

## Chapter 5

### A STUDY ON RELATIONSHIP BETWEEN WORKPLACE STRESS AND LIFE SATISFACTION AMONG WORKING WOMENS

**Sherin. P**

*2<sup>nd</sup> year MSc Applied Psychology, Barthiyar University Coimbatore*

&

**Ms. Fathima Shirin. K A**

*Assistant Professor, Bsc Psychology, KAHM Unity Women's College, Manjeri*

#### **Abstract**

The study aimed to investigate the relationship between workplace stress and life satisfaction among working women's. A convenient sample of 60 working women's were collected from various institutions in Malappuram district. The participants completed a self-report measure of satisfaction with life scale and The workplace stress scale. Correlation analysis were carried out and the result revealed that there is a significant relationship between workplace stress and life satisfaction among working women. It shows when workplace stress and life satisfaction are negatively correlated.

**Keywords:** *Workplace stress, life satisfaction, working women.*

#### **Introduction**

In the history of human development, women have been as vital in the history making as men have been. In fact higher status for women vis-a-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. Undoubtedly, without the active participation of women in national activities the social, economic, or political progress of a country will deteriorate and become stagnant. But ironically and tragically women employees in general are not taken very seriously by their superiors, colleagues, or society at large. Many high level positions in companies are filled by men even though the workforce in developed countries is more than 50% female. Nowadays there is a debate concerning the ability of women to hold high level positions in companies. A growing body of opinion recommends

allocations of fixed 0ercentage of these positions to women. It can discuss some different views related to this issue.

It's undeniable the women in the time being have the ability to be qualified either educationally or practically to attain success in different branches and fields. Therefore it's quite fair to get higher positions in their career. Although this makes practical sense, it ignores a lot of social and physical obstacles that women face and interfere with the efficient performance of them in such heavy duties. Such obstacles need gross exerted by both the family and government to provide immanent support to women to achieve success in their practical life. It's advisable to give up the chance for women to share equally with men in the development of the community by reaching all the positions whatever these are. However, it's my belief that women should get positions based on their efficiency not by making low decisions.

### **Traditional role of women**

Some people believe in the traditional idea that women should stay at home while others say that the idea is outdated and that women should play an increasingly important role in the workplace.

Primitively women role in connected to have work but others believe that women have more exemplary capacity to work outside home. In today's society it's clearly seen that women play a big role not only in nurturing her family with love and care but also to excel in her fields of interest. Women are capable of giving birth and that is natural occurrence that differ them from men. Experiencing the whole course of pregnancy plus labor and delivery put them into great danger , stress , and pain. But women can overcome all of this because of their innate courage and braveness. It's a clear evidence that women can surpass such a great test.

In conclusion women play a huge part in society not only to take care of their family inside her home. But also she has a position to work in a civilized society.

### **Workplace stress**

According to Canadian Mental Health Association “stress is a reaction to a situation it is not about the actual situation. We usually feel stressed when we think that the demands of situation are greater than our resources to deal with those situations. For example, someone who feels comfortable speaking in public may not worry about giving a presentation while someone

who is not confident in their skill may feel a lot stress about an upcoming presentation. Common sources of stress may include major life events like mourning or changing jobs. Long term worries like a long term illness or parenting can also feel stressful. Even daily hassles like dealing with traffic can be sources of stress”.

Workplace stress is then the harmful and emotional responses that can happen when there is a conflict between job demand on the employee and the amount of control an employee has over meeting these demands. In general, the combination of high demands in a job and low amount of control over the situation can lead to stress.

Stress in the workplace can have many origins or come from one single event. It can impact both employers and employees alike. It's generally believed that some stress is okay, but when stress occurs in an amount that you cannot handle, both mental and physical changes may occur.

### **Causes of workplace stress;**

There is no one cause of stress in the workplace. Every worker is an individual with their professional and personal lives bringing different factors that may influence their reaction to conditions in the workplace that have been shown to influence feelings of stress in the workplace. Some include,

- Workload (overload and under load)
- Pace/variety/meaning fullness to work.
- Adequate time to complete a task
- Autonomy
- shift work / hours of work
- skills/abilities do not match job demand
- Role conflict
- Level of responsibility
- Under/over promotion
- Job security/insecurity
- Supervisors (Conflict or lack of support)
- Co-workers ( Conflict or lack of support)

- Lack of trust
- Role /responsibility conflicts
- Family, exposed to work-related hazards

### **Effect of stress;**

Stress can have an impact on your overall health. Our bodies are designed pre-programmed if you wish, with a set of automatic responses to deal with stress. The problem is that our bodies deal with all type of stressors for same way. Experiencing Stress for long period of time will activate this system, but it does not get the chances to turn off.

The common effects include;

- Headache
- Muscle tension / pain
- Increased heart rate and blood pressure.
- Chest pain
- Weakened immune system
- Fatigue/Insomnia
- High blood sugar
- Increased cholesterol

Stress can affect our mood or thinking by,

- Increased forgetfulness, anxiety, restlessness, irritability, defensiveness, mood swings.
- Decreased ability to think clearly or focus.

There are many ways or strategies that can help to control stress and reduce the impact to a person or in the workplace. Since the cause of workplace stress varies greatly, so do the strategies to reduce or prevent it where stress in the workplace is caused, for example by a physical agent, its best to control measures to deal with the noise should be implemented wherever possible. If you are experiencing pain from repetitive strain, Workstation can be redesigned to reduce repetitive strenuous movements.

Job design is also an important factor. Good job design accommodates an employee's mental and physical abilities.

## **Life satisfaction**

According to Ellison, life satisfaction is cognitive assessment of an underlying state thought to be relatively consistent and influenced by Social factors.

Life Satisfaction is a bit more complex than it seems. The term is sometimes used interchangeably with happiness, but they are indeed two separate concepts. Life satisfaction is the evaluation of one's life as a whole, not simply one's current level of happiness. There are few different working distinctions of life satisfaction. Including wellbeing and life satisfaction researchers' ad Dieners:-

[A] an overall assessment of feeling and attitude about one's feelings at a particular point in time ranging from negative to positive.

According to Buetell, 2006 life satisfaction comes from another highly recorded life satisfaction scholar, Lite satisfaction is the degree to which a person positively evaluates the overall quality of his/her life as a whole. In other words, how much the person likes the life he/she leads.

Theories of Life Satisfaction:-

There are two main type of theories about life Satisfaction;

1- Bottom-up theory:-

Life satisfaction as a result of satisfaction in many domains in life.

2- Top-down theory:

Life Satisfaction as an influencer of a domain specific satisfaction.

Bottom-up theories hold that we experience satisfaction in many domains of life, like Work, relationships, family, friends, personal development and health and fitness. Our satisfaction with our lives in these areas combined to create our overall life satisfaction.

## **Need of the study**

This study is conducted to identify how workplace stress and life satisfaction affect working women. The study is more relevant these days because work life balance is needed for

an individual. Work-life balance out to achieve an ideal behaviour between a person's working life and private life. It's a concept in which the maximum happiness of an employee acts as the fuel for productive and fulfilling work, for which both employee and employees are responsible. So in this study we are looking at how much stress a working woman does and how their life is going, satisfied or not.

## **Method**

The procedure pertaining to the present study, work place stress and life satisfaction among working women's. Methodology has its own importance in scientific investigation because objectivity in many research investigations cannot be obtained unless it is carried out in a very systematic way and planned manner. This chapter deals with the approach and way this research has been conducted. It maps the methods and materials utilized for this research. This chapter include,

## **Objectives**

The present study has set of following objectives;

To examine the relationship between workplace Stress and life satisfaction among working women.

To examine how workplace stress affects working women.

To examine the life satisfaction among working women.

## **Hypothesis:**

The present study has set of following hypothesis;

H1: There is a significant relationship between workplace stress and life satisfaction among working women.

H0: There is no significant relationship between workplace stress and life satisfaction among working women.

## **Research design:**

Correlation analysis is used in this study. A Sample of 60 working women's are taken. The data was collected from the various colleges and hospitals in Malappuram.

Inclusion criteria:

Subject who are currently working

Exclusion criteria:

Subjects who are not currently working

### **Measures:**

Only questionnaire measures were used in the present study. All measures employed are widely used ones in psychological research, with well-established psychometric properties.

Tools:

Satisfaction with life Scale:-

Satisfaction with life scales were developed by Diener, Emmons, Laysen and Griffith (1985). The satisfaction with life scale is a short 5-item instrument designed to measure global cognitive Judgment of Satisfaction with one's life. The scale usually requires only about 1 minute of a respondent time, where the respondent answers on likert scale. The questions are open to interpretation making this scale suitable for adults with a range of backgrounds. The scale has strong internal consistency and moderate temporal stability with cronbach alpha of 0.87 and test retest reliability of 0.82. The convergent validity was established through high correlation with other well-being measures.

### **Scoring:**

Life satisfaction scale:-

Score consists of a raw score (between 5% and 35%). Higher scores represent higher life satisfaction. Scores can be assigned into 6 well-being categories and Interpretation provided.

- 30-35 extremely satisfied
- 25-20- Satisfied
- 20-24- Slightly satisfied

- 15-19- Slightly dissatisfied
- 10-14 Dissatisfied
- 5-9 - Extremely dissatisfied.

#### Workplace Stress Scale:-

The workplace Stress scale was developed by martin company, North Haven, en USA, & the American institute of Dress Yonkers, NY, USA (2001). The workplace stress scale consists of 8 items describing how often a respondent feels towards his or her job. The validity of scale by seeking the opinion of oncology nurses as experts in current study, we reported a cronbach's alpha reliability coefficient of 0.80 for the entire workplace stress scale.

#### Scoring of workplace stress scale:-

Add the raw score, question number 7, 8, 9 are reversely scored, high score represents high stress. Total score of 15 or lower indicates chilled out and relatively calm. 16-20 scores show fairly low stress. The 21-25 score shows moderate stress. 26-30 scores show severe stress. 31-40 core indicates stress level is potentially dangerous.

#### **Procedure:**

The researcher went to various institutions in Malappuram district. The permission to conduct the study was obtained from college and concerned officers. The details of instruction were printed on the first page of each scale. The participants were asked to read the instructions carefully given on the top of each scale. A concerned form was also given with scale. The data was collected through a direct method. Giving a questionnaire to the subject directly. After collecting the data it was tabulated very carefully for analysing the data, so that the result can be interpreted and briefly communicated in a comprehensive manner. Descriptive statistics and cronbach alpha for each scale were determined.

#### Statistical analysis done in the study

#### Pearson Correlation Coefficient:

A coefficient of correlation is a simple index representing the relationship between two variables that can be computed in different ways depending on the nature of data. The standard kind of coefficient of correlation and one of the most computed is pearson's product moment



coefficient (pearson). Generally the value can vary from the value of +1 (which indicates perfect positive correlation that indicates if X increases Y also increases) to -1 (which indicates perfect negative correlation that if X increases Y decreases).

**Result and discussion**

This study is about workplace stress and life satisfaction among working women. This is conducted among working women who are working in different institutions in Malappuram district. The sample was collected from 60 working women’s. The tools used for this study are workplace stress scale by Martin company, North haven, CI, USA and the American institution of stress, Yonkers , NY , USA (2001) and Satisfaction with life scale developed by Diener , Emmons , Lassens and Grifith (1985).

Table 1: Distribution of sample.

Sample	Number
Working women	60

Table 1 shows the distribution of sample. For the present study a total sample of 60 working women were taken, the sample is selected from various institutions of Malappuram district.

Table 2: Correlation between workplace stress and life satisfaction among working women’s.

Variable	Life satisfaction
Workplace stress	-0.307

Correlation is significant at 0.05 level (2 tailed)

Table 2 shows the correlation between workplace Stress and life satisfaction among working women -0.307 at 0.05 significance level. So it shows there is a relationship between workplace stress and life satisfaction among working women. Therefore the hypothesis, there is

a significant relationship between workplace stress and life satisfaction among working women is accepted.

Here, overall workplace stress and life satisfaction have high correlation, so that there is a significant relationship between these two variables. These two variables are negatively correlated. It means if one variable increases another variable decreases. If workplace stress increases then life satisfaction decreases, or if there is high life Satisfaction then workplace stress is low. Therefore factors that affect workplace stress may also affect life satisfaction.

There is a significant relationship between workplace stress and life satisfaction. Also the finding showed that the longer the length of work experience, the more workers get satisfied with their lives. But if the working environment is not peaceful and calm, it will decrease the life satisfaction. If they are stressed out in their working environment it will affect the quality of their life and it will lead to low life satisfaction. But if their workplace is peaceful and there is enjoyment in their workplace, it will lead to high life satisfaction.

I couldn't find any studies related to workplace stress and life satisfaction. So a study having similar variables that is Occupational stress and life satisfaction is taken.

Beebr and Newman (1978) defined occupational Stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning.

The study related to occupational stress and life satisfaction is;

Shehnaz Bano conducted a study in 2014 on the topic effect of occupational stress on life satisfaction among private and public school teachers. The sample consists of 200 school teachers from private and public school. Questionnaire are used to assess the response of the teacher. They used occupational role stress and Satisfaction with life scale as the tool of the study. The result of the study reveal that the higher the occupational stress is related to lower satisfaction in life.

### **Summary and conclusion**

The Study on workplace stress and life satisfaction among working women were conducted with certain objectives, they are:

- To examine the relationship between workplace stress and life satisfaction among working women's.
- To examine how workplace stress effect working women's.
- To examine life satisfaction among working women's.

This study was conducted among working women's who work under various institutions in Malappuram district. A total of 60 sample were taken for this study by convenient sampling. And the sample was assessed by the satisfaction with life scale developed by Diener, Emmons, Lasson and Griffith (1985) and workplace stress scale by Martin Company, North Haven, CT, USA (2001). This scales were used to assess the workplace stress level and level of life satisfaction and I used coefficient method with the help of spss software.

### **Conclusion**

The level of workplace stress and life satisfaction is assessed, therefore the hypothesis "There is significant relationship between workplace stress and life satisfaction in working women" is accepted.

The hypothesis "There is no significant relationship between workplace stress and life satisfaction among working women's" is rejected.

### **Limitations**

- The period of research study was too short
- The study has been conducted in a small geographical area
- The study has been done in illiterate and literates. Response of illiterate people may be affect the result of research.

### **Recommendation**

- Use a large population for the study to get a good conclusion.
- Use literate people because response of illiterate people may be affect the result of research.

### **Suggestions for future research:**

- Expand population to other areas to compare.

- Use alternative age group in order to understand the effect of selected variable.
- The research study has been conducted in short period of time. If it is conducted in a long period of time, it will lead to more accurate results.

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