WOMEN'S MULTIPLE SOCIAL IDENTITIES AND WELL-BEING: A STUDY FOCUSING ON IDENTITY IMPORTANCE, SELF-EFFICACY AND SOCIAL SUPPORT

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ABSTRACT

WOMEN'S MULTIPLE SOCIAL IDENTITIES AND WELL-BEING: A STUDY FOCUSING ON IDENTITY IMPORTANCE, SELF-EFFICACY AND SOCIAL SUPPORT

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It is widely known that women have multiple social identities in most cultures, and they are responsible for fulfilling the requirements of these identities to the extent that they internalize their identities. Hence, managing plural identities is expected to affect their well-being. Many scholars in this area advocate "the more the merrier" approach for estimating the impact of having multiple identities on well-being. However, previous studies emphasized the importance of these identities to individuals rather than their quantity. In the light of past findings, the current thesis aimed to find an answer to this dichotomy by investigating whether the number or the importance of women's social identities predict their well-being among a sample from Türkiye. In addition, potential mediating roles of self-efficacy and (perceived) social support in this context were questioned. Also, in order to get more elaborate information about the most common social identities the sample had, exploratory analyses for three common identities were run. The analyses were done with 448 women participants above 18-year-old, who were recruited through snowball sampling. Obtained results demonstrated that having multiple identities didn't predict well-being, whereas having important identities did. For the mediating role of self-efficacy and social support, analyses yielded different results presented in the thesis in detail. Moreover,

exploratory analyses provided that each identity can have different natures and yield different outcomes in the same context. All findings were discussed based on the relevant literature. At the end, strengths and limitations of the study, and suggestions for future research were addressed.

Keywords: Multiple Identities, Well-Being, Identity Importance, Self-Efficacy, Social Support

ÖZ

KADINLARDA ÇOKLU SOSYAL KİMLİKLER VE İYİ OLUŞ: KİMLİĞİN ÖNEMİNE, ÖZ YETERLİĞE VE SOSYAL DESTEĞE ODAKLI BİR ÇALIŞMA

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Kadınların çoğu kültürde çoklu sosyal kimliğe sahip oldukları ve kimliklerini içselleştirdikleri ölçüde gerekliliklerinden de sorumlu oldukları yaygın olarak bilinmektedir. Bu durumun (çoğul kimlikleri yönetmenin) onların iyi oluş halleri üzerinde bir etkiye sahip olması da beklenmektedir. Bu alandaki pek çok bilim insanı, çoklu kimliğe sahip olmanın iyi oluş hali üzerindeki etkisini tahmin etmek için "ne kadar çok o kadar iyi" yaklaşımını savunmaktadır. Bununla birlikte, geçmiş bazı çalışmalar da, bu kimliklerin niceliğinden çok birey için önemine dikkat çekmektedir. Mevcut tez, geçmiş bulguların ışığında, Türkiye'den bir örneklem üzerinde kadın kimliklerinin sayısının veya öneminin onların iyi oluş halini yordayıp yordamadığını araştırarak bu ikiliğe bir cevap bulmayı amaçlamıştır. Buna ilaveten, aynı bağlamda öz yeterlik ve (algılanan) sosyal desteğin potansiyel aracı rolleri de sorgulanmıştır. Ayrıca, örneklemin sahip olduğu en yaygın sosyal kimlikler hakkında daha ayrıntılı bilgi elde etmek amacıyla üç yaygın kimlik için keşif analizleri yapılmıştır. Analizler, kartopu örnekleme yöntemiyle seçilen 18 yaş üstü 448 kadın katılımcı ile yapılmıştır. Elde edilen sonuçlar, çoklu kimliğe sahip olmanın iyi oluş halini yordamadığını, önemli kimliklere sahip olmanın ise iyi oluş halini yordadığını göstermiştir. Öz yeterlik ve sosyal desteğin aracılık rolleri için yapılan analizler, tezde ayrıntılı olarak

sunulan farklı sonuçlar vermiştir. Ayrıca keşifsel analizler, her bir kimliğin aynı bağlamda farklı niteliklere sahip olabileceğini ve farklı sonuçlar doğurabileceğini göstermiştir. Tüm bulgular ilgili literatüre dayalı olarak tartışılmıştır. Son olarak, çalışmanın güçlü yönlerine, sınırlılıklarına ve gelecek araştırmalar için önerilere değinilmiştir.

Anahtar Kelimeler: Sosyal Kimlik, Çoklu Kimlik, İyi Oluş, Kimliğin Önemi, Öz Yeterlik, Sosyal Destek,

To the women who never give up fighting

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CHAPTER 1

INTRODUCTION

As one of the people's basic innate requirements proposed by Maslow in his early paper in 1943, we all tend to possess a strong need to belong to any social group(s). As Baumeister and Leary (1995) addressed, need to belong (in their words, to create and sustain interpersonal -and intergroup- relationships) is a universal and connatural desire among all human beings. Considering the reality that each person on earth somehow belongs to a group or groups (regardless of its size and content) which involve close, significant personal interactions (Mann, 1980), it is unequivocal that people in every culture very naturally strive to satisfy their needs to find a place where they feel like they belong.

Most scholars, especially psychologists entitle this desired place as identity: "In the most basic social psychological sense, identity is a place in the social world." (Jost & Sidanius, 2004, p.599). If this mentioned place is provided by social groups, which we are involved in or feel to be a part of (due to various reasons), this identity can be stated as social identity; the knowledge of belonging to a certain significant, valuable social group and identifying oneself with this group membership (Tajfel, 1972).

The group identity, (i.e., social identity) is a strong determinant of our feelings, thoughts, attitudes, and behaviors such that it defines not only being a group member, but also most of the favorable and unfavorable attitudes and behaviors expected from these group members in a certain context (Hornsey, 2008). Being so influential on ourselves and a part of our 'selves', it won't be surprising that social identities have implications on our health and well-being. Past findings revealed that shared group memberships (i.e., social identities) can be associated with both positive and negative health-related outcomes. Social identities can be beneficial because they provide people with many desired outcomes like social support, belongingness, self-efficacy,

and self-esteem (Haslam et al., 2009; Jetten et al., 2015), which can be positively linked to well-being. Nonetheless, there are some social identities which may bring undesired outcomes, too. To illustrate, identifying oneself with a minority group predicted perceived discrimination and be negatively associated with well-being, as seen in a Turkish undergraduate sample in Bulgaria (Korkmaz, 2010).

Because an individual can feel himself to be a part of more than one group, it can be better to evaluate one's overall self-concept in terms of multiple social identities (Amiot & Sablonniere, 2007). According to a number of social identity researchers who focused on this idea, plurality of identities has significant associations with people's well-being. However, results present confusing outputs: Some findings postulated that having multiple identities can be related to greater well-being (Haslam et al., 2005; Jones & Jetten, 2011; Thoits, 1983), while others proposed that having multiple identities may diminish well-being (Brook et al., 2009; Settles et al., 2002). To illustrate, a person can identify himself with his ethnic and professional identity. He may have a profession that he is proud of, but he may be a member of a small ethnic group which is an unfavorable minority, too. Identification with both will affect this person differently than identification with one of them. This example simply brings out that multiplicity of identities seems to be important for social identity and well-being studies.

Besides the number of identities, each identity which a person internalizes may also vary in terms of its importance to the self. The majority of identity research interested the impact of identity importance on well-being postulated that not the plurality, but greater importance of an identity benefits psychological well-being (Jetten et al., 2001; Martire et al., 2000), whereas a few of them posited that highly important identities were sometimes found to operate negatively for psychological well-being (Bostwick et al., 2019). These seemingly contradictory findings have led us to question once again whether the number or the importance of identity could significantly predict well-being.

Observations and empirical findings concerning the relationships between multiple identities, identity importance and well-being displayed that these associations can be

explained better through some predictors. Among those, self-efficacy and social support are two important and widely examined predictors. In their conceptual analysis, Häusser et al. (2020) discussed that the effect of group identification, namely social identity, on health and well-being is significantly mediated by self-efficacy. Supporting this discussion, Cameron et al. (2018) displayed that social identification predicted higher self-efficacy, which was significantly related to better health outcomes including psychological well-being. In a similar vein, social support was also observed to be a significant mediator between group identification and well-being (Crabtree et al., 2010; Haslam et al., 2004; McNamara et al., 2021).

The present thesis will be an exploratory study of the association between multiple social identities, identity importance and well-being among women above 18-year-old, who live in Türkiye. The thesis would be composed of four chapters. Based on Social Identity Theory (Tajfel & Turner, 1979), the first chapter will include the introduction section, which aims to present a literature review focusing on social identity, multiple identities, identity importance, and their associations with well-being. In this chapter, self-efficacy and perceived social support will also be reviewed as potential mediating variables on these associations. At the end of this chapter, the aims and the hypotheses of the study will be introduced. Followingly, the second chapter will cover the method section where the participants, measures and procedure will be explained in depth. The third section will consist of the results, and lastly in the fourth section, obtained results will be discussed in light of relevant literature and strengths and limitations of the study will be handled.

1.1. Social Identity Theory

Identity research has existed since the early 1900s and has attracted many researchers to this day. How not? We all live in families, neighborhoods, student groups, work or hobby groups or other sorts of social communities, through which we interact with other people and own different identities. Cooley (1902), one of the pioneers of identity studies, evaluates a person as a component of a social whole, where social interactions generate the social aspect of an individual. Continuation of this research points out numerous findings highlighting the contributions of these interactions on

people's daily lives. Before explaining them, it will be more useful to clarify when these interactions become important.

Social identity theory fundamentally posits that people struggle to obtain and sustain a positive and safe self-concept (Hogg, 2000; Tajfel & Turner, 1979), because the world is a complex and ambiguous place where people want to know who they are and how to respond to the specific situations. At the same time, they are also curious about who other people are and how they might respond. To be able make the world and its contents comprehensible, people instinctively prefer to categorize things cognitively. As Wittgenstein (1953) states, human beings have a strong impulse to understand and paraphrase the world by seeing things as 'A' or 'Z' rather than just seeing them. Like naming and categorizing the things or events, they also attempt to figure out the social life in terms of social categories and memberships (Kruglanski & Higgins, 2007). Classifying themselves and other people, with whom they interact every day, into specific groups would help them clarify the ambiguities, be away from self-uncertainty and make the world more understandable and predictable (Grant & Hogg, 2012). Along with the most basic groups or categories such as family or gender; ethnicity, race, religion, occupation, education, and many other social categories can also be associated simultaneously with self-concept, which would be observed to diminish uncertainty about the social environment and individuals' status in it and thus provide safety along with self-conceptual certainty (Hogg et al., 2004).

Many scholars agree that social groups in which we live may provide some understanding about our perceptions, feelings, thoughts, and behaviors, to the extent that we feel ourselves to belong them (Ellemers et al., 2002; Tajfel, 1972; Turner, 1982;). This belongingness has been defined as social identity; in Tajfel's words, "the individual's knowledge that he belongs to certain social groups together with some emotional and value significance to him of this group membership" (Tajfel, 1972, p. 292). In fact, the social identity approach covering both social identity theory and self-categorization theory postulates that to make sense of individuals' emotions and actions, it is first required to understand how they categorize and describe themselves. As the "cognitive heart" of social identity approach, in Turner's saying, self-categorization theory claims that rather than a unique cognitive product, the self is a

combination of both individual cognitive processes and the interaction of individual with its social environment (Turner et al., 1987). People prefer to describe their 'self' with their individual qualities (personal identity), or social features and shared group memberships (social identity), or with both of them. When personal identity is in the foreground, they tend to define and evaluate themselves more in terms of their unique individual traits different from others. When social identity, the social part of self-concept arose from significant group memberships, is more evident, the definition and evaluation are more likely to involve similarities with others who are in the same group (Iyer et al., 2009). In other saying, when we feel our selves as part of some communities, we are prone to internalize community memberships, favor ingroup characteristics, embrace them as part of our self-concept and identify ourselves in terms of those memberships (Smith & Henry, 1996).

Each of us has a scope of various, similar, or dissimilar social identities bearing ones came from clearly depicted groups (like psychology graduate students) as well as those of unclear groups (like Southerners). As might be expected, not all social identities weigh and contribute to the self equally. They differ in terms of their significance to self-definition, which was conceptualized as identity centrality, saliency, or importance in various studies, to the degree that they were internalized. As prior academic work illustrated, higher levels of internalization of in-group characteristics lead to greater levels of identification with those groups (Aron et al., 1991). With such an integration, social identities become so central to daily life that people are often observed to introduce themselves with some of them right after their names (like genders, family memberships, professions, or ethnic-national identities). Not only the simple self-definitions, but social identities are also known to include specific traits matched with those social groups (Oyserman et al., 2003); because in many social contexts, people's values, goals, and actions are more sensitive to the ingroup concerns than personal ones and are shaped predominately by these group (i.e., social) identities (Haslam et al., 2009). Such that, if being a mother in a society is defined in terms of "self-devotion", then the mother identity would be expected to cover emotions like sensibility, forgiveness, unselfishness or acts like giving priority to the family needs before one's own needs or giving up some own wishes for family's sake. This situation could be witnessed considering different social contexts as well, such as being a strong

member of a sports team could be observed sometimes to take the responsibility in person for team loss (Taylor & Doria, 1981). Or it is sometimes activists who could face with serious injuries and more for some reasons which are not much likely to impact them in the short run (Drury & Reicher 2000), like in Taksim Gezi events in Türkiye (Farro & Demirhisar, 2014; Özkaynak et al., 2015). We can speak of plenty of examples of effective social acts which are elusive only by attributing them to individual preferences and concerns. Rather, these examples can be more concordant with the idea that in many cases, social identities and group concerns may be more likely than personal ones to guide people in critical paths, as observed in daily routines.

Researchers, assuming that social identities, which more or less have an impact on people's cognitive, affective, and behavioral tendencies as stated above, are also likely to have consequences on their well-being, were not mistaken in their assumptions. Lots of former observations and experiments proved the existence of both positive (Jetten et al., 2017; Sassenberg & Vliek, 2019) and negative associations (Braveman et al., 2011) between social identity and well-being. In the following section, these associations will be highlighted after a brief summary of well-being literature.

1.2. Well-Being

Well-being is a multifarious and extensive notion which has many different ways to define and measure. Numerous researchers tried to clarify what 'to be well' means in different ways, yielding a variety of well-being descriptions. To exemplify, Bornstein and his colleagues (2003) explained well-being in terms of successfully performing in daily life embracing productivity in cognitive, affective, and behavioral functions which serve positively to social, cultural, and environmental issues. To another scholar group, well-being is a subjective sense including happiness, satisfaction with life experiences, belongingness, feeling of success, usefulness, and (very few or) no distress (Watson, Clark, & Tellegen, 1988). Some people prefer to illustrate well-being as an extended state of contentment (Tov, 2018), while others prefer to approach well-being just as a basic state of wellness (McMahon et al., 2010), i.e., having good physical and mental health, in short. From any perspective, the concept of well-being

encapsulates any aspect from which individuals see their lives somehow positive and favorable.

Each of these approaches has contributed substantially to contextualizing broad term well-being. Although it has been challenging to make an overall description and measurement for this notion in the past, prior studies confirmed in the last 3-4 decades that well-being is formed of many dimensions (Diener et al., 2010; Ryff & Keyes, 1995). Among them, two main approaches gained wide acceptance and were confidently utilized to measure well-being. The first one was entitled as eudaimonic well-being covering several notions. Summary of these notions remark some specific needs, which Ryan and Deci explored in 2001. Accordingly, the more those needs are fulfilled, the more likely a person will feel and evaluate oneself psychologically good. As the most common example of eudaimonic well-being, psychological well-being concept (Ryff, 1989) pointed out six of the abovementioned requirements which are autonomy, self-acceptance, personal growth, purpose in life, positive relations with others, and lastly environmental mastery. This notion seems to follow the idea that the ones who are doing well in their life are those who achieve their goals, perform these activities, and have these mentioned features, at least to some extent. The second widely accepted well-being approach is operationalized as hedonic well-being, or subjective well-being (Diener, 1984) as more widely known, which addresses cognitive and affective self-evaluation of one's own life. This approach covers three key dimensions to provide a general perspective of one's well-being: To have overall satisfaction with life, recurrent positive feelings, and sparse negative feelings. It is named as subjective, since the crucial point here is people's own evaluations about their life, such as how well it is going overall and whether they possess the things they want, no matter what these things are.

Followed whether eudaimonic or hedonic trend, well-being researchers have witnessed that this subject is sensitive and closely related to many social phenomena. For example, growing findings in the literature reveal that social identity stemming from the social groups which we consider ourselves a part of and attach importance is one of the most significant among those phenomena. On one hand, identification with groups which satisfy worldwide psychological needs of belongingness, safety, and

meaning were found to have lots of positive impacts on our psychology and well-being (Cruwys et al., 2014; Haslam et al., 2009; Jetten et al., 2014). On the other hand, however, some group identities were observed to become a threat to well-being, especially if those groups are seen as disadvantaged (Schmitt et al., 2002; Schmitt et al., 2014; Crabtree et al., 2010). Social identity theory paves the way to explain how social identities can be linked to well-being by paying attention to people's point of view about their ingroups. If the ingroup is perceived as favorable and advantageous, it is expected to yield positive outcomes like self-esteem, self-efficacy, and well-being. If the identified group is seen as unfavorable or disadvantageous, this perception may be very likely to threaten well-being.

From a similar standpoint, Baumeister and Leary (1995) declared that forming social bonds and establishing close social relationships are two predictors of happiness and general well-being, simply because they provide new social environments, identifications and many positive emotions like joy, success, or satisfaction. Iyer and his colleagues (2009) observed in their study with British students that having a new student identity was associated with self-esteem and life satisfaction positively, and with depression negatively. Likewise, Hoyle and Crawford (1994) asserted that undergraduate students' feeling of belonging to their university and student identities were negatively associated with anxiety and depression. Besides well-being, the groups which we believe ourselves to be part of and attach importance have considerable effects on our health behaviors as well. In a study (Clift & Dumbelton, 2008) it was observed that older adults as more likely to believe in hearing loss and need hearing aid once they highly identify themselves as elderly, with the fact that there wasn't any audiological test result revealing objective hearing capacity of these people. It was the power of social identity which those adults internalized. In the same line, a previous study done by Adams and his colleagues in 1997 depicted that a group of asthma patients was more likely to take necessary medication if these patients identified themselves as members of the group suffering from asthma compared to others who didn't.

As addressed many times, individuals having a greater social circle have been found to live happier, more satisfied, and healthier. Specifically, evolving social sciences

studies steadily reveal that social interactions and identities rising from shared group membership have strong protective influences on people's health and well-being (Diener & Biswas-Diener, 2008; Kahneman & Krueger, 2006). Besides positive ones presented thus far, in some cases, this social identity-well-being association may have a negative direction as well (Allotey & Reidpath, 2007; Lewis et al., 2018). In one of the pioneered studies, Mead (1934) discussed that it would be a mistake to evaluate an individual separately from the society where s/he lives. Societies are powerful organizations such that they are able to shape the thoughts, attitudes, and acts of all their members. This is why people's psychological conditions like self-esteem, or well-being are sensitive and responsive to other people's views. Considering especially disadvantaged groups, feeling to belong a devalued group have been found to harm ingroup members psychologically because that they are more likely to experience devaluation and rejection from the society (Branscombe et al., 1999). In its nature, every society has a structure where privileged groups determine who are desirable/appropriate and who are not. Once a group is classified as undesirable, people identifying themselves with such a group are subject to be discriminated against by society, which in turn will lead to negative impacts on their psychological well-being (Schmitt et al., 2002).

Another striking example of the negative association between social identity and well-being can be given via LGBTI members in Türkiye. The number and scope of studies conducted in this field in our country are quite a few compared to western countries. Yet, existing findings reveal that those who integrate themselves with LGBTI identity are clearly on target of stigmatization and discrimination, in danger of abuse and harm, and as a result they are attributed as potential psychiatric patients who may even be inclined to suicidal attempts (Boyacıoğlu et al., 2018), all which is inversely proportional to well-being. Since majority of Turkish citizens doesn't evaluate LGBTI movement as favorable and appropriate in the societal context, this identity remains as one of the negative examples of social identity-well-being relationship (at least for now).

All findings given in this section basically demonstrate that social identities can be either a cure or a curse for individuals' well-being, due to the facts that some group

identities are favorable while others not, from society's point of view, and some of them are able to satisfy fundamental psychological necessities while others not. In line with the existing concept, the present study aimed to examine some common social identities of women in Türkiye, to be able to see whether these identities could serve as a cure. Although social identity researchers heavily study a particular social identity, it is frequently encountered that most individuals have not only one but more than one social identity. This is why a brief outlook on having multiple social identities and its link to well-being will be featured in the next section.

1.3. Multiple Identities

More or less, people can possess any number of social identities, internalize multiple identities at once and introduce themselves via all of them. As famous identity scholars declared, people are observed to have multiple selves attached to several group memberships, which generate their social identity as a whole (Tajfel & Turner, 1979; Brewer & Gardner, 1996; Grant & Hogg, 2012). Together with the fast, ongoing social diversity of twenty first century, social contexts in which we perform daily are becoming more complicated. Consequently, our self-concepts are also altering and becoming multiplex. Crisp and Hewstone (2006) stated that in today's modern and ultra-fast changing world, where social, cultural, and geographical mobility is so common, people prefer to see and introduce themselves in terms of a wider selection of social group memberships covering big demographic categories like gender, nationality, ethnicity, profession as well as smaller categories like special preferences, social projects, or collective acts. The simplest of all, women have successful careers together with their home and family responsibilities. Or students are not only responsible for their school but also for their sports teams (Brook et al., 2009). Besides their number, group memberships can be evaluated in terms of their harmony as well, some of which can be compatible whereas some can be very unlike. All of these memberships and related identities are of inestimable importance to self-conceptualizations, which have been found to be closely linked to well-being in many different ways (Crisp & Hewstone, 2006; Cross et al., 2003). However, scholars interested in questioning the effects of multiple identities found conflicting outcomes about whether multiple identities increase or decrease well-being.

Increasing findings in identity literature propose that plurality of social identities is good stuff. For instance, multiple group memberships were found to be positively associated with emotional well-being (Binning et al., 2009; Jetten et al., 2010), social adaptation (Iyer et al., 2009), coping with stress and increasing life quality (Haslam et al., 2008), which call attention to the point that identification with more than one social group can set a stronger ground (belongingness) and surround (social connections) for individuals in their social lives (Jetten et al., 2012). The meaning, purpose, social support, and many other outcomes caused by these ground and surround were observed to produce many psychological resources like attitudinal and/or behavioral strength and resilience (Jetten et al., 2015). These products give us an opinion that the more group memberships and social identities one has, the better psychological functioning one is most likely to have.

Looking from different perspectives to the association of multiple social identities and well-being, observations demonstrate again positive links between these concepts. To illustrate, in a study intended to examine the relationship of immigrants' national and ethnic identities, researchers found that the strong integration of these two identities and identification with both were detected to be related to better psychological adaptation compared to identification with one (Phinney et al., 2001). Considering transition and distressful life periods (like the beginning of a new college or moving to a new place, social identity studies revealed that gaining new identities and identification with multiple of them are advantageous especially during these periods, since multiple identities can present a sense of continuity through multiple networks and more support from those groups (Kellezi et al., 2019). Here, an example could be stated from retirement process. Losing an important social identity like profession may decrease well-being but keeping existing identities and adding a new one like engaging actively in a sport and internalizing it can be quite likely to increase well-being with a new social environment and its psychological profits (Iyer et al., 2009).

Although overwhelming studies yielded affirmative outcomes considering multiple identities - well-being association, substantial number of other studies revealed that this association can have negative outcomes as well, because of the reality that not all social identities are desirable. The meanings of the social identities (both for the

individuals and other people) play a crucial role in deciding the direction of this association. Namely, multiple but undesirable/stigmatized identities should have a different impact on well-being in comparison with multiple and desirable ones (Sønderlund et al., 2017). Some findings indicated that plurality of identities could reduce the negative impact of the unfavorable identity through moving this part of the self from this identity to another, favorable one (Mussweiler et al., 2000). Contrary to this approach, another finding stated that a significant but stigmatized identity may handicap a person to utilize from other identities because of the interesting discovery that stigmatized identities have a spectacular power to be extremely central to an individual's self and other people around (Goffman, 1963).

In sum, previous findings remarked that divergent inferences can be made about the relationship between multiple identities and well-being. To our knowledge, this relationship has never been questioned before in the context of women living in Türkiye. For this reason, in the current thesis, women who have some of the most frequently observed social identities in Türkiye and their well-being were planned to be investigated. Along with the number, the importance of these identities to the participants and its association with their well-being will also be questioned, based on the suggestion that identities vary in terms of their importance to the individuals (Stryker & Serpe, 1982, 1994) and that this variance has a power to affect well-being (Branscombe et al., 1999).

1.4. Identity Importance

The importance of an identity reflects the perceived value of the identity that a person utilizes to define him/herself. It is seen that this issue was also named and addressed as identity salience (Simon, 1992; Thoits, 1992), role/identity centrality (Stryker & Serpe, 1994), and role/identity involvement (Frone et al., 1995). Whichever term is preferred, increasing findings revealed that greater importance of a social identity is associated with positive outcomes like better psychological well-being (Jetten et al., 2001; Martire et al., 2000), lower anxiety (Flanders, 2015), and higher life satisfaction (Krause, 1994). This point of view assumes that having a more important identity/role to self-concept enables people to have more purpose, meaning, guidance and thus less

stress and more psychological adjustment (Gurin et al., 1960; Thoits, 1992). A study done with bisexual individuals remarked that higher identity importance predicted less anxiety over time (Flanders, 2015). In another study, similarly, lower identity importance predicted higher anxiety (Ross et al., 2017). Another study investigating the relationship between identity importance and well-being for the wife and employee identities demonstrated that greater importance of the employee identity yielded greater psychological well-being (Pleck, 1985).

Along with its main effect, identity importance is seen to contribute to well-being as a significant moderator, too. To illustrate, a study conducted to examine the link between discomfort of LGBT Asian Americans in their LGBT community (due to their racial/ethnic identity) and psychological well-being revealed that the more discomfort due to racial/ethnic identity was linked to less psychological well-being. Moreover, the importance of racial/ethnic identity was found as a significant moderator on this association. That is, those for whom the racial/ethnic identity was important reported a significant link between more racial/ethnic discomfort and less psychological well-being (Le et al., 2022). In another study supportive of this perspective, Barnett and his colleagues (1995) observed that the importance of marital identity had a moderating role between change in marital quality and distress. In this study, married people for whom their marital identity is important reported less distress when the quality of their marital identity increased and more distress when the quality of marital identity decreased, compared to those for whom their marital identity is unimportant.

Contrary to the lots of positive main and moderating effects of identity importance on well-being, there is an ongoing debate that sometimes it may also have negative effects. On this subject, it was argued that perceived stress of a highly important social identity/role may affect people's self-concept and well-being negatively (Martire et al., 2000). A study which agreed to this idea showed that women who experienced a stressful happening related to their important identity were found to be much more likely to become depressed than those who experienced a stressful happening related to an unimportant identity (Brown et al., 1987). Likewise, negative events related to highly important identities/social roles were found to affect older people's life

satisfaction more negatively than negative events related to less important identities/social roles. (Krause, 1994).

Both perspectives regarding identity importance, and findings related to multiple identities given in the former section remarked that not only the multiplicity of identities but also identity importance is strongly correlated with different aspects of well-being. That was the reason this thesis aimed to investigate both of their association with well-being. And to be able to make this investigation deeper, some additional variables and their potential impacts on these relationships will also be questioned. Related literature called attention to the idea that self-efficacy and social support may be some of these impactful variables and play significant roles in these associations. That's why the next sections will cover these variables and their possible roles in the present context, respectively.

1.5. Self-Efficacy

Most generally, self-efficacy is portrayed as a sense of personal proficiency, and considered as highly illustrative of individual motivation, positive self-concept, and success (Scholz et al., 2002). In other saying, it is a self-assessment of one's ability to successfully do what is needed for any desired outcome. Lots of self-efficacy studies documented that a powerful sense of self-efficacy is a good indicator of better social engagement (Rigg et al., 2013; Schaufeli & Salanova, 2007), better health (Chen et al., 2022; Huang et al., 2021; Sapkota et al., 2022), and greater success (Schwarzer, 1992; Bandura, 1997), higher well-being (Bandura et al., 2003; Lipińska-Grobelny & Narska, 2021), lower level of stress (Karademas & Kalantzi-Azizi, 2004;), higher self-esteem (Caprara et al., 2013), better physical condition (Wang et al., 2022), and better recovery from diseases (Bisschop et al., 2004). Conversely, lower levels of self-efficacy have been found to trigger higher levels of anxiety and depression (Faure & Loxton, 2003), and lower levels of well-being (Bandura et al., 2003; Barlow et al., 2002).

The mainstay of all these abovementioned findings dates back to Bandura's social-cognitive theory (Bandura, 1977, 2001). Accordingly, self-efficacy generates a

noticeable difference in people's feelings, thoughts, and behaviors. Considering feelings, people with low level of self-efficacy tend to be more pessimistic, anxious, depressed (Bandura, 1997). Considering thoughts and behaviors, people with high self-efficacy are advantageous to perform better in their daily lives and tasks, because they are more likely to be highly motivated and cognitively strong. Being more optimistic than those with low self-efficacy, highly self-efficient people can deal better with difficulties and recover faster (Bandura, 1997; Scholz et al., 2002). Also, people who are high on self-efficacy are more self-confident and see the difficulties as challenges which will strengthen them rather than threats of which they are afraid (Siddiqui, 2015).

As a few of them were just referred to, relevant literature presents a linear association between self-efficacy and plenty of positive outcomes, one of which is well-being (Karademas, 2006; Zheng et al., 2016). Samples given above remarked that rise in self-efficacy is closely related to rise in well-being and decline in self-efficacy is linked to decline in well-being. However, this inference may be unfinished without seeking the sources of self-efficacy. Inspired by Bandura's studies, Cho, So and Lee (2009) explain self-efficacy as an internalized self-assessment, which may be mostly affected by external sources like social relationships, interaction, and communication with other people. Other researchers, inspired by Tajfel and Turner, approach this issue from a social identity perspective and estimate that a strong belongingness to a social group and its benefits (psychological resources) can be some of the important sources of self-efficacy (Guan & So, 2016). People communicate and interact with each other, which will more or less form and/or contribute to their beliefs, thoughts, and acts. As they feel more similarities with the members of their ingroup rather than those of outgroup (Tajfel & Turner, 1979), it is likely that stronger ties with specific groups may be a pathway to the idea that people see themselves as competent and motivated as other ingroup members and believe to be efficient enough to act in the same way their ingroup members do, which literarily summarizes self-efficacy.

This perspective provides us with a clear connection between self-efficacy and social identity. Taking also the findings connecting self-efficacy and well-being into account and going one step further, it is quite reasonable to discuss that social identity, self-

efficacy and well-being are live social concepts capable of influencing each other. That's why in the present study, self-efficacy will be examined as a potential mediating variable. It will be questioned whether the association between multiple identities, identity importance and well-being would be better explained through self-efficacy. And other than self-efficacy, social support as another potential significant variable in the scope of this study will be explored in the coming section since the relevant literature below encourages us to have a look at the links between social identity, (perceived) social support and well-being.

1.6. Social Support

Social support can be simply depicted as an individual's perception about the support provided by one's own social circle (Walen & Lachman, 2000). In other words, social support can be thought of as the care, supportive attitudes and behaviors of familiar people like family members, close friends, or significant others (such as a fiancé, a therapist, colleague, etc.) that help a person in difficult times. And perceived social support can be stated as the individual's beliefs about this kind of support that can help him/her cope with difficulties and continue his/her daily life normally.

From this point, social support may function as an emotional resource that provides guidance, help to keep going, and protection against stress and loneliness (Eker et al., 2001). A person who knows that s/he is not alone, has someone who guide her/him to perform better and give emotional support will be more likely to deal with the problems easier than those who don't perceive such kind of support. In addition to this emotional advantage, House (1981) declared the advantages of (perceived) social support in four categories. These are emotional support (with the sense of acceptance and value), social connectedness, instrumental support (like financial) and informational support/guidance to deal with stressful events. Like House, many scholars examined different benefits of social support in different cohorts as an instrument to reduce stress. For example, in a study done in 2016 with 529 high school students, a positive and significant relationship between perceived social support and psychological well-being was found (Bakalım & Taşdelen-Karçkay, 2016). Similarly in adolescents, perceiving support from friends was observed to be linked to higher

well-being (Chow et al., 2013; Rinn et al., 2011) and lower depressive symptoms (Falci & McNeely, 2009). In another study done with 275 undergraduate students, higher perceived social support was detected to be linked to lower anxiety and depression (Zimet et al., 1988). Conversely, poor social relationships were evaluated to be possible predictors of stress and behavior problems (Garcia-Reid et al., 2005).

The researchers advocating beneficial outcomes of social relations mostly propose that people who are better socially connected can get more support from their social environment (Haslam et al., 2005; Jetten et al, 2014). Accordingly, shared social bonds and identities are regarded as a source for more social support because positive social interactions and shared social bonds can make social support happen (Baumeister & Leary, 1995). Growing research of social support agreed with this approach that social support is more likely to be provided and received among those who have a shared group membership (Levine et al., 2005). Crabtree and his colleagues (2010) found that ingroup membership predicted more social support among people with mental health condition. All these previous studies put forward that perceived social support is in a close relationship with social identities came from ingroup memberships, and we know that social identities are tied to people's well-being. So, social support can be a way between social identity and well-being (to see supportive findings, see Cohen & Wills, 1985; Haslam et al., 2009). Moreover, a study including 112 adults displayed a significant and positive association between the number of identities and social support for people with valued identities (Sønderlund et al., 2017). That's why the present thesis aimed to investigate whether perceived social support would have a significant role in the given context, as in the relevant literature.

1.7. The Aims of the Study and Hypotheses

The short summary of the literature review presented above gave an emphasis to the topic that depending on its nature and environment, having more than one social identity can sometimes positively and sometimes negatively affect well-being. Besides, regarding well-being, a growing body of research claims that the importance of these identities to a person matters more than plurality. Although past studies showed supportive results for both perspectives; to our knowledge, this topic has not

been studied considering the most common social identities Turkish women have. That is, as far as we know, no research has questioned yet the well-being of Turkish women who identify themselves with more than one social identity. Furthermore, to the best of our knowledge, it hasn't been investigated whether the multiplicity or the importance of the identities is related to their well-being. These are the gaps the present thesis aimed to address.

For this reason, the first purpose of the existing study is to fill those gaps by working on the association between multiple social identities, identity importance and well-being, in the context of women in Türkiye. In addition, since some variables stated in the previous sections are expected to elucidate this association better, the second purpose of the current study is to search whether self-efficacy and social support variables can significantly contribute to this association. And lastly, to be able to have a clearer understanding, a more detailed examination of the identities common in the current sample is aimed. Based on these purposes, following hypotheses will be tested and results to be obtained will be discussed in the next chapters:

H1: Women's multiple social identities will significantly predict their well-being.

H2: Apart from multiplicity, identity importance itself will also significantly predict well-being. In other words, regardless of the number, important identities will lead to higher well-being.

H3: Self-efficacy will mediate the relationships between multiple identities-well-being and identity importance-well-being. That is, having greater numbers of social identities will lead to higher levels of self-efficacy, and in turn will be expected to predict greater well-being (H3a). Similarly, important identities will also lead to higher self-efficacy and higher self-efficacy will predict greater well-being (H3b).

H4: Social support will also mediate the relationships between multiple identities-well-being and identity importance-well-being. In other words, multiple social identities will lead to higher levels of social support, and this will be expected to

predict greater well-being (H4a). Similarly, highly important identities will also lead to higher social support, and this will predict greater well-being (H4b).

H5: For exploratory purposes, the importance of the three most frequent identities in the present study and their associations with well-being will be examined separately. Moreover, the possible roles of self-efficacy and social support in these associations will also be analyzed.

CHAPTER 2

METHOD

This section consisted of three parts. The first part demonstrated social and demographic information about the participants. The second part explained psychometric properties of the study variables in detail. And the last part covered the procedure of the current study, including the participant recruitment and data collection processes.

2.1. Participants

Four hundred and sixty-six volunteer women above 18 years old participated in the current study by filling a questionnaire. The questionnaire was constituted on Google Forms and composed of 77 statements. The age range varied between 18 and 60. The highest proportion belonged to the participants between 26-40 years old (307 women with 65,9 %). Participants who were between 41-60 years old referred to 24,2% (N=113) of the total sample and the representatives of the lowest proportion (9,9%) were the ones between 18-25 years old (N=46). Education levels ranged from primary school to graduate education. The ones who reported their education level as university constituted the biggest part of the sample - more than half of all volunteers (56,2%, N=262). Sixty-three respondents stated that they had graduate education (13,5%). Fifty-five participants had associate degrees (11,8%), whereas seventy-one respondents graduated from high school (15,3%). Remained 3,2% of all participants stated that they had secondary (N=5) or primary (N=10) school education as the last degree. Participants were recruited from fifty-eight different cities of Türkiye. The majority of them resided in Ankara (40,6%, N=189) and İstanbul (18,2%, N=85). Considering their marital status, eighty-three participants were single (17,8%), three hundred and fifty-three participants were married (75,8%), twenty-nine were divorced (6,2%) and one was widowed (0,2%). Once asked whether they have any children, 126 volunteers (27%) reported no children. 132 of them (28,3%) reported having one and

141 (30,3%) reported two children. There were 67 people (14,4%) as well, who started to have three children or more. Employment and income data revealed that 274 respondents defined themselves as employed (58,8%), whereas 192 defined as unemployed women (41,2%). Income was asked as average monthly income per household. Turkish Statistical Institute (TÜİK) declared the average monthly income as 6394 TL (Turkish Statistical Institute, 2021). After the minimum salary increase in May 2022, this amount reached above 7500 TL. From this perspective, more than half of the sample can be evaluated in average or high economic status. The last part of the demographic information covered participants' caring responsibilities and chronic health issues. Reported answers demonstrated that 19,3% of the women in present study had caring responsibility (apart from childcare, like elder care) and 13,7% of all participants had at least one chronic health problem. All demographic data were summarized in Table 1.

Table 1. Demographic Characteristics of the Participants

Variable		Frequency (N)	Percent (%)
Age			
	18-25	46	9,9
	26-40	307	65,9
	41-60	113	24,2
Education Level			
	Primary School	10	2,1
	Secondary School	5	1,1
	High School	71	15,3
	Associate degree	55	11,8
	University	262	56,2
	Graduate Education	63	13,5
Marital Status			
	Single	83	17,8
	Married	353	75,8
	Divorced	29	6,2
	Widow	1	0,2
Number of Children			
	0	126	27
	1	132	28,3
	2	141	30,3
	3 and above	67	14,4

Table 1 (continued)

Employment Status			
	Full-time employed	216	46,4
	Part-time employed	58	12,4
	Unemployed	192	41,2
Employment Hours (weekly)			
	0	192	41,2
	1-39 hours	141	30,2
	40 hours and above	133	28,6
Income (monthly)			
	Under 5000 TL	51	10,9
	5000-7499 TL	115	24,7
	7500-9999 TL	70	15
	10000-14999 TL	120	25,8
	15000 TL and above	110	23,6
Caring Responsibility			
	Yes	90	19,3
	No	376	80,7
Chronic Health Problem			
	Yes	64	13,7
	No	402	86,3

2.2. Measures

To be able to collect data for the current study, volunteers were directed to complete a questionnaire in two parts. The first part is titled “Demographic Information” and the second part named “Personal Evaluations”. The first part aimed to collect information about the demographic aspect of the volunteers, and the second part aimed to get knowledge about the study variables. Below both parts were clarified thoroughly.

2.2.1. Demographic Questions

To be able to observe the social and demographic structure of the women willing to participate in the current study, a 15-item form was generated. The form consisted of two parts. In the first part, including 13 of 15 items, participants were expected to give information regarding their age, education level, residency, marital status, children if they have, employment status and hours, current job, and income. Additionally, their

caring responsibilities and chronic health problems (if exist) were also asked. Some of these questions/statements were open-ended, while others were multiple-choice. The second part of the form had two questions. This part aimed to confirm the most common social identities Turkish speaking women have and the ones the respondents already have. After these two parts, participants were directed to rate below-mentioned study scales.

2.2.2. Multiple Identities Measure

Multiple identities variable was operationalized as the number of identities women believe they have. To be able to quantify these identities, a simple and reliable single-item measure was utilized. So, inspired by the Single-Item Identification Scale of Postmes et al. (2013), which has a good reliability with $\alpha = .64$, participants were asked with a single open-ended question to state all social identities they think they have. It was observed that respondents identified themselves with minimum 1 and maximum 12 social identities. That is to say, the reported number of identities in this study varied between 1 to 12.

2.2.3. Identity Importance Measure

Besides the number, measuring the importance of these identities was also a crucial step for this study. So, in line with a great deal of social identity surveys, identity importance was studied through 5-item Importance to Identity ($\alpha = .76$) subscale of Luhtanen and Crocker's (1992) Collective Self-Esteem Scale ($\alpha = .85$). All subscales of Collective Self-Esteem Scale were adapted to Turkish by Baysu (2007), and the adapted version of the Importance to Identity Scale was functionalized for all identity importance measures of the current study. One of these items was reverse-coded and substantially lowered the internal consistency of the adapted scale. Dropping this item yielded .81 reliability value. Since a similar adverse effect of that item was observed in the current study as well, further analyses were carried out with the remaining four items. Below section covers the four main social identities examined in this study. Their operational definitions and psychometric properties were presented in detail.

2.2.3.1. Working Identity Measure

Working identity, which was the first identity to be examined, aimed to describe the identity with which women identify themselves regarding their career or the job they currently have. It was measured with adapted 5-item Importance of Identity Scale. Participants were expected to score all items of this 7–point Likert type scale from 1 (totally disagree) to 7 (totally agree). An example item would be "I am proud to be a working woman". Higher scores meant stronger identification with working identity. The fact that the reverse item severely lowered the reliability and validity of this scale, it was dropped and internal consistency coefficient with 4 items was found .60. The composite measure of the working identity scale was calculated by taking the mean value of 4 items.

2.2.3.2. Mother Identity Measure

The second identity of the present study was mother identity. Participants for whom being a mother was important to their self-concept were asked to fill in the mother identity scale. 5-item Importance of Identity Scale was the measuring tool with the ascending scores from 1 (totally disagree) to 7 (totally agree). Dropping the reverse item, Cronbach's alpha of the scale was found as .66. An example item of the scale was "Being a mother is an important part of who I am". The mean score of four items consisted of the composite score of mother identity scale. Higher means evaluated as stronger identification with being a mother.

2.2.3.3. Student Identity Measure

Student identity scale was requested to be filled by the ones who could define themselves as studying women and valued to be, which constituted the third interested identity of the research on hand. The same adapted identity scale was put to use. Once the reverse item was omitted, the reliability value of the scale was found as high as .79. The mean score revealed the composite measure of student identity scale, where the ones with high means counted as those who identified themselves strongly with being a student. "I am proud to be a student" would be seen as an example item.

2.2.3.4. Alternative Identity Measure

The last social identity to be explored here was alternative identity. Volunteers who could define themselves with their hobbies, routines like being an activist, a painter, a swimmer, and so on were asked to grade the items of adapted identity scale from 1 (totally disagree) to 7 (totally agree). Again, the reverse item was dropped for better reliability and 4 of 5 items were assessed on the reliability and validity analyses. The result was high enough to address this measure as reliable ($\alpha = .78$). The mean value of four items was taken as the composite measure of alternative identity scale and higher values indicated stronger identification with one's alternative identity.

2.2.4. Self-Efficacy Measure

Self-efficacy was measured by ranking 10 items of the Generalized Self-Efficacy Scale developed by Jarusalem and Schwarzer (1981). Points varied between 1 (totally disagree) and 5 (totally agree). The composite measure of the scale was produced by the mean score of 10 items. Higher means meant more self-efficacy. An example item would be "I can always manage to solve difficult problems if I try hard enough". Psychometric properties of the original scale revealed good internal consistency between $\alpha = .76$ and .90. Turkish translation of the scale belonged to Yesilay et al. (1996). Translated scale had .91 reliability value. As for this study, Cronbach's alpha value was .90.

2.2.5. Social Support Measure

To be able to understand the extent of perceived social support participants feel in general, a 12-item Multidimensional Scale of Perceived Social Support was utilized. The scale was developed first by Zimet et al. in 1988. Participants scored the items on a 7–point Likert type scale from 1 (totally disagree) to 7 (totally agree), where high scores referred to high perceived social support. The scale was composed of three subscales; namely support from the family, friends, and significant others. Each subscale has 4 items. Example items would be "My family really tries to help me" for family, "I can count on my friends when things go wrong" for friends and "There is a

special person who is around when I am in need" for significant other subscales. The internal consistency coefficient of the total scale was .88 and each subscale had again high internal consistency values of .87, .85 and .91 for family, friends and significant other, respectively.

This scale was translated into Turkish by Eker and Arkar first in 1995 and revised by Eker et al. in 2001. The revised version had a high reliability value of .89 for total scale. For the family, friends and significant other subscales, Cronbach's alpha values were .85, .88 and .92, respectively. Considering the current study, total scale yielded .92 internal consistency, which was .92 for support from family, .94 for support from friends and .91 for support from significant others.

2.2.6. Well-Being Measure

Although there are various well-being measurements in psychology literature like mental well-being (Tennant et al., 2007), psychological well-being (Ryff, 1989), general well-being (Hopton et al., 1995), or subjective well-being (Diener, 1984), to get an overarching perspective of both cognitive and affective aspects of the participants, well-being was examined as subjective well-being in the present study.

As declared by a number of scholars, subjective well-being (SWB) would require to be examined with a multifaceted approach since it comprises both cognitive and affective dimensions (Diener, 1984; Diener & Emmons, 1984; Lucas et al., 1996; Stock et al., 1986). The cognitive dimension of SWB is best known as life satisfaction evaluation. The affective dimension is best observed through one's overall emotional state represented by the level of positive and negative affect. Thereby, SWB was measured via Satisfaction with Life Scale (SWLS) and Positive and Negative Affect Schedule (PANAS) as explained below.

2.2.6.1 Satisfaction with Life Measure

The cognitive dimension of subjective well-being was studied with the 5-item Satisfaction with Life Scale constituted by Diener et al. (1985). All items were

evaluated on a 7–point Likert type scale where scores ranged between 1 (totally disagree) and 7 (totally agree). An example item would be presented as “In most ways my life is close to my ideal”. The mean score of 5 items was the composite measure of life satisfaction, where high scores pointed high satisfaction. The original version of SWL scale had a highly reliable Cronbach’s Alpha value of .87. Turkish adaptation of the scale was made by Köker (1991). The adapted version’s reliability value was .89. For the present study, this value was $\alpha = .88$, revealing high internal consistency reliability like the original scale and its adapted version.

2.2.6.2 Positive and Negative Affect Measure

The affective dimension of subjective well-being was measured with a 20-item Positive and Negative Affect Schedule (PANAS). The original scale was developed by Watson et al. (1998). The scale is composed of two subscales, namely Positive Affect Scale (PA) and Negative Affect Scale (NA). Each subscale has 10 questions. Positive affect scale includes positive affect terms like “interested” or “strong”, where negative affect scale includes negative affect terms like “upset” or “hostile”. All items were scored on a 5-point Likert scale, ranging from 1 (never) to 5 (always). Higher scores of positive terms referred to higher positive affect and higher scores of negative terms referred to higher negative affect. Composite measures were obtained by calculating the mean scores of each subscale. Reliability values of the original PANAS were .88 for PA and .87 for NA. The scale was translated into Turkish by Gençöz (2000). She computed Cronbach’s alpha values as .83 for PA and .86 for NA scales. In the current, these values were obtained as .82 for both PA and NA.

2.3. Procedure

Before data collection, ethical approval from Middle East Technical University Human Subjects Ethics Committee was obtained. After that, a prepared questionnaire was sent via WhatsApp, Gmail, and Instagram to the participants, who were recruited through snowball sampling method. So, the required data was collected online.

Consent form was presented at the top of the questionnaire. Through this form, participants were informed briefly about the topic of the study, confidentiality of all information they would share, and the right to leave the study whenever they want. The ones who accepted these statements proceeded with the survey. The researcher's contact information was also shared at the end of the consent form in case the respondents would have any further questions or concerns.

Next to the consent process, demographic questions and survey scales were presented. Completing the whole questionnaire took about 8-10 minutes. When the questionnaire was finished, all respondents were thanked through a thank you message at the end for their voluntary participation and valuable contribution to the study.

CHAPTER 3

RESULTS

To be able to test the hypotheses, firstly, descriptive statistics of the study variables were examined. After that, separate regression analyses were run to observe the associations between multiple identities, identity importance and well-being. Followingly, to examine the potential mediating roles of self-efficacy and perceived social support on these associations, two mediation analyses were conducted. And lastly, for exploratory purposes, a series of additional regression analyses were run. All of these analyses were done through IBM SPSS (version 26).

As the first step before all analyses, data were screened for missing values. The total number of volunteers was 466. One of the participants was confirmed that she didn't respond to any of the identity items but filled all other scales. In addition, 13 participants were detected to have missing responses in some of the identity items. Since one of the most important variables of the present study is identity, these 14 participants were eliminated, and analyses were run with 452 participants.

Next step consisted of testing the normality assumption and detecting the outliers. Normality test was conducted for each composite score of Working Identity Scale, Mother Identity Scale, Student Identity Scale, Alternative Identity Scale, Self-Efficacy Scale, Multidimensional Scale of Perceived Social Support and its 3 subscales (family, friends, and significant other subscales), Satisfaction with Life Scale, PANAS and its 2 subscales (positive affect and negative affect subscales). Four participants were detected as extreme outliers which obstructed dataset to have a normal distribution. These participants were omitted from the analysis and the normality test was repeated. Hence, the scores of the remaining 448 participants presented a normal distribution with acceptable skewness and kurtosis range between -1.5 and +1.5 (Tabachnick & Fidell, 2013). Further analyses were performed with those 448 participants.

3.1. Descriptive Statistics of the Study Variables

To explore the descriptive values of all criterion variables; sample sizes (N), minimum-maximum scores of both original scales and study scores, means (M) and standard deviations (SD) were obtained and presented in Table 1.

Table 2. Descriptive Statistics of the Study Variables

Variable	N	Min-Max (scale range)	Min-Max (study range)	M	SD
The Number of Identities	448	-	1-12	2,3	1,20
Identity Importance	448	1-7	3-7	5,38	1,00
Working ID	267	1-7	2-7	5,73	1,04
Mother ID	322	1-7	1,75-7	5,70	1,11
Student ID	206	1-7	1-7	4,30	1,64
Alternative ID	319	1-7	1-7	5,20	1,31
Life Satisfaction	448	1-7	1-7	4,43	1,38
PANAS	448	1-5	1,55-4,3	3,14	0,39
Positive Affect	448	1-5	1,4-5	3,83	0,62
Negative Affect	448	1-5	1,1-4,3	2,46	0,63
Self-Efficacy	448	1-5	1,5-5	3,93	0,68
Social Support	448	1-7	1-7	5,73	1,25
Family Support	448	1-7	1-7	5,71	1,52
Friends Support	448	1-7	1-7	5,77	1,52
Significant Other Support	448	1-7	1-7	5,71	1,66

3.2. Bivariate Correlations among Demographic and Study Variables

In order to observe any correlation between variables, Pearson zero-order correlation analyses were conducted. The first analysis was run to see the correlations among demographic and study variables, then the second analysis was performed for the relationships among study variables only.

Regarding the correlations among demographic and study variables, as summarized in Table 3, significant correlations were observed between age of the participants and their number of identities (r = .11, p < .05), identity importance (r = .13, p < .01), life satisfaction (r = .11, p < .05), negative affect (r = -.14, p < .01), self-efficacy (r = .16, p < .01). Level of education was the variable most frequently associated with the study variables, albeit at very low values. It was found to be significantly correlated with the number of identities (r = -.11, p < .05), identity importance (r = .10, p < .05), mother identity (r = .22, p < .01), alternative identity (r = .24, p < .01), PANAS (r = .15, p < .01) and its positive (r = .09, p < .05) and negative affect subscales (r = .10, p < .05), self-efficacy (r = .18, p < .01), social support (r = -.13, p < .01) and its friend support subscale (r = -.16, p < .01). Marital status was significantly correlated with the number of identities (r = -.19, p < .01), life satisfaction (r = -.09, p < .05), social support (r = -.10, p < .05) and its family support subscale (r = -.14, p < .01). The number of children had the highest correlation coefficient in this analysis, revealing significant and positive correlation with the number of identities with r = .28 (p < .01). It was also significantly correlated with self-efficacy (r = .16, p < .01). Employment status was observed as significantly correlated with the number of identities (r = .18, p < .01), too, and also with life satisfaction (r = .17, p < .05), PANAS (r = -.10, p < .05) and its negative affect subscale (r =- .13, p < .01). Another employment-related variable, employment hours was significant on the correlations with the number of identities (r = .09, p < .05), alternative identity (r = -.14, p < .05) and negative affect (r =- .12, p < .01). Income was significantly correlated with working identity (r = .13, p < .05), student identity (r = -.18, p < .05) and life satisfaction (r = .24, p < .01). Caring responsibility differentiated from all other demographic variables. No statistically significant correlation could be seen between caring responsibility and study variables. On the contrary, having a chronic health problem was significantly correlated with many variables, namely working identity (r = .17, p < .01), mother identity (r = .16, p < .05), life satisfaction (r = -.11, p < .05), PANAS (r = .18, p < .05) and negative affect (r = .13, p < .01).

Considering only study variables among themselves, second correlation analysis highlighted that different from the previous outcomes, moderate or high correlations were observed between the study variables themselves. All correlation coefficients

were presented in Table 4. To emphasize the most remarkable ones here, the number of identities was found to be significantly (and weakly) correlated only with positive affect (r = .15, p < .01). Quite contrarily, identity importance was observed to be significantly and highly correlated with most of the study variables, i.e., with working identity (r = .71, p < .01), mother identity (r = .75, p < .01), student identity (r = .74, p < .01), alternative identity (r = .79, p < .01), life satisfaction (r = .15, p < .01), PANAS (r = .25, p < .01), positive affect (r = .20, p < .01), negative affect (r = .11, p < .05), self-efficacy (r = .27, p < .01) and family support subscale of social support (r = .12, p < .05).

3.3. Regression Analyses

To test the first 2 hypotheses, that is, whether women's multiple social identities will significantly predict their well-being (H1) and whether identity importance itself will also significantly predict well-being (H2), a series of regression analyses were aimed to be performed. Since correlation analyses yielded low correlation coefficients for all demographic variables, they were not included in the following analyses.

In all analyses, the independent variable, namely multiple social identities, referred to the numbers of social identities participants reported they had, and these terms were used interchangeably. In this study, 448 women declared an average of M = 2.3 identities, ranged between 1 and 12. The dependent variable well-being corresponded to subjective well-being and was examined through three components: life satisfaction, positive affect, and negative affect. To be able to get more comprehensive results, each component and its association with multiple identities was investigated separately. Starting from here, the first regression analyses series was run with multiple social identities (i.e., the number of identities) as independent variable and life satisfaction, positive affect, and negative affect as dependent variable, respectively. Obtained results revealed that there is a positive association between multiple identities and life satisfaction, but it's not significant (B = .03, SE = .05, p = .52, 95% CI [-.07, .14]). However, the link between multiple identities and positive affect was significant and positive (B = .08, SE = .02, p < .005, 95% CI [.03, .12]).

Table 3. Bivariate Correlation Table for Demographic and Study Variables

	The Number of Identities	Identity Importance	Working ID	Mother ID	Student ID	Alternative ID	Life Sat.	PANAS	Positive Affect	Negative Affect	Self-Efficacy	Social Support	Family Support	Friends Support	Significant Other Support
Age	,11*	,13**	0,03	0,10	0,08	0,02	,11*	-0,04	0,09	-,14**	,16**	0,01	0,04	0,02	-0,04
Education	-,11*	,10*	0,02	,22**	-,13	,24**	-0,03	,15**	,09*	,10*	,18**	-,13**	-,08	-,16**	-0,09
Marital Status	-,19**	0,01	0,01	0,03	0,11	0,03	-,09*	0,03	-0,02	0,05	-0,01	-,10*	-,14**	-0,03	-0,06
The No. of Children	,28**	0,04	-0,01	0,06	-0,09	0,01	0,00	-0,01	0,00	-0,02	,16**	-0,07	-0,05	-0,07	-0,06
Employment Status	,18**	0,02	-0,10	-0,07	0,05	-0,081	,17*	-,10*	0,01	-,13**	-0,02	0,07	0,06	0,08	0,04
Employment Hours	,09*	0,01	0,04	-0,10	0,01	-,14*	0,06	-0,05	0,06	-,12**	0,01	0,08	0,08	0,07	0,04
Income	0,08	-0,02	,13*	-0,11	0,04	-,18*	,24**	-0,02	0,03	-0,06	-0,05	0,04	0,09	0,02	-0,01
Caring Responsibility	-0,01	-0,01	-0,06	0,04	0,04	-0,07	-0,07	0,02	-0,02	0,04	-0,03	0,01	0,03	0,00	0,00
Chronic Health Problem	0,01	0,09	,17**	,16*	-0,01	0,088	-,11*	,18*	0,01	,13**	-0,01	-0,04	-0,02	-0,05	-0,03

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Table 4. Bivariate Correlation Table for Study Variables

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. The Number of Identities	1														
2. Identity Importance	-0,005	1													
3. Working ID	-0,01	,71**	1												
4. Mother ID	-0,05	,75**	,47**	1											
5. Student ID	0,07	,74**	0,10	,22**	1										
6. Alternative ID	0,06	,79**	,37**	,42**	,34**	1									
7. Life Sat.	0,03	,15**	0,11	0,11	0,14	0,10	1								
8. PANAS	0,06	,25**	,24**	,24**	,18**	,29**	0,06	1							
9. Positive Affect	,15**	,20**	,15*	,20**	0,08	,23**	,39**	,62**	1						
10. Negative Affect	-0,07	,11*	,16*	0,10	,15*	,14*	-,31**	,62**	-,23**	1					
11. Self-Efficacy	0,04	,27**	,31**	,24**	0,05	,30**	,31**	,29**	,57**	-,21**	1				
12. Social Support	0,02	0,09	0,10	0,07	,14*	0,02	,42**	0,05	,27**	-,21**	,18**	1			
13. Family Support	-0,06	,12*	0,08	,18**	0,06	0,02	,32**	-0,02	,18**	-,21**	,12**	,65**	1		
14. Friends Support	0,04	0,08	,12*	-0,01	0,11	0,02	,33**	0,07	,22**	-,13**	,13**	,88**	,29**	1	
15. Significant Other Support	0,07	0,03	0,04	0,01	,17*	0,00	,35**	0,06	,24**	-,16**	,17**	,88**	,28**	,80**	1

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

That is to say, the number of identities predicted 2.1% variance on positive affect (ΔF (1, 446) = 9.53, $p < .005$ with $\Delta R^2 = .021$). Contrary to the positive affect, having multiple social identities was observed not to have a significant relationship with negative affect ($B = -.04$, $SE = .03$, $p = .12$, 95% CI [-.09, .01]). These results revealed that the number of identities didn't associate significantly with the 2 of three components of well-being. In sum, the first hypothesis that women's multiple identities will significantly predict their well-being was not supported.

The second regression analyses series was done to test whether identity importance itself will also significantly predict well-being (H2). As in the first step, in this second step of regression analyses, (subjective) well-being was included as the dependent variable with its three components. The independent variable was identity importance. The score range of this variable was between 1 and 7. Once participants' average identity importance scores were checked, all scores were observed to be ranging from moderately important (3) to highly important (7). So, taking 3 out of 7 as a cut-off point, it can be stated that all participants evaluated their identities as important to themselves. And results of the analyses showed for each subcategory of subjective well-being that a significant and positive association between identity importance and life satisfaction was observed (B = .20, SE = .07, p < .005, 95% CI [.08, .33]). It was detected that as the importance of the identities of the participants increased, their life satisfaction values also increased by 2.1% (ΔF (1, 446) = 9.73, p < .005 with ΔR2 = .021). Further analyses demonstrated that the link between identity importance and both affect components showed a similar pattern with life satisfaction. That is, identity importance significantly predicted positive affect (B = .13, SE = .03, p < .001, 95% CI [.07, .18]). As importance of the identities rose, positive affect scores also rose at a rate of 4 percent (ΔF (1, 446) = 18.7, p < .001 with ΔR2 = .04). Likewise, negative affect was also found to be significantly related to identity importance (B = .07, SE = .03, p < .05, 95% CI [.01, .13]). Nonetheless, the direction of this relationship was observed as positive, namely, the more important the identities to the participants, the higher their negative affect scores at a rate of 2.4 % (ΔF (1, 446) = 5.15, p < .05 with ΔR2 = .024). This result wasn't what we expected. Findings related to negative affect made it hard to state that (regardless of the number) important identities will lead to higher well-being, because higher well-being requires higher positive affect and lower

negative affect values. That's why, although all associations were significant, it will be more accurate to conclude that our second hypothesis was partially supported.

3.4. Mediation Analyses

To be able to test third (H3) and fourth (H4) hypotheses by investigating whether self-efficacy (in H3) and social support (in H4) will have mediating effects on the associations between multiple identities, identity importance and well-being, a series of mediation analyses were run through PROCESS Macro for SPSS (Version 4.2, Model 4) developed by Hayes (2013). All analyses were explained meticulously in the following sections.

3.4.1. The Role of Self-Efficacy on the Associations of Multiple Identities, Identity Importance and Well-Being

The first series of mediation analyses was done to assess the accuracy of third hypothesis in detail; whether having greater numbers of social identities will lead to higher levels of self-efficacy, and in turn will be expected to predict greater well-being (H3a) and whether (moderately or highly) important identities will lead to higher self-efficacy and higher self-efficacy will predict greater well-being (H3b). Each dimension of (subjective) well-being (life satisfaction, positive affect, and negative affect) was again examined separately. Analyses were performed after entering multiple identities for H3a and identity importance for H3b as independent variables, self-efficacy as mediator and life satisfaction, positive affect, and negative affect as dependent variables, respectively. Each analysis was run through 5000 bootstrapping.

3.4.1.1. The Role of Self-Efficacy on the Association of Multiple Identities and Well-Being

In the analysis performed to examine H3a, obtained results displayed a nonsignificant total effect of multiple identities on life satisfaction (B = .03, SE = .05, p = .53, 95% CI [-.07, .14]). Both direct (B = .02, SE = .05, p = .69, 95% CI [-.08, .12]) and indirect effect (B = .01, SE = .01, 95% CI [-.02, .05]) of the number of identities on life

satisfaction through self-efficacy was nonsignificant. Although greater self-efficacy itself significantly predicted higher life satisfaction (B = .62, SE = .09, p < .001, 95% CI [.44, .80]), multiple identities didn't link significantly to self-efficacy (B = .02, SE = .03, p = .39, 95% CI [-.03, .08]). Looking at the affect components of well-being, similar outcomes were encountered. Considering the full model, the total effect of multiple identities on positive affect was significant (B = .08, SE = .02, p < .005, 95% CI [.03, .12]). To evaluate step by step, direct effect of multiple identities on positive affect was significant (B = .63, SE = .02, p < .005, 95% CI [.02, .10]), but indirect effect through self-efficacy wasn't (B = .01, SE = .01, 95% CI [-.01, .04]). Although higher self-efficacy was significantly associated with higher positive affect (B = .52, SE = .04, p < .001, 95% CI [.45, .59]), the number of identities wasn't significantly related to self-efficacy as mentioned above. So, it is clear that the mediation path from multiple identities to positive affect through self-efficacy was clarified as nonsignificant. Lastly, the same analyses gave again nonsignificant outcomes considering negative affect. To be specific, negative affect was significantly related to self-efficacy (B = -.19, SE = .04, p < .001, 95% CI [-.27, -.10]) but not with multiple identities (B = -.03, SE = .02, p = .16, 95% CI [-.08, .01]). Since a significant association couldn't be observed between multiple identities and self-efficacy as known from previous analyses, the full model proved that a mediation pattern couldn't be obtained (B = -.04, SE = .02, p = .12, 95% CI [-.09, .01]). So, a meaningful path from multiple identities to well-being through self-efficacy couldn't be established.

These results were also in line with the previous findings of H1 analyses. In other words, mediation results supported our previous findings that multiple identities couldn't predict a better well-being, even after adding self-efficacy to the model. To summarize, having greater numbers of social identities didn't lead to higher levels of self-efficacy and well-being (the H3a hypothesis couldn't be supported).

3.4.1.2. The Role of Self-Efficacy on the Association of Identity Importance and Well-Being

The continuation of mediation analyses aimed to test H3b. To be able to question whether important identities will lead to higher self-efficacy and well-being, all steps

of H3a analyses were replicated. Dependent (well-being) and mediator (self-efficacy) variables were examined in the same way as in H3a. The independent variable was identity importance. For the life satisfaction component of dependent variable, results indicated that identity importance was significantly linked to self-efficacy (B = .18, SE = .03, p < .001, 95% CI [.12, .25]), and self-efficacy was significantly associated with life satisfaction (B = .58, SE = .09, p < .001, 95% CI [.40, .77]). Total effect model also demonstrated a significant path from identity importance to life satisfaction through self-efficacy (B = .20, SE = .07, p < .005, 95% CI [.08, .33]). Direct and indirect effect results highlighted that direct effect of identity importance on life satisfaction was nonsignificant after adding self-efficacy to the model (B = .10, SE = .07, p = .14, 95% CI [-.03, .22]). But indirect effect of identity importance on life satisfaction through self-efficacy was quite significant (B = .11, SE = .02, 95% CI [.06, .16]), which means that self-efficacy fully mediated the association between identity importance and life satisfaction. Evaluating the positive affect component of well-being, similar findings were encountered. That is, total effect of identity importance on positive affect through self-efficacy was found as significant (B = .13, SE = .03, p < .001, 95% CI [.07, .18]). Again, the non-significance of the direct effect of identity importance on positive affect (B = .03, SE = .03, p = .20, 95% CI [-.02, .08]) and significance of the indirect effect of identity importance on positive affect through self-efficacy (B = .09, SE = .02, 95% CI [.10, .20]) depicted a fully mediated relationship. Self-efficacy itself was also significantly linked to positive affect (B = .51, SE = .04, p < .001, 95% CI [.44, .58]). Examining lastly the negative affect component, total effect of identity importance on negative affect through self-efficacy was significant (B = .07, SE = .03, p < .05, 95% CI [.01, .13]). Differently from positive affect analyses, both direct (B = .11, SE = .03, p < .001, 95% CI [.05, .17]) and indirect (B = -.04, SE = .01, p < .05, 95% CI [-.07, -.03]) effect of identity importance on negative affect was seen as significant. This is why it could be concluded that the association between identity importance and negative affect was partially (not fully) mediated by self-efficacy. Self-efficacy itself was also significantly related to negative affect (B = -.24, SE = .05, p < .001, 95% CI [-.32, -.15]).

To sum up, results confirmed that, either partially or fully, self-efficacy significantly mediated the relationship between identity importance and all components of well-

being. Namely, important identities led to higher self-efficacy and higher self-efficacy predicted greater well-being. So, the H3b hypothesis was supported. And obtained results were briefly presented in Figure 1.

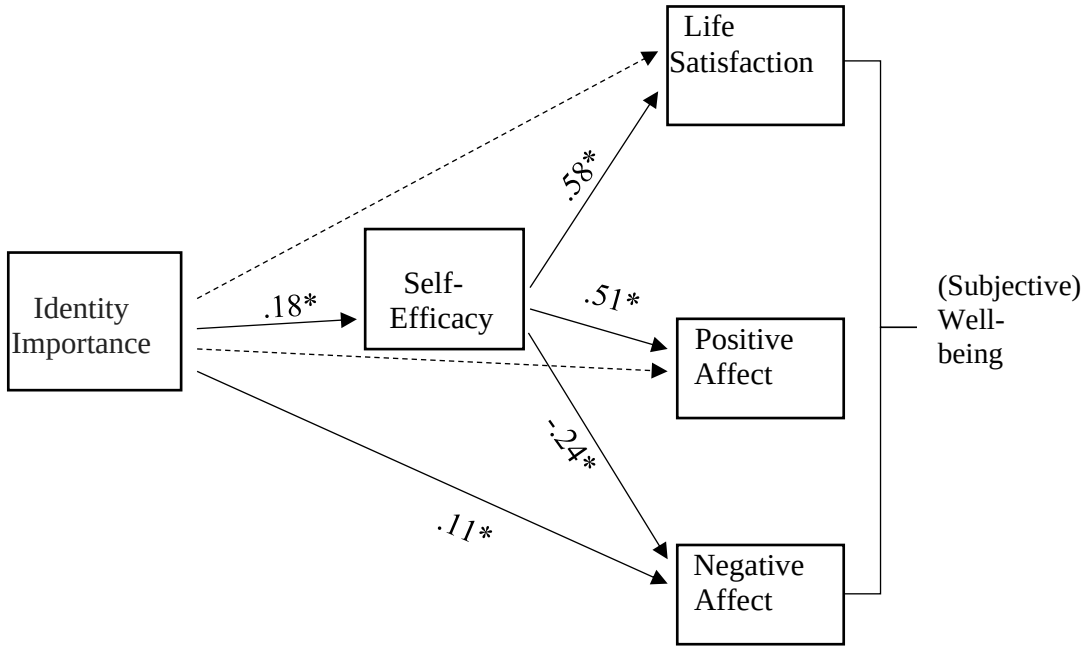

Figure 1. The Mediating Role of Self-Efficacy on the Association between Identity Importance and Well-Being

Note. *$p < .001$
Note 2. Coefficients are unstandardized regression coefficients.

3.4.2. The Role of Social Support on the Associations of Multiple Identities, Identity Importance and Well-Being

The second series of mediation analyses was run in order to assess the potential mediating role of social support on the relationships between multiple identities-well-being and identity importance-well-being (H4). Firstly, the possible pathway from multiple identities to well-being through social support was examined (H4a), and then the analyses were repeated for identity importance-well-being association (H4b). The same as previous mediation analyses, components of well-being (life satisfaction, positive affect, and negative affect) were examined separately. The mediating role of perceived social support and its family, friends and significant other subscales were also examined separately and respectively.

3.4.2.1. The Role of Social Support on the Association of Multiple Identities and Well-Being

Analyses performed to test whether addition of the social support variable on multiple identities – well-being equation will yield any significant outcome (H4a), i.e., whether the number of identities will be significantly linked to well-being through total perceived social support (H4a), revealed nonsignificant outcomes for multiple identities and life satisfaction (B = .04, SE = .06, p = .53, 95% CI [-.07, .14]), and negative affect (B = -.04, SE = .03, p = .12, 95% CI [-.09, .01]). The association for multiple identities and positive affect was found to be significant. That is to say, the total effect (B = .08, SE = .02, p < .005, 95% CI [.03, .12]) and direct effect (B = .06, SE = .02, p < .005, 95% CI [.02, .10]) models were significant, but it wasn't through social support since the indirect effect model (reflective of social support's predictive power) was not significant (B = .02, SE = .01, 95% CI [-.01, .05]). The link between multiple identities and (perceived) social support was not significant as well (B = .02, SE = .05, p = .63, 95% CI [-.07, .12]), although the ways between social support and life satisfaction (B = .46, SE = .05, p < .001, 95% CI [.37, .55]), positive affect (B = .13, SE = .02, p < .001, 95% CI [.09, .18]), and negative affect (B = -.10, SE = .02, p < .001, 95% CI [-.15, -.06]) were significant. These general outcomes simply demonstrated that total perceived social support couldn't mediate the relationship between multiple identities and well-being. In order to discuss this issue in more detail, analyses were repeated for each subscale of social support separately.

Results for the mediating role of family support demonstrated that all equations for multiple identities - life satisfaction and multiple identities – negative affect associations were nonsignificant. Namely, the number of identities couldn't link significantly to life satisfaction and negative affect, even after taking perceived support from family members into account. However, the association between multiple identities and positive affect was significant (B = .08, SE = .02, p < .005, 95% CI [.03, .12]) as all previous analyses also showed. Equation for direct effect model was significant (B = .08, SE = .02, p < .001, 95% CI [.03, .13]), but it wasn't significant for indirect effect model (B = -.01, SE = .01, 95% CI [-.04, .01]), which basically remarks that the relationship between multiple identities and positive affect was significant in

any case (family support didn't have a meaningful role here). Consequently, support from family members couldn't be observed to have a mediating role on multiple identities - well-being association. The same analyses for the mediating roles of friends support and significant other support yielded very similar results with family support analyses. Accordingly, all models considering multiple identities - life satisfaction and multiple identities – negative affect associations were nonsignificant for both friends and significant other supports. In contrast, as seen on the family support model, total and direct effects of multiple identities on positive affect were significant (for friends support; B = .08, SE = .02, p < .005, 95% CI [.02, .11], for significant other support; B = .07, SE = .02, p < .005, 95% CI [.02, .11]), but it wasn't through friends support (B = .01, SE = .01, 95% CI [-.01, .02]), or significant other support (B = .01, SE = .01, 95% CI [-.01, .02]). As a result, perceived support from friends or significant others couldn't be observed to mediate the relationship between multiple identities and well-being. To summarize, a meaningful pathway from multiple identities to well-being through social support couldn't be observed (H4a wasn't supported).

3.4.2.2. The Role of Social Support on the Association of Identity Importance and Well-Being

When it came time to test H4b (the potential mediating role of social support on the relationship between identity importance and well-being), the exact same path was followed. To explain, obtained results after entering identity importance into the model as independent variable, life satisfaction, positive affect, and negative affect as dependent variable, respectively, and total perceived social support as mediator proved that the total model for identity importance and life satisfaction was significant (B = .20, SE = .07, p < .005, 95% CI [.08, .33]). Direct effect of identity importance on life satisfaction was also significant (B = .15, SE = .06, p < .05, 95% CI [.03, .27]), but indirect effect through social support wasn't (B = .05, SE = .03, 95% CI [-.01, .11]). It was understood that the identity importance itself significantly predicted life satisfaction, but total social support didn't mediate this relationship. The associations for identity importance - positive affect and identity importance - negative affect were found in the same vein. That is, the total (B = .13, SE = .03, p < .001, 95% CI [.07, .18]) and direct (B = .11, SE = .03, p < .001, 95% CI [.06, .17]) effects of identity

importance on positive affect were observed as significant. Those for negative affect were also significant (for total effect; (B = .07, SE = .03, p < .05, 95% CI [.01, .13]), for direct effect; (B = .08, SE = .03, p < .01, 95% CI [.02, .14]). But the ways from identity importance to positive affect (B = .01, SE = .01, 95% CI [-.01, .03]) or negative affect (B = -.01, SE = .01, 95% CI [-.03, .01]) through social support (i.e., indirect effects) were nonsignificant. Similar to the multiple identities - well-being analyses, total perceived social support couldn't mediate the relationship between identity importance and well-being components. To investigate each subscale of social support in depth, the analyses below were run, and divergent results were obtained that need to be discussed.

Outcomes of family support as mediator revealed significant models for both direct (B = .15, SE = .06, p < .05, 95% CI [.03, .27]) and indirect effects (B = .05, SE = .02, 95% CI [.01, .10]) of identity importance on life satisfaction. Examining the links separately, identity importance was significantly linked to family support (B = .18, SE = .07, p < .01, 95% CI [.04, .32]), and family support was significantly associated with life satisfaction (B = .28, SE = .04, p < .001, 95% CI [.20, .36]). That is, there was a significant association between identity importance and life satisfaction, and this association was partially and significantly mediated by the perceived support from family members. Looking at the positive affect, identity importance was already significantly linked to family support, and family support was significantly associated with positive affect (B = .07, SE = .02, p < .001, 95% CI [.03, .10]). Both direct (B = .11, SE = .03, p < .001, 95% CI [.06, .17]) and indirect (B = .01, SE = .01, 95% CI [.01, .03]) effect models were significant. In other words, family support partially and significantly mediated the association between identity importance and positive affect as well. Lastly, examining negative affect, parallel findings were encountered. The way from identity importance to family support was already significant, and from family support to negative affect was also significant (B = -.09, SE = .02, p < .001, 95% CI [-.13, -.05]). Mentioning about the direct and indirect effects, identity importance was found as directly and significantly linked to negative affect (B = .08, SE = .03, p < .01, 95% CI [.03, .14]) and also indirectly through family support (B = -.02, SE = .01, 95% CI [-.03, -.01]). To sum up, perceived support from family members

was observed to have a mediating role in the identity importance - well-being association presented in Figure 2.

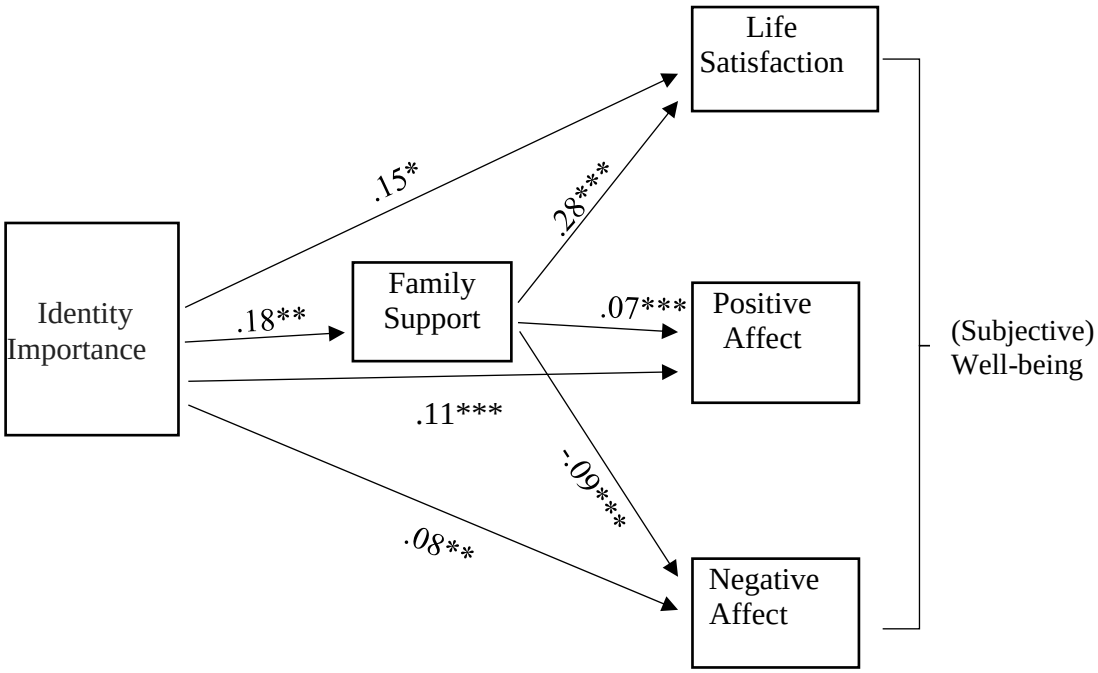

Figure 2. The Mediating Role of Family Support on the Association between Identity Importance and Well-Being

Note. ***$p < .001$, **$p < .01$, *$p < .05$
Note 2. Coefficients are unstandardized regression coefficients.

To examine the mediating roles of friends support and significant other support, the same way was followed. Namely, the path from identity importance to friends support was found to be nonsignificant ($B = .12$, $SE = .08$, $p = .10$, 95% CI [-.02, .26]). But it was significant and positive from friends support to life satisfaction ($B = .29$, $SE = .04$, $p < .001$, 95% CI [.22, .37]). The model predicted significant direct effect of identity importance on life satisfaction ($B = .17$, $SE = .06$, $p < .01$, 95% CI [.05, .29]) but the indirect effect through friends support was nonsignificant ($B = .04$, $SE = .02$, $p = .10$, 95% CI [-.01, .08]). That is, although identity importance was significantly linked to life satisfaction, perceived support from friends didn't mediate this link. Considering other parts of well-being, analyses presented significant results for the direct effect of identity importance on positive affect ($B = .12$, $SE = .03$, $p < .001$, 95% CI [.06, .17]) and negative affect ($B = .07$, $SE = .03$, $p < .01$, 95% CI [.02, .14]). And both ways were

found significant from friends support to positive affect (*B* = .08, *SE* = .02, *p* < .01, 95% CI [.05, .12]) and negative affect (*B* = -.06, *SE* = .02, *p* < .01, 95% CI [-.10, -.02]). To compile, although relationships between identity importance and all well-being components were observed, these relationships couldn't be mediated by the perceived friends support. On the last step of social support mediation analyses, path from identity importance to significant other support was not significant (*B* = .05, *SE* = .08, *p* = .56, 95% CI [-.11, .20]), but from here to life satisfaction it was significant (*B* = .29, *SE* = .04, *p* < .001, 95% CI [.22, .36]). Direct effect of identity importance on life satisfaction was significant (*B* = .19, *SE* = .06, *p* < .01, 95% CI [.07, .31]) but the indirect effect was not (*B* = .01, *SE* = .02, 95% CI [-.03, .06]). In another saying, there was a statistically significant association between identity importance and life satisfaction, but it wasn't mediated by perceived support from significant other people. Similarly, significant direct effects were found between identity importance and positive affect (*B* = .12, *SE* = .03, *p* < .001, 95% CI [.07, .18]) and negative affect (*B* = .07, *SE* = .03, *p* < .01, 95% CI [.01, .13]). The paths from significant other support to positive affect (*B* = .09, *SE* = .02, *p* < .001, 95% CI [.05, .12]) and negative affect (*B* = -.06, *SE* = .02, *p* < .001, 95% CI [-.10, -.03]) was again significant. As observed in the friends support situation, a mediating role for significant other support couldn't be declared despite all observed significant associations between identity importance and life satisfaction, positive affect, and negative affect.

These findings clarified that although family support had a mediating role in the association between identity importance and all components of well-being, this situation was beside the point for friends support and significant other support subscales. Since the total model didn't yield a significant mediating effect of perceived social support on the association of identity importance and well-being, H4b hypothesis couldn't be supported by the current findings. Taking all findings into account, Table 5 below summarizes the results of performed regression and mediation analyses for the first 4 hypotheses.

Table 5. Summary of All Regression and Mediation Analyses

The Number of Hypothesis	Independent Variable	Dependent Variable	Any Significant Association?	Mediator Variable	Any Mediation Effect?
H1	Multiple Identities	Well-being	No	-	-
H2	**Identity Importance**	**Well-being**	**Yes (partially)**	-	-
H3a	Multiple Identities	Well-being	→	Self-efficacy	No
H3b	**Identity Importance**	**Well-being**	→	**Self-efficacy**	**Yes**
H4a	Multiple Identities	Well-being	→	(total perceived) Social Support	No
			→	Family Support	No
			→	Friends Support	No
			→	Significant Other Support	No
H4b	**Identity Importance**	**Well-being**	→	(total perceived) Social Support	No
			→	**Family Support**	**Yes**
			→	Friends Support	No
			→	Significant Other Support	No

3.5. Exploring the "Working Woman", "Mother" and "Student" Identities

At the beginning, the sample of the present study consisted of 466 women participants. 448 of them whose data was included in the aforementioned analyses were observed to identify themselves mostly with two or three (M_{ID} = 2.3, SD_{ID} = 1.20) social identities. These identities were entitled as Working Woman Identity, Mother Identity, Student Identity and Alternative Identity. The first three identities – as their titles imply - reflected those who could identify themselves as a working woman, a mother, or a

student. The fourth (alternative) identity aimed to cover self-defined identities like daily routines, hobbies, voluntary (continuous) acts and so on. To see overall identity distribution, Table 2 (presented at the beginning of this chapter) can be referred.

Previously performed analyses displayed that some of the assumptions couldn't be met. A possible reason why some results didn't support the ones in the relevant literature could be that each identity has a different nature, and it would be more appropriate to study each one in its own context. In other saying, it may be more functional to work on the importance of working identity, mother identity and student identity and their associations with well-being separately. Furthermore, whether these associations are susceptible to self-efficacy and/or social support can be better discussed if analyses are run separately for each identity. The fifth hypothesis aimed to put this perspective into practice. For this purpose, the next sections will cover in-depth investigation of working identity, mother identity and student identity in the given context. Alternative identity won't be examined with this method, since this identity includes lots of different subjects – different natures, which are hard to examine under a single title.

3.5.1. Exploring the "Working Woman" Identity

In this section, the well-being of women whose working identity is important to their self-concept will be observed. That is, the link between the importance of working woman identity and well-being will be studied. And subsequently, the potential mediating effects of self-efficacy and (perceived) social support to this link will be examined.

3.5.1.1. The Importance of "Working Woman" Identity and Well-Being

The importance of working identity (IV) was measured with the mean scores of 267 participants who rated working identity items. Well-being (DV) in this analysis referred to the mean well-being scores of only those participants. Like in the former analyses, components of well-being were examined separately. Simple linear regression analysis performed to see the association between the importance of

working woman identity and well-being yielded interesting outcomes to be discussed. In the very beginning of the analyses, overall identity importance of multiple identities was found to be significantly associated with life satisfaction. However, the importance of working identity itself wasn't observed in a significant association with life satisfaction (*B* = .14, *SE* = .08, *p* = .08, 95% CI [-.02, .30]). On the contrary, and similar to the overall identity importance findings, importance of working woman identity was significantly and positively linked to positive affect (*B* = .09, *SE* = .04, *p* < .01, 95% CI [.02, .16]) and negative affect (*B* = .09, *SE* = .03, *p* < .01, 95% CI [.02, .15]). As the importance of working identity increased, positive affect scores also increased at a rate of 2.4 percent (ΔF (1, 265) = 6.43, *p* < .01, ΔR^2 = .024). Very similarly, increase in working identity importance predicted the same amount (2.4 percent) increase in negative affect (ΔF (1, 265) = 6.51, *p* < .01, ΔR^2 = .024).

To summarize, results demonstrated that it is hard to make a simple comment about the interaction between working identity importance and overall well-being. We saw that higher overall identity importance predicted higher life satisfaction, as anticipated according to the previous findings and those of the current study, but working identity itself didn't. Moreover, although PANAS components (positive and negative affect) were predicted by working identity importance, the possible reason(s) why this prediction for negative affect was in the positive direction is required to be discussed later.

3.5.1.2. The Role of Self-Efficacy on the Association of Working Identity Importance and Well-Being

A series of mediation analysis was run to observe whether self-efficacy has a significant role between working identity importance and well-being. Based on the obtained results, the paths from working identity importance to self-efficacy (*B* = .20, *SE* = .04, *p* < .001, 95% CI [.12, .27]) and from self-efficacy to life satisfaction component of well-being (*B* = .73, *SE* = .12, *p* < .001, 95% CI [.49, .97]) were found to be significant. Nonetheless, the path from working identity importance to life satisfaction wasn't significant as explained in the previous section. Any of the total (*B* = .14, *SE* = .08, *p* = .08, 95% CI [-.02, .30]) or direct (*B* = -.01, *SE* = .08, *p* = .96, 95%

CI [-.16, .15]) models didn't yield significant equations. However, while the outcomes for life satisfaction were nonsignificant, they were observed as significant for both affect components. That is, the paths from working identity importance to self-efficacy (as stated above) and from self-efficacy to positive affect (*B* = .50, *SE* = .05, *p* < .001, 95% CI [.40, .60]) were significant. The total model was also found as significant (*B* = .09, *SE* = .04, *p* < .01, 95% CI [.02, .16]). Although the importance of working identity didn't predict positive affect directly (*B* = -.01, *SE* = .03, *p* = .82, 95% CI [-.07, .06]), it did indirectly through self-efficacy (*B* = .10, *SE* = .02, 95% CI [.06, .14]). So, self-efficacy fully mediated the relationship between working identity importance and positive affect (shown in Figure 3).

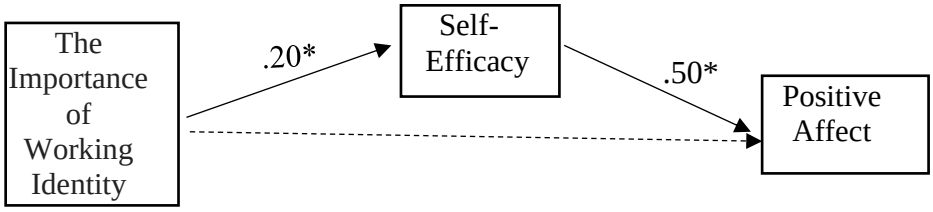

Figure 3. The Mediating Role of Self-Efficacy on the Association between Working Identity Importance and Positive Affect

Note. *p < .001
Note 2. Coefficients are unstandardized regression coefficients.

In a similar way, the links between working identity importance and self-efficacy, and between self-efficacy and negative affect (*B* = -.21, *SE* = .05, *p* < .001, 95% CI [-.31, -.10]) were observed as significant. The total (*B* = .09, *SE* = .03, *p* < .01, 95% CI [.02, .15]), direct (*B* = .13, *SE* = .04, *p* < .001, 95% CI [.06, .20]) and indirect (*B* = -.04, *SE* = .01, 95% CI [-.07, -.02]) effect models were all significant. These equations reflected that working identity was significantly related to negative affect, and this relationship was partially mediated by self-efficacy (see Figure 4).

In sum, obtained outcomes displayed that although self-efficacy had significant associations with both working identity and life satisfaction, we couldn't mention about a mediation effect because the association between working identity and life satisfaction was nonsignificant. But we observed significant mediator models

considering both affect components. That is, self-efficacy fully mediated the association between working identity and positive affect, and partially mediated the association between working identity and negative affect.

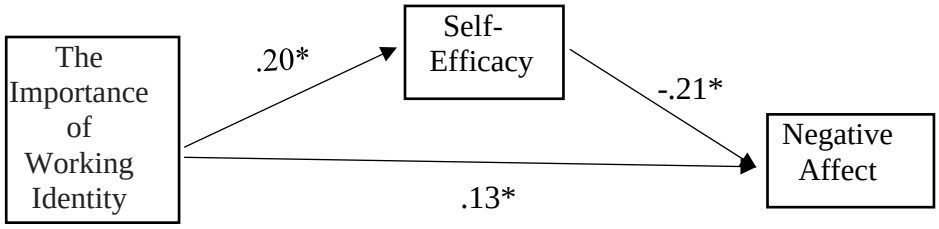

Figure 4. The Mediating Role of Self-Efficacy on the Association between Working Identity Importance and Negative Affect

Note. *$p < .001$
Note 2. Coefficients are unstandardized regression coefficients.

3.5.1.3. The Role of Social Support on the Association of Working Identity Importance and Well-Being

To search whether perceived social support has a significant role on the relationship between working identity importance and well-being, another series of mediation analysis was done. Social support was studied first as total perceived social support, and then separately for each subscale. For the life satisfaction component of well-being, results indicated that the way from working identity to life satisfaction ($B = .14$, $SE = .08$, $p = .08$, 95% CI [-.02, .30]) and to total perceived social support ($B = .11$, $SE = .07$, $p = .10$, 95% CI [-.02, .25]) were nonsignificant. Although the one between total perceived social support and life satisfaction was significant ($B = .51$, $SE = .06$, $p < .001$, 95% CI [.38, .64]), a mediation model couldn't be formed. None of the total ($B = .14$, $SE = .08$, $p = .08$, 95% CI [-.02, .30]), direct ($B = .08$, $SE = .07$, $p = .26$, 95% CI [-.06, .23]), and indirect effect models were significant ($B = .06$, $SE = .04$, 95% CI [-.01, .10]). So, it could be stated that no mediating effect of perceived social support could be observed between working identity importance and life satisfaction. For the positive affect component, total effect of working identity importance on positive affect was observed as significant ($B = .09$, $SE = .04$, $p < .01$, 95% CI [.02, .16]). The direct effect of working identity on positive affect was also significant ($B = .08$, $SE =$

.04, $p < .05$, 95% CI [.01, .14]), but its indirect effect wasn't ($B = .02$, $SE = .01$, 95% CI [-.01, .03]). As we know, the way from working identity to total perceived social support was also nonsignificant, although the one from social support to positive affect was significant ($B = .14$, $SE = .03$, $p < .001$, 95% CI [.08, .20]). That's why we couldn't claim a mediational relationship here. And lastly for the negative affect component, the same pattern was seen. To explain, total ($B = .09$, $SE = .03$, $p < .01$, 95% CI [.02, .15]) and direct ($B = .10$, $SE = .03$, $p < .01$, 95% CI [.03, .16]) effect of working identity importance on negative affect was significant, but the indirect effect wasn't ($B = -.01$, $SE = .01$, 95% CI [-.03, .01]). Again, the path from social support to negative affect was significant ($B = -.11$, $SE = .03$, $p < .001$, 95% CI [-.17, -.05]). No mediating effect of perceived social support could be declared on the association between working identity importance and negative affect. Hence, it could be summarized that total perceived social support couldn't mediate the association between working identity importance and well-being.

Looking at each social support subscale one by one, the potential role of family support was examined first. Previously in H4b analyses, perceived support from family members was found to have a mediating role in the overall identity importance - well-being association. However, we experienced different results for working identity in particular. Namely, although family support predicted life satisfaction ($B = .27$, $SE = .06$, $p < .001$, 95% CI [.16, .38]), working woman identity didn't predict support from family members ($B = .11$, $SE = .08$, $p = .18$, 95% CI [-.05, .27]). And before that, working woman identity didn't predict life satisfaction as remarked above. That's why none of the effect models (total, direct or indirect) were significant. So, we couldn't declare a significant link between working identity, family support and life satisfaction. Considering positive affect, working identity importance had a significant total ($B = .09$, $SE = .04$, $p < .01$, 95% CI [.02, .17]) and direct ($B = .08$, $SE = .04$, $p < .05$, 95% CI [.01, .15]) effect on positive affect, but its indirect effect wasn't significant ($B = .01$, $SE = .01$, 95% CI [-.01, .02]). The way from family support to positive affect was significant ($B = .06$, $SE = .03$, $p < .05$, 95% CI [.01, .12]), but it wasn't from working identity to family support. So, a significant pathway from working identity to positive affect through family support wasn't observed. And analyses for the negative affect yielded the same results. Specifically, the total and direct effects of working

identity importance on negative affect were significant with the same scores, but the indirect effect wasn't (B = -.01, SE = .01, 95% CI [-.02, .01]). Family support was significantly linked to negative affect as well as to positive affect (B = -.08, SE = .02, p < .01, 95% CI [-.13, -.03]), but not to working identity. Again, a significant way from working identity to negative affect through family support wasn't found. Overall, family support couldn't mediate the association between working identity importance and well-being. Participants who evaluated their working identity as important didn't report significant family support. That is the reason why any mediating role of family support couldn't be seen.

If we continue with the perceived support from friends, working woman identity predicted support from friends (B = .17, SE = .08, p < .05, 95% CI [.01, .33]) and friends support predicted life satisfaction (B = .35, SE = .06, p < .001, 95% CI [.24, .46]). However, since the main point is that working woman identity itself couldn't predict life satisfaction, none of the effect models (total, direct or indirect) had a chance to be significant. So, we couldn't declare a significant link between working identity, and life satisfaction through friends support. For positive affect, obtained results revealed that the paths from working identity to friends support (as stated above), and from friends support to positive affect (B = .10, SE = .03, p < .001, 95% CI [.04, .15]) were significant. The way from working identity to positive affect was also significant (B = .08, SE = .04, p < .05, 95% CI [.01, .15]). So, the total model yielded a significant equation for the relationship between working identity and positive affect through friends support (B = .09, SE = .04, p < .01, 95% CI [.02, .16]). Also, direct (B = .08, SE = .04, p < .05, 95% CI [.01, .15]) and indirect effects (B = .02, SE = .01, 95% CI [.01, .06]) were significant, too. These results proved that perceived support from friends significantly and partially mediated the association between working identity and positive affect shown in Figure 5.

And lastly to have a look at the negative affect, mediation analysis produced significant results for all paths as did in the positive affect. The equations were B = -.08, SE = .03, p < .01, 95% CI [-.12, -.03] for the path from friends support to negative affect, and B = .10, SE = .03, p < .01, 95% CI [.03, .17] for the way from working identity to negative affect. Total, direct, and indirect effect models were significant,

too. In brief, perceived social support from friends was found to be (partially but) significantly mediated the association between working identity and negative affect (see Figure 6).

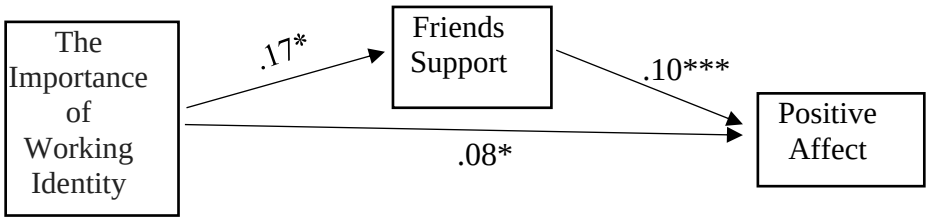

Figure 5. The Mediating Role of Friends Support on the Association between Working Identity Importance and Positive Affect

Note. ***$p < .001$, **$p < .01$, *$p < .05$
Note 2. Coefficients are unstandardized regression coefficients.

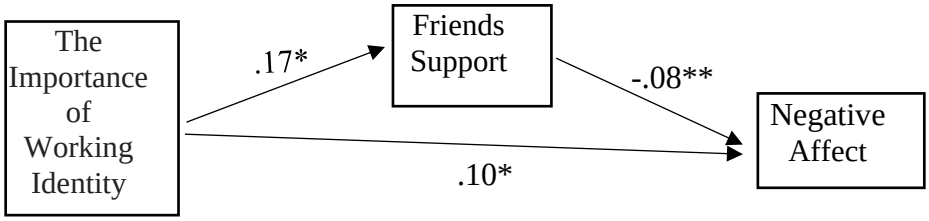

Figure 6. The Mediating Role of Friends Support on the Association between Working Identity Importance and Negative Affect

Note. ***$p < .001$, **$p < .01$, *$p < .05$
Note 2. Coefficients are unstandardized regression coefficients.

Overall, friends support was observed to significantly mediate the association between working identity importance and affective dimensions of (subjective) well-being but not the cognitive dimension. Unlike family support, respondents, for whom their working identity is important, perceived significant social support from their friends. And this support was in a close relationship with their positive and negative affect. However, as highlighted before, working women identity didn't predict life satisfaction.

To finish examining the social support subscales, the potential role of significant other support on the association between working identity importance and well-being was

tested at last. Results revealed a similar picture with the family support subscale. To make it clearer, it would be best to say at the outset that working woman identity didn't predict support from significant other(s) (B = .06, SE = .09, p = .50, 95% CI [-.12, .25]), although significant other support predicted life satisfaction (B = .36, SE = .05, p < .001, 95% CI [.27, .46]). As we already know, working woman identity didn't predict life satisfaction. That's why none of the effect models (total, direct or indirect) were significant. To say in short, we couldn't claim a significant link between working identity, significant other support, and life satisfaction. For positive affect, significant association with significant other support was observed (B = .11, SE = .02, p < .001, 95% CI [.07, .18]), but significant other support wasn't significantly linked to working identity. Significant total (B = .09, SE = .04, p < .01, 95% CI [.02, .17]) and direct (B = .08, SE = .03, p < .05, 95% CI [.02, .15]) effects of working identity on positive affect was found, but its indirect effect wasn't significant (B = .01, SE = .01, 95% CI [-.02, .03]). Looking at all these outcomes, a significant pathway from working identity to positive affect through significant other support wasn't observed. Predictably, associations with negative affect were almost the same. Specifically, the total and direct effects of working identity importance on negative affect were significant (the same equations with positive affect results), but the indirect effect wasn't significant (B = -.01, SE = .01, 95% CI [-.02, .01]). Significant other support was significantly related to negative affect as well as to positive affect (B = -.06, SE = .02, p < .01, 95% CI [-.11, -.02]), but not to working identity. That's why we couldn't mention a mediating role for significant other support between working identity importance and negative affect. Overall, obtained results emphasized that participants whose working identity was important to them reported that they did not receive (statistically) meaningful support from significant others. So, any mediating role of significant other support couldn't be found. A summary of all findings related to working identity importance can be seen in Table 6.

3.5.2. Exploring the "Mother" Identity

Here, the well-being of 322 participants who considered mother identity as important for themselves will be observed. In other words, the association between the importance of mother identity and well-being will be investigated. Furthermore, the

possible mediating roles of self-efficacy and social support on the association in question will be examined, as done in the previous sections.

Table 6. Findings Related to Working Identity Importance

Independent Variable	Dependent Variable	Any Significant Association?	Mediator Variable	Any Mediation Effect?
The Importance of Working Identity	Life Satisfaction	No	Self-efficacy	No
			(Total perceived) Social Support	No
			Family Support	No
			Friends Support	No
			Significant Other Support	No
The Importance of Working Identity	**Positive Affect**	**Yes**	**Self-efficacy**	**Yes**
			(Total perceived) Social Support	No
			Family Support	No
			Friends Support	**Yes**
			Significant Other Support	No
The Importance of Working Identity	**Negative Affect**	**Yes**	**Self-efficacy**	**Yes**
			(Total perceived) Social Support	No
			Family Support	No
			Friends Support	**Yes**
			Significant Other Support	No

3.5.2.1. The Importance of "Mother" Identity and Well-Being

The importance of mother identity (IV) was measured by taking the mean scores of 322 participants who rated working identity items. Well-being (DV) in this analysis

covered the mean well-being scores of only those participants. Again, components of well-being were examined separately. The association between the importance of mother identity and well-being was examined via simple linear regression analysis. According to the outcomes, a significant association between mother identity and life satisfaction couldn't be obtained (B = .14, SE = .08, p = .08, 95% CI [-.02, .30]). The importance of mother identity significantly predicted positive affect (*B* = .11, *SE* = .03, $p < .001$, 95% CI [.05, .17]), but not negative affect (*B* = .06, *SE* = .03, p = .09, 95% CI [-.01, .12]). In other words, the more important the mother identity is to someone, the more positively one feels (ΔF (1, 320) = 13.38, $p < .001$, ΔR^2 = .04). But we couldn't make such a comment about general life satisfaction and negative feelings.

Similar to the findings regarding the working identity, mother identity also didn't predict life satisfaction. However, it didn't predict negative affect as well, which working identity did. That's why the interaction between mother identity importance and overall well-being couldn't be declared as significant. To be able to see whether some other (self-efficacy and social support) factors would better explain the relationship between mother identity and well-being, the study continued with mediation analyses presented in the following sections.

3.5.2.2. The Role of Self-Efficacy on the Association of Mother Identity Importance and Well-Being

The mediation analyses aimed to see whether self-efficacy would better explain the association between mother identity and well-being revealed that the paths from mother identity importance to self-efficacy (*B* = .15, *SE* = .03, $p < .001$, 95% CI [.08, .21]) and from self-efficacy to life satisfaction component of well-being (*B* = .55, *SE* = .11, $p < .001$, 95% CI [.32, .77]) were found to be significant. However, the path from mother identity importance to life satisfaction wasn't significant as stated in the previous section. That's why any of the total (*B* = .13, *SE* = .07, *p* = .05, 95% CI [-.01, .27]) or direct (*B* = .05, *SE* = .07, *p* = .45, 95% CI [-.09, .19]) models didn't yield significant associations. Although results for life satisfaction were nonsignificant, they were significant for positive affect. Namely, the paths from mother identity importance to self-efficacy (as stated above) and from self-efficacy to positive affect (*B* = .49, *SE*

= .04, $p < .001$, 95% CI [.40, .57]) were significant. The total model was also found as significant (B = .11, SE = .03, $p < .001$, 95% CI [.05, .17]). Although the importance of mother identity didn't predict positive affect directly (B = .04, SE = .03, p = .13, 95% CI [-.01, .10]), it did indirectly through self-efficacy (B = .07, SE = .02, 95% CI [.04, .11]). Here it can be concluded that self-efficacy fully mediated the relationship between mother identity importance and positive affect (see Figure 7).

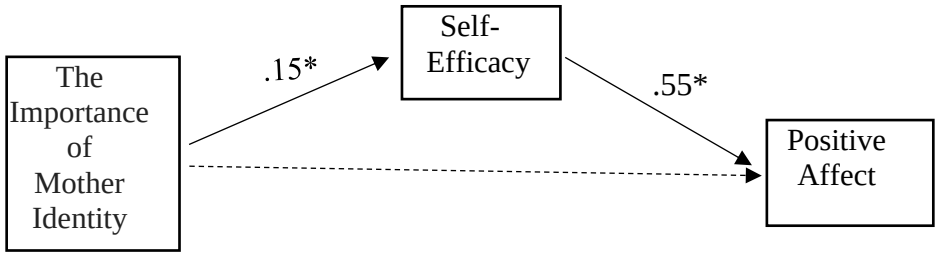

Figure 7. The Mediating Role of Self-Efficacy on the Association between Mother Identity Importance and Positive Affect

Note. *$p < .001$
Note 2. Coefficients are unstandardized regression coefficients.

The same as life satisfaction, negative affect also couldn't be predicted better through self-efficacy. That is to say, the ways from mother identity to self-efficacy (given above) and from self-efficacy to negative affect (B = -.21, SE = .05, $p < .001$, 95% CI [-.31, -.10]) were significant. However, it wasn't significant from mother identity importance to negative affect as declared before. That's why the total or direct models didn't yield significant associations, and a mediating role for self-efficacy between mother identity and negative affect couldn't be addressed.

3.5.2.3. The Role of Social Support on the Association of Mother Identity Importance and Well-Being

These mediation analyses aimed to search whether perceived social support has a significant role on the relationship between mother identity importance and well-being. As in every analysis, social support was included first as total perceived social support, and then separately for each subscale. Accordingly, the way from mother identity importance to social support was nonsignificant (B = .08, SE = .07, p = .22,

95% CI [-.05, .21]), but it was significant from social support to life satisfaction (*B* = .47, *SE* = .05, *p* < .001, 95% CI [.37, .58]). Since the path from mother identity to life satisfaction was nonsignificant, as we already know, total, and direct effect models were also nonsignificant. So, it wasn't surprising to see that perceived social support did not have a mediating role between mother identity and life satisfaction. Considering positive affect, mother identity didn't predict social support (as found and mentioned below), but social support predicted positive affect (*B* = .11, *SE* = .03, *p* < .001, 95% CI [.06, .16]). That is, the more social support participants reported to perceive, the better they stated they feel. Even though total (*B* = .11, *SE* = .03, *p* < .001, 95% CI [.05, .17]) and direct effect (*B* = .10, *SE* = .03, *p* < .001, 95% CI [.05, .16]) models were significant, these findings don't reflect a mediational relationship. Mother identity was already observed as significantly related to positive affect, but not through perceived social support. So, we can conclude that social support didn't mediate the association between mother identity and positive affect. Similarly, mother identity didn't predict social support, but social support predicted negative affect (*B* = -.11, *SE* = .03, *p* < .001, 95% CI [-.16, -.05]). In other words, more social support predicted fewer negative feelings, but it wasn't related to mother identity. The total effect model also supports this approach (*B* = .06, *SE* = .03, *p* = .09, 95% CI [-.01, .12]). Therefore, we can conclude that total perceived social support couldn't mediate the association between mother identity importance and well-being.

Evaluating social support subscales separately, the importance of mother identity predicted support from family members (*B* = .24, *SE* = .08, *p* < .01, 95% CI [.09, .39]), and family support predicted life satisfaction (*B* = .30, *SE* = .05, *p* < .001, 95% CI [.20, .40]). However, mother identity didn't predict life satisfaction. That's why we couldn't obtain significant total (*B* = .13, *SE* = .07, *p* = .06, 95% CI [-.01, .27]) and direct effect (*B* = .06, *SE* = .07, *p* = .37, 95% CI [-.07, .20]) of mother identity on life satisfaction. So, family support didn't have a mediating role. Going on with the positive affect, mother identity predicted family support and family support predicted positive affect (*B* = .05, *SE* = .02, *p* < .05, 95% CI [.01, .10]). Mother identity itself predicted positive affect as well (*B* = .10, *SE* = .03, *p* < .001, 95% CI [.04, .16]). So, all total, direct, and indirect models were observed as significant, which highlights the mediating role of perceived family support on the association between mother identity and positive

affect. Those who evaluated their mother identity as important reported higher positive affect via perceived social support from their family members. Obtained results were presented in Figure 8.

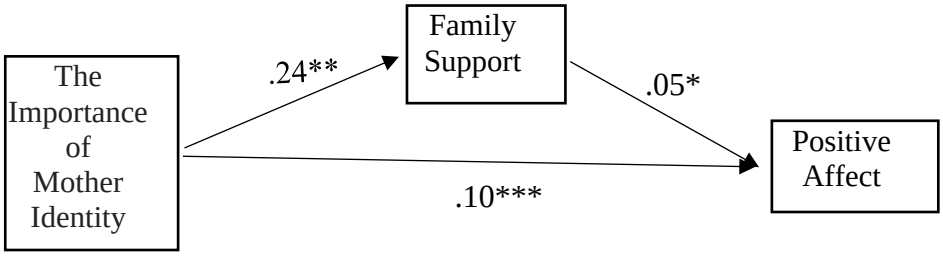

Figure 8. The Mediating Role of Family Support on the Association between Mother Identity Importance and Positive Affect

Note. ***$p < .001$, **$p < .01$, *$p < .05$
Note 2. Coefficients are unstandardized regression coefficients.

Lastly for negative affect, we can't talk about a significant mediation model. To be clearer, although the paths from mother identity importance to family support and from family support to negative affect (B = -.09, SE = .02, p < .001, 95% CI [-.13, -.04]) were significant, but the one from mother identity to negative affect wasn't. That is, single associations were significant; but the total model wasn't (*B* = .06, *SE* = .03, *p* = .09, 95% CI [-.01, .12]). So, we observed that perceived support from family members didn't mediate the association between mother identity and negative affect.

When it comes to examine the role of perceived support from friends, we saw that mother identity didn't predict support from friends (*B* =- .01, *SE* = .08, *p* = .88, 95% CI [-.17, .15]), although friends support predicted life satisfaction (*B* = .32, *SE* = .05, *p* < .001, 95% CI [.23, .41]). Mother identity itself didn't predict life satisfaction as we know. That's why we had to report that there wasn't a significant association between mother identity, friends support and life satisfaction. Regarding positive affect, there were significant total (*B* = .11, *SE* = .03, *p* < .001, 95% CI [.05, .17]) and direct (*B* = .11, *SE* = .03, *p* < .001, 95% CI [.05, .17]) effect of mother identity importance on positive affect but it wasn't through friends support, since the way between mother identity and friends support was nonsignificant. In fact, friends support linked significantly with positive affect (*B* = .08, *SE* = .02, *p* < .001, 95% CI [.04, .12]). But

we couldn't conclude a mediating role for friends support between mother identity and positive affect. Regarding negative affect, all equations were nonsignificant except the one between friends support and negative affect (*B* = -.05, *SE* = .02, *p* < .05, 95% CI [-.09, -.01]). To sum up, although perceived support from friends had significant associations with all components of well-being, it didn't function as a mediator between mother identity and well-being.

Evaluating lastly the support from significant others, the outcomes were very similar to friends support analyses. That is, a mediating role interpretation for significant other support became impossible at the very beginning because the importance of mother identity didn't predict significant other support (*B* = .02, *SE* = .09, *p* = .86, 95% CI [-.15, .19]), although significant other support itself predicted life satisfaction (*B* = .32, *SE* = .04, *p* < .001, 95% CI [.23, .40]), positive affect (*B* = .09, *SE* = .02, *p* < .001, 95% CI [.05, .13]), and negative affect (*B* = -.08, *SE* = .02, *p* < .001, 95% CI [-.12, -.04]). The same as friends support, significant other support was observed to be significantly related to all components of well-being, but it wasn't significant as a mediator between mother identity and well-being. All findings related to mother identity importance were gathered in Table 7.

3.5.3. Exploring the "Student" Identity

As the last subject to be investigated in the current thesis, the well-being of 206 participants who identified themselves with their student identity and evaluated this identity as important will be studied. Also, the mediating roles of self-efficacy and social support in the student identity importance – well-being association will be analyzed, and results will be presented.

3.5.3.1. The Importance of "Student" Identity and Well-Being

The importance of student identity (IV) was measured with the mean scores of 206 participants who rated student identity items. Well-being (DV) included the mean well-being scores of those student participants. Similar to previous analyses, the relationship between the importance of student identity and well-being was studied via

simple linear regression analysis. Accordingly, there wasn't a significant association between student identity and life satisfaction (B = .11, SE = .06, p = .052, 95% CI [-.001, .22]), and positive affect (*B* = .03, *SE* = .03, *p* = .24, 95% CI [-.02, .08]).

Table 7. Findings Related to Mother Identity Importance

Independent Variable	Dependent Variable	Any Significant Association?	Mediator Variable	Any Mediation Effect?
The Importance of Mother Identity	Life Satisfaction	No	Self-efficacy	No
			(total perceived) Social Support	No
			Family Support	No
			Friends Support	No
			Significant Other Support	No
The Importance of Mother Identity	**Positive Affect**	**Yes**	**Self-efficacy**	**Yes**
			(total perceived) Social Support	No
			Family Support	**Yes**
			Friends Support	No
			Significant Other Support	
The Importance of Mother Identity	Negative Affect	No	Self-efficacy	No
			(total perceived) Social Support	No
			Family Support	No
			Friends Support	No
			Significant Other Support	No

Nonetheless, the association between student identity and negative affect was found to be significant but positive (*B* = .06, *SE* = .03, $p < .05$, 95% CI [.01, .11]). Namely, according to the present study, the more important the student identity is to some people, the more negatively they may feel (ΔF (1, 204) = 4.73, $p < .05$ with ΔR^2 = .023). That was another interesting outcome to be discussed later. In brief, we could say that we observed a nonsignificant relationship between student identity and well-being.

To recall briefly, none of the identities that have been studied could predict life satisfaction. The importance of working and mother identities could predict positive affect, but the importance of student identity couldn't. In addition, the importance of working and student identities could predict negative affect, but the importance of mother identity couldn't. In order to get an answer about whether self-efficacy and social support would better explain the relationship between student identity and well-being, mediation analyses were run and explained in the following sections.

3.5.3.2. The Role of Self-Efficacy on the Association of Student Identity Importance and Well-Being

The mediation analyses performed to search whether self-efficacy would better explain the association between student identity and well-being displayed that only the path from self-efficacy to life satisfaction was significant (B = .65, SE = .13, p < .001, 95% CI [.40, .90]). The paths from student identity to self-efficacy (B = .02, SE = .03, p = .45, 95% CI [-.04, .08]) and from student identity to life satisfaction (stated above) were nonsignificant. All other models (total, direct and indirect) were nonsignificant, too. So, self-efficacy wasn't a mediator between student identity and life satisfaction. Likewise, the path from self-efficacy to positive affect was significant (B = .45, SE = .05, p < .001, 95% CI [.35, .56]) but it was nonsignificant from student identity to positive affect and from student identity to self-efficacy (as explained above). That's why a mediating role for self-efficacy couldn't be declared between student identity and positive affect.

Exploring negative affect, we saw that both student identity and self-efficacy (B = -.20, SE = .06, p < .01, 95% CI [-.32, -.07]) were able to predict negative affect, separately. However, the link between importance of student identity and self-efficacy was nonsignificant. The total (B = .06, SE = .03, p < .05, 95% CI [.01, .11]) and direct (B = .06, SE = .03, p < .05, 95% CI [.01, .11]) models were significant, which refers to the significance of the association between student identity and negative affect. But this significance didn't come from self-efficacy. In other saying, there was a significant relationship between student identity and negative affect, but self-efficacy didn't mediate this relationship.

3.5.3.3. The Role of Social Support on the Association of Student Identity Importance and Well-Being

The latest analysis series covered mediation analyses to investigate whether perceived social support has a significant role on the relationship between the importance of student identity and well-being. Starting from total perceived social support, we found significant links between student identity and perceived social support (*B* = .10, *SE* = .05, *p* < .05, 95% CI [.01, .20]) and between perceived social support and life satisfaction (*B* = .41, *SE* = .07, *p* < .001, 95% CI [.27, .55]). But the link between student identity and life satisfaction was nonsignificant. That's why total, direct, and indirect effect models were also nonsignificant, and a mediating role for total perceived social support between student identity and life satisfaction couldn't be addressed. Further analysis revealed the same findings for positive affect. That is to say, total perceived social support predicted positive affect (*B* = .11, *SE* = .04, *p* < .01, 95% CI [.04, .17]). The way from student identity to social support was also significant, but it wasn't from student identity to positive affect. So, perceived social support wasn't observed to have a mediating role considering student identity - positive affect association. Lastly, we observed significant associations between student identity - social support, student identity - negative affect (B = .06, SE = .03, p < .05, 95% CI [.01, .11]), and social support - negative affect (*B* = -.15, *SE* = .04, *p* < .001, 95% CI [-.22, -.08]). All effect models were significant except indirect effect (*B* = -.02, *SE* = .01, 95% CI [-.08, .01]), which clearly showed that there was a significant association between student identity and negative affect but not through perceived social support, it's a direct association. Therefore, we can conclude that total perceived social support couldn't mediate the association between student identity importance and well-being.

Investigating social support subscales one by one, the importance of student identity didn't predict support from family members (*B* = .06, *SE* = .07, *p* = .40, 95% CI [-.08, .20]), and life satisfaction (*B* = .11, *SE* = .06, *p* = .052, 95% CI [-.01, .22]), although family support predicted life satisfaction (*B* = .22, *SE* = .06, *p* < .001, 95% CI [.11, .33]). In this case, none of the effect models were significant and we had to declare that family support didn't have a mediating role between student identity and life

satisfaction. Going on with the positive affect, student identity didn't predict family support and family support didn't predict positive affect (*B* = .05, *SE* = .03, *p* = .07, 95% CI [-.01, .10]). Student identity also didn't predict positive affect (*B* = .03, *SE* = .03, *p* = .24, 95% CI [-.02, .08]).So, it wasn't possible to claim a mediating role of perceived family support. And for negative affect, we couldn't talk about a significant mediation model like the other well-being components. Namely, although the paths from student identity importance to negative affect (as presented above) and from family support to negative affect (B = -.09, SE = .03, p < .001, 95% CI [-.15, -.04]) were significant, the one from student identity to family support wasn't. That is, there was a significant total model (*B* = .06, *SE* = .03, p < .05, 95% CI [.01, .11]), but there wasn't a significant mediating model (*B* = -.01, *SE* = .01, 95% CI [-.05, .02]). So, obtained results supported that perceived support from family members didn't mediate the association between student identity and negative affect.

Followingly, analyses done for the perceived support from friends revealed that student identity didn't predict support from friends (*B* = .10, *SE* = .06, *p* = .10, 95% CI [-.02, .22]), although friends support predicted life satisfaction (*B* = .31, *SE* = .06, *p* < .001, 95% CI [.19, .43]). Student identity itself didn't predict life satisfaction as we know. That's why we couldn't report a significant association between student identity, friends support and life satisfaction. Regarding positive affect, friends support linked significantly with positive affect (*B* = .08, *SE* = .03, *p* < .01, 95% CI [.02, .14]). However, the links between student identity - friends support, and student identity – positive affect were nonsignificant as explained before. So, we couldn't conclude a mediating role for friends support between student identity and positive affect. And for negative affect, total (*B* = .06, *SE* = .03, *p* < .05, 95% CI [.01, .11]) and direct (*B* = .07, *SE* = .03, *p* < .05, 95% CI [.02, .12]) effects of student identity on negative affect were significant. Both student identity and friends support (*B* = -.09, *SE* = .03, *p* < .01, 95% CI [-.15, -.03]) predicted negative affect. Nonetheless, there wasn't a mediating role of friends support since student identity didn't link to friends support significantly. In sum, although perceived support from friends had significant associations with all components of well-being, it didn't function as a mediator between student identity and well-being.

Evaluating lastly the perceived support from significant others, student identity was observed to be significantly associated with significant others support (*B* = .14, *SE* = .06, *p* < .05, 95% CI [.03, .26]), and significant others support predicted life satisfaction (*B* = .28, *SE* = .07, *p* < .001, 95% CI [.23, .40]). Nevertheless, student identity didn't predict life satisfaction (known from the previous analyses). That's why total and direct effect models became nonsignificant and a mediating role for significant other support couldn't be addressed between the importance of student identity and life satisfaction. Similar to life satisfaction, the paths from student identity to significant others support and from significant others support to positive affect (*B* = .09, *SE* = .03, *p* < .01, 95% CI [.03, .16]) were found significant. However, the one from student identity to positive affect wasn't (as mentioned before). Again, we couldn't conclude with a mediational effect of significant others support for student identity and positive affect association. For negative affect, lastly, we observed all associations as significant. Namely, the ways from student identity to significant others support, from significant others support to negative affect (*B* = -.11, *SE* = .03, *p* < .01, 95% CI [-.17, -.04]) and from student identity to negative affect were significant. So, the total (*B* = .06, *SE* = .03, *p* < .05, 95% CI [.01, .11]), direct (*B* = .07, *SE* = .03, *p* < .01, 95% CI [.02, .13]) and indirect (*B* =- .01, *SE* = .01, 95% CI [-.08, -.01]) effect models were significant, too. Here we saw a partial mediating role of significant others support (shown in Figure 9). Those who had student identity and evaluated this identity as important reported that they perceived meaningful support from significant other people, and the higher the support from significant others, the less negative feelings those participants stated.

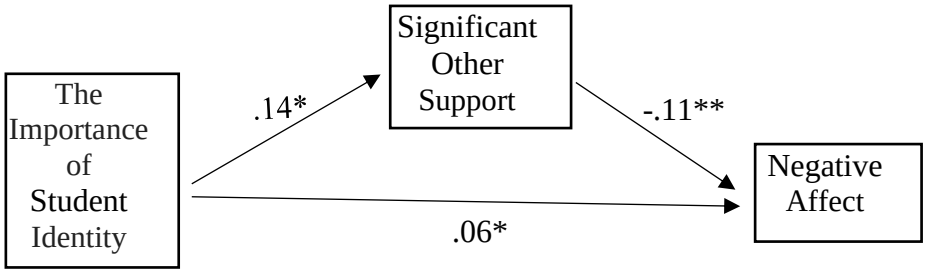

Figure 9. The Mediating Role of Significant Other Support on the Association between Student Identity Importance and Negative Affect

Note. *** *p* < .001, ** *p* < .01, * *p* < .05
Note 2. Coefficients are unstandardized regression coefficients.

To conclude, although perceived support from significant other people predicted all components of well-being, its mediating role was significant only between student identity and negative affect. For a brief summary, all findings regarding student identity were presented in Table 8.

Table 8. Findings Related to Student Identity Importance

Independent Variable	Dependent Variable	Any Significant Association?	Mediator Variable	Any Mediation Effect?
The Importance of Student Identity	Life Satisfaction	No	Self-efficacy	No
			(total perceived) Social Support	No
			Family Support	No
			Friends Support	No
			Significant Other Support	
The Importance of Student Identity	Positive Affect	No	Self-efficacy	No
			(total perceived) Social Support	No
			Family Support	No
			Friends Support	No
			Significant Other Support	No
The Importance of Student Identity	**Negative Affect**	**Yes**	Self-efficacy	No
			(total perceived) Social Support	No
			Family Support	No
			Friends Support	No
			Significant Other Support	**Yes**

CHAPTER 4

DISCUSSION

The present thesis primarily aimed to search the association between women's multiple social identities and their well-being among a sample of women living in Türkiye (H1). Simultaneously, the association between the importance they give to their identities and well-being was also aimed to be investigated (H2). In addition, possible mediating roles of self-efficacy (H3) and (perceived) social support (H4) on these associations were aimed to be questioned. And to be able to get more comprehensive information about the reported social identities in given context, exploratory analyses were planned to be done for the most common identities stated in this study (H5). In order to achieve these goals, following a brief literature review, correlation analyses were done to examine the linear associations between demographic and study variables. After that, a series of linear regression analyses were performed to examine the relationships between multiple social identities, identity importance and well-being. Next, the mediating roles of self-efficacy and (perceived) social support were examined through a series of mediation analyses. Lastly, a series of exploratory analyses were conducted separately for working identity, mother identity and student identity - which were the most common social identities in this study.

In this last chapter of the thesis, all findings including the main findings of the regression and mediation analyses, and outcomes of the exploratory analyses will be discussed in the light of relevant literature. And to finalize the thesis, the strengths and limitations of the current study and suggestions for future research will be presented.

4.1. Findings Related to Regression Analyses

Although lots of studies have been done about the associations between multiple identities and well-being, identity importance and well-being, and self-efficacy, social

support factors affecting these associations, to the best of our knowledge, such an extensive work has never been done considering women living in Türkiye. Besides, the exploratory analyses conducted in the current thesis are one of the comprehensive social identity studies reflecting Türkiye's common women identities. Going step by step, the following sections will cover the evaluations of two regression analyses reflecting the findings about multiple identities, identity importance and well-being interactions.

4.1.1. The Association Between Multiple Identities and Well-Being

The first regression analysis performed to test H1 (whether women's multiple social identities would significantly predict their well-being) yielded nonsignificant result for the association between multiple identities and overall subjective well-being. To explain one by one, the multiplicity of the identities examined in this study significantly predicted participants' positive affect. However, life satisfaction and negative affect components of subjective well-being weren't predicted by multiple identities. That's why we couldn't address a significant association between multiple identities and well-being as hypothesized. These results were not what we expected. A large body of identity studies pointed out that women's multiple roles/identities significantly affect their well-being (Baruch & Barnett, 1986; Haslam et al., 2009; Jetten et al., 2014; Maitland et al., 2021; Thoits, 1983). Nevertheless, there is a debate about the direction of this relationship. Among those debates, Baruch and Barnett (1986) and Thoits (1983) claimed that multiple identities/roles are beneficial to women. Similarly, Jetten et al. (2014) also proposed that having a larger social network including family, friends, and other group memberships will yield better mental and physical health compared to having a small social network. In support of this view, another study examining the link between more group memberships and life satisfaction among individuals who recently had stroke demonstrated that life satisfaction scores after the stroke was greater for people who reported belongingness to more social groups before the stroke (Haslam et al., 2008). And very recently, Maitland et al. (2021) found that identifying oneself with a higher number of social groups yielded higher positive mental health and lower depression scores among autistic people.

While a large group defend the more - the merrier approach, another group of scholars argue that it's not the number of the identities/roles but other factors like the harmony/conflict between those identities (Goode, 1960; Settles, 2004), the quality of experience (Vandewater et al., 1997), social context/cultural factors (Ellemers et al., 2002), or the importance of the identities to one's self-concept (Martire et al., 2000; Thoits, 1992) are more deterministic for well-being. If we start with the identity conflict factor, Goode (1960) asserted that since the time and human energy is not infinite, overload of many responsibilities at the same time and conflict between incompatible requirements of multiple roles/identities can deteriorate well-being. This suggestion can be one of the possible reasons why we couldn't observe higher well-being among participants who had multiple identities, because the present study encapsulated lots of different social identities, some of which may be compatible whereas others not. Measuring additionally the identity harmony/compatibility in this study could be more enlightening and provide better understanding about why women's multiple identities didn't predict their well-being. We know a number of studies assumed that especially for women, work and family roles/identities are incompatible with each other (Gerson, 1985; Settles, 2004; Stryker & Macke, 1978). As with these two identities, some of the other identities reported by the participants may be conflictual and this conflict may be a reason for the nonsignificant outcomes that regression analysis produced.

In the same manner, Vandewater and her colleagues (1997) discussed that simply counting the number of identities may disregard some other important factors like the nature of the identity (e.g., a working woman in a low versus high status job, a student in a high versus low prestigious university, or a mother to one versus many children), or quality of identity experience (how much people are satisfied with their current identities). Helson et al. (1990) revealed that the quality of identity was significantly related to some indicators of well-being such as contentment and effective functioning. Hence, if existing identities are not evaluated as satisfactory enough, their associations with well-being are more likely to be weak. That's why, in or our study, measuring the quality of each identity with a single item like "How satisfied do you think you are with this identity you have?" and taking this valuable information into account along

with the number of identities would better explain why having multiple identities didn't predict well-being among the current sample.

Another central point regarding the multiple identities – well-being association may be that evaluating social groups and identities as unique formations without reckoning the cultures and their norms, the effect of identities on the way people make sense of themselves and others can't be understood properly. Social context has long been argued by many scholars (e.g., Ellemers et al., 2002) as powerful enough to determine the desirability of some identities, which can affect well-being. For example, Öner-Özkan and Gençöz (2006) emphasized that identities are highly sensitive to the characteristics of societies. They highlighted that social identities and their requirements differ in individualistic cultures, where individual preferences and evaluations determine the requirements of identities, and in collectivist cultures, where normative expectations and other people's evaluations shape the identities. In honor cultures like in Türkiye, the most significant ingroup has been defined as family (Öner-Özkan & Gençöz, 2006). Hence, societal expectations and appreciations regarding family-related identities are expected to be stronger than other identities. In support of this perspective, Dökmen (1997) explained that women in Türkiye are most fundamentally expected to fulfill familial responsibilities and try to strive for self-actualization through wife and mother roles. Especially married women are stereotyped with and expected more to stay at home, be a mother and homemaker (Kocacık & Gökkaya, 2005). As much as we know, related literature didn't emphasize the cultural place and significance of any other social identity (for women) that much. Hence, those who have multiple identities may struggle to fulfill all responsibilities together including normative family and household responsibilities, which consequently may bring more stress and fatigue (Dökmen, 1997). This cultural factor may also be a reason why women's multiple identities in our study didn't predict well-being.

Lastly to discuss the unexpected results of this association, researchers pointed out the importance (rather than the plurality) of identities to one's self-concept. This topic formed the basis of our second regression analysis and will be discussed in the following section. To conclude for now, despite of the nonsignificant association that

we observed in the present study between multiple identities and well-being, these findings proved one more time that the plurality of identities alone isn't strong enough to predict subjective well-being. From this perspective, our study is in line with those who heavily emphasized quality rather than quantity. In this way, it can be influential for further studies to question additional factors, some of which were exemplified above, to examine better the relationship between multiple identities and well-being among women in Türkiye.

4.1.2. The Association Between Identity Importance and Well-Being

The second regression analysis run to find an answer for H2 (whether identity importance itself would also significantly predict well-being) produced interesting results worth discussing one by one. To begin with, our findings about the life satisfaction and positive affect dimensions of well-being were in line with the relevant literature. Obtained results showed significant associations between identity importance - life satisfaction and identity importance - positive affect. In other words, the more important the social identities participants perceived, the higher the life satisfaction and positive affect they reported. Previous studies also demonstrated that greater identity/role importance considering family roles, mother and employee identities benefited psychological well-being (Martire et al., 2000; Thoits, 1992). In some studies focusing especially on wife and employee identities, higher importance of these identities showed positive impacts on psychological well-being like higher self-esteem (Reiizes et al., 1994) and greater life satisfaction (Martire et al., 2000). In another study supporting these findings, strong group memberships were declared to enhance well-being. Namely, it was observed in different samples, individuals who more strongly identified themselves with their groups had remarkably lower level of depression (Cruwys et al., 2014). These findings supported our second hypothesis that highly important identities lead to higher life satisfaction and positive being.

Nevertheless, and interestingly, the current data also showed that identity importance was in a significant but positive association with negative affect. The significance of the association was what we expected, but the interesting part was the direction of the association. Identity importance literature mostly proposes that the more important the

identities for someone, the less negative outcomes one would have, like lower anxiety (Flanders, 2015), less stress (Gurin et al., 1960; Thoits, 1992). We also expected in the present study to obtain significantly lower results for negative affect. However, we found a significant but positive association between identity importance and negative affect. That is to say, participants who evaluated their identities as highly important had higher negative affect scores. Despite that this finding led us to accept our second hypothesis only partially, it shed an important light on the growing research that not all important identities yield less negative outcomes. To be more specific, past findings mostly emphasized the negative effects of important identities when they are evaluated as stigmatized or minority identities (Abbott & Mollen, 2018; Brennan et al., 2010). However, although not in one of these categories, some important identities can still be threatening to the self. As Thoits (1991) declared, negative events related to an important identity can affect a person more negatively than those of a less important identity, even if it's not a devalued identity. Having multiple important identities sometimes can result in conflict between them and that can be a reason for negative outcomes on well-being. Settles (2004) claimed that the conflict between multiple and central identities may be observed especially when the natures of these identities are different. If a person has two highly important (i.e., central) identities and if the requirements of these two identities are discrepant, enacting the necessities of one and then moving to the other may be difficult and affect that person negatively. To illustrate, being a mother and a manager may necessitate greater cognitive, affective, or behavioral effort compared to being a mother and a homemaker. When both identities are evaluated as central, the person wants to perform well in both of them (Settles, 2004) and as a result, a mother-manager may be expected to report more negative outcomes like fatigue, or stress than a nonworking mother.

Similarly, and supportive of our H2 results, a study aimed to investigate the potential positive and negative outcomes of having multiple identities among a sample of middle-aged women. The sample consisted of two groups, one of them included women who were homemakers and students (have returned to school at their midlife), while the other group consisted of only homemakers. Findings of the study showed that student-homemakers reported significantly higher gratification from their multiple identities than only homemakers. Nevertheless, student-homemakers also stated

higher strain than only homemakers (Gerson, 1985). These results may be due to the divergent requirements of student and homemaker identities, or, as explained above, because of the motivation of managing both identities simultaneously well. In any case, there are important findings like this one supporting our obtained results that identity importance can significantly predict both positive and negative outcomes related to well-being.

In addition, society can also be effective on the positive association between identity importance and negative affect. Gerson (1985) claimed that when a social identity is highly valued in a culture, it is less likely to expect significant negative outcomes like strain stemming from this identity. Considering Turkish culture, marriage and motherhood are evaluated as crucial milestones for women (Sakallı-Uğurlu et al., 2021). If an identity that is important to the person is not very important and supported by society, or vice versa, this dissonance may affect the individual negatively. Hence, although standing in contrast to much well-being research which demonstrate better well-being once the identity importance is high, managing important identities together with the priority of specific ones and their requirements may yield significant negative outputs as we attained in the current study.

4.2. Findings Related to Mediation Analyses

In this section, findings regarding the potential mediating roles of self-efficacy and social support on the associations between multiple identities – well-being and identity importance – well-being will be discussed in the light of relevant literature.

4.2.1. The Role of Self-Efficacy on the Association Between Multiple Identities and Well-Being

The results of the first mediation analysis, where the role of self-efficacy as a mediator between multiple identities and well-being was tested (H3a), revealed that although self-efficacy significantly predicted each component of subjective well-being, multiple identities didn't predict self-efficacy. Moreover, as we are already informed by the previous analyses, multiple identities itself didn't predict life satisfaction and

negative affect, although predicted positive affect. That's why we couldn't support hypothesis H3a and conclude with a mediating role for self-efficacy in this context.

Since the relationship between multiple identities and well-being is nonsignificant from the very beginning of the analyses, we know that a mediating model (regarding self-efficacy or any other variable) cannot be asserted. The results reflecting the significant links between self-efficacy and well-being components were in line with the past findings, as stated in the introduction chapter. However, we were surprised when we saw that plurality of identities itself didn't predict self-efficacy. Past studies mostly supported the idea that benefiting from multiple self-concepts (through identities) increase people's perceived self-efficacy (Bandura, 1986), since defining the self with many social roles/identities and succeeding simultaneously many role requirements, some of which may have conflicting demands, can provide people with feeling very capable (Gresky et al., 2005). Nevertheless, scholars interested in identity and self-efficacy subjects recently preferred to approach this issue from a more comprehensive perspective, which enabled them to develop more elaborate explanations about the association between identity, multiple identities, and self-efficacy. More precisely, they found that focusing on the meanings rather than the numbers of identities served better to estimate how social identities/roles may or may not predict self-efficacy (Caldwell & Hayes, 2016; Carter et al., 2021). To Carter and his colleagues (2021), identities have cultural (conventional) and individual (idiosyncratic) meanings, which are linked to different senses of accomplishment and self-efficacy. And they observed that the more idiosyncratic identity meanings were related to higher self-efficacy. To adapt this finding to an example compatible with the present study, being a conventional and typical mother and a housewife may not yield much positive outcomes. But moving from conventional definitions of a housewife-mother to a definition including more qualifications may lead to more positive outcomes. Such as, rather than being a standard mother and housewife, which are culturally common, striving to be the most capable mother in the small social circle (like neighborhood) by being the authorized person of social projects in the local school, which may not culturally be preferred by all housewife-mothers, may empower the sense of self-efficacy. Similarly, by evaluating Caldwell and Hayes (2016)'s findings about self-efficacy and leadership in multiple identities context, we can

discuss that an employed mother with an award of the most successful employee of the year (which is not much conventional in terms of women's place in working life, Bingöl, 2014) may feel more self-efficient than other employed mothers. That's why, to be able to feel more efficient with plural identities, the individual's own standards and performance on them may be more important than cultural identity standards. For further analyses, it would be more fruitful to take the conventional and idiosyncratic correspondents of social identities into account.

Although we couldn't support our hypothesis regarding the mediating role of self-efficacy between multiple identities and well-being, these findings are valuable to assert that the more identities – the higher self-efficacy approach is required to be examined more thoroughly. Especially in cultures where normative expectations have a strong power to determine women's familial responsibilities, educational plannings, and job preferences (Glick & Fiske, 1996; Sakallı-Uğurlu, 2010; Özdemir & Hacıfazlıoğlu, 2008), living up to these standards rather than making individual choices may yield less self-efficacy because of blocking the potential one may have.

4.2.2. The Role of Self-Efficacy on the Association Between Identity Importance and Well-Being

The results of the mediation analysis, which searched the possible mediating role of self-efficacy on the relationship between identity importance and well-being, supported H3b. Namely, we found that identity importance significantly predicted self-efficacy, and self-efficacy significantly predicted all components of well-being. Besides, identity importance itself also predicted subscales of well-being. All associations were positive, but differently from H2 results, identity importance in this analysis yielded significant negative association with negative affect through self-efficacy, which was in line with much of the literature.

The current study drew attention one more time that the stronger (or more important) the identities participants of this study had, the greater self-efficacy they reported. Simultaneously, their self-efficacy yielded higher life satisfaction, higher positive affect, and lower negative affect. All these outcomes have been supported by aforementioned studies, which we have already pointed out. That's why we are

confident to declare that our findings are consistent with those of many scholars. Besides, we believe that the result of our analysis regarding negative affect is worth discussing a bit more. Bandura and his colleagues (2003) stated that self-efficacy helps people resist negative impacts of stressful situations. Similarly, other researchers defined self-efficacy as a personal competence to deal successfully with various stressful events (Adeyemo & Adeleye, 2008; Salami, 2010). From this perspective, it is quite plausible to expect self-efficacy to be inversely linked to negative affect, which our study also revealed. The direct (positive) link that we previously found between identity importance and negative affect also had reasonable explanations as addressed before (like conflicting requirements or cultural factors). What we are trying to emphasize here is, although all other factors remained the same, the direction of the association between identity importance and negative affect was changed when we entered self-efficacy into the model. Right after the identity questions, we asked participants to score how self-efficient they feel along with all those identities. This part of the questionnaire may have reminded participants of how well they were functioning despite of many divergent (and maybe conflicting) responsibilities they had. Considering negative affect, our results revealed a partial mediating effect of self-efficacy (as shown in Figure 1). In other words, identity importance was significantly linked to negative affect both with and without self-efficacy. Without evaluating perceived self-efficacy, we saw that important identities could bring higher negative affect. By taking self-efficacy into account, we learned that important identities could diminish negative affect. Although it sounds contrarily, both evaluations have been supported by past studies. That's why we find these results valuable to emphasize the need for in-depth research about social identity – well-being connection among different samples with additional predictors.

4.2.3. The Role of Social Support on the Association Between Multiple Identities and Well-Being

The mediation analysis conducted to investigate whether perceived social support had a mediating role between multiple identities and well-being revealed nonsignificant results. Because of that, we couldn't support H4a and claim a significant mediating role for social support in this context. To explain in detail, as we know previously, multiple identities didn't link significantly to well-being. Although relevant literature

has contrary findings, our analysis showed that it didn't link significantly to perceived social support as well. In-depth analyses run for each social support subscale separately demonstrated that plurality of identities didn't predict significant support from family members, friends, or significant others.

Social identity perspective supports the idea that identification with social groups can lead people to improve preferences especially toward ingroup members (Brewer, 1999). Hence, it could be anticipated for those with multiple group identifications to have more expectations from their ingroups (Graham-Bailey et al, 2019). Relevant studies indicated that social support can be one of these expectations. As Kellezi and his colleagues (2019) mentioned, multiple group memberships can provide different sources of social support. Likewise, Higgins and Kram (2001) discussed that people can receive assistance from many people at any time, and possessing many identities may facilitate to receive this assistance because of the tendency toward ingroup members as Brewer (1999) emphasized. Hence, it can be asserted that individuals with plural identities are regarded to have multiple social support resources like colleagues, family, and community members (Marcinkus et al., 2007). However, our findings addressed that having multiple identities didn't predict significant social support from family members, friends, or significant other people. This outcome wasn't in line with the former findings, but below-stated factors may help us to explain some possible reasons for our results.

Karakitapoglu-Aygun and Imamoglu (2002) emphasized that Turkish people are committed to their values and follow them. These values, according to the observations of many scholars focusing on gender studies in Türkiye, expect women to be mature, self-sacrificing, and nurturing (Sakallı-Uğurlu et al., 2021), caring for others and benevolent (Dirilen-Gumus, 2009; Dirilen-Gumus & Buyuksahin-Sunal, 2012). That's why conforming to the traditional expectations and behaving in accordance with them (even if they don't overlap with individual wishes) may result more in being a support-giver rather than a support-receiver. Women in Türkiye may hold back from asking for social support when they feel in need, even from the groups to which they feel they belong. Therefore, this cultural perspective may be a reason why the multiple identities of women in the current study didn't predict perceived social support.

The place society locates women in the social structure can also be an indicator for unexpected social support findings that we obtained. It is known that in many societies, women are primarily placed in their homes as wives and mothers (Aycan, 2004). This approach is more common in Türkiye compared to many other countries like U.S., UK, China, and Russia (Weisfeld et al., 2011). Also in India, a recent study revealed that working married women were found to perceive lower social support than pure homemaker women (Sinha, 2017). As seen in lots of different countries, since women are not culturally supported to be active in many social areas, having multiple identities may not yield literally expected social support among the respondents. Hence, our finding reflecting nonsignificant association between multiple identities and perceived social support is influential for further research especially for identity studies. Evaluating all identities collectively didn't predict social support, but analyzing each identity separately in its own nature may bring different outcomes, which we obtained in our exploratory analyses run for H5.

Differently from the nonsignificant link between multiple identities and social support, our data reflected a significant link between social support and well-being. This result was in line with the most social support studies, which indicated that perceived social support has dozens of positive outcomes like reducing stress (Cohen & Willis, 1985), and depression (Bozo et al., 2009), improving job satisfaction (Allen, 2001; Goff et al., 1990) and overall life satisfaction (Haslam et al., 2005), contributing work-family balance (Carlson & Perrewe, 1999), maintaining self-worth for students in academic context (Crocker et al., 2003) and so on. Despite of our nonsignificant results regarding multiple identities and well-being, we are confident to reach significant association between perceived social support and well-being, which was scientifically supported.

4.2.4. The Role of Social Support on the Association Between Identity Importance and Well-Being

The results of the mediation analysis, which questioned the mediating role of perceived social support on the relation between identity importance and well-being, revealed that identity importance predicted total perceived social support, and total perceived social support predicted each component of well-being. As we found previously during

H2 analysis, here we again saw that identity importance itself was significantly associated with well-being as well. However in total, our results reflected that total perceived social support didn't mediate the relation between identity importance and well-being, since indirect effect equations of social support were nonsignificant. Therefore, we couldn't support H4b. Besides, analyses run for each subscale of social support revealed that perceived support from family members could significantly predict all components of well-being while perceived support from friends or significant others couldn't. That's why, we observed a mediating role only for family support in the given context.

Evaluating all associations, the one addressing the significance of the link between identity importance and perceived social support was what we expected. Previously we saw that plurality of identities couldn't predict social support from family members, friends, or significant others. However, when searched deeper, we learned that the significant association we found between identity importance and perceived social support is in line with the past suggestions. Specifically, Cohen and Syme (1985) underlined that the perception and effectiveness of social support depend on the strength of contact between support giver and receiver. They explained this idea within the social identity frame, namely, people tend to give and receive social support when they have a common sense of social identity (Cohen & Syme, 1985). In the same manner, other researchers implied that the degree to perceive social support heavily depends on the strength of the identification with this group (Guan & So, 2016; Haslam et al., 2005). Accordingly, the stronger the identification with a social group, the more social support people are expected to perceive. These suggestions supported our result regarding the relationship between identity importance and perceived social support. Similarly, our results indicating the significant relation between perceived social support and well-being were also parallel to the past studies, some of which emphasized the significant positive impact of perceived social support on stress reduction (Cohen & Wills, 1985), post-traumatic growth (Bozo et al., 2009), better mental health of disabled elders (Horowitz et al., 2003), general well-being of early adolescents (Yarcheski et al., 2001), maternal well-being of middle-aged women (Smith et al., 2012), and lots of others that we addressed in the introduction section. Nevertheless, the nonsignificant indirect effect of total perceived social support led us

not to claim a mediational model, despite contrary findings indicated significant mediating role of perceived social support between a strong social identity and some components of well-being (Cohen & Wills, 1985; Haslam et al., 2009). To sum up, the present result regarding the mediating role of social support revealed that there is a need for more research in order to reach more powerful conclusions.

Along with this comment, we saw that our analyses yielded one significant mediating model. That is to say, perceived family support mediated the association between identity importance and well-being. Women in this study who evaluated their identities as important perceived significant support from their family and this support in turn predicted greater life satisfaction, higher positive affect, and less negative affect. Although it wasn't enough to support H4b, we believe that this outcome is valuable in terms of its congruency with the findings of related cultural studies. Among prominent culture scholars, Hofstede (1980, 2001) declared that Türkiye is among relatively collectivist cultures. Despite that some evaluations about Türkiye reflected a transition from collectivism to individualism (Imamoğlu, 1995; Kağıtçıbaşı, 1983), many other studies demonstrated that Türkiye still has collectivist features (Göregenli, 1997; Imamoğlu & Karakitapoğlu-Aygün, 2006). In order to figure out what these features look like in terms of interpersonal and intergroup relations, Hogg and Vaughen (2003) defined collectivism as giving priority to group loyalty, belonging to the groups, and behaving in accordance with group decisions. These preferences can also be named as higher level of relatedness and interdependence compared to individualistic cultures (Markus & Kitayama, 1991). From this point of view, we can discuss that the outcome for family support was in line with the cultural definitions. However, other social support sources, namely support from friends and significant others, were not found to significantly predict well-being. These findings may resemble incongruent with a collectivist culture, but as Bozo and her students (2009) emphasized, collectivist cultures are more likely to reinforce social support and its existence under any condition, such that it may not receive its deserved value since it may be seen as something that's already present. Therefore, it may be beneficial for future studies to take into account the concept of social support and its subscales separately in different cultures. It may also be a way to develop new definitions and measurements for perceived social support in different countries.

4.3. Findings Related to Exploratory Analyses

All findings of the present thesis that have been discussed so far manifested that having multiple social identities didn't have a significant effect on (subjective) well-being of the women participated in this study. But identity importance was found to have such an effect. In addition, self-efficacy didn't mediate the association between multiple social identities and well-being, but it mediated the association between identity importance and well-being. Lastly, we saw that (perceived) social support didn't have a mediating role between multiple social identities and well-being, but only the family support component of (perceived) social support had that role between identity importance and well-being. This summary gave us the idea that making general conclusions isn't that simple, maybe because each social identity has its own nature. As we saw from family support, perceptions of self-efficacy, social support, well-being, and their interactions with different identities may vary for each identity. To be more specific, Sinha (2017) argued that perception and assessment of social support differ among working and non-working married women, such that working women in his study reported less perceived social support than homemakers. Another study stated that among employed married mothers, employed identity was found to predict greatest physical and mental health compared to others (Verbrugge, 1983). That's the motive that had directed us to make exploratory analyses for the most frequently observed identities in the current study. In the next sections, we will discuss all findings regarding working, mother, and student identities in the light of related literature.

4.3.1. Findings Related to the Importance of Working Identity

According to the results that we obtained, the importance of working woman identity itself couldn't predict life satisfaction, whereas it significantly and positively predicted positive affect and negative affect. In other words, women who evaluated their working identity as important to themselves reported more positive and negative affect. But their working identity didn't relate to their life satisfaction. When we looked at the former research related to working identity, we saw that studies indicated divergent findings. It is widely accepted that employment has positive impacts on

women, especially on mothers (Barnett, 2004). For example, among its countless benefits, Poduval and Poduval (2009) advocated that working actively and having a successful career along with being a mother provide a feeling of competence. Besides, Youngblut et al. (1998) observed that working mothers have more positive perceptions and were able to form more enriching home environments for their family. Furthermore, Sinha (2017) stated in his research that working married women have greater psychological well-being than nonworking married women. This finding was supported via Gove and Tudor's (1973) argument that working women compared to non-working have double sources to benefit, such as work and family, which enable them to have higher psychological well-being. Adding working identity to family-related one can produce higher satisfaction and mental health, since working identity can bring more reward/value compared to traditional family-related identity/role which have poor reward/value in many industrial societies (Burk & Weir, 1976).

Looking at these arguments, we could assume that important working identity should have brought greater life satisfaction. However, we found some other arguments providing support for our nonsignificant working identity - life satisfaction association. To illustrate, Barnett (2004) and Poduval and Poduval (2009) argued that traditional roles/identities like mother and wife and their demands have been mostly evaluated as natural, meet society's expectations and therefore less stressful. However, the role/identity of employment had been categorized as unnatural, quite demanding, incompatible with societal expectations and therefore challenging. Hence, it can be discussed that performing well with multiple identities together with an important but challenging working identity may not predict a general satisfaction with life. Going on with another argument, running plural responsibilities may diminish work-related productivity, which is likely to affect overall life satisfaction. Carr et al. (1998) addressed that in academic field, working mothers were found to show lower academic progress than non-mothers. Hence, women, whose working identity is important to their self-concept and who are not able to see the progress they desire at their work life due to other responsibilities, may lack of overall life satisfaction. To be able to support this comment, it can be advised for further studies focusing on working identity to take into consideration how much women feel happy or satisfied with their job performance.

Another factor that may be a reason why we couldn't find a significant equation regarding working identity and life satisfaction can be income. Although we found a low correlation between income and life satisfaction in our correlation analyses, relevant literature includes findings that emphasize the significant role of income on life satisfaction. As an example, Wilson (2006) mentioned that all people have material and immaterial expectations for better living, and working women can achieve these expectations easier than non-working women. Raver (2003) remarked that the sense of success and having a good income, which may be some of these expectations, enable working women to evaluate their jobs as psychologically satisfying. If the income is not good enough, working identity may not benefit women both psychologically and financially (Raver, 2003). Evaluating the study sample, the respondents were observed to have many different professions like teachers, nurses, counselors, doctors, officers and so on. Considering each profession to provide very different incomes, it can be advised for future research to take income factor into account while studying life satisfaction or well-being of working women.

Besides the nonsignificant association between working identity importance and life satisfaction, analyses produced significant and positive associations between working identity importance and affect components of well-being. Regarding positive affect, relevant studies supported our findings by proving that greater importance of working identity served women to feel more positive (Martire et al., 2000; Ross et al., 1983). Similarly but interestingly, greater importance of working identity brought negative feelings simultaneously. Although we were surprised by this negative affect outcome, we learned that previous studies have findings in line with our interesting results. Specifically, Martire and his colleagues (2000) reported that highly important (or central) working role/identity is more likely to predict higher level of employee stress, which is significantly associated with more depressive symptoms. In a similar vein, a comparative study conducted in USA, Sweden, and Netherlands, it was detected that workload was highly associated with depression and anxiety on women (Gjerdingen et al., 2001). Also, Geurts (2003) argued that workload uncovers negative emotions and may cause to feel angry, disappointed, and to get sick easier. Adding familial duties or requirements of other identities to such a workload is quite likely to impact women more negatively. Looking from a normative perspective to explain higher

negative affect scores in relation to working identity importance, Dökmen (1997) discussed that working women compared to men are under a certain threat in terms of their mental health and depressive feelings, because they have not yet risen above the rulings and privileges of the men to the same position as them (Bingöl, 2014). For this reason, women may find it difficult to adopt social identities other than 'family woman', and even if they do, they may experience identity/role conflicts which is effective on negative affect as we mentioned during identity importance - well-being discussions. To sum up, our study revealed that being a working woman and perceiving this identity as important to the self-concept can bring complex well-being outcomes with justifiable reasons.

Evaluating findings related to self-efficacy and social support, analyses produced significant mediating role for self-efficacy between working identity and affect components of well-being. For social support, we found a significant mediating role for only perceived support from friends. Details of all mediation findings can be presented as follows. If we comment on self-efficacy findings firstly, the importance of working identity predicted study participants' self-efficacy. In addition, their self-efficacy predicted higher life satisfaction, higher positive affect, and lower negative affect. This result was parallel to the relevant past studies and our results of H2 analysis. So, we saw that among all important identities, working identity itself was a source for self-efficacy. Despite overwhelming societal impositions for women's places and responsibilities, the existing study contributed to the related Turkish literature by concluding that identifying oneself as a working woman still provides valuable positive outcomes like a sense of self-efficacy. Followingly, if we talk about social support results, the data of study participants revealed a significant mediating effect only for friends support on the association between working identity importance and affect subcategories of well-being. Despite some studies underlined that extended family members are known as a main support source for women in Türkiye (Cakir, 2010 ; Imamoglu & Yasak, 1997), we couldn't verify this argument with the present results. Parallel to this approach, another study also addressed that in many cultures, grandparents and/or some other nonworking family members are available support sources to help working mother for childcare (Poduval & Poduval, 2009). This family support is evaluated by many scholars to be a crucial resource for working women to

be able to succeed in their dual identities (Marcinkus et al., 2007; Poduval & Poduval, 2009). However, our participants with an important working identity didn't perceive significant family support. Moreover, working participants didn't report support from significant other people as well. Looking at this result, we wondered how 'significant other' item was perceived and evaluated by the participants. According to a recent study done with 515 people, respondents who were asked to identify 'significant person(s)' chose their spouses/partners, children, parents, siblings, and friends (Prezza & Pacilli, 2002). To our knowledge, no studies seeking the meaning of 'significant other' have been done in Türkiye. Recalling that Türkiye has a collectivist culture which gives enormous significance to family, it may be possible that our working participants didn't evaluate someone outside of family and colleagues as significant, like in the situation of Prezza and Pacilli (2002) 's study. Therefore, to be able to make better comments, our findings can voice an immediate requirement for research exploring the meaning of 'significant other' item in the eyes of people living in Türkiye.

All in all, current results regarding working woman identity are highly valuable to show a need for deeper investigation about working women's life satisfaction and perception of social support.

4.3.2. Findings Related to the Importance of Mother Identity

Obtained results of the analyses aimed to investigate the effect of mother identity importance on well-being demonstrated that mother identity itself couldn't predict life satisfaction and negative affect, whereas it significantly and positively predicted positive affect. We learned that in the study sample, women who evaluated their mother identity as important to themselves rated high on positive affect items. But their mother identity didn't relate to their life satisfaction and negative affect.

In order to discuss these outcomes, we utilized earlier studies which showed that in Turkish culture, childbirth and childcare are regarded as women's most important and valuable responsibilities (Sakallı-Uğurlu et al., 2021), which enable women to gain more respect from the society (Copur & Koropeckyj-Cox, 2010). Based on these arguments, it could be expected that being a mother and giving high importance to this

identity in a supportive culture within this framework may link to better well-being. However, we found that participants of our study reported significant results only for positive affect aspect of well-being. Regarding negative impacts of having an important mother identity, Martire et al. (2000)'s study developed a reasonable perspective for why important mother identity may not predict more or less negative feelings. Accordingly, they posited that most women know that to give birth to a child and raise and nurture him/her is a highly heavy task in itself. So, all mothers do expect a significant amount of stress and hard times to overcome. That may be a reason, from these scholars' point, why study participants didn't report significant negative affect because of the expectations from an important mother identity. Despite the fact that identity importance can sometimes be observed to serve as a factor making people's well-being more vulnerable (Settles, 2004), such that a significant parent identity can predict more distress when a negative event in familial context happened (Simon, 1992), some studies still claim that an important parent identity can buffer the negative effects of familial events (Luchetta, 1995; Martire et al., 2000). Combining these evaluations with the importance and value of mother identity in Turkish culture, it may be unsurprising for a moderately or highly important mother identity not to bring negative feelings, as we found in our analyses.

Furthermore, if we talk about why important mother identity didn't predict life satisfaction in the study sample, some previous findings may help us to discuss our results. For example, a research study conducted in Germany declared that societies with predominant social norms have a power to affect women to make a decision between some identities and thus to leave their own desires, for example between motherhood and a career (Preisner et al., 2018). As we already mentioned, Turkish society strongly encourage women to become a mother. Making a choice on behalf of others rather that one's own preferences may not benefit perception of life satisfaction. Further, those who (voluntarily or at societal expectations) chose motherhood and left their career were observed to have financial restrictions as a strong predictor of their unhappiness (Pollmann-Schult, 2014). Not being able to maintain one's own income can be also influential on women's life satisfaction, as another study indicated the importance of women's own income on their life satisfaction (Berger, 2013). Moreover, raising a child as a single parent, or shouldering this responsibility alone as

a mother - even in the presence of two parents – may be another reason why the importance of mother identity didn't predict life satisfaction. There are supportive studies which call attention to the importance of a helping partner on mothers' happy life (e.g., Myrskylä & Margolis, 2014; Preisner et al., 2018). Since we know that familial expectations in Türkiye still stand mostly for women to raise their children and for men to protect family, gain money and provide for the family rather than being equally responsible as women on childrearing (Ozensel, 2004; Ünal & Kök, 2015), our finding regarding importance of mother identity and life satisfaction is not surprising. By focusing on additional factors along with those, future studies can explore more predictors and uncover better why mothers in our sample whose mother identity is important to their self-concept aren't satisfied with their lives, despite of society's full support and encouragement.

Analyses in relation to importance of mother identity also discovered that mother identity importance significantly predicted self-efficacy, and self-efficacy (as expected) predicted each category of well-being. Moreover, in terms of perceived social support, we saw that the importance of mother identity significantly predicted support from family members. Other subscales of perceived social support were not found significantly linked to mother identity. Starting to talk about self-efficacy, relevant literature has lots of findings showing strong ties between (general) self-efficacy and parental self-efficacy (e.g., Coleman & Karraker, 2000; Gao et al., 2014; Murdock, 2013). Many others also highlight sources of (general) self-efficacy of mothers (e.g., Edraki et al., ,014; Jackson & Scheines, 2005) and sources of maternal self-efficacy (Botha et al., 2020; Jones & Prinz, 2005; Sevigny & Loutzenhiser, 2009). However, throughout all our research, we have not come across any studies showing the direct relationship between the importance of mother identity and (general) self-efficacy. Therefore, the present study, which show the direct predictive power of mother identity importance on generalized sense of self-efficacy, is of great importance for the identity, motherhood, and self-efficacy literature as it can be the first in the relevant field. Of course, in order to generalize our findings, more studies need to be done in different samples and across different cultures. Going on with social support, our data demonstrated a significant mediating effect only for family support on the association between mother identity importance and positive affect subscale of

well-being. Participants who stated that their mother identity is important, reported significant support from their family members. Nevertheless, they didn't report significant support from their friends or significant other people. The prediction of family support by significant mother identity was an expected result, since past studies also highlighted that mothers (in many cultures) perceive and take the main social support from their families (Cakir, 2010; Lesser et al., 1998; Schrag & Schmidt-Tieszen, 2014). Besides, we believe that there is a dearth in the literature regarding support from friends and significant other people perceived by mothers. To a great extent, social support studies in this context have focused on perceived support of mothers in postnatal period (Gjerdingen & Chaloner, 1994; Leahy-Warren et al., 2012; Negron et al., 2013), perceived support of first-time mothers (De Sousa Machado et al., 2020; Gao et al., 2009; Leahy Warren, 2005), perceived support of single-parent mothers (divorced or unmarried) (Cairney et al., 2003; Crosier et al., 2007; Leslie & Grady, 1985). Nonetheless, we had difficulty finding studies about perceived support from friends and/or significant others for mothers in general (i.e., not in their specific periods like right after birth or divorce, since these periods may have distinctive effects to be taken into account). For that very reason, we will again try to explain our nonsignificant findings within a cultural framework. Bar and Jarus (2015) declared that social relationships can enhance women's health physically and mentally, but a critically important thing is the quality of these relationships. Considering the excessive demands of being a mother, participants may not find enough time or energy to establish quality relations with their friends. This may be a prediction for not perceiving significant support from the circle of friends. Or, as culturally desired, mothers may be expected and encouraged to stay mostly at home and spend their time with family members (Bingöl, 2014). Being discouraged to make significant contacts with others may lead not to feel support from people other than family members. We believe that the relationships between mother identity and social support categories will be better explained by many factors that remain to be discovered via further investigations. The present study is therefore enlightening to draw attention to such a need in related literature.

4.3.3. Findings Related to the Importance of Student Identity

Finally, the last exploratory analyses run to examine deeply the importance of student identity enlightened us that student identity predicted only negative affect part of well-being. And this prediction was in the positive direction. That is to say, the perception that being a student is important to the sense of self yielded higher scores on negative affect. However, the importance of student identity was not predictive regarding life satisfaction and positive affect.

Former research on students underscored that student identity was correlated with many positive outcomes like self-worth and self-esteem (White 1988). Similarly, a significant student identity was found to be highly associated with feelings of social competence and satisfaction among adult (also named as nontraditional) students, despite their feeling of being too old compared to other students, and expectation academically to be less successful (Shields, 1995). In addition, another study showed that the significance of student identity among a sample of adult women brought higher gratification in comparison with non-student ones (Gerson, 1985). Nonetheless, these studies didn't claim a significant association between student identity and general life satisfaction. We encountered various studies reflecting the significant relations between student identity and academic adjustment and persistence (Holmes et al., 2019), engagement (Lewis et al., 2011) academic self-efficacy (Bong & Skaalvik, 2003), academic achievement (Lei & Zhou, 2018), social support (Danielsen et al., 2010) and so on. However, we couldn't find a study demonstrating a significant outcome regarding overall life satisfaction. Parallel to the relevant literature, our study also showed that student identity alone did not predict life satisfaction. Regarding positive affect, we saw a similar pattern with life satisfaction. That is, students' school-related roles/identities predicted school-related positive emotions rather than general positive affect (Lewis et al., 2011). From this perspective, we can conclude that our nonsignificant results for overall life satisfaction and positive affect are congruent with the existing student literature. Along with these comments, we also found some possible explanations for the significant association that we obtained between student identity and negative affect. Based on the student literature, the predictive power of student identity on general negative affect might be explained for undergraduate

students in the sample through financial difficulties and transition to a new social environment (Savcı & Aysan, 2014), identity distress (Samuolis & Griffin, 2014), the fear of academic failure (Savcı & Aysan, 2014), and dozens of other factors mentioned in past studies, and for adult students through having difficulties in balancing multiple responsibilities like at home, work, and school (Kohler Giancola et al., 2009). Hence, we are confident again to state that our significant result for important student identity - negative affect relationship is in line with the previous findings.

Having a look at the outcomes regarding self-efficacy and social support, study analyses didn't give a significant mediating role for self-efficacy between student identity and well-being, since student identity didn't predict general self-efficacy. This outcome was not surprising for us, especially after we became familiar with the nature of student identity. To be more specific, throughout all our research we saw that student identity is an identity which has significant ties with numerous psychological factors but mostly predictive of academic outcomes, some of which we already touched upon. Therefore, the nonsignificant relationship between the importance of student identity and (general) self-efficacy can be considered plausible and in line with the nature of student identity. For social support, however, analyses produced a significant mediating role for only perceived support from significant others between student identity and negative affect. In other words, those who perceived their student identity as important, reported statistically significant social support from significant other person(s) and that support predicted less negative affect. Eyeballing related studies, we learned that those who could identify themselves as a student reported significant support mostly from their parents, teachers, and friends/classmates (Alsubaie et al., 2019; Danielsen et al., 2010; Plunkett et al., 2008). A possible reason why we couldn't find significant support from family members can be that our sample consisted of women above 18, and only around 10% of them were young undergraduate students. The rest were above 26 and consisted of adult students, some of which were married, employed, had children and/or other additional responsibilities like caring for elderly family members. Expectations from such a student may be more in terms of family or work context, and so our participants may not feel enough support from family members for their student identity and its requirements. Moreover, significant support from friends/classmates may not has been perceived since common

attributions for adult students, who can also be named as nontraditional students, like being too old compared to their classmates, or assumptions to being academically inferior to other young (traditional) students (Shields, 1995) may have been some obstacles in front of a significant association between student identity and perceived support from friends. Beside these possible explanations for our nonsignificant support outcomes, the only significant result for the relationship between student identity and support from significant others showed that despite all differences from being a classical (traditional) student, our participants with important student identity perceived support from some people who were valuable to them.

All in all, we believe that obtained results are beneficial in terms of revealing what kind of support was perceived by adult women in Türkiye, who continue their education life despite all the impositions of the society and who attach importance to it. Still, we expected from those women report some general positive feelings as well, because of their extra and important social identity that most of their peers lack. Maybe there were some positive emotions student women had, but the amount or density of negative emotions may have suppressed positive ones. Nonetheless, the current study does not have any measurement or data to support this point of view. Therefore, we hope that subsequent studies will develop potential explanations whether the importance of student identity for adult women is capable enough to predict positive affect, and overall life satisfaction.

4.4. Strengths, Limitations and Suggestions for Future Research

The present study made a comprehensive investigation about a topic that never lost its popularity: Social identities and women. Specifically, inspired by the previous studies, the current thesis questioned whether having multiple identities or important identities could predict well-being of women in Türkiye. Additionally, the impacts of self-efficacy and perceived social support were also examined in the given context. Most important of all, the most common social identities, which participants were expected to have, were examined one by one. Based on the obtained results and discussions stated above, strengths and limitations of this study that we could identify and some future suggestions for those interested in this area will be presented in this very last section.

Starting with the strengths of the study, we can say that to our knowledge, this is the first study to question whether plural social identities of women in Türkiye and the importance of these identities to their self-concept would predict their (subjective) well-being. We are aware (and previously touched upon) that Turkish society gives more importance and value to some social identities for women (like motherhood) compared to others (like working). Some women may adopt well these culturally assigned identities, whereas others may value other identities much more. During our literature review, we realized that there is a scarcity about the impact of identification with both culturally desired and/or personally valued identities on women's well-being. From that point of view, we believe that the present study is highly useful with its outcomes, which allowed a good comparison with the western examples.

Regarding the first hypothesis, we found that women's multiple identities didn't predict their (subjective) well-being. This finding is important since it once again brought the "the more the merrier" stream up for discussion. We saw that quantity alone does not always predict well-being. The outcomes of the second hypothesis revealed that the importance of these identities to one's sense of self matters more than their quantity. Regarding the third hypothesis, we saw that self-efficacy explained better the relationship between identity importance and well-being. In other words, the more important an identity to someone, the more self-efficient one felt and in turn, this efficacy yielded better well-being in our sample. Again, we observed that numerically more identity didn't predict significant self-efficacy. Considering social support findings of the fourth hypothesis, the existing study demonstrated that this variable (but only its family support subscale) yielded similar results to self-efficacy. Specifically, social support and its subscales didn't associate significantly with multiple identities, but it did with identity importance. Those who evaluated their identities as important to themselves perceived significant support from their family, and this support predicted greater well-being. The possible reasons why people with important social identities didn't feel significant support from their friends or significant others were presented above in line with the related studies. Despite many nonsignificant associations, we believe that all findings of the current study are reflective of Turkish culture and remarkable with their significant contributions to the literature on women's social identities.

One of the most notable benefits of our study is the exploratory findings of the fifth hypothesis. We didn't just end our study with the significant and nonsignificant outcomes of the main hypotheses. To be able to develop more plausible explanations and shed light on each finding, we made thorough analyses for the most common identities that participants reported they had. In this way we learned that the importance of working identity didn't bring overall life satisfaction to the participants, it impacted only positive and negative affect. Besides, obtained data exhibited that being a working woman and valuing this identity is a source for general self-efficacy. Being able to perceive significant support from friends was expected from working people, but not being able to perceive support from family members and significant other people was an extremely valuable finding in terms of showing that working women in Türkiye cannot perceive enough social support from their social circle. Moreover, we found that being a mother and giving high importance to this identity was able to predict only positive affect category of well-being. In other words, motherhood itself didn't bring life satisfaction and negative affect in the study sample. However, we discovered that mother identity itself was one of the general self-efficacy predictors. In fact, self-efficacy literature includes lots of predictors for general self-efficacy, maternal self-efficacy, and other kinds of self-efficacy, as emphasized previously. However, if we are not mistaken, no study has found before that the importance of mother identity itself is a predictor of general self-efficacy. That was another remarkable contribution of the current study in the self-efficacy literature. Also, significant results regarding perceived support from family and not from friends or significant others were consistent with the cultural characteristics of the sample. Lastly, exploratory analyses indicated that the student identity of participants predicted only negative affect in terms of well-being. Similarly, it couldn't predict self-efficacy and social support subscales except significant other support. We consider each of these results as precious since they reflect separately the natures of the identities in question. Along with all these findings, we can assert that in future studies, self-efficacy outcomes can be much clearer and stronger if task-specific self-efficacy could also be measured for each different social identity. As we formerly mentioned in mother and student identity evaluations, each identity may yield identity-related self-efficacy, and a general sense of self-efficacy may be predicted and explained better by these specific self-efficacy variables.

At the end, we are confident to claim that the present study is powerful enough with a high number of participants (466 at the beginning, 448 in the analyses). And the data collected online from 58 different cities in Türkiye. This can also be a strong factor allowing the generalizability of the obtained findings.

Besides its strengths, the present study also has some limitations. To begin with, as we underscored while discussing study results, social identity literature remarks lots of confounding factors effective on people's well-being evaluations such as identity conflict, overlap, and the quality of experience. We touched upon each of them in the discussion chapter, so we won't go into detail again. We can only advise for future studies not to underestimate the impacts of these variables while studying multiple identities and/or identity importance.

At the very beginning of this study, we were curious about to what extent women's multiple identities would affect their well-being. As our research went on, we wanted to explore whether the number or the importance of those identities would be related to well-being. So we developed two main hypotheses to defend. Nevertheless, we didn't question whether multiple identities, when they are highly important, would predict greater well-being among women. To generate an interaction term with the number of identities and their importance and add this term to the analyses could enable us to reach conclusions about how well women would be with their plural identities when all of these identities were important to their self-concept.
Another limitation of our study was that our sample was not homogeneous regarding women's jobs. Since each work group has a different context, e.g., some of which may be male-dominated works where women may have more negative experiences like lower satisfaction (Burke & McKeen, 1996), the diversity of jobs might have had a confounding effect on the analyses. That's why we advise future researchers to make this study in a more homogenous sample in terms of profession, or comparative studies between women in different professions.

A final limitation of our study is that we could perform separate exploratory analyses for working woman, mother, and student identities, and thus we were able to make detailed inferences regarding these identities. Nonetheless, some of our participants

had more social identities related to their hobbies, or some other familial positions. Gathering all those identities under the ‘alternative identity’ title (because of Google Forms’ technical inability and not to generate a page-long questionnaire) didn’t allow us to explore them in the way we did for other three identities. Therefore, those interested in other social identities may be advised to examine each identity on its own to account for its unique characteristics.

Not as a limitation but a future suggestion, it may also be useful in further studies to question participants’ degree of commitment to the culture and include it as a covariate in this context, because commitment to the cultural expectations may affect the personal importance of the identities and thus its relationship with well-being.

Last of all, we have to remind that all our analyses yielded correlational results. That’s why we cannot make causal inferences bot for significant and nonsignificant results. Future studies including experimental or comparative designs will be helpful to reach causal conclusions.

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APPENDICES

A. APPROVAL OF THE METU HUMAN SUBJECTS ETHICS COMMITTEE

UYGULAMALI ETİK ARAŞTIRMA MERKEZİ
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ORTA DOĞU TEKNİK ÜNİVERSİTESİ
MIDDLE EAST TECHNICAL UNIVERSITY

Konu: Değerlendirme Sonucu

13 EYLÜL 2022

Gönderen: ODTÜ İnsan Araştırmaları Etik Kurulu (İAEK)

İlgi: İnsan Araştırmaları Etik Kurulu Başvurusu

Sayın Prof.Dr. Bengi Öner ÖZKAN

Danışmanlığını yürüttüğünüz Dilber BOZKURT'un **"Kadınlarda Çoklu Sosyal Kimlik ve İyi Oluş: Sosyal Destek, Öz-Yeterlik, Sosyal Kimlik Adedi ve Kimliğin Önemi Değişkenlerine Odaklı Bir Çalışma"** başlıklı araştırması İnsan Araştırmaları Etik Kurulu tarafından uygun görülerek gerekli onay **0502-ODTUİAEK-2022** protokol numarası ile onaylanmıştır.

Bilgilerinize saygılarımla sunarım.

Prof. Dr. Mine MISIRLİSOY
Başkan

Doç. Dr. İ.Semih AKÇOMAK
Üye

Dr. Öğretim Üyesi Müge GÜNDÜZ
Üye

Dr. Öğretim Üyesi Şerife SEVİNÇ
Üye

Dr. Öğretim Üyesi Murat Perit ÇAKIR
Üye

Dr. Öğretim Üyesi Süreyya ÖZCAN KABASAKAL
Üye

Dr. Öğretim Üyesi A. Emre TURGUT
Üye

B. INFORMED CONSENT FORM

Gönüllü Katılım ve Bilgilendirme Formu

Değerli katılımcı,

Bu çalışma, Orta Doğu Teknik Üniversitesi Psikoloji Bölümü Sosyal Psikoloji yüksek lisans programına bağlı olarak Prof.Dr. Bengi ÖNER-ÖZKAN danışmanlığında yürütülen, Dilber BOZKURT'un yüksek lisans tez çalışmasıdır. Çalışmanın konusu kısaca, birden fazla sosyal kimliğe sahip olmanın öznel iyi oluş üzerindeki etkileridir. Ankette yer alan soruların doğru veya yanlış bir cevabı yoktur. Sizden yalnızca, soruları dikkatlice okuyarak, samimi bir şekilde her bir ifadede size en yakın gelen seçeneği işaretlemeniz beklenmektedir. Samimiyetiniz, bu çalışmanın geçerli ve güvenilir bir bilimsel çalışma olmasını sağlayacaktır.

Bu çalışmada sizden hiçbir şekilde kimlik bilgileriniz istenmemektedir. Bu nedenle soruları gönül rahatlığıyla, kimlik tespiti endişesi taşımadan cevaplayabilirsiniz.

Ankete katılım tamamen gönüllülük esasına dayanmaktadır. Devam etmek istemediğiniz taktirde dilediğiniz aşamada çalışmayı yarıda bırakabilirsiniz.

Çalışmayla ilgili her türlü soru ve görüş için Dilber BOZKURT (e-posta: bzkrtdilber@gmail.com) ile iletişime geçebilirsiniz. Gösterdiğiniz ilgi ve yardım için şimdiden çok teşekkür ederiz.

☐ **Yukarıdaki bilgilendirme formunu okudum. Çalışmaya tamamen gönüllü olarak katılıyorum. Vereceğim bilgilerin bilimsel çalışmalarda kullanılmasına onay veriyorum.**

C. DEMOGRAPHIC INFORMATIONS

1. BÖLÜM: DEMOGRAFİK BİLGİLER

1. Yaşınız:
   - ☐ 18 – 25
   - ☐ 26 – 40
   - ☐ 41 – 60
   - ☐ 61 ve üzeri
2. Eğitim düzeyiniz:
   - ☐ Önlisans mezunu
   - ☐ Lisans mezunu
   - ☐ Yüksek lisans/Doktora mezunu
3. Yaşadığınız şehir: _____
4. Medeni durumunuz:
   - ☐ Evli
   - ☐ Bekar
   - ☐ Boşanmış
   - ☐ Dul
   - ☐ Diğer: _____
5. Çocuğunuz var mı?
   - ☐ Evet ☐ Hayır
6. Bir önceki soruya cevabınız EVET ise lütfen çocuk sayınızı işaretleyiniz.
   - ☐ 1
   - ☐ 2
   - ☐ 3 ve üzeri
7. Mesleğiniz/branşınız veya zanaatiniz nedir? _____
8. Halihazırda çalışma durumunuz nedir?
   - ☐ Ücretli bir işte çalışan
   - ☐ Ev hanım
   - ☐ Öğrenci
   - ☐ Diğer: _____

9. Yapmakta olduğunuz iş nedir? _____
10. Haftalık çalışma saatiniz _____
11. Evinize giren aylık ortalama gelir miktarı:
    - ☐ 5000 TL'nin altında
    - ☐ 5000-7499 TL arası
    - ☐ 7500-9999 TL arası
    - ☐ 10000-14999 TL arası
    - ☐ 15000 TL ve üzeri
12. Ailenizde (çocuk haricinde) bakmakla yükümlü olduğunuz veya kısmen de olsa sorumluluğunu üstlendiğiniz birileri var mı (ebeveyn bakımı gibi)?
    ☐ Evet, var ☐ Hayır, yok
13. Halihazırda kronik/ciddi bir sağlık sorununuz veya takip ettiğiniz devamlı bir tedavi var mı?
    ☐ Evet ☐ Hayır

2. BÖLÜM: KİŞİSEL DEĞERLENDİRMELER

Değerli katılımcı, bu bölümde yer alan sorular/ifadeler kişisel özellikleriniz ve sosyal çevrenizle ilgili olacaktır. Çalışmada yer alan hiçbir sorunun doğru veya yanlış bir cevabı yoktur. Lütfen tüm çalışma boyunca bu hususu göz önüne alarak, içiniz rahat bir şekilde yalnızca size en yakın gelen seçeneği işaretleyiniz.

1. Günlük hayatta her birimizin sahip olduğu bir veya birden fazla sosyal kimlik, rol ve/veya grup üyeliği vardır. Türkiye'de yaşayan kadınları düşündüğünüzde; aklınıza ilk gelen, en yaygın sosyal kimlikler nelerdir? Lütfen kısaca yazınız.

   _____

2. Lütfen aşağıda yer alan ifadelerden KENDİNİZİN sahip olduğunu düşündüğünüz sosyal kimlik/kimlikleri işaretleyiniz (bir veya birden fazla seçenek işaretleyebilirsiniz). Seçeneklerde olmayan yanıtınız varsa lütfen "Diğer" kısmına yazınız.

☐ Çalışan kadın ☐ Anne ☐ Ev hanımı ☐ Öğrenci ☐ Diğer: _____

D. WORKING IDENTITY SCALE

Aşağıda yer alan 5 ifadeyi, halihazırda ÇALIŞAN KATILIMCILARIMIZIN dikkatle okuyarak, her bir ifadede kendilerine en uygun gelen seçeneği (ifadelere katılma derecenize göre; 1- Hiç katılmıyorum, 2-Katılmıyorum, 3-Kısmen Katılmıyorum, 4-Kararsızım, 5-Kısmen Katılıyorum, 6-Katılıyorum ve 7-Tamamen katılıyorum şeklinde) işaretlemelerini rica ediyoruz.

1. Kendimi, çalışan kadınların tipik bir örneği olarak tanımlarım.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

2. Çalışan bir kadın olmakla gurur duyuyorum.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

3. Çalışan bir kadın olmak, kim olduğumun önemli bir parçasıdır.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

4. Eğer biri çalışan kadınlar hakkında kötü söz söylerse, benim hakkımda kötü söz söylemiş demektir.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

5. Bazen çalışan bir kadın olmaktan hoşlanmıyorum.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

E. MOTHER IDENTITY SCALE

ANNE OLAN KATILIMCILARIMIZDAN, aşağıdaki ifadeleri okuyarak, her biri için en uygun yanıtı seçmelerini bekliyoruz (1-Hiç katılmıyorum, 2-Katılmıyorum, 3-Kısmen Katılmıyorum, 4-Kararsızım, 5-Kısmen Katılıyorum, 6-Katılıyorum ve 7-Tamamen katılıyorum).

1. Kendimi tipik bir anne olarak tanımlarım.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

2. Anne olmakla gurur duyuyorum.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

3. Anne olma kimliğim, kim olduğumun önemli bir parçasıdır.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

4. Eğer biri annelik veya anneler hakkında kötü söz söylerse, benim hakkımda kötü söz söylemiş demektir.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

5. Bazen anne olmaktan hoşlanmıyorum.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

F. STUDENT IDENTITY SCALE

HALİHAZIRDA ÖĞRENCİ OLAN, lisans/lisansüstü herhangi bir düzeyde okumakta olan katılımcılarımızdan da aşağıdaki 5 ifadeyi dikkatlice okuyarak, her biri için en uygun yanıtı seçmelerini bekliyoruz (1-Hiç katılmıyorum, 2-Katılmıyorum, 3-Kısmen Katılmıyorum, 4- Kararsızım, 5-Kısmen Katılıyorum, 6-Katılıyorum ve 7-Tamamen katılıyorum).

1. Kendimi tipik bir öğrenci olarak tanımlarım.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

2. Öğrenci olmakla gurur duyuyorum.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

3. Öğrenci olma kimliğim, kim olduğumun önemli bir parçasıdır.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

4. Eğer biri öğrencilik veya öğrenciler hakkında kötü söz söylerse, benim hakkımda kötü söz söylemiş demektir.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

5. Bazen öğrenci olmaktan hoşlanmıyorum.

1	2	3	4	5	6	7
Hiç katılmıyorum						Tamamen katılıyorum

G. SELF-EFFICACY SCALE

Lütfen aşağıda yer verilen ifadeleri dikkatlice okuyarak bu ifadelere ne kadar katıldığınızı (uygun seçeneği işaretleyerek) belirtiniz (1-Doğru Değil, 2-Biraz Doğru, 3-Daha Doğru, 4- Tümüyle Doğru)

1. Yeni bir durumla karşılaştığımda ne yapmam gerektiğini bilirim.

1 2 3 4

Doğru Değil Tümüyle Doğru

2. Beklenmedik durumlarda nasıl davranmam gerektiğini her zaman bilirim.

1 2 3 4

Doğru Değil Tümüyle Doğru

3. Bana karşı çıkıldığında kendimi kabul ettirecek çare ve yolları bulurum.

1 2 3 4

Doğru Değil Tümüyle Doğru

4. Ne olursa olsun, üstesinden gelirim.

1 2 3 4

Doğru Değil Tümüyle Doğru

5. Güç sorunların çözümünü eğer gayret edersem her zaman başarırım.

1 2 3 4

Doğru Değil Tümüyle Doğru

6. Planlarımı gerçekleştirmek ve hedeflerime (amaçlarıma) erişmek bana güç gelmez.

1 2 3 4

Doğru Değil Tümüyle Doğru

7. Bir sorunla karşılaştığım zaman onu halletmek için birçok fikrim vardır.

1 2 3 4

Doğru Değil Tümüyle Doğru

8. Güçlükleri soğukkanlılıkla (sakin) karşılarım, çünkü yeteneklerime her zaman güvenebilirim.

1 2 3 4

Doğru Değil Tümüyle Doğru

9. Ani (birdenbire çıkan) olayların da hakkından geleceğimi sanıyorum.

1 2 3 4

Doğru Değil Tümüyle Doğru

10. Her sorun için bir çözümüm vardır.

1 2 3 4

Doğru Değil Tümüyle Doğru

H. SOCIAL SUPPORT SCALE

Sıradaki bölümde, SOSYAL ÇEVRENİZ ile alakalı birtakım ifadeler yer almaktadır. Lütfen bu ifadelere ne ölçüde katıldığınızı belirtiniz (1-Hiç katılmıyorum, 2-Katılmıyorum, 3-Kısmen Katılmıyorum, 4-Kararsızım, 5-Kısmen Katılıyorum, 6-Katılıyorum ve 7-Tamamen katılıyorum).

1. (Ailem dışında olan ve) İhtiyacım olduğunda yanımda olan bir insan var.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

2. (Ailem dışında olan ve) Sevinç ve kederlerimi paylaşabileceğim bir insan var.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

3. Ailem bana gerçekten yardımcı olmaya çalışır.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

4. İhtiyacım olan duygusal yardımı ve desteği ailemden alırım.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

5. (Ailem dışında olan ve) Beni gerçekten rahatlatan özel bir insan var.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

6. Arkadaşlarım bana gerçekten yardımcı olmaya çalışırlar.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

7. İşler kötü gittiğinde arkadaşlarıma güvenebilirim.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

8. Sorunlarımı ailemle konuşabilirim.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

9. Sevinç ve kederlerimi paylaşabileceğim arkadaşlarım var.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

10. (Ailem dışında olan ve) Duygularıma önem veren özel bir insan var.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

11. Kararlarımı vermede ailem bana yardımcı olmaya isteklidir.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

12. Sorunlarımı arkadaşlarımla konuşabilirim.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

I. LIFE SATISFACTION SCALE

Değerli katılımcı, bu bölümde de GENEL YAŞAM DOYUMUNUZ ile alakalı birtakım ifadeler göreceksiniz. Lütfen bu ifadelere ne ölçüde katıldığınızı; 1-Hiç katılmıyorum, 2- Katılmıyorum, 3-Kısmen Katılmıyorum, 4-Kararsızım, 5-Kısmen Katılıyorum, 6-Katılıyorum ve 7-Tamamen katılıyorum seçeneklerinden birini işaretleyerek belirtiniz.

1. Yaşamım birçok yönüyle ideallerime yakın.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

2. Yaşam koşullarım çok iyi.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

3. Yaşamımdan hoşnutum.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

4. Şu ana kadar istediğim şeyleri elde edebildim.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

5. Yeniden dünyaya gelseydim yaşamımda hemen hemen hiçbir şeyi değiştirmezdim.

1 2 3 4 5 6 7

Hiç katılmıyorum — Tamamen katılıyorum

J. POSITIVE AND NEGATIVE AFFECT SCALE (PANAS)

Sayın katılımcı, son olarak sizden, aşağıda yer alan duyguları GENEL YAŞANTINIZDA NE SIKLIKTA yaşadığınızı (size en yakın gelen seçenekleri işaretleyerek) ifade etmenizi rica ediyoruz. (1-Asla/Hiç, 2-Ara sıra, 3-Bazen, 4-Çoğunlukla, 5-Daima)

	Asla/Hiç	Ara Sıra	Bazen	Daima
1. İlgili	1	2	3	4
2. Sıkıntılı	1	2	3	4
3. Heyecanlı	1	2	3	4
4. Mutsuz	1	2	3	4
5. Güçlü	1	2	3	4
6. Suçlu	1	2	3	4
7. Ürkmüş	1	2	3	4
8. Düşmanca	1	2	3	4
9. Hevesli	1	2	3	4
10. Gururlu	1	2	3	4
11. Asabi	1	2	3	4
12. Uyanık	1	2	3	4
13. Utanmış	1	2	3	4
14. İlhamlı/Yaratıcı	1	2	3	4
15. Sinirli	1	2	3	4
16. Kararlı	1	2	3	4
17. Dikkatli	1	2	3	4
18. Tedirgin	1	2	3	4
19. Aktif	1	2	3	4
20. Korkmuş	1	2	3	4

K. TURKISH SUMMARY / TÜRKÇE ÖZET

KADINLARDA ÇOKLU SOSYAL KİMLİKLER VE İYİ OLUŞ: KİMLİĞİN ÖNEMİNE, ÖZ YETERLİĞE VE SOSYAL DESTEĞE ODAKLI BİR ÇALIŞMA

BÖLÜM 1

GİRİŞ

Grup kimliği (yani sosyal kimlik), duygularımızın, düşüncelerimizin, tutumlarımızın ve davranışlarımızın güçlü bir belirleyicisidir. Geçmiş bulgular, sosyal kimliklerin iyi oluş haliyle ilgili hem olumlu hem de olumsuz sonuçlarla ilişkilendirilebileceğini ortaya koymuştur (Haslam ve diğerleri, 2009; Jetten ve diğerleri, 2015). Bireyler kendilerini birden fazla grubun parçası olarak hissedebileceğinden, kişinin iyi oluş halini çoklu sosyal kimlikler açısından değerlendirmek daha iyi olabilir (Amiot ve Sablonniere, 2007; Haslam ve diğerleri, 2005; Jones ve Jetten, 2011; Settles ve diğerleri, 2002). Kimlik sayısının yanı sıra, kişinin içselleştirdiği her bir kimliğin benlik açısından önemi de farklılık gösterebilmekte ve bu durum da iyi oluş halini etkileyebilmektedir (Jetten ve diğerleri, 2001; Martire ve diğerleri, 2000). Çoklu kimlikler, kimliğin önemi ve iyi oluş hali arasındaki ilişkilere değinen literatür, bu ilişkilerin bazı yordayıcılar aracılığıyla daha iyi açıklanabileceğini göstermektedir. Bunlar arasında, öz yeterlik ve sosyal destek, iki önemli ve yaygın olarak incelenen yordayıcılardır. Geçmiş bulgulara dayanarak, mevcut tez, 18 yaş üstü Türkiye'de yaşayan kadınlarda çoklu sosyal kimlikler, kimliğin önemi ve iyi oluş hali arasındaki ilişkileri keşfedici nitelikte bir çalışma olacaktır. Ek olarak, öz yeterlik ve algılanan sosyal destek de bu ilişkiler üzerinde potansiyel aracı değişkenler olarak incelenecektir.

1.1. Sosyal Kimlik Teorisi

Pek çok araştırmacı, içinde yaşadığımız sosyal grupların ve bu grup üyeliklerinden kaynaklanan kimliklerin, kendimizi onlara ait hissettiğimiz ölçüde, algılarımız, duygularımız, düşüncelerimiz ve davranışlarımız hakkında bir miktar anlayış sağlayabileceği konusunda hemfikirdir (Ellemers ve diğerleri, 2002; Tajfel, 1972; Turner, 1982). İnsanların bilişsel, duyuşsal ve davranışsal eğilimleri üzerinde az çok etkisi olan sosyal kimliklerin aynı zamanda iyi oluşları üzerinde de etkileri olabileceğini düşünen araştırmacıların, bu varsayımlarını destekleyen pek çok bulgu bugün psikoloji literatüründe yer bulmuştur. Geçmişte yapılmış olan birçok gözlem ve deney, sosyal kimlik ve iyi oluş arasında hem olumlu (Jetten ve diğerleri, 2017) hem de olumsuz (Braveman ve diğerleri, 2011) ilişkilerin varlığını kanıtlamıştır.

1.2. İyi Oluş Hali

Sosyal kimlik ve iyi oluş alanındaki bazı araştırmacılar, sosyal bağlar kurmanın mutluluk, yaşam doyumu ve genel iyi oluşun yordayıcısı olduğunu belirtmişlerdir (Baumeister ve Leary, 1995; Iyer ve arkadaşları, 2009). Olumlu olanların yanı sıra, bazı durumlarda bu sosyal kimlik-iyi oluş ilişkisinin olumsuz bir yöne de sahip olabildiği gözlemlenmiştir (Allotey ve Reidpath, 2007; Lewis ve diğerleri, 2018).

1.3. Çoklu Kimlikler

Kimlik literatüründeki artan bulgular, sosyal kimliklerin çoğulluğunun olumlu getirilerinden bahsetmektedir (Binning ve diğerleri, 2009; Haslam ve ark., 2008; Jetten ve diğerleri, 2010). Bununla birlikte başka çalışmalar da olumsuz getirilere işaret etmektedir (Goffman, 1963; Sønderlund ve diğerleri, 2017). Bildiğimiz kadarıyla, Türkiye'de yaşayan kadınlar bağlamında çoklu kimlik - iyi olma hali ilişkisi daha önce sorgulanmamıştır.

1.4.Kimliğin Önemi

Bir kimliğin önemi, kişinin kendisini tanımlamak için kullandığı kimliğin algılanan değerini yansıtır. Mevcut çalışmalar, bir sosyal kimliğin öneminin artmasının, daha

yüksek psikolojik iyilik hali (Jetten ve diğerleri, 2001; Martire ve diğerleri, 2000), daha düşük kaygı (Flanders, 2015) ve daha yüksek yaşam doyumu gibi olumlu sonuçlarla ilişkili olduğunu ortaya koymuştur. Bunun yanında, kimliğin öneminin artışının bazen olumsuz etkilerinin de olabileceğine dair tartışmalar devam etmektedir (örn.; Martire vd., 2000).

1.5. Öz Yeterlik

Öz yeterlik, bir kişisel yeterlilik duygusu olarak tasvir edilir. Pek çok öz yeterlik çalışması, güçlü bir öz yeterlik duygusunun daha iyi bir sosyal katılımı (Rigg ve diğerleri, 2013), daha iyi sağlık durumunu (Chen ve diğerleri, 2022), daha yüksek refahı (Lipińska-Grobelny ve Narska, 2021) ve daha düşük stresi (Karademas & Kalantzi-Azizi, 2004;) yordadığının göstermiştir. Tersine, düşük öz yeterlik düzeylerinin de daha yüksek kaygı ve depresyon (Faure & Loxton, 2003) ve daha düşük iyi oluş düzeylerini (Bandura ve diğerleri, 2003; Barlow ve diğerleri, 2002) tetiklediği bulunmuştur. Tajfel ve Turner'ın (1979) bakış açısıyla sosyal kimlikler, insanların kendilerini diğer grup içi üyeler kadar yetkin ve motive görmelerini ve grup içi üyeler kadar verimli olduklarına inanmalarını kolaylaştırır, bu da öz yeterliğin bir başka tarifidir.

1.6. Sosyal Destek

Sosyal destek, bireyin kendi sosyal çevresi tarafından sağlanan desteğe ilişkin algısı olarak tanımlanabilir (Walen ve Lachman, 2000). Algılanan sosyal desteğin, bireylerin çeşitli zorluklarla baş etmelerine ve günlük yaşamı normal bir şekilde sürdürmelerine yardımcı olabileceği, stres ve yalnızlığa karşı koruma sağlayabileceği (Eker ve diğerleri, 2001) gibi birçok olumlu getirisi olduğu bilinmektedir. Bu desteğin kaynağı olarak bazı araştırmacılar, çoğunlukla sosyal olarak daha güçlü ilişkiler kuran kişilerin çevrelerinden daha fazla destek alabileceğini öne sürmektedirler (Haslam vd., 2005; Jetten vd., 2014). Buna göre, paylaşılan sosyal bağlar ve oluşan kimlikler, daha fazla sosyal destek için bir kaynak olarak kabul edilir (Levine ve diğerleri, 2005).

1.7. Çalışmanın Amacı ve Hipotezler

Mevcut çalışmanın ilk amacı, Türkiye'de yaşayan kadınlar bağlamında çoklu sosyal kimlikler, kimliğin önemi ve iyi oluş hali arasındaki ilişkiler üzerinde çalışarak bu boşlukları doldurmaktır. Çalışmanın ikinci amacı, öz yeterlik ve sosyal destek değişkenlerinin bu ilişkilere anlamlı katkı sağlayıp sağlamadığını araştırmaktır. Son olarak, daha net bir anlayışa sahip olabilmek için mevcut örneklemde yaygın olan kimliklerin daha detaylı incelenmesi amaçlanmıştır.

H1: Kadınların çoklu sosyal kimlikleri, iyi oluş hallerini önemli ölçüde yordayacaktır.

H2: Sayının yanı sıra, kimlilerin önemi de iyi oluş halini önemli ölçüde yordayacaktır. Başka bir deyişle, sayısı ne olursa olsun, önemli kimlikler daha yüksek iyi oluş halini beraberinde getirecektir.

H3: Öz yeterlik, çoklu kimlikler-iyi oluş hali ve kimliğin önemi-iyi oluş hali arasındaki ilişkilere aracılık edecektir. Yani, daha fazla sayıda sosyal kimliğe sahip olmak, daha yüksek öz yeterlik algısını beraberinde getirecek, bu da daha fazla iyi oluşu yordayacaktır (H3a). Benzer şekilde, önemli kimlikler de daha yüksek öz yeterliği tahmin edecek ve yüksek öz yeterlik daha fazla iyi oluşu öngörecektir (H3b).

H4: Sosyal destek, çoklu kimlikler-iyi oluş hali ve kimliğin önemi-iyi oluş hali arasındaki ilişkilere de aracılık edecektir. Başka bir deyişle, çoklu sosyal kimlikler daha yüksek sosyal destek seviyelerini yordayacak, bu da daha fazla iyi oluş hali getirecektir (H4a). Benzer şekilde, çok önemli kimlikler de daha yüksek sosyal destek algısını beraberinde getirecek, bu daha fazla iyi oluş hali öngörecektir (H4b).

H5: Keşif amaçlı olarak, bu çalışmada en sık görülen üç sosyal kimliğin önemi ve bunların kadınların iyi oluş hali ile ilişkileri ayrı ayrı incelenecektir. Ayrıca, öz yeterlik ve sosyal desteğin bu ilişkiler üzerindeki olası rolleri de analiz edilecektir.

BÖLÜM 2

YÖNTEM

2.1. Katılımcılar

18 yaşın üzerindeki 466 gönüllü kadın, çevrimiçi bir anket doldurarak bu çalışmaya katılmıştır. Katılımcıların eğitim seviyeleri ilkokuldan lisansüstü eğitime kadar değişmektedir. Evlilik durumu bekar, evli, boşanmış ve dul olarak farklılaşmaktadır. İstihdam ve gelir verileri, katılımcıların %58,8'inin bir işte çalıştığını ve tüm örneklemin yarısından fazlasının ekonomik durumunun orta veya yüksek düzey olarak değerlendirilebileceğini ortaya koymuştur.

2.2. Ölçüm

Mevcut çalışma verileri; Demografik Bilgi Formu, tek maddelik Çoklu Kimlik Ölçeği (Postmes ve ark., 2013), Kolektif Benlik Saygısı Ölçeği'nin 5 maddelik Kimlik İçin Önem alt ölçeği (Luhtanen ve Crocker, 1992, Baysu (2007) tarafından Türkçe'ye uyarlanmıştır), Genelleştirilmiş Öz-Yeterlik Ölçeği (Jarusalem ve Schwarzer, 1981, Yeşilay ve diğerleri tarafından Türkçe'ye çevrilmiştir (1996), Çok Boyutlu Algılanan Sosyal Destek Ölçeği (Zimet ve diğerleri tarafından 1988'de geliştirilmiş, Eker ve Arkar tarafından 1995'te Türkçe'ye çevrilmiş ve 2001'de revize edilmiştir), Yaşam Doyumu Ölçeği (Diener ve diğerleri, 1985; çeviren: Köker, 1991), Pozitif ve Negatif Duygu Ölçeği (Watson ve diğerleri, 1998; çeviren: Gençöz, 2000) aracılığıyla toplanmıştır.

2.3. İşlem

Veriler toplanmadan önce Orta Doğu Teknik Üniversitesi İnsan Araştırmaları Etik Kurulu'ndan etik onay alınmıştır. Ardından, hazırlanan anket kartopu örnekleme yöntemiyle belirlenen katılımcılara WhatsApp, Gmail ve Instagram üzerinden

gönderilmiş, veriler çevrimiçi olarak toplanmıştır. Anketin başlangıcında onam formu sunulmuştur. Çalışmanın tamamlanması yaklaşık 8-10 dakika sürmüştür. Tüm katılımcılara anket sonunda teşekkür edilmiştir.

BÖLÜM 3

SONUÇLAR

3.1. Çalışma Değişkenlerinin Tanımlayıcı İstatistikler

Mevcut çalışmada kullanılan ölçeklere ait tanımlayıcı istatistikler Tablo 2'de mevcuttur.

3.2. Demografik ve Çalışma Değişkenleri Arasındaki İkili Korelasyonlar

Demografik değişkenler ile çalışma değişkenleri arasındaki, ve çalışma değişkenlerinin kendi aralarındaki ikili korelasyonlar Tablo 3 ve Tablo 4'te görülebilir.

3.3. Regresyon Analizleri

Birinci hipotezi test etmek için yaptığımız ilk regresyon analizleri, çoklu kimlikler ile yaşam doyumu arasında pozitif ancak anlamlı olmayan bir ilişki olduğunu ortaya koymuştur. Çoklu kimlik ile olumlu duygulanım arasındaki bağlantı anlamlı ve olumlu yöndedir, ancak olumlu duygulanımın aksine çoklu kimlik sahibi olmanın olumsuz duygulanımla anlamlı bir ilişkisinin olmadığı görülmüştür. Sonuç olarak ilk hipotez desteklenememiştir. İkinci hipotezi test eden ikinci regresyon analizleri, kimliğin önemi ile öznel iyi oluşun her bir alt kategorisi arasında pozitif yönde ve anlamlı ilişkiler göstermiştir. Kimliğin önemi ile olumsuz duygulanım arasındaki ilişki de anlamlı fakat pozitif yönde olduğu için ikinci hipotezimiz kısmen desteklenmiştir.

3.4. Aracı Değişken Analizleri

Üçüncü hipotezi test etmek için yapılan ilk aracı değişken analizleri, öz yeterliğin çoklu kimlikler ile iyi oluş hali arasındaki ilişkiye aracılık etmediğini göstermiştir. Bununla birlikte aynı değişken, kimliğin önemi ile iyi oluş hali arasındaki ilişkide önemli ölçüde aracılık yapmıştır. Dördüncü hipotezi test etmek için yapılan müteakip arabuluculuk analizleri, her iki denklemde de toplam algılanan sosyal desteğin aracı bir rolünün bulunmadığını göstermiştir. Sadece aile üyelerinden algılanan desteğin kimliğin önemi - iyi oluş hali ilişkisinde anlamlı bir aracılık rolü olduğu görülmüştür. İlk 4 hipotez için yapılan regresyon ve aracılık analizlerinin tüm sonuçları için Tablo 5'e başvurulabilir. Daha kapsamlı sonuçlar elde edebilmek için mevcut örneklemde görülen en yaygın sosyal kimlikler olan çalışan kadın kimliği, anne kimliği ve öğrenci kimliği için de aynı bağlamda keşifsel analizler yapılmıştır. Her kimlik için elde edilen sonuçlar ilgili literatür ışığında tartışılmıştır.

BÖLÜM 4

TARTIŞMA

4.1. Regresyon Analizlerine İlişkin Bulgular

4.1.1. Çoklu Kimlikler ve İyi Oluş Hali Arasındaki İlişki

İlk hipotezin analizleri, çoklu kimlikler ile genel öznel iyi oluş arasındaki ilişki için anlamlı olmayan bir sonuç vermiştir. Açıklamak gerekirse, mevcut çalışmada yer alan sosyal kimliklerin çokluğu, katılımcıların olumlu duygularını önemli ölçüde yordamıştır. Fakat, öznel iyi oluşun yaşam doyumu ve olumsuz duygulanım bileşenleri çoklu kimlikler tarafından tahmin edilememiştir. Sosyal kimlik araştırmalarının büyük kısmı, kadınların çoklu rollerinin/kimliklerinin iyi oluş hallerini önemli ölçüde etkilediğine işaret etmiştir (Baruch ve Barnett, 1986; Haslam ve diğerleri, 2009; Jetten

ve diğerleri, 2014; Maitland ve diğerleri, 2021; Thoits, 1983). Bununla birlikte, bu ilişkinin yönü hakkındaki tartışmalar devam etmektedir. Bu tartışmalar arasında, büyük bir grup daha fazla kimliğin daha iyi olduğunu savunurken, başka bir grup, kimliklerin sayısının değil bu kimlikler arasındaki uyum/çatışmanın (Goode, 1960), deneyim kalitesinin (Vandewater ve diğerleri, 1997), kültürel faktörlerin (Ellemers ve diğerleri, 2002) veya kimliklerin kişinin benlik kavramına göre öneminin (Martire ve diğerleri, 2000; Thoits, 1992) iyi oluş hali üzerinde daha fazla etkili olacağını savunmaktadır. Bizim elde ettiğimiz bulgular, çoklu kimlikler ile iyi oluş hali arasında anlamlı bir ilişkiye işaret edememesine ragmen çoklu kimliklerin tek başına öznel iyi oluşu yordayacak kadar güçlü olmadığını kanıtlamıştır. Türkiye'de kadınlar arasında çoklu kimlik ve iyi oluş hali arasındaki ilişkiyi daha iyi incelemek isteyenlerin yukarıda bir kısmı belirtilen ek faktörleri de dikakte almalarının etkili olabileceği değerlendirilmektedir.

4.1.2. Kimliğin Önemi ve İyi Oluş Hali Arasındaki İlişki

Elde ettiğimiz ikinci hipotez test sonuçlarına göre, kimliğin önemi ile yaşam doyumu ve olumlu duygulanım arasında gözlemlediğimiz anlamlı ve pozitif ilişkiler ilgili literatürle uyumludur. Bununla birlikte, mevcut veriler kimliin öneminin negatif duygulanımla anlamlı fakat yine pozitif yönde bir ilişki içinde olduğunu göstermiştir. Kimliğin önemi literatürü çoğunlukla, bir kişi için kimlikler ne kadar önemliyse, kişinin daha az kaygı (Flanders, 2015), daha az stres (Gurin ve diğerleri, 1960; Thoits, 1992) gibi olumsuz sonuçların daha az olacağını önermektedir. Elde ettiğimiz bulgu, ikinci hipotezi kısmen kabul etmemize yol açsa da, önemli kimliklerin de olumsuz getirileri olabileceğini göstermesi açısından son derece kıymetlidir.

4.2. Aracılık Analizlerine İlişkin Bulgular

4.2.1.Çoklu Kimlik ve İyi Oluş Arasındaki İlişkide Öz Yeterliğin Rolü

Çalışmamız, öz yeterliğin öznel iyi oluşun her bir bileşenini önemli ölçüde yordamasına rağmen çoklu kimliklerin öz yeterliği yordamadığını ortaya koymuştur. Geçmişteki çalışmalar çoğunlukla, birden fazla sosyal kimlikten yararlanmanın

insanların algılanan öz yeterliğini artırdığı fikrini desteklemiştir (Bandura, 1986; Gresky ve diğerleri, 2005). Bununla birlikte, kimlik ve öz yeterlikle ilgilenen başka araştırmacılar, kimliklerin sayısından çok anlamlarına odaklanmanın, sosyal kimliklerin öz yeterliği nasıl tahmin edebileceğini veya etmeyebileceğini ortaya koymakta daha yararlı olacağını değerlendirmişlerdir (Caldwell ve Hayes, 2016; Carter ve ark., 2021). Ayrıca bu çoğul kimliklerin kültürel ve bireysel anlamları (Carter vd., 2021) ve normatif beklentiler (Glick ve Fiske, 1996; Sakallı-Uğurlu, 2010) de daha az öz yeterliği yordayabilecek faktörler arasında görülmektedir.

4.2.2. Kimliğin Önemi ve İyi Oluş Arasındaki İlişkide Öz Yeterliğin Rolü

Mevcut çalışmanın bulguları, katılımcıların sahip oldukları kimlikler ne kadar güçlü (veya kendileri için önemli) ise, o kadar yüksek öz yeterlik bildirdiklerine bir kez daha dikkat çekmiştir. Eş zamanlı olarak, öz yeterlik literatürünün genelinde belirtildiği şekilde, öz yeterlikleri daha yüksek olan katılımcıların daha yüksek değerlerde yaşam doyumu, pozitif duygulanım ve daha düşük negatif duygulanım bildirdikleri görülmüştür.

4.2.3. Çoklu Kimlik ve İyi Oluş Arasındaki İlişkide Sosyal Desteğin Rolü

Algılanan sosyal desteğin çoklu kimlik ile iyi oluş arasında aracılık rolüne sahip olup olmadığını araştırmak için yapılan aracılık analizi anlamlı olmayan sonuçlar ortaya koymuştur. Bu sonuçlar geçmiş bulgularla uyumlu olmasa da, muhtemel açıklamalar bazı geçmiş çalışmalarda yer almaktadır (Karakitapoğlu-Aygün ve İmamoğlu, 2002; Sakallı-Uğurlu ve ark., 2021). Ek olarak, çoklu kimlikler ile sosyal destek arasındaki anlamlı olmayan bağlantıdan farklı olarak, verilerimiz sosyal destek ve öznel iyi oluş hali arasındaki anlamlı ilişkiyi bir kez daha ortaya koyması açısından çoğu sosyal destek çalışmasıyla uyumlu bir açıya da sahiptir.

4.2.4. Kimliğin Önemi ve İyi Oluş Arasındaki İlişkide Sosyal Desteğin Rolü

Mevcut çalışma, kimliğin öneminden algılanan sosyal desteğe ve sosyal destekten iyi oluşa giden yolların anlamlı olduğunu göstermiştir. Ancak toplam algılanan sosyal

destek, kimliğin önemi ile iyi oluş hali arasındaki ilişkiye aracılık etmemiştir. Yaptığımız analizlerde sadece algılanan aile desteği, kimliğin önemi ve iyi oluş hali arasındaki ilişkiye aracılık etmiştir. Diğer sosyal destek kaynaklarının, yani arkadaşlardan ve diğer önemli kişilerden gelen desteğin, öznel iyi oluş halini anlamlı bir şekilde yordadığı gözlemlenememiştir. Bu bulgular, Bozo ve öğrencilerinin (2009) de vurguladığı gibi toplulukçu kültürlerde sosyal desteğin her koşulda var kabul edildiğini ve hak ettiği değeri alamayabildiğini, bu nedenle anketlerde de varlığını gösteremeyebileceğini yansıtması açısından önem arz etmektedir. Müteakip çalışmalarda sosyal destek kavramının ve alt boyutlarının farklı kültürlerde ayrı ayrı ele alınmasının, ve algılanan sosyal destek ölçümü için farklı ülkelerde yeni tanımlar ve ölçümler geliştirmenin faydalı olabileceği düşünülmektedir.

4.3. Keşifsel Analizlere İlişkin Bulgular

4.3.1. Çalışan Kadın Kimliğinin Önemine İlişkin Bulgular

Elde ettiğimiz sonuçlara göre, çalışan kadın kimliğinin önemi tek başına yaşam doyumunu yordamazken, olumlu duygulanımı ve olumsuz duygulanımı anlamlı ve pozitif olarak yordamıştır. Çalışan birey olmanın kadınlar, özellikle de anneler üzerinde olumlu etkileri olduğu yaygın olarak kabul edilse de (Barnett, 2004), çalışan kimliği - yaşam doyumu arasındaki ilişkinin anlamlı çıkmamasını destekleyen bulgular da mevcuttur. Örneğin, Barnett (2004) ile Poduval ve Poduval (2009), çalışan kadın kimliğini toplumsal beklentilerle bağdaşmayan ve kişiyi zorlayıcı bir kimlik olarak değerlendirmiştir. Dolayısıyla, böyle bir kimlik kişi için önemliyken beraberinde başka kimliklerin gereklerini de yerine getiyor olmanın, genel yaşam doyumunu beraberinde getiremeyebileceği anlaşılabilir. Diğer bir faktör de gelir olabilir. Korelasyon analizlerinde gelir ile yaşam doyumu arasında düşük bir ilişki bulmamıza rağmen, ilgili literatürde gelirin yaşam doyumu üzerindeki anlamlı rolünü vurgulayan bulgular yer almaktadır. Analizlerimiz, çalışan kimliğinin önemi ile iyi oluş halinin duygulanım bileşenleri arasında anlamlı ve pozitif ilişkiler olduğunu ortaya koymuştur. İlgili araştırmalar, çalışan kimliğinin öneminin artmasının kadınların kendilerini daha olumlu hissetmelerine hizmet ettiğini göstererek bulgularımızı desteklerken (Martire ve diğerleri, 2000; Ross ve diğerleri, 1983), bu

kimliğin aynı anda olumsuz duyguları da beraberinde getirdiği gözlemlenmiştir. Bu olumsuz duygulanım sonucunu beklemiyor olsak da, önceki çalışmalarda bu tespitle uyumlu bulguların olduğunu da görmekteyiz (Martire ve ark. 2000). Öz yeterlik ve sosyal destek ile ilgili değerlendirme yapmak gerekirse, çalışan kimliği ile iyi oluşun duygulanım bileşenleri arasında öz yeterlik için anlamlı aracılık rolü tespit edilmiştir. Sosyal destek kapsamında ise sadece arkadaşlardan algılanan destek için anlamlı bir aracılık rolü bulunmuştur. Geniş aile üyelerinin Türkiye'de kadınlar için ana destek kaynağı olarak bilindiğinin altını çizen araştırmalara rağmen (Çakır, 2010 ; İmamoğlu ve Yasak, 1997), mevcut sonuçlar bu bulguları destekler nitelikte değildir. Ayrıca, çalışan katılımcılar, önemli diğer insanlardan da destek bildirmemişlerdir. Türkiye'nin aileye büyük önem veren toplulukçu bir kültüre sahip olduğunu hatırlarsak, çalışan katılımcılarımızın aile ve iş arkadaşları dışındaki kişileri bu kategoride değerlendirmiyor olmaları muhtemeldir (bkz. Prezza ve Pacilli, 2002). Sonuç olarak, çalışan kadın kimliğine ilişkin mevcut sonuçlar, çalışan kadınların yaşam doyumu ve sosyal destek algılarına yönelik daha derin araştırmalara ihtiyaç olduğunu göstermesi açısından oldukça değerlidir.

4.3.2. Anne Kimliğinin Önemine İlişkin Bulgular

Mevcut örneklemde, anne kimliğinin önemi yaşam doyumunu ve olumsuz duygulanımı yordamazken, olumlu duygulanımı anlamlı ve pozitif olarak yordamıştır. Olumlu duygulanım sonucunun kültürel bir çıktı olabileceğini söyleyebiliriz (Copur ve Koropeckyj-Cox, 2010; Sakallı-Uğurlu vd., 2021). Negatif duygulanım için Martire ve ark. (2000), çoğu kadının bir çocuğu doğurmaya ve büyütmeye dayalı olarak önemli miktarda stres ve üstesinden gelinmesi gereken zor zamanlar beklediğini, bu beklentiler nedeniyle anlamlı bir olumsuz duygulanım olmayabileceğini öne sürmektedir. Yaşam doyumu içinse, normların baskın olduğu toplumların etkisiyle annelik ve kariyeri arasında seçim yapmak durumunda olan kadınların bu mecburi seçimden ötürü taşıdıkları annelik kimliğinin genel yaşam doyumunu yordamayabileceği ifade edilmiştir (Preisner ve ark., 2018). Gelecekteki çalışmalar, bunlarla birlikte ek faktörlere odaklanarak, örneklemimizdeki gibi anne kimliklerini önemli olarak gören kadınların bu kimlikleriyle hayatlarından genel anlamda memnuniyet hissedememelerinin muhtemel nedenlerini keşfedebilir. Çalışmada, anne

kimliğinin öneminin öz yeterliği yordadığı, ve öz yeterliğin de her bir iyi oluş kategorisini yordadığı görülmüştür. Yaptığımız araştırmalarda, anne kimliğinin önemi ile genel öz yeterlik arasındaki doğrudan ilişkiyi gösteren herhangi bir çalışmaya rastlamadık. Bu nedenle, anne kimliğinin öneminin genel öz yeterlik algısı üzerindeki doğrudan yordayıcı gücünü gösteren bu çalışma, kimlik, annelik ve öz yeterlik literatürü açısından ilgili alanda bir ilk olabileceğinden büyük önem taşımaktadır. Sosyal destek ile devam edecek olursak, anne kimliğinin öneminin aile üyelerinden gelen desteği anlamlı bir şekilde yordadığı görülmüştür. Algılanan sosyal desteğin diğer alt boyutları, anne kimliği ile anlamlı bir şekilde bağlantılı bulunamamıştır. Ailevi ilişkiler ve destek dışında, anne olmanın getirdiği aşırı talepler göz önüne alındığında, katılımcıların arkadaşlarıyla veya önemli diğer kişilerle kaliteli ilişkiler kurmak için yeterli zaman ve enerjiyi bulamıyor oluşu, sosyal çevreden önemli bir destek görememeleri hakkında bir öngörü olabilir. Müteakip çalışmalarla, anne kimliği ile sosyal destek kategorileri arasındaki ilişkilerin, daha kapsamlı açıklanabileceğine inanıyoruz.

4.3.3. Öğrenci Kimliğinin Önemine İlişkin Bulgular

Elde edilen bulgulara göre öğrenci kimliğinin önemi, iyi oluş halinin sadece olumsuz duygulanım kısmını yordamıştır. Yaşam doyumu ve olumlu duygulanımı yordamamıştır. Öğrenci literatürüne baktığımızda, bu kimlikle akademik uyum ve sebat (Holmes ve diğerleri, 2019), bağlılık (Lewis ve diğerleri, 2011), akademik öz yeterlik (Bong ve Skaalvik, 2003), akademik başarı (Lei ve Zhou, 2018), sosyal destek (Danielsen ve diğerleri, 2010) vb. arasındaki anlamlı ilişkileri yansıtan pek çok araştırmayla karşılaştık. Ancak, öğrenci kimliğiyle genel yaşam doyumu ve genel manada olumlu duygulanım arasında anlamlı bir bağ gösteren bir çalışma bulamadık. Bu açıdan, anlamlı olmayan sonuçlarımızın mevcut öğrenci literatürüyle uyumlu olduğunu söyleyebiliriz. Öğrenci kimliğinin genel olumsuz duygulanımı yordama gücü, örneklemdeki lisans öğrencilerinde maddi güçlükler, yeni bir sosyal çevreye geçiş, ilk kez aileden ayrı yaşama, akademik başarısızlık korkusu ve geçmiş araştırmalarda bahsedilen daha pekçok faktörle (örn., Samuolis ve Griffin, 2014; Savcı ve Aysan, 2014) ve yetişkin öğrenciler için ev, iş, okul gibi çoklu sorumlulukları dengelemekte güçlük çekmeleri ile açıklanabilir. (Kohler Giancola ve diğerleri, 2009).

Öz yeterlik ve sosyal destek ile ilgili sonuçlara bakıldığında, öğrenci kimliği genel öz yeterliği yordamadığı için çalışma analizleri, öğrenci kimliği ile iyi olma hali arasında öz yeterlik için anlamlı bir aracılık rolü göstermemiştir. Sosyal destek içinse analizler, öğrenci kimliği ile olumsuz duygulanım arasında yalnızca önemli kişilerden algılanan destek için anlamlı bir aracılık rolü üretmiştir. Aile üyelerinden ve arkadaşlarda önemli bir destek bulamamamızın olası bir nedeni olarak; örneklemimizin 18 yaş üstü kadınlardan oluşması ve bunların yalnızca yaklaşık %10'unun genç lisans öğrencisi olması, çoğunluğun 26 yaş üstü, bazıları evli, çalışan, çocukları olan ve/veya yaşlı aile üyelerine bakmak gibi ek sorumlulukları olan yetişkin öğrenciler olması, bu kişilerden beklentilerin daha çok aile veya iş bağlamında olma ihtimali ve bu nedenle katılımcılarımız öğrencilik konumları için aile üyelerinden/sınıf arkadaşlarından/diğer arkadaşlarından yeterince destek hissedememeleri düşünülebilir.

4.4. Güçlü Yönler, Sınırlılıklar ve Gelecek Araştırmalar İçin Öneriler

Bildiğimiz kadarıyla bu çalışma, Türkiye'de yaşayan kadınların çoklu sosyal kimliklerinin ve bu kimliklerin benliklerindeki öneminin kadınların (öznel) iyi oluşlarını yordayıp yordamadığını sorgulayan ilk çalışmadır. İlk hipotezle ilgili olarak, kadınların çoklu kimliklerinin (öznel) iyi oluşlarını öngörmediğini bulduk. Bu bulgu, "ne kadar çok, o kadar iyi" akımını bir kez daha tartışmaya açması açısından önemlidir. İkinci hipotezin sonuçları, bu kimliklerin kişinin benlik duygusu üzerindeki öneminin, niceliğinden daha önemli olduğunu ortaya çıkardı. Üçüncü hipotez ile ilgili olarak, öz-yeterliğin kimliğin önemi ve iy oluş hali arasındaki ilişkiyi daha iyi açıkladığını gördük. Başka bir deyişle, bir kişi için sosyal kimliği ne kadar önemliyse, kendini o kadar yeterli/yetkin hissettiğini ve bu yeterliğin, daha yüksek iyilik hali öngördüğünü gözlemledik. Buna ilaveten, sayısal olarak daha fazla kimliğin öz yeterliği yordamadığını tespit ettik. Dördüncü hipoteze dayanarak elde edilen sosyal destek bulgularına bakıldığında, bu değişkenin yalnızca aile desteği alt ölçeği için anlamlı bir sonuç verdiğini gördük. Özellikle, sosyal destek ve alt ölçekleri, çoklu kimliklerle anlamlı bir şekilde bağ kuramadı, ancak kimliğin önemi ile anlamlı bağ kurabildi. İstatistiksel bağlamda bir çok anlamlı olmayan çıktı elde etmiş olmamıza rağmen, bu çalışmanın tüm bulgularının Türk kültürüyle bağdaşması ve kadınların sosyal kimlikleri literatürüne önemli katkıları olmasından ötürü değerli olduğuna inanıyoruz.

Çalışmamızın en dikkate değer yanlarından bir diğeri de beşinci hipotezin keşfedici nitelikteki bulgularıdır. Daha makul açıklamalar geliştirebilmek ve her bir bulguya ışık tutabilmek için mevcut çalışmada, katılımcıların sahip olduklarını bildirdikleri en yaygın kimlikler üzerine kapsamlı analizler yapılmıştır. Ayrıca, bu çalışmanın yüksek sayıda katılımcı sayesinde (başlangıçta 466, analizlerde 448) istatistiksel anlamda güçlü olduğunu da ifade edebiliriz. 58 farklı şehirden toplanan veriler, elde edilen bulguların genellenebilirliğini sağlayabilecek bir başka güçlü yandır. Bu güçlü yanlarının yanı sıra, mevcut çalışmanın bazı sınırlılıkları da vardır. Örneğin, kimliklerin sayısı ve önemi ayrı ayrı ölçülmüşken bunlardan meydana getirilecek bir etkileşim terimini de analizlere eklemek, kadınların çoklu kimliklerinin, tamamı benlik kavramları için önemli olduğunda iyi oluş hallerine nasıl etki edebileceğini görmemizi sağlayabilirdi. Çalışmanın bir diğer sınırlılığı da örneklemin meslekler açısından homojen olmamasıdır. İş çeşitliliğinin analizler üzerinde karıştırıcı bir etkisi olmuş olabilir. Bu nedenle gelecekteki araştırmacılara bu çalışmayı meslek açısından daha homojen bir örneklemde yapmalarını veya farklı mesleklerdeki kadınlar arasında karşılaştırmalı araştırmalar yapmalarını önerebiliriz. Son olarak, tüm analizlerin korelasyonel sonuçlar verdiği hatırlatmalıyız. Bu yüzden nedensel çıkarımlar yapamayız. Deneysel tasarımları içeren gelecekteki çalışmalar, nedensel sonuçlara ulaşmak için yardımcı olacaktır.

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