normally distributed, the correlation analysis was done using Spearman correlation. Mann-Whitney U Test was done to compare the population of working and non-working women.

Normality test

Table 1

Summary of Kolmogorov-Smirnov test of Normality of procrastination and perfectionism.

Variables	sig
Procrastination	0.072
Perfectionism	0.007

The Kolmogorov-Smirnov test of Normality of perfectionism and procrastination shows that the variables are not normally distributed in the sample ($p < 0.05$).

CHAPTER IV

RESULT AND DISCUSSION

The chief objectives of the present study were to find whether there exists a significant relationship between perfectionism and procrastination in working and non-working women. The research consisted of 150 participants, including 75 working women and 75 non-working women, belonging to the age group 25-50. The data was obtained through convenience and snowball sampling. Spearman correlation was used to find the relationship between the variables. Mann-Whitney U test was used to find the difference in relationship between the variables in working and non-working women.

Descriptive statistics

Table 2

Mean and standard deviation of perfectionism and procrastination

Variables	N	Mean	SD
Perfectionism	75	109.8	14.733
Procrastination	75	54.67	10.624

From the given table, mean and standard deviation of perfectionism is found to be 109.8 and 14.733 respectively. The mean and standard deviation of procrastination is found to be 54.67 and 10.624 respectively.

Correlation analysis

H1: There is a significant relationship between perfectionism and procrastination.

Table 3

The table shows the correlation between perfectionism and procrastination.

	Procrastination
Perfectionism	-.018

The correlation coefficient value [r= -.018] signifies that there is a very weak negative correlation between perfectionism and procrastination. The negative sign of the coefficient indicates that as one variable increases, the other tends to decrease slightly, but the correlation is extremely weak. A p-value of 0.018 could be considered low and it cannot be confidently concluded that there is a significant relationship between perfectionism and procrastination based on the data. Hence, Hypothesis 1 is rejected.

There could be other reasons that affect the correlation making it weak. A study was conducted by Jinsha Nowrin.V (2017), on the topic "Academic procrastination and perfectionism among college students. The results of the study suggest that there exists no significant relationship between academic procrastination and perfectionism. The study reveals that academic procrastination has no major role in developing perfectionism. It is

suggested that the relationship between perfectionism and procrastination could be affected by factors like cultural differences, job demands, age, educational level, occupation, and task complexity. (Nowrin,2017)

External factors such as social support and encouragement can also affect the relationship between the variables (Chen,2023). Factors such as task importance can also play a role in the relationship between perfectionism and procrastination in working and non-working women (Steinert,2021). The task demand may lead to reduced procrastination in working and non-working women, were there may not be the influence of perfectionism (Shahnavas,2016). In working and non-working women role fulfilment and time management skills may have developed stronger in order to balance work and life satisfaction, thus, potentially reducing the impact of perfectionism on procrastination (Turumella,2019).

Mann- Whitney U test for procrastination

H2: There is a significant difference in procrastination among working and non-working women.

Table 4

The table shows the result of Mann-Whitney U Test comparing difference in procrastination among working and non-working women.

	Mean Rank		U	z	p
	Working	Non-working			
Procrastination	60.47	90.53	3939.5	4.238	<0.001

Mann-Whitney U Test was conducted to analyse the significant difference in procrastination among working and non-working women. From the table above, the mean rank of the working women group is 60.47, while the mean rank of non-working women

group is 90.53. This shows that there is difference in procrastination in working and non-working women. The p-value obtained is less than 0.05 which indicates that the difference in procrastination between working women and non-working women is statistically significant. The results also suggest that the non-working group tends to have higher levels of procrastination than the working group. Hence, the hypothesis 2 is not rejected.

A study conducted by Metin.B et.al (2016), "Measuring procrastination at work and its associated workplace aspects aimed to study procrastination behaviours at workplace. The study suggested that factors like job demand, deadlines, task complexity affected procrastination in employees. Non- working women may have less structured daily routines compared to working women (Rattani,2022). Due to the absence of external structure provided by a job, they might find difficulty in managing their time effectively. Working women may perceive greater control over their lives and circumstances compared to non-working women, who may feel a lack of autonomy in their daily activities (Idris,2023). Working women have deadlines and responsibilities imposed by their jobs, which can serve as external motivators to complete tasks in time. Working women may be motivated to accomplish tasks on time due to the intrinsic or extrinsic rewards associated with their jobs (Cherry,2023). Non- working women may perceive fewer immediate consequences for procrastinating, leading to delays in task completion (Svartdal,2022).

Mann-Whitney U Test for perfectionism

H3: There is a significant difference in perfectionism among working and non-working women.

Table 5

The table shows the result of Mann-Whitney U test comparing difference in perfectionism in working and non-working women.

	Mean Rank		U	z	p
	Working Women	Non - working women			
Perfectionism	72.49	78.51	3038.5	0.850	.395

Mann-Whitney U Test was conducted to analyse the significant difference in perfectionism among working and non-working women. From the above table, the mean rank of the working women group is 72.49, while the mean rank of the non-working group is 78.51. The p-value obtained from the table is 0.395 which is greater than 0.05 which means there is no statistically significant difference in perfectionism among working and non-working women. Hence, the hypothesis 3 is rejected.

Based on the results, there is insufficient evidence to conclude that employment status is associated with differences in perfectionism. A study was conducted Ocampo. G et.al (2017). The study suggested that perfectionism was affected by factors like concerns over

mistakes, life satisfaction, rumination and emotional exhaustion. These factors are experienced by individuals irrespective of their employment status. Perfectionism can be manifested in both working and non-working women as it can be influenced by factors like individual personality traits and tendencies rather than specific external factors like employment status (Stoeber,2009). Perfectionism often stems from internal pressures, societal expectations, or personal standards, which can affect individuals regardless of their employment status (Rattani,2022). Both working and non-working women may feel compelled to excel in various aspects of their lives, leading to similar perfectionistic behaviours (Salma,2022).

CHAPTER V
CONCLUSION

Conclusion

Individuals vary in how they experience and express perfectionism and procrastination. Personality traits, cognitive styles, motivational factors, and past experiences may all interact to shape the relationship between these constructs differently for each person. The absence of a significant correlation between perfectionism and procrastination in both groups underscores the complexity of these constructs and the need for further investigation into the factors that influence their relationship. Factors such as measurement limitations, temporal dynamics, individual differences, and contextual influences may contribute to the lack of observed correlation. These findings challenge conventional wisdom and highlight the importance of considering nuanced factors when studying the relationship between perfectionism and procrastination. Future research should explore additional variables that may mediate or moderate this relationship, as well as examine how these dynamics vary across different populations and contexts. Ultimately, understanding the intricacies of the relationship between perfectionism and procrastination can inform interventions and strategies aimed at addressing these behaviours and promoting more adaptive approaches to goal pursuit and task completion among both working and non-working women.

Findings

- The results of the Spearman correlation analysis indicated that there is no significant relationship between perfectionism and procrastination in working and non-working women. Thus, Hypothesis 1 was rejected.

- Mann-Whitney U Test indicated that there was a difference in procrastination among working and non-working women. Thus, the hypothesis 2 was accepted.

- Mann-Whitney U Test indicated that there is no significant difference in perfectionism among working and non-working women.

Limitations

- The study was conducted on participants of a selected age group (25-50) and was conducted within a short period of time.

- The study was limited to a particular geographic area.

- Several factors like potential impatience of the respondents, hindering their ability to accurately convey their emotions could serve as limitations of the study.

- Widening the sample diversity could enhance the study's outcomes.

- Instead of General procrastination scale, work procrastination scale could have been used to measure procrastination.

- Another limitation could be that, the possibility of bidirectional or reciprocal relationships between perfectionism and procrastination was not considered. For example, while perfectionism may contribute to procrastination, procrastination may also exacerbate perfectionistic tendencies over time.

- The study may have been underpowered to detect small or moderate effects due to limitations in sample size or variability in the measures.

- The study relied on self-report measures to assess perfectionism and procrastination, which are subject to biases such as social desirability, recall bias, and response style.

- Participants may also have difficulty accurately assessing their own behaviours or may not be fully aware of their procrastination tendencies.

Implications

- Studying how perfectionism and procrastination interact can provide insights into how these traits influence work performance in different contexts.

- This knowledge can inform strategies for improving productivity and efficiency in the workplace.

- Exploring the link between the variables can also shed light on the psychological well-being of women, particularly in relation to stress, anxiety, and self-esteem.

- This understanding can help in developing interventions and support systems to promote mental health.

- Examining how perfectionism and procrastination manifest in both working and non-working women can provide insights into the dynamics of balancing professional and personal responsibilities.

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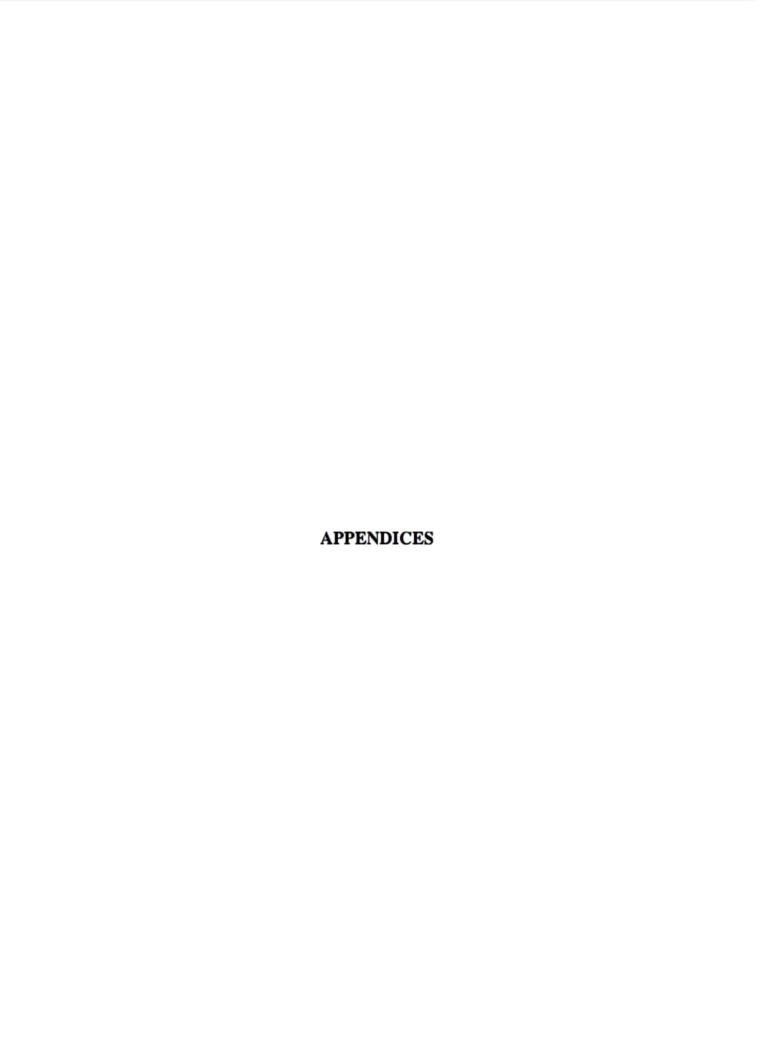
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APPENDICES

Appendix A

Informed consent

Title of Study: Relationship between perfectionism and procrastination in working and non-working women.

I hereby consent to participate in the research study titled "Relationship between perfectionism and procrastination in working and non-working women" I understand that my participation is voluntary, and I may withdraw at any time without penalty. I acknowledge that all information collected will be kept confidential and used solely for research purposes. I have read and understood the information provided in this form, and I agree to participate in the study.

Participant Signature: _____ Date: _____

Please put a tick mark if you agree to participate in this study

I agree ☐

Appendix B

Sociodemographic details

Name :

Age:

Occupation:

Place of residence:

Appendix C

General procrastination scale (Lay,1986)

Instructions

People may use the following statements to describe themselves. For each statement, decide whether the statement is uncharacteristic or characteristic of you using the following 5- point scale. Note that the 3 on the scale is Neutral- the statement is neither characteristic nor uncharacteristic of you. In the box to the right of each statement, fill in the number on the scale that best describes you.

Extremely	Moderately	Neutral	Moderately	Extremely
Uncharacteristic		Characteristic	Uncharacteristic	
1	2	3	4	5

1. I often find myself performing tasks that I had intended to do days before.

2. I do not do assignments until just before they are to be handed in.

3. When I am finished with a library book, I return it right away regardless of the date it is

   due.

4. When it is time to get up in the morning, I most often get right out of bed.

5. A letter may sit for days after I write it before mailing it.

6. I generally return phone calls promptly.

7. Even with jobs that require little else except sitting down and doing them , I find they seldom get done for days.

8. I usually make decisions as soon as possible.

9. I generally delay before starting on work I have to do.

10. I usually have to rush to complete a task on time.

11. When preparing to go out, I am seldom caught having to do something at the last minute.

12. In preparing for some deadlines, I often waste time by doing other things.

13. I prefer to leave early for an appointment.

14. I usually start an assignment shortly after it is assigned.

15. I often have a task finished sooner than necessary.

16. I always seem to end up shopping for birthday or Christmas gifts at the last minute/

17. I usually buy even an essential item at the last minute.

18. I usually accomplish all the things I plan to di in a day.

19. I am continually saying "I'll do it tomorrow".

20. I usually take care of all the tasks I have to do before I settle down and relax for the evening.

Appendix D

Frost multidimensional perfectionism scale (Frost,1990)

This questionnaire measures perfectionism.

　　　Please circle the number that best corresponds to your agreement with each statement below.

Use this rating system :

1 - Strongly Disagree

2 – Disagree

3 – Neutral

4 – Agree

5 – Strongly Agree

	Strongly Disagree				Strongly Agree
1. My parents set very high standards for me.	1	2	3	4	5
2. Organization is very important to me.	1	2	3	4	5
3. As a child , I was punished for doing things less than perfectly.	1	2	3	4	5
4. If I do not set the highest standards for myself , I am likely to end up a second rate person.	1	2	3	4	5
5. My parents never tried to understand my mistakes.	1	2	3	4	5
6. It is important to me that I be thoroughly competent in everything I do.	1	2	3	4	5
7. I am a neat person.	1	2	3	4	5
8. I try to be an organized person.	1	2	3	4	5
9. If I fail at work/school, I am a	1	2	3	4	5

failure as a person.

10. I should be upset if I make a mistake.	1	2	3	4	5
11. My parents wanted me to be the best at everything.	1	2	3	4	5
12. I set higher goals than most people.	1	2	3	4	5
13. If someone does a task at work/school better than I, then I feel like I failed the whole task.	1	2	3	4	5
14. If I fail partly , it is as bad as being a complete failure.	1	2	3	4	5
15. Only outstanding performance is good enough in my family.	1	2	3	4	5
16. I am very good at focusing my efforts on attaining a goal.	1	2	3	4	5
17. Even when I do something very carefully, I often feel that it is not quite right.	1	2	3	4	5
18. I hate being less than best at things.	1	2	3	4	5
19. I have extremely high goals.	1	2	3	4	5
20. My parents have expected excellence from me.	1	2	3	4	5
21. People will probably think less of me if I make a mistake.	1	2	3	4	5
22. I never felt like I could meet my parent's expectations.	1	2	3	4	5
23. If I do not do as well as other people, it means I am an inferior human being.	1	2	3	4	5
24. Other people seem to accept lower standards from themselves than I do.	1	2	3	4	5
25. If I do not well all the time, people	1	2	3	4	5

will not respect me.

26. My parents have always had higher   1   2   3   4   5
    expectations for my future than I have

27. I try to be a neat person.   1   2   3   4   5

28. I usually have doubts about the simple   1   2   3   4   5
    everyday things I do.

29. Neatness is very important to me.   1   2   3   4   5

30. I expect higher performance in my   1   2   3   4   5
    daily tasks than most people.

31. I am an organized person.   1   2   3   4   5

32. I tend to get behind in my work   1   2   3   4   5
    because I repeat things over and over.

33. It takes me a long time to do   1   2   3   4   5
    something "right".

34. The fewer mistakes I make , the   1   2   3   4   5
    more people will like me.

35. I never felt like I could meet my   1   2   3   4   5
    parent's standards.