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## **A Study of Anxiety Value and Psycxhological Well-Being among Working Women**

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### **Abstract**

Work Life Balance of Women employee has become an important subject since the women are equally sharing the earning responsibility for the betterment of their family. The working women efficiently overcome difficult situations by their perseverance and commitment. Women have to play their role as a mother, a wife and an earner. They have to manage their career while maintaining traditional roles. That means for working women it is two sets of overlapping responsibilities. As with other forms of tension, occupational anxiety can eventually affect both physical and emotional well-being of the employee if it is not managed properly. The shift from negative to positive psychology is a welcome change in the discipline. The focus positive psychology is to study the improvement in the lives of individuals.

Keywords: Work Life Balance, Well-being, Women, Anxiety

## **I. INTRODUCTION**

Women are playing a vital role in the economic and social development of the nations all over the world. Working women have whole set problems involving both professional and family lives. Women have to play their role as a mother, a wife and an earner. They have to manage their career while maintaining traditional roles. That means for working women it is two sets of overlapping responsibilities. Therefore, in addition to their traditional roles, professional roles seem to be one of the major sources of anxiety that working women have to face. Anxiety is a part of modern life, with increasing complexity of life, anxiety is likely to increase. Anxiety is built in the concept of role, which is conceived as the position a person occupies in a system. Women's in modern global world have to play a dual role as housewife and career builder. The present investigation was conducted to examine the anxiety among the working. Work Life Balance of Women employee has become an important subject since the women are equally sharing the earning responsibility for the betterment of their family. Women are getting into jobs and they continue to work even after marriage. A married woman has more responsibility than man in taking care of family and young children. The working women efficiently overcome difficult situations by their perseverance and commitment. The participation of women in income generation activities lends them to satisfy their home needs to a greater extent.

### **Jobs and Organization**

These refer to the totality of the work environment, such as job description, work culture, interpersonal relationships and compensation offered. Human-beings are basically psychosomatic entities. They join organizations, in their capacities satisfy their psychological, economic and social needs. In any organization an employee has to adhere to the given quality of working life and play pre- formatted prescribed roles. However, being humans, their nature changes from person to person, and it becomes impossible to satisfy oneself and at the same time others too, in all the works of life. As a result, role stress arises and an employee becomes psychologically unwell. This in turn lowers down all such problems and confusions may be unlocked by the master key of proper quality of working life.

### **Importance of the Study**

The women are best recognized for organizing their role as professional and house maker pretty flawlessly. However this organizing may cost them more stress than they can actually manage. It is better known as dual role stress.

Women are playing a vital role in the economic and social development of the nations all over the world. Working women have a whole set of problems involving both family and professional lives. Women have to play their role as a mother, a wife and an earner. They have to manage their career while maintaining traditional roles. That means for working women it is two sets of overlapping responsibilities. Therefore, in addition to their traditional roles, professional roles seem to be one of the major sources of stress that working women have to face. This study gives information about working women Anxiety, Personal value and Psychological well-being factors in the working environment that cause stressful situations among working women.

### **Working Women and Anxiety**

We are all the living in the 21st century where hardly any individual will be there who has not experienced anxiety or tension. While making efforts to cope up with all these problems, challenges, changing times and situation in the life the individual experience stress. Occupational anxiety is a term used to define ongoing anxiety that is related to workplace. The anxiety may have to do with the responsibilities associated with the work itself, or be caused by conditions that are based in the work culture and personality conflicts. As with other forms of tension, occupational anxiety can eventually affect both physical and emotional well-being of the employee if it is not managed properly. When left unchecked, occupational anxiety can lead to emotional and physical disorders that begin to impact personal as well as professional wellbeing. The individual may develop a level of tension that interferes with day-to-day activities, sleep, food- habits, family life, and relaxation. Over time, the stress can trigger emotional and psychological disorders such as anxiety, phobias that further inhibit the ability of the employee to sustain a comfortable living. Today workplace anxiety is becoming a major issue and a matter of concern for the employees and the organizations.

### **Working Women and Personal Values**

Values are a set of principles or standards of behavior. It is a guiding principle of life which lead to all round development of an individual.

Definitions of Personal Values Rokeach (1973), "Values are enduring belief, a specific mode of conduct or end state of existence".

Allport (1969) Defines values "A belief upon which a man acts by preferences."

John Dewey states. "Value means primarily to prize, to esteem, to appraise and to estimate. It means the act of achieving something, holding it and also the act of passing judgment upon the nature and amounts of values as compared with something else."

Shukla, R.P.1977 Psychologists say a value just like other developments, is a state of mind, a mental disposition, an attitude or an emotionalized state of mind towards some idea, thing or tradition carrying positive and negative charges within itself. Educationists say, values are acts, behaviors, responses that are considered desirable”

### **Types of Values:**

- Religious Value
- Social Value
- Democratic Value
- Aesthetic Value
- Economic Value
- Knowledge Value
- Hedonistic Value
- Power Value
- Family Prestige Value

### **Working Women and Psychology Well-Being**

The concept of well-being originated from Positive Psychology. The shift from negative to positive psychology is a welcome change in the discipline. The focus positive psychology is to study the improvement in the lives of individuals. Positive Psychology has emerged from the problem of the west. Thus it may be inferred that knowledge is culturally conditioned. Well-being requires harmony between mind and body. It implies a sense of balance and ease with the pressures in a person's life. Well-being is concern with how and why people experience their lives in positive ways, including both cognitive judgment and affective reactions. As such, it covers that have used such diverse terms as satisfaction, happiness, morale and positive affect.

**Definitions of Wellbeing:** Crow and Crow (1951) is in the view that physical well-being, adjustment to mental ability, emotional control, social adjustment and even sex adjustment-all these characteristics should be included in wellbeing. WHO (1952) defined optimal health as “A state of complete physical mental and social well-being and not merely the absence of disease or infirmity.” They also added spiritual wellbeing as one dimension of well-being.

## **Review of Related Literatures for Anxiety**

### **National Studies & International Studies**

Patel, P., Patel, P., Khadilkar, A., Chiplonkar, S., Patel, A. (2017) in their study titled Impact of occupation on stress and anxiety among Indian women. The objectives of this study were to: (1) assess the prevalence of anxiety and stress in Indian women; and (2) evaluate the relationship of occupation to the prevalence of anxiety and stress. A cross-sectional study was performed from January 2013 to June 2014, on women (aged 18-50 years) randomly selected from different occupations in Gujarat, India. Anxiety was evaluated using Spielberg's State and Trait Anxiety Inventory scale and stress was assessed using the International Stress Management Association questionnaire. Serum cortisol concentration was measured in a sub-sample. The association of occupation with stress and anxiety was analyzed by a generalized linear model adjusted for age. Among all participants, 26% were the most prone and 66% were somewhat more prone to stress; 35% of women showed high anxiety levels. Homemakers had 1.2 times higher anxiety and 1.3 times higher stress than working women ( $p < .05$ ). Prevalence of stress (37%,  $p < .001$ ) and anxiety (40%,  $p = .068$ ) were also higher in homemakers compared to working women and students. Serum cortisol levels did not differ significantly ( $p > .05$ ) by occupation. This study revealed 19 highprevalence rates of stress and anxiety in Indian women. Involvement in activities outside the home may help women to reduce stress.

Rajani, S.(2016) in their study titled Anxiety Between Working and Non-Working Women. Anxiety is a part of modern life, with increasing complexity of life, anxiety is likely to increase. Anxiety is built in the concept of role, which is conceived as the position a person occupies in a system. Women's in modern global world have to play a dual role as housewife and career builder. The purpose of the study was to examine the level of anxiety among working and nonworking women. Sample were collected from 60 working and 60 non-working ( $N=120$ ) women living in Patna city. The women were selected through the stratified random sampling technique. Sinha Anxiety scale was used to measure the level of anxiety. Data was analyzed using percentage, mean, standard division and 't' ratio. The result revealed that working women were having higher level of anxiety as compare to non-working women but the 't' value is not significant.

### **Objectives**

- To study the difference between the Anxiety of Working Women in relation their Type of Job (Government and Private).
- 2. To study the difference between the Anxiety of Working Women in relation their Marital Status (Married and Unmarried).

- 3. To study the difference between the Anxiety of Working Women in relation their Yearly Income (Below 1.5 Lac, 2.5 Lac to 4 Lac, Above 5 to 6.5 Lac).
- 4. To study the Interaction effect between the Anxiety of Working Women in relation their Type of Job, Marital Status and Yearly Income.

## Hypothesis

Hypothesis of the present study were as follows:

- There will be no significant difference between Anxiety of Working Women in relation to their Type of Job (Government and Private).
- There will be no significant difference between Anxiety of Working Women in relation to their Marital Status (Married and Unmarried).
- There will be no significant difference between Anxiety of Working Women in relation to their Yearly Income (Below 1.5 Lac, 2.5 Lac to 4 Lac, Above 5 to 6.5 Lac).
- There will be no significant interaction effect between Anxiety of Working Women in relation to their Type of Job, and Marital Statuses the four groups.

## 1.Results and Discussion

### 1.1 'F' Value Results and Discussion

**Table (A) Showing 'F' value of different groups in relation to Anxiety of Working Women.**

Source of Variance	df	Sum of Square	Mss=SS/df	'F' Value	Level of Significant
SSA	1	186.33	186.33	8.26	0.01**
SSB	1	0.13	0.13	0.01	NS
SSC	2	682.85	341.425	15.14	0.01**
SSA <sub>x</sub> B	1	2.68	2.68	0.12	NS
SSB <sub>x</sub> C	2	12.87	6.435	0.29	NS
SSA <sub>x</sub> C	2	108.37	54.185	2.4	NS
SSA <sub>x</sub> B <sub>x</sub> C	2	16.77	8.385	0.37	NS
SSError	348	7846.77	22.55		
SST	359	8856.77			

### Table Value

\* 0.05levelTable Value d f<sub>1</sub>=3.86

\*\*0.01levelTable Value d f<sub>1</sub>=6.70

\* 0.05levelTable Value d f<sub>2</sub>=3.03

\*\*0.01levelTable Value d f<sub>2</sub>=4.66

**Table 1 Showing Mean, 'F' value of Anxiety of Working Women in relation to Type of Job.**

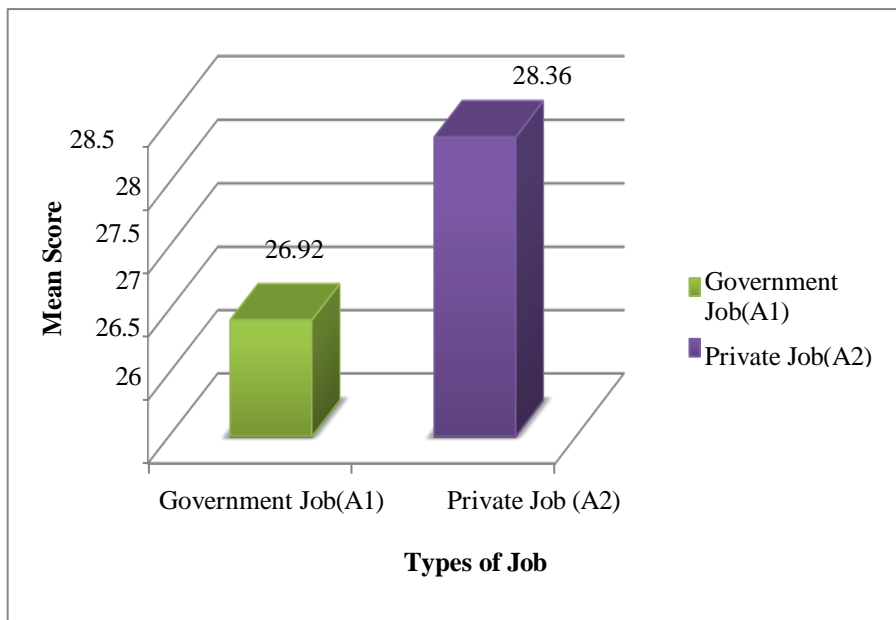
	<b>Type of Job (A)</b>		<b>'F' Value</b>	<b>Level of Significant</b>
	<b>Government Job(A1)</b>	<b>Private Job (A2)</b>		
Mean	26.92	28.36	8.26	0.01
N	180	180		

The above table reveals the mean and 'F' value of both Government and Private Working Women. The mean of Working Women in the Government Sector is 26.92 and the mean of Working Women in Private Sector is 28.36. The 'F' value is 8.26 which is significant at 0.01 level. So there is a significant mean difference between the Anxiety among Working Women at Government and Private Sector in relation to their Types of Job and the Hypotheses No 1 "There will be no significant difference between Anxiety of Working Women in relation to their Type of Jobs (Government and Private)." is rejected.

It is concluded that the Anxiety level among the working women at private sector is higher than the Anxiety level among the working women at Government Sector.

The reasons of higher Anxiety level at private sector may due to more workload, More Timing, more stress of work and less job security in comparison to those of government Sector.

**Graph1 Showing Column Graph for Mean, 'F' value of Anxiety of Working Women in relation to Type of Job.**



**Table: 2 Showing Mean, 'F' value of Anxiety of Working Women in relation to Marital Status.**

	Marital Status(B)		'F' Value	Level of Significant
	Married Women (B1)	Unmarried Women (B2)		
Mean	27.62	27.66	0.01	NS
N	180	180		

The above table reveals the mean and 'F' value of both Married and Unmarried Working Women. The mean of Married Working women is 27.62 and the mean of Unmarried Working Women is 27.66. The 'F' value is 0.01. So there is a no significant mean difference between the Anxiety among Married and Unmarried Working Women at relation to their Type of Marital Status and the Hypotheses No.2 "There will be no significant difference between Anxiety of Working Women in relation to their Marital Status (Married and Unmarried)." is accepted.

It is concluded that the Anxiety level among the working women at Government sector and private sector both are same.



**Table 4.3 Showing Mean, 'F' value of Anxiety of Working Women in relation to Yearly Income.**

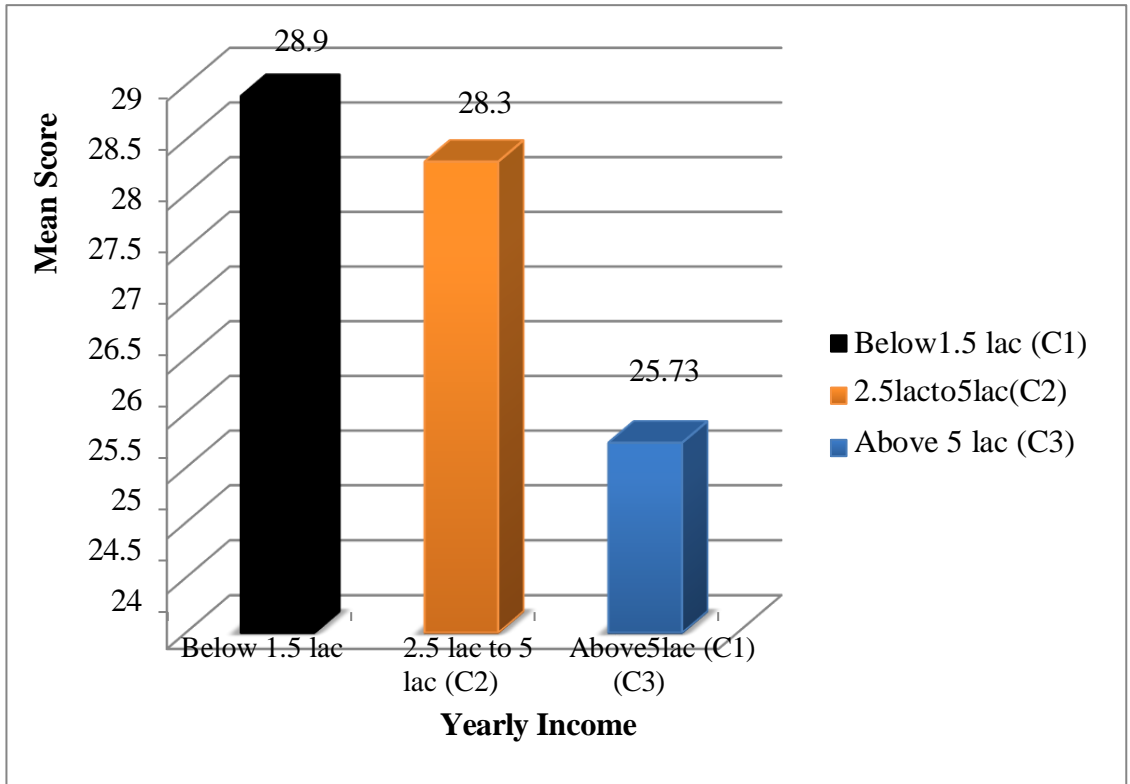
	Yearly Income(C)				Level of Significant
	Below1.5 Lac(C1)	2.5 Lacto 4 Lac(C2)	Above 5to 6.5Lac(C3)		
<b>Mean</b>	28.9	28.3	25.73	<b>15.14</b>	<b>0.01</b>
<b>N</b>	120	120	120		

The above table reveals the mean and 'F' value of Below1.5 Lac(C1), 2.5 Lac to 4 Lac (C2) and Above 5 to 6.5 Lac (C3) Working women. The mean of Below 1.5 Lac(C1) Working Women is 28.9, the mean of 2.5 Lacto 4 Lac (C2) Working women is 28.3 and the mean of Above 5 to 6.5 Lac (C3) Working women is 25.73. The 'F' value is 15.14 which is significant at 0.01 level. So there is a significant mean difference between the Anxiety among Working Women at Below 1.5 Lac, 2.5 Lac to 4 Lac, Above 5 to 6.5 Lac at relation to their Yearly Income and the Hypotheses No 3 "There will be no significant difference between Anxiety of Working Women in relation to their Yearly Income (Below 1.5 Lac, 2.5 Lac to 4 Lac, Above 5 to 6.5 Lac)." is rejected.

It is concluded that the Anxiety level among the working women at Below 1.5 Lac (C1) and 2.5 Lac to 4 Lac (C2) Yearly Income is higher than the Anxiety level among the working women at Above 5 to 6.5 Lac(C3) Yearly Income.

The Reason of higher anxiety level among women having yearly income below 1.5 Lac & between May due to hardships caused by financial crisis such as home loan, educational, medical accidental expenses.

**Graph 4. 2 Showing Column Graph for Mean, 'F' value of Anxiety of Working Women in relation to Yearly Income.**



**Table 4.4 Showing Mean, 'F' value of Anxiety of Working Women in relation to Type of Job and Marital Status.**

	Type of Job (A)				'F' Value	Level of Significant
	Government Job(A1)		Private Job (A2)			
	Marital Status(B)		Marital Status(B)			
	Married Women (B1)	Unmarried Women (B2)	Married Women (B1)	Unmarried Women (B2)		
Mean	26.99	26.86	28.26	28.47	0.12	NS
N	90	90	90	90		

The above table reveals the mean and 'F' value of both Type of Job and Marital status of Working Women. The mean of A1B1 is 26.99, the mean of A1B2 is 26.86, the mean of A2B1 is 28.26 and the mean of A2B2 is 28.47. The 'F' value is 0.12. So there is a no significant interaction effect between the Anxiety among Working Women at Government and Private Job and Married and Unmarried at relation to their Types of Job and Marital Status and the Hypotheses No 4 "There will be no significant interaction effect between Anxiety of Working Women in relation to their Type of Jobs, and Marital Status." is accepted.

## II. CONCLUSION

It is concluded that the Anxiety level among the working women at Types of Job (Government and Private) and Marital Status (Married Women and Unmarried Women) both are same. Therefore, there is no significant difference between the four groups.

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