

Study of Stress, Well-Being and Satisfaction Level among in Women

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Abstract: *The main aim of the present study was to examine the life satisfaction and stress among women. A sample of 200 women was drawn randomly from the population. Life Satisfaction Scale) and stress scale were used for data collection. Mean, standard deviations t- test and correlation were the statistics calculated. The results indicated that there was significant difference regarding life satisfaction and stress between working and non-working women. Results revealed that working and non-working women differed significantly on their satisfaction ($t=5.52$). Working women were more satisfied with their life, on stress scale non-working women have higher level stress as compared to working women. A significant negative relationship was found between life satisfaction and stress.*

Keywords: Stress, Satisfaction, and Working and Non-Working Women.

I. INTRODUCTION

Researchers have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job affective job satisfaction). or cognitions about the job (cognitive job satisfaction). One of the most widely used definitions in organizational research is that of Edwin A. Locke (1976), who defines job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences". Others have defined it as simply how content an individual is with their job; whether they like the job

A) SATISFACTION

Satisfaction is a state of mind. It is an evaluative appraisal of something. The term refers to both contentment" and „enjoyment“. As such it covers cognitive- as well as affective-appraisals. Satisfaction can be both evanescent and stable through time. Current synonyms for life satisfaction are: „happiness“ and „subjective well-being“. One advantage in using the term life-satisfaction“ rather than the word happiness is that it emphasizes the subjective character of the concept. The word happiness is also used to refer to an objective good; especially by philosophers. The term life-satisfaction has the advantage over the label of subjective well-being is that life-satisfaction refers to an overall evaluation of life rather than to current feelings or to specific psychosomatic symptoms.

Growing economies and modern times have witnessed a rise in the number of dual-career families with deleterious effects on Life Satisfaction. In all countries the economic development requires an integration of both male and female labor forces. That is men and women both have to contribute to development process of the country as the labor of women contributes to economic growth and poverty reduction. Traditionally, the major responsibility of women has been perceived to be the maintenance of the family including home and childcare and breadwinning was the main responsibility of men. However, with more and more women entering the workforce and pursuing careers, these clearly defined gender roles were forced to change (Sevim, 2006). Work and family are the two most important aspects in women's lives Life satisfaction is defined as an overall, "global assessment" of feelings and attitudes about one's life at a particular point in time according to that individual's "chosen criteria" (Kuskova V. Valentina, 2011). Life satisfaction can create colossal catastrophic consequences for both, the individual as an employee or the individual as a family member. Life satisfaction was defined as an individual's global assessment of his or her life in positive terms (Diener, et.al., 1985).

JOB SATISFACTION

The term 'Job satisfaction' refers to the perceived feelings of an employee towards his job. It is a psychological feeling and has both rational and emotional elements. The job satisfaction, being a global aspect is affected by a large array of variables such as salary, promotion, age, experience, primary and secondary needs, opportunities for advancement, congenial working conditions, competent and fair supervision, degree of participation in goal setting, and perception of the employees. They help the students in acquiring the initial education for becoming an engineer. Therefore, a teacher should have high academic and professional attainments and should be allowed to work peacefully. The effectiveness of any educational system depends upon the job satisfaction of the teacher. The job satisfaction of an engineering college teacher is very necessary for progress of the higher education system and to make them effective. Present study tried to study the job satisfaction of engineering college teachers of Assam on the basis of their age groups and faculties. Job satisfaction essentially implies one of the most pleasant and keenly sought after state of mind. It can be made a vehicle for the achievement of a higher end. Undoubtedly, it can be said that the job satisfaction is widely accepted psychological aspect of effective functioning in any profession. However, a more comprehensive approach requires that many additional factors such as employer's age, health, temperament, desires and level of aspiration, family relationship, social status, recreational outlets, activity in organizations etc. should be considered. Those who are satisfied with their firms and their work are recalled ideally adjusted. Job-satisfaction gives happiness, efficiency and success in one's professional-activity. A worker who is satisfied with his work is characterized by his spirit of devotion and determination for the fulfillment of the set goal. The concept of 'job-satisfaction' has come from Industrial Psychology and it is now one of the very extensively explored aspects of human efficiency at work. When there is satisfaction in job, work is done with great care and sincerity. Job satisfaction is the whole matrix of job factors that make a person like work situation and be willing to lead for it without distaste at the beginning of this workday.

B| PSYCHOLOGICAL STRESS

In psychology stress is a feeling of emotional strain and pressure. Stress is a type of psychological pain. Small amounts of stress may be beneficial, as it can improve athletic performance, motivation and reaction to the environment. Excessive amounts of stress, however, can increase the risk of strokes, heart attacks, ulcers, and mental illnesses such as depression and also aggravation of a pre-existing condition. Psychological stress can be external and related to the environment. But may also be caused by internal perceptions that cause an individual to experience anxiety or other negative emotions surrounding a situation, such as pressure, discomfort, etc. which they then deem stressful. Hans Selye (1974) proposed four variations of stress. On one axis he locates good stress (eustress) and bad stress (distress). On the other is over-stress (hyper stress) and under stress (hypo stress). Selye advocates balancing these: the ultimate goal would be to balance hyper stress and hypo stress perfectly and have as much eustress as possible.

We live in stressful times. We are holding down two or more jobs. We are putting up with heavy job loads and unreasonable demands. We are swallowing outrage and frustration with unfair situations and irrational superiors because we cannot afford to be laid off or fired. Or we have already been laid off and we are struggling to find another job. Or we have given up and are coping with unemployment. Outside strains like these are called stressors. Stressors are the barely-tolerable pressures that bring us unhappiness and, eventually, disease. Some people hardly seem to be affected by stressors. They maintain a sense of perspective and a sense of humour. They remain calm in the midst of adversity and catastrophe. Other people are

- Overwhelmed by a lesser number and intensity of stressors and slide downhill, losing
- Relationships, jobs, and eventually their mental and physical health.

The physiological and psychological responses to situations or events that disturb the equilibrium of an organism constitute stress. While there is little consensus among psychologists about the exact definition of stress, it is agreed that stress results when demands placed on an organism cause unusual physical, psychological, or emotional responses. In humans, stress originates from a multitude of sources and causes a wide variety of responses, both positive and negative. Despite its negative connotation, many experts believe some level of stress is essential for well-being and mental health.

One of the most frequently faced psychological problems of recent years is stress and stress-related illnesses. Due to an ever changing world, everybody is affected by stress regardless of age, gender, profession, social or economic status.

Because of these rapid changes, people live most of their lives under stress. Therefore, the notion of stress has become a widely recognized problem in all aspects of life. Work–life balance is the maintenance of a balance between responsibilities at work and at home. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for work–family conflict. We know that stress paralyses the human life on account of which it is difficult for people suffering of stress to live the normal life. Life satisfaction and stress are interrelated with each other. A number of researchers in the specific field have been conducted to measure the level of life satisfaction and stress among working and non-working women.

II. REVIEW OF LITERATURE

Singh (2007) indicated that job satisfaction of teacher educators was positively but not significantly related to their attitude towards teaching. The job satisfaction of male and female teacher educators was also positively but not significantly related to their attitude towards teaching. Ghanti and Jagadesh (2009) revealed that teachers working in government and private secondary schools did not differ significantly in their attitude towards teaching profession and male and female teachers' did not differ significantly in their attitude towards teaching profession. Ghosh and Bairagya (2010) in their study concluded that female secondary teachers possess more favorable attitudes towards teaching profession than male teachers. Benjamin et al. (2011) also supported this view that female student teachers had more favorable attitude towards teaching profession than male student teachers. Lal and Shergill (2012) revealed that female degree colleges' teachers have more favorable attitude towards education as compared to their male counterparts. Male and female teachers are not different from each other on job satisfaction variable

Currently, the literature suggests that personality play a significant role in whether a woman will judge her life to be satisfying. However, proximal environmental factors can influence life satisfaction judgments in the short term. Chipper field and Havens (2001) conducted study to examine life satisfaction among individuals who had undergone a transition in marital status and those whose marital status remained stable over 7- year period. Among those individuals whose marital status remained stable over the 7 years, women's life satisfaction declined and men's remained constant. Among those who experienced a transition- in particular, the loss of spouse - a decline in life satisfaction was found for both men and women decline being more predominant for men. In addition, men's life satisfaction increased over the 7 years period if they gained a spouse, whereas the same was not true for women In contrast, female life satisfaction is virtually unaffected by hours of work. Women without children do not care about their hours of work at all, while women with children are significantly happier if they have a job regardless of how many hours it entails. (Ayres & Malouff, 2007) have also highlighted the importance of a brief problem-solving training in the workplace that can increase problem-solving skills and problem solving self-efficacy in the course of improving positive effect, job satisfaction, and life satisfaction. Moving away from work impacts on life satisfaction, (Perrone et.al.2007) found that satisfaction with work and marriage was significantly related to life satisfaction. (Schaer, 2008) also stressed on Couples Coping Enhancement Training to increase dyadic competencies which can have positive effects on the general well-being, life satisfaction and other workplace variables like less burnout and less work stress.

According to Northern Territory Government report (2003) workplace stress is the result of the interaction between a person and their work environment. Forth person it is the awareness of not being able to cope with the demands of their work environment, with an associated negative emotional response. European Foundation for the Improvement of Living and Working Conditions (2007) has carried out the study on work related stress.

The process of strengthening memory is usually reinforced after stress Schwabe et al., 2012 Various studies on animal and human models have shown that administration of either glucocorticosteroids, or stress shortly after learning has occurred facilitates memory Schwabe et al., 2012 Also, it has been shown that glucocorticosteroids (not mineralocorticoids) are necessary to improve learning and memory Lupien et al., 2002 However, the retrieval of events in memory after exposure to stress will be decreased Schwabe et al., 2012 which may result from the competition of updated data for storage in memory in a stressful state Kloet et al., 1999 Some investigations have shown that either exposure to stress, or injection of glucocorticosteroids before a test to assess retention, decreases the power of memory in humans and rodents Schwabe and Wolf, 2009 Although no significant difference was found among the ratings of life satisfaction and spirituality with respect to age or educational level, the women reported higher levels of religiosity than spirituality, which correlates significantly with life satisfaction. Kousha and Moheen (2004) explored life satisfaction

among unmarried Iranian women in urban areas. A series of path analysis and cross tabulations suggest that for married women life satisfactions directly linked to their satisfaction with marriage, employment and their leisure experiences. For women hour's satisfaction and job satisfaction indicate that women prefer part-time jobs irrespective of whether these are small or large.

According to its report work-related stress is a pattern of reactions that occurs when workers are presented with work demands that are not matched to their knowledge, skills or abilities, and which challenge their ability to cope. Park (2007), in their study of work place and job performance, found that negative implications of work stress are recognized as a challenge to both employers and workers, with women, youth, shift, part-time, and non white collar workers being more likely to have high-strain jobs.

III. RESEARCH METHODOLOGY

3.1 HYPOTHESES

1. There exists no significant difference between mean life satisfaction scores of Working and non-working women
2. There exists no significant difference between mean stress level scores of Working and non-working women
3. There is no significant difference in satisfaction and Stress level scores of Working and non-working women of Pune Districts on the basis of their age groups

3.2 SAMPLE

The sample was drawn from working and non- working women of Pune District .Thus100 working (who were teacher in the Govt. schools)and 100 non-working women (housewives)were drawn randomly. Working women were highly qualified. Age range of women was 26- 40 years.

3.3 TOOLS

- **Life Satisfaction Scale** It was developed and standardized by Alam and Srivastava (1996). The test consist of 60 items of yes/no type. Yes indicate the satisfaction. Higher scores show higher satisfaction level. The range of age was between 18 to 40 years. Test-retest reliability of the test was found to be .84 and Validity is .74.
- **Stress Scale-** It was developed by Singh (2004). The range of age was between 16 to 50 years. Test-retest reliability of the test was found to be .82 and Validity is .61. Higher scores show higher stress level.

3.4 DATA COLLECTION

Data collection was done using random sampling. Purpose of the study was made clear to the participants. The general instructions were given to participants to complete the inventories. Help was provided to the participants in case they found any of the items difficult to comprehend. Filled questionnaires were collected from participants for statistical analysis of data.

3.5 STATISTICAL ANALYSIS

In the present study Mean, SDs, t-test and r- test was applied for statistical analysis of data.

IV. RESULTS AND DISCUSSION

The main aim of present study was examined of life satisfaction and stress among working and non-working women. The “t” test method was used to analysis data. Results discussions of present study are as under:

Table 1: Means, SDs and “t” value of Working and Non-Working Women on Life Satisfaction

Groups	N	Mean	SD	t	P Value
Working Women	100	51.90	18.80	5.82	0.01
Non-Working Women	100	39.50	12.30		

Mean value of Working and Non-Working Women on Life Satisfaction

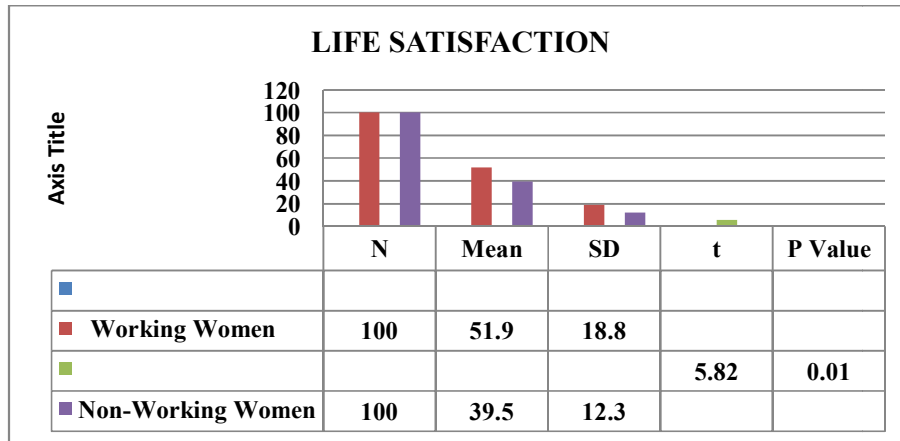


Table-2: Means, SDs and “t” value of working and non-working women on stress

Groups	N	Mean	SD	t	P Value
Working Women	100	21.85	10.39	7.21	0.01
Non-Working Women	100	34.26	13.70		

Mean value of Working and Non-Working Women on Stress

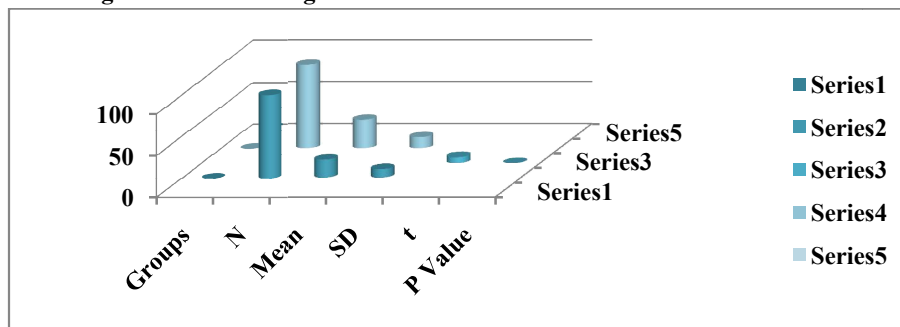
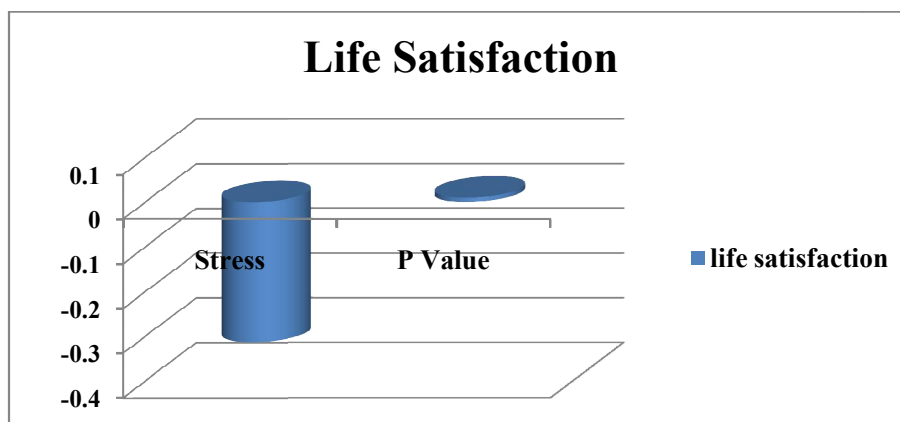


TABLE-3– CORRELATION COEFFICIENTS OF LIFE SATISFACTION AND STRESS (N=200)

Factor	Stress	P Value
life satisfaction	-0.3125341	0.01



V. CONCLUSION

The result from table 1, shows that there is significant difference between working and non-working women for life satisfaction. The working woman received higher mean score 51.90 as compared to the non-working woman 39.50. The standard deviation score of working woman received 18.80 and the non-working woman received 12.30. So we can say that working woman have higher level of life satisfaction than the non-working woman. The “t” value of life satisfaction is 5.82. There is significant difference between working and non-working woman. It means hypothesis was supported. Working women were more satisfied with their life. They get salary; earn money, so they can fulfill their needs. They support their family and husband. Working women do not depend upon their husband or family, economically they were independent. For this reason they get satisfaction in life. They perceived their life to be secure. They feel comfortable with their life situations. On the other hand the non-working women are less satisfied with their lives. . According to table-2 the mean scores of non-working women were higher 34.26 as compared to working women 21.85. This is indicative of the fact that non-working women were facing more stress than working women. Hence, it confirmed the hypothesis which states that “Working and non-working women will differ significantly with regard to their stress level”. High stress among non-working women is due to the fact that non-working women occupy multiple roles which are inconsistent and create conflicting situations. Our society still demands the traditional roles of women as homemaker. According to above table there was a negative correlation between stress and life satisfaction. This correlation showed that as long as the stress levels increase their life satisfaction level decreases. This showed that stress have a meaningful negative effect on life satisfaction. Those persons who were satisfied with their life, they were have less stress in their life. On the basis of the present research it can be said that working status and age play significant role in the level of Stress & Job Satisfaction among women. Working women experiences significantly higher Stress & Job Satisfaction Level than non-working women. The finding of the present study is that Stress & Job Satisfaction of working women higher than non-working women, which means working status has significant positive effect on women’s Stress & Job Satisfaction economic self-sufficiency, duties and responsibilities may enhance their self-concept, confidence level, efficacy, positive life attitude etc. Further, non-working women may suffer from a moving cog in the wheel. They have to move as per the movement of the wheel.

VI. DISCUSSION

Stress symptoms may be affecting your health, even though you might not know it. You may blame sickness for that annoying headache, your sleeping troubles, feeling unwell or your lack of focus at work. But stress may really be the cause.

WHO defines work-related stress as follows: “Workplace stress is the reaction individuals may experience when faced with job demands and pressures that exceed their skills and capabilities, hindering their ability to manage effectively.” Work-related stress can be harmful in many ways, including mental and physical. It affects both males and females.

Act to manage stress: If you have stress symptoms, taking steps to manage your stress can have many health benefits. Check out much possible stress management tips. For example: Get regular physical activity on most days of the week. Practice relaxation techniques. Try deep breathing, meditation, yoga, tai chi or massage. Keep a sense of humor. Spend time with family and friends. Set aside time for hobbies. Read a book, listen to music or go for a walk. Schedule time for your passions. Write in a journal. Get enough sleep. Eat a healthy, balanced diet. Stay away from tobacco and alcohol use, and use of illegal substances. Aim to find active ways to manage your stress. Idle ways to manage stress that don't get you moving may seem relaxing. But they may make your stress go up over time. Examples are watching television, going on the internet or playing video games.

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