

Relationship between Work Stress, Subjective Happiness and Psychological Well-being Among Educated Working Women

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ABSTRACT— The current study's objective to investigate the relationship between general work stress, subjective happiness and psychological well-being among educated working women. This study was based on cross sectional research design. Purposive sampling technique was used. The sample size was 110 working women with age range 21-70. The present study variables were measured by the General Work Stress Scale, Subjective happiness, and the Psychological Well-Being Scale. The data obtained from questionnaires were analysed by the use of the Statistical Package for the Social Sciences 22 version. The findings of the present research revealed that there is significant negative correlation between work stress, subjective happiness and psychological well-being among educated working women. The discovery of the current study also revealed that working women age 21-30 years old showed significant mean difference in subjective happiness, psychological well-being. Experience in years less than 10 years are highly significant mean difference in subjective happiness and psychological well-being. Working women from urban areas were significant high in work stress and psychological wellbeing. Working women who were single significantly high in subjective happiness. Furthermore, it provoked the responsibilities, the discriminations women face during her working hours and how it is affecting her mental health.

Keywords— Work Stress, subjective happiness, psychological well-being, educated working women.

I. INTRODUCTION

Women are exceptional natural leaders and accept to take the same challenges as men. While Scripture examines roles within the church and the family, there is no order that mentions that ladies ought to be dealt with, rewarded, or regarded any not as much as men. Ladies since the beginning have been strong. [1] With the passage of time females are getting more in workforce than males over the last years, battling economy, injustice, and oppression in all sectors of their life and trying to change the mind set of society about them, something needs to shift. In order to change the mindset of socially constructed gender biases women have to require more strength and that strength comes from education. [2] Education is the key factor for women empowerment, prosperity, development and welfare. [3] Pakistan's score on the Global Gender Gap Index is 0.546 with a ranking of 143 out of 144. [4] The latest value from 2019 is 24.1 percent. For comparison, the world average in 2019 based on 181 countries and Pakistan ranked of 166.

Work stress, long working hours, and its impact on wellbeing and exhaustion causes health issues. [6] To meet the financial demands of family especially in married women there is increasing number of working women in Pakistan. In

Pakistan women were restricted were only expected to perform house chores and take care of their children and cooking etc but to change this mind set women being empowered professionally. [7] The work stress due to associations at work; administrative structure and environment; person uncertainty and fight; chances for occupational progress and the home-work boundary. Stress have meaningfully enlarged over time. [8] Discoveries indicates that women experienced more mental related problems than males and then try to adjust and cope with their mental sickness too, to fit in the environment. [9] Females commonly experience more problems than males. [10] Sources of stress mainly relevant to the women employees (i.e., work stress and home-work conflicts) are of two types:

Organizational stressor. When working women facing gender discrimination, isolation, unavailability of role models, segregation and stereotypical thinking in building and improving career. [11]

Extra organizational stressor. focuses on maintaining between home and work duties such as less familial support and difficulties regarding making a family.

Happiness is considered to have an important effect on everyone's life and a significant goal to be met for most of the societies. [12] It is nominated as an important key to subjective

well-being. [13] However, the meaning of happiness as an open discussion. Planned activities, that is actions which we have control, are also very important key to psychological well-being. [14] Psychological wellbeing is a personal sensation of pleasure, gratification with life's practices, sense of achievement and of person role in the world of work, no distress, belongingness, tensions or dissatisfaction and value. This highlights the positive features of growing and change.

Each PWB element showed the psychosomatic ability of workingwoman. In autonomy, how much she is self-determined, independent and evaluated self by personal standards or relies on other judgements. In environmental mastery, how she had mastery in managing complex situation or lacked of sense of control and difficult to manage situations. In personal growth, showed ones see improvement in self and sense of potential in her or overtime felt bored and unable to develop new attitudes. In Positive Relations with Others, showed her trusting relationship with others, intimacy, strong empathy or not willing to compromise to retain the bond with others. In Self-Acceptance, showed one's positive acceptance of self-include good and bad qualities or feel disappointed and dissatisfied with self. Purpose in Life showed ones aims and has sense of direction to her objectives or lacked sense of direction towards her aims.

Objectives

To investigate the relationship between work stress, subjective happiness and psychological well-being among educated working women.

Hypothesis

Ho₁. There will be negative correlation between work stress, subjective happiness and psychological wellbeing among educated working women.

Ho₂. Work stress will predict negatively subjective happiness and psychological wellbeing among educated working women.

Rationale of study

Current study investigated the relationship of general work stress, subjective happiness and psychological wellbeing in educated working women. Educated women who have the knowledge, skill and understanding that get by attending school, college or university. According to ILO (International

Labour Organization) 48.5 % are worldwide working women in which developing countries rate 69.3%, Emerging countries rate 45.6 % and developed countries rate 52.4 % in 2018 (ILO, 2016b and 2017a). [15] Pakistan's being graded as the second last country in the Global Gender Gap Index be indebted to one undeniable factor which say: Pakistan have the world's second poorest economic contribution and occasions for women. In 2015, nearly 22 percent women labour contribution rate in south Asia. The large number of women in the work staff comprises the rate of 75% with no proper education. Only 32% women have education of intermediate and graduation. [16] Abundant types of high stress, plus everyday stressors [17] and main life events have notable consequence that is central cause to negative mental and bodily health-related prices among people. Consistent stressors such as interactive strains and network battles, have a prompter effect on well-being by producing both psychological distress and physical indicators of stress. [18] Supervisor Provision had impact on mental health regardless to overwork stress level. [19] Married employed women encounters more stress in their married life and effect on their professional life. [20] The rational of the present study is to investigate the relationship of these variables to get a clear picture of this phenomena and to explore and high light the psychological problem that a working woman face. In Pakistan working women has to perform the responsibilities which are beyond her capabilities and causes stress in them. [21] The results of the current study are helpful for the counsellors and psychologists to introduce the idea of counselling which would help employed females in various organizations to better their lives.

II.LITERATURE REVIEW

Male or female have work load, less opportunity but male get more advantageous support and role than female ones, Lundberg & Frank Zenhausern (1999). [22] Women work in the lower or higher-level works but the problem they face is not getting their proper wages their male employees get, whether they put all their best to get high they face income discrimination. Females who face such problems are more likely to report large amounts of mental and physical illness and occupational disappointment. Most of the stress faced by women supervisors, such as job burden, excessive duties than

normal work time, the maternal wall, Davidson, Cooper, & Baldini (1995). [23] On the other hand, a common observation is that females will only get high if they are ambitious and motivated to do so, White, Cox & Cooper (1992). [24] Work stress has strong impact on happiness with the employees of having high emotional intellect, Naseem (2018). [25] If the work life become equilibrium, then it shows the positive affiliation with the happiness, Ötken (2013). [26] Low Happiness described high stress level, happiness varied meaningfully based on different stress levels, King et al (2014). [27].

With the stress of work the satisfaction with work also decreases and showed the negative affiliation between job stress and job satisfaction, Snelgrove (1998). [28] According to Choudhary and Ahmad (2017) [29] Working women has negative psychological being than the housewives. Married employed females experienced more job stress than the unmarried employed females because stress levels are based on traditional trends, family responsibilities as mother or wife, Parveen (2009). [30] Working married females who have satisfied marital alteration also led to their personal happiness than the housewives, Nathawat & Mathur (2010). [31] Most of the stress faced by women supervisors, such as job burden, excessive duties than normal work time, the maternal wall, Davidson, Cooper, & Baldini (1995). [32] According to study of Sidra Parves, Zia-ur-Rehman, Javed, and Raza, (2015) [33] women always been treated as half human being, as they considered to be low ranked, the working environment for them is inappropriate, they faced challenges like low government jobs, socially outcast, economically deprived and less priority in policy making. The study of Gowda and Rao (2018) [34] highlighted those women face more work-related problems regarding her promotion, salary, and work environment than her household responsibilities and child care because she may got support from her husband and parents in law.

III. METHODOLOGY

Research Design

Quantitative research paradigm, using a cross sectional research design was used to investigate this research.

Sample and Sampling Strategy

The current study consisted on sample of 110 educated working women. All educated working women of Gujranwala were included in present study. Range of age of this sample were 21 to 70 years. For this study, purposive sampling technique was used.

Sampling Technique:

Convenient technique was used to select the data from various working women of Gujranwala.

Inclusion criteria: All educated working women of Gujranwala were included in present study.

Exclusion criteria: All type of house hold or unemployed women were excluded.

Measures

In this study three standardized scales were used,

General Work Stress Scale. comprises of nine items on 5-point Likert scale in which responders specify their level of agreement to a statement typically in five points: (1) Never (2) Rarely (3) Sometimes (4) Often (5) Always. It was developed by Gideon P. de Bruin & Nicola Taylor, 2006, [35] was used to identify the work stress perceived by the working women received from their job-related characteristics. The reliability analysis of general work stress scale indicates that alpha coefficient for this scale is $\alpha=.67$ which has good reliability.

Subjective Happiness Scale. developed by Lyubomirsky & Lepper, 1999) [36] 4 items, 7-point Likert scale, assessed to see one's complete decision about how much happy (or unhappy) they are. Items included as 1) Compared with most of my peers, I consider myself: Some people are generally very happy: 2) They enjoy life regardless of what is going on, getting the most out of everything. To what extent does this characterization describe you? The SHS has been validated in 14 studies with a total of 2,732 participants. Alpha coefficient value for subjective happiness scale is $\alpha = .68$, which is good reliability.

Ryff's Psychological Well Being Scale. developed by Ryff & keyes, (1995) [37] comprises of 42 items and have 6 subscales in order to measure the six core directions of PWB with good reliability of .87. Each subscale containing 7 items, in which some are reverse coded. It emphasizes on calculating multiple sides of mental well-being includes, autonomy with

reliability .60, environmental mastery with reliability .56, personal growth with reliability .50, purpose in life with reliability .61, self-acceptance with reliability .56, positive relation with others with reliability .54. Answers ranges from 1-6. Each PWB element showed the psychosomatic ability of workingwoman. In autonomy, how much she is self-determined, independent and evaluated self by personal standards or relies on other judgements. In environmental mastery, how she had mastery in managing complex situation or lacked of sense of control and difficult to manage situations. In personal growth, showed ones see improvement in self and sense of potential in her or overtime felt bored and unable to unable to develop new attitudes. In Positive Relations with Others, showed her trusting relationship with others, intimacy, strong empathy or not willing to compromise to retain the bond with others. In Self-Acceptance, showed one's positive acceptance of self-include good and bad qualities or feel disappointed and dissatisfied with self. Purpose in Life showed ones aims and has sense of direction to her objectives or lacked sense of direction towards her aims.

Procedure

The research was conducted to measure the correlation between Work Stress, Subjective Happiness and Psychological Well-Being among Working Women. For pilot study, a purposive sample of 110. educated working women were taken from different instituted and organizations of Gujranwala. Participants were teachers, bankers, lawyers, doctors, nurses, army women, rescue 1122 women employees. Those who were volunteered to participate completed the consent form. They took maximum 20 minutes to complete my questionnaire. At the they were thanked for their participation. Three scales were used. Permission was granted from hospitals administration, schools administration and other working areas where educated women do the jobs. Questionnaire was given to the participants by personal approach. Only educated working women were selected. Consent form was the first portion and demographic information form was the second portion in questionnaire. Demographic information of the respondents in term of age, experienced in years, residential status, marital status and family system were obtained. In addition, they were asking to fill in the demographic

information that is required on the demographic sheet. After the completion of questionnaires, researcher rechecked for any left item. At the end the participants and authorities of the centre will heartily thanked for their cooperation. Then the data was collected and analysed. SPSS 22 was used for statistical analysis of data.

IV. DATA ANALYSIS & RESULTS

The data was collected and analysed by using Statistical package for social sciences (SPSS) version 22.

The demographics of the participants are described below:

Table 1. Demographics

Frequency and percentage of demographics among working women (N= 110)

Demographic Variables	Categories	Frequency	Percentage
Age	21-30	63	57.3%
	31-40	34	30.9%
	41-50	13	11.8%
Experience in years	Less than 10 years	73	66.4%
	More than 10 years	37	33.6%
Residential status	Rural	47	42.7%
	Urban	63	57.3%
Marital status	Single	61	55.5%
	Married	49	44.5%
Family system	Joint	49	44.5%
	Nuclear	61	55.5%

Most women were young, unmarried with less than 10 years' experience.

Table 2. Correlation

Correlation among work stress and subjective happiness, psychological wellbeing in educated working women (N=110)

Variable	1	2	3	4	5	6	7	8	9	M	S
Work stress	-									26.69	4.92
Subjective happiness	-.37**	-								17.75	4.32
Psychological well-being	-.36**	.43*	-							16.72	2.75
Autonomy	-.11*	.29*	.76*	-						26.60	5.34

Environmental Mastery	-.29**	.45*	.71*	.39*	-				26.34	4.91
Personal Growth	-.20*	.34*	.83*	.72*	.48*	-			28.80	4.76
Positive relations with others	-.33**	.38*	.78*	.50*	.44*	.63*	-		29.04	5.31
Purpose in life	-.29**	.25*	.77*	.51*	.52*	.59*	.46*	-	29.50	5.02
Self-Acceptance	-.41**	.35*	.81*	.49*	.51*	.55*	.60*	.62*	27.81	5.00

* $p < .05$; ** $p < .01$

Work stress has negative correlation with subjective happiness, psychological wellbeing, autonomy, environmental mastery, personal Growth, positive relations with others, purpose in life and self-acceptance.

Table 3. Regression

Regression analysis predicting subjective happiness.

Predictor	Subjective Happiness	
	ΔR^2	β
Work Stress	.14***	-.38***

It indicates that 14% variation in subjective happiness is caused by work stress.

Regression analysis predicting Psychological Well Being indicates that 1% variation in autonomy, 8% variation in environmental mastery, 4% variation in personal growth, 11% variation in positive relation with others, 8% variation in purpose in life and 17% variation in self-acceptance is caused by work stress among educated working women.

V. DISCUSSION

The main goal of this study was to explore the relationship between work stress, subjective happiness and psychological wellbeing among educated working women. The first hypothesis of the study was to examine the relationship between work stress, subjective happiness and PWB among

educated working women and the results of the present study showed negative relationship between work stress, subjective happiness and psychological well-being among educated working women. Work stress among working women led to negative affect on their happiness and psychological wellbeing. As females are getting more into working fields to feed their families and becoming a main pillar to enhance their lives. If she is married, she has to earn for her children and a supportive partner for her husband. In Pakistan female has to balance between her work life and households which resulted into work stress and causes effects on their mental health and joy of their life. As the world is moving towards gender equality working women experiencing societal, family, pressure. They are still facing injustice at work places. Female labour is not only essential for economic development but also for socio-economic development of nation (Begam, A., & Mujahid, N. (2019). [38] In my study most women are young unmarried and have experience less than 10 years show more work stress. The stress factors in unmarried working women could be their new experience their expectations from student life than entering in professional life, the competition to get one's high positions to prove herself, bound the work and unable to managing their house chores, this could be wage gaps from their male colleagues, sexual harassment from their senior male managers. The statistics of female employment in Pakistan is very disturbing. Women has less employment opportunity, education and health care facilities (Pervaiz, Chani, Jan & Chaudhary, 2011). [39]

This finding of present study raises another research question that either work stress happens in unmarried working women who has work experience less than 10 years only or it is the case with unmarried working men as well thus in future, researchers can conduct comparative study between work stress and mental wellbeing among educated working women and educated working men. If in case it is not affecting men then it is need to investigate further that why work stress effecting unmarried working women with less experience specifically? The findings of present study another research question for future research that these variables could also be investigated among uneducated working women and men.

VI. CONCLUSION

The main objective of my study was to find the relationship between work stress, subjective happiness and psychological wellbeing among educated working women. Work stress caused negative effect on subjective happiness and psychological well-being among educated working women. Working women experienced various kinds of work stress in their work environment that could be pressure of work from their seniors, wage gap differences from their male colleagues, competition to get high rank, along with these she has to face societal pressure and marital pressure. Education played vital role in women employment, If a married woman is working she has to deal between her childcare, household responsibility and paid work duty. If an unmarried woman is working, she also goes through with great marital pressure and societal pressure and people saw her with negative mindset that could be based on religious cultural norms. Work stress creates displacement among working women for which they take out their frustration on their children and sometimes due to societal and marital pressure working women cannot properly participate in their work environment as well.

Limitations and Future Implications

The sample size of educated working women of Gujranwala was small and not adequate to generalize the findings of current research for the whole educated working of Gujranwala. The data was collected from the hospitals, schools, banks and different organizations of Gujranwala. The study should be cross culture to generalize the results. Only the educated working females were involved in the present research.

For Future studies, the sample should be collected from different cities of Pakistan. The sample should also include comparative study between working woman and housewives and with different socio-economic background. Consequences of current study have some significant implementations. The present research reveals the importance of job stress, subjective happiness and psychological well-being in educated working women. The findings can be helpful for working women, researchers, organizations and health professionals for better understanding of working women's issues.

ACKNOWLEDGMENT

I am very grateful my supervisor **Miss Amira Iftekhhar** guides me in every difficulty during my work. And her guidance helped me to complete my thesis. I am very thankful for the effort. I am also wanted to thank the entire participant who was the most important contributor for their time and effort. I would also to acknowledgement my parents, the staff of my department and my class fellows who sowed sincerity and helped in my research work.

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APPENDICES

Appendix A	Consent Form
Appendix B	Demographic Information Form
Appendix C	Permission Letters from the Institute
Appendix D	Permission Letter for Scale
Appendix E	General Work Stress
Appendix F	Subjective Happiness Scale
Appendix G	Psychological Wellbeing Scale
Appendix H	Plagiarism Report

BIOGRAPHY



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