REVIEW OF STUDIES
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A large number of the studies have been conducted by many psychologists to explore the effect and relationship of several variables in the fields of Anxiety. Some of studies are reviewed below.

SEX

Many studies lay the importance on the relationship between sex and anxiety. Sex differences in anxiety have been found in many studies. Some researchers found that females are more anxious in comparison to males. Ruebush (1963), found in his study that girls have been found to have higher anxiety scores than boys. Gupta and Gupta (1970) conducted a study to find out the differences in anxiety in relation to sex. The sample consisted of 300 children (150 boys and 150 girls) from four school of Ambala (India). They were students of high school classes (IX and X class). They reported that girls were significantly more anxious than boys.

These some findings taken up by the Karanci, A.N. and Dirik, G. (2003) examined that sex differences in anxiety. Results indicate that significant drop anxiety from pre to postoperative period female patients have higher pre operation anxiety than males. But female and male did not differ in anxiety at the post operation period.

In the same way, Robichaud, Melisa, Dugas, Michel J. & Conway Michael (2003) examined that gender difference in worry
and associated cognitive behavioural variables. Research has shown that there is a significant gender difference in worry report of women and men, with women often reporting more worry than men.

Seemannova (1971) found in a study that all age levels (i.e. 13, 14 and 15 years) females tended to be more anxious than the boys, and this difference was highly significant from statistical point of view. Demaugeon (1973) attempted a differential study of anxiety. Results indicated that girls in general were more anxious than boys, when confronted with an objects (phobias) but not in the face of objective dangers. One explanation for the sex difference in anxiety scores was offered by Sarason et al. (1956). They examined that males are more defensive. This hypothesis is also supported by the results of studies of Hill (1963) and Lightall (1963). These researchers demonstrated that males commonly have high scores on test of defensiveness. Sex difference in level of anxiety and in the relations between anxiety and personality functioning can be interpreted on the basis of greater defensiveness in males. Men do not admit anxiety because of the fear of social disapproved in the form of being called unmasculine. On the other hand, women have no such fear for the simple reason that expression and non-expression of anxiety does not have to do anything regarding their femininity. A monumental number of studies have reported that females are more anxious than males. In later studies, it was obtained that higher anxious males choice of more work than low anxious males where as
such a difference was not seen between high and low anxious girls. [Chatterjee et al. (1976); De Be & Singh (1972); Devi (969); Murlidharan & Sharma (1971); Nijhawan (1972)].

Stewart Sherry H. Taylor Steven & Baker, Tan M., Dalhousin (1997). Conducted a study and found that females show higher anxiety and sensitivity than males. Brosnan, Mark J. (1998) found females reporting higher levels of computer anxiety than males. Williams, Janice E. (1996) explored test anxiety among 54 females and 49 males academically talented high school students. Results indicate that females reported more anxiety than males. Morin Charles M; Landevelle; Philipee, Coleechi, Cheryl; McDonald, Kathy et. al. (1999) examined the psychometric properties of Black Anxiety Inventory in a sample of 281 older adults (aged 55-96 years). The mean total BAI female scores higher to older Ss and female scores higher than males.

Franken, Robort E; Gibson Kevin J & Rowland G.L. (1992) examined and found that females showed a generally stronger relationship between sensation seeking and anxiety than males. Anderson, Flaina A & Leslie et. al. (1991) examined the effect of sex on anxiety and found the women reported more anxiety and stress as compared to men. McCann, Stewart J; Stewin, Leonard L. & Short, Robert H. (1991) examined relationships between worry and sex differences social desirability, masculinity and femininity among 75 males and 66 females. Sophomore university
students Ss compared a questionnaire containing a worry scale. Results indicate that women reported significant higher levels of worry than men Gadzellar, Bernadette et al. (1990) investigated the differences in anxiety due to sex, age levels, stress and job classifications. They found a significant difference between sex and anxiety women reported more anxiety than men. McNamara, J., Regis & Grossman Kandee (1991) showed both sexes experienced considerable anxiety.

Contrary to these findings, there are many studies, which show that males are more anxious than females. In one study, Sinha (1975) & Singh (1972) found that boys feel more anxiety as compared to girls. The same results are also reported by Sarason (1959) Ansari and Krishna (1974) Singh, A. (1972) found males to be more anxious than females Singh, Sinha and Shan, (1983); Sharma, (1978) reports that boys exhibit more anxiety as compared to girls. However, the another groups of studies reported that there are no significant sex difference in anxiety. [Gokulnathan (1971); Hundal & Kaur (1974); Singh (1968); Hundal & Singh (1971), Sinha & Sinha (1976)].

Lewinsohn, Peer M. Gotlib Ian H. Lewinsohn, Mark Seelay John R. et al. (1998) by all there psychologists gender differences in anxiety were examined in a large sample of adolescents. Results indicated that females are experienced an anxiety disorder than male.
Gupta, Naimc (Ball State U. Muncie IN) (1990) conducted a study on 113 American and 136 Indian College Students. Results showed that American males had significantly lower anxiety than American females, whereas Indian male had significantly higher anxiety than Indian females.

CULTURE

Very few studies have also been conducted to find out the effect of culture on anxiety. Walton, Janise Wachtal, Johnson, Suzanne, Bennett & Algina, James (1999) found that African American children feel more anxiety than Euro-American Children. Weiser, Liza (1991) also found that Canadian subjects (male and female) anxiety scores were higher than Mexican Ss on the trait anxiety. Okazaki, Sumie (1997) conducted a research. 183 white Americans and 165 Asian Americans completed self reported measures of depression, social anxiety and self construal. Results show that Asian Americans showed significantly higher scores than white Americans on anxiety.

AGE

Psychologists have conducted many studies regarding relationship between age and anxiety. Some investigators such as George, David I and Smith, Michael C. (1998), Zareena, A.I. Khadi P.B. and phadnis L. (1998); Weizstein, Tawrence and pickkens, Daneclla (1988); Kerecker, Margaret et. al. (1994);
investigated a research to find out the relationship between age and anxiety. Results indicate significantly higher levels of anxiety in the old age group than younger group. Singh (1997), has conducted a study on working women of different age groups. Findings of this study revealed that 40 years old working women have been found to suffer more anxiety as compared to the working women of 25 years old.

Pandey and Ashok (1991), found a positive correlation between age and anxiety, as older age group have high anxiety than younger group. Borg, Ingnerar (1991), Groenewegen, Peter P. & Hutten Jack B. (1991) Waris Robert G. (1997) found a significant relation between age and anxiety. Borg (1991), examined the relationship between the rating of age anxiety and they found positive correlation between the rating of age and anxiety. Gadzellr, bernadett et al. (1990), investigated the differences in anxiety due to sex, age levels, stress and job classification. They found significant differences between age and anxiety. Groenewegen et al. (1991), said that review of the literature concerning the anxiety of employee focusing on the determinants and consequences of age and anxiety. The effect of age on anxiety was final in significant way. On the other hand, Chaudhary, Satya et al. (1989), found a negative correlation between age and anxiety. They examined the effect of age on anxiety among 60 male employees and 60 female employees of organization.
A scale of anxiety was used to collect the data. Results indicate that there was no significant relationship between age and anxiety. Dzvonik aliver (1999), conducted a personality study of 315 males, Stovak Pilats (age 20-50 + years). The assessment instrument used were SPIDO personally questionnaire and the state trait Anxiety Inventory forms X1 and X2. Results showed that age played a more important role in the increase in anxiety.

CASTE

Caste also plays an important role in anxiety. Some studies show that lower caste people have more anxiety in comparison to the people of other caste groups. Sewell and Hallen (1959) have shown that lower class individuals have higher levels of anxiety than individuals belonging to upper class. Sharma (1971) found scheduled castes group of high school students to be more anxious than the remaining three caste groups. Prasad (1984) concluded, on the basis of his study that forward, backward and scheduled castes persons do not differ significantly from each other in terms of their levels of manifest anxiety. However, Chatterjee et al., (1976) have not reported significant differences in anxiety scores of the individuals of different castes of college students. Sinha (1977) conducted a study in which he found higher anxiety in scheduled caste subjects and may prove to be detrimental for their progress.
It was noticed scientifically for the first time that freedom from anxiety and stress and other psychoneurotic symptoms, less emotion and more understanding etc. On the part of the first time of a worker who come with immediate contact of employees and the workers, are also necessary for better employee-employers relationship and higher output. On the basis of it some significant investigations related occupational stress on anxiety have been done by a number of psychologists like – McCleary et al. (1992); Studenski (1987); Martocchi, Joseph et al. (1989); Al Shamrami Sulaiman A., Khoja et al. (1996); Chaplin Ronald P. (1995); Mason E. Sharon (1995); Liscocco, Kary N.A. & Bose Choistine E. (1998); Hochwarter et al. (1995); and Geller Pamela A. (1990); It can be enforced from the above studies that occupational stress is the primary factor in the production of anxiety and depression at the work place and a positive correlation was found between stress and anxiety. Sharma (1988) investigated the anxiety and stress among 240 subjects, and he found that the anxiety and stress were significantly correlated with high levels of performance.

Mogg, Karim, Mathews, Andrew Brid, Carol and Maeggeor, Moris Rosann (1990) examined the effect of stress on anxiety. Subjects of high stressor selectively allocated processing toward trait anxiety level. These was no consistent evidence of a
cognitive bias; associated with trait anxiety and the effect of the stress manipulation did not appear to be mediated by state anxiety. Some studies have been conducted by using anxiety an independent variable. **Slims & Jame (1995)** studied the effect of anxiety in individual differences in the perception of occupational stress and their association. Comparison were made between a group with anxiety and stress, the high anxiety group appeared to perceive more stress. In particular, scores on the role conflict and type A scales reliably differentiated the groups. In contrast, for job satisfaction items, no significant difference between the groups was observed there appeared to be some association between the groups was observed there appeared to be some association between reported occupational stress and anxiety level.

In Indian context, some studies have also been conducted by the researchers. **Ahamed, Safia & Kapoor Vineeta (1995)** examined the relationship between occupational stress and anxiety. Findings suggest that subjects with high occupational stress experience higher amount of anxiety than the subjects of low occupational stress scores. In a study **Dollard, Maureen F & Winefield Anthony H. (1995)** examined whether main or interactive models best represent the relationship between work stress and mental health outcomes, and whether social support and anxiety combine additively or interactive with work demands to predict strain. Results indicate that there was a high level of strain
among subjects compared to female. Subjects high in trait anxiety benefited from work support while high support was not related to distress in low trait anxiety. Subjects regardless of level of work demands, trait anxiety showed a consistent relationship with stress.

In 1966, Scandure, Teri et al. examined the effect of stress on anxiety and performance. They conducted a meta-analysis to determined the overall effectiveness of stress and to identify condition that may moderate the effectiveness of approach. Results indicate the stress and to identify condition that may moderate the effectiveness of the approach. Results indicate the stress was on effective means for reducing performance anxiety reducing state anxiety and enhancing performance under stress. Results also revealed no significant limitation on the application of stress up to anxiety. Vega, Manual (1988) Reddy, V. Shrikanth et al. (1990); Kipnnunen, Ulla Parkatti (1994); Gadzelir, Bernadette M. (1990); Aldwin, Carolyn M. (1996); and many others have found that stress has a significant effect on anxiety. Vega (1988) indicates that the stressful situations are found to be anxious in working conditions.

Stress is an important factor that can affect anxiety among the individuals. In daily life, it is observed that anxiety are found to react more to stressor or stressful situation. The influence of stress on anxiety has been investigated by many psychologists such as Rawson Harve E.; Bloomer Kimberly and Kendall Amanda
(1994) concluded a study and they found significant correlation in the stress-illness and significant difference between anxiety and stress.

**DEPRESSION**

Paterhiti, Sabrina; Alperovitch, Annick; Ducimetiere, Pierre; Dealberto, Marie-Jose found depression and anxiety scores were significantly correlated. Results suggest that anxiety but not depression is independently associated with increased risk for high blood pressure. Spence, Susan H.; Najman, Jake M.; Bor, William; O’Callaghan, Michael found the sample of 14 years are associated with early childhood. The results suggest that maternal anxiety and depression, poverty parent relationship conflict and marital break-up during early childhood are associated with small, but significant, increased risk of anxiety-depression symptoms in adolescence.

Palleschi, L.; De Gennaro E.; Sottosanti, G.; Vetta, F. found the role of programmed group exercise training in 16 elderly patients (mean age 65-70 years) affected by anxiety-depression syndrome. Ss showed a significant improvement in their affective state Ruggiero, Kenneth J.; Morris, Tracy L.; Beidel, Deborah C.; Scotti, Joseph R. found 240 children 56% clinical referred, 44% non-clinical referred (aged 8-14 years). Although high correlations were found between overall scores on the CDI and
STAIC, factor analysis yielded distinct factor of anxiety and depression.

ENVIRONMENTAL CONDITIONS

The effect of environmental conditions on anxiety have been studied by many psychologists. A large land growing number of experiments have been conducted to examine the influence of situational factors upon the anxiety. Wohwrill et al. (1976) have expressed that if the environment is suitable and interferes in the achievement of desired goals, it will create anxiety. There are many studies conducted by Cohen S & Spacapan S. (1978) which have indicated that situational factors affect the occupational stress and anxiety. Agarwal (1980) found that the dependent proneness and controllability of noise both have significant influence on persistence on insoluble puzzles and intensity duration. Predictability and control of stresses also effect anxiety. Because of the limitations of human sense organs one cannot work in darkness, low illumination in associated with eye strain, headache fatigue low guilty of work, increased number of accidents, low output and ultimately low morale among the employees. But in a study conducted by Mayo (1933), the results indicated that with the improvement of physical environment the workers feel that something is being done for them. This feeling gives them psychological satisfaction and sense of importance. Pollock and Bartlell (1932) conducted a study on workers who were asked to do all kinds of tasks from manual to
mental work under noisy and quiet situations. The results indicated
that discontinuous noise as compared to continuous noise created
more stress and anxiety for the workers in their working conditions.
Anxiety is an important variable for the employees in their work
place. On the basis of its view point, many psychologists such as
Merrill, Lex (1994); Shulman Karen, R. & Johnes, Crwen E.
(1966) conducted some studies and found a significant correlation
between anxiety level and work place. Marril, Lex (1994) examined
the objectively scorarle induce may be value detecting anxiety in the
work place.

PERSONALITY TRAITS

Personality traits is also very effective variable which is studied
by many psychologists. It is found that healthy and cheerful persons
have lower degree of anxiety. They further suggested that introvert
personality feel higher degree of anxiety as compared to extrovert
personality. Not only this, extroverts generally avoid anxiety and
stress to some extent in the situation. These findings have been
supported by the results obtained by many psychologists such as
Sherman & Jost (1952); Marquies, D.P. (1953) and Staford
(1982). These investigators have also concluded that extroverts feel
less anxiety and stress in their working environment.
LENGTH OF SERVICE

It has been proved from the previous researches that length of service has an important effect on occupational anxiety. The findings of some investigators suggest that in the preliminary stage of service job anxiety is experienced. Scandura et al. (1997) concluded the relationship of gender and flexible work hours to the anxiety in organizational commitment and suggest that women and those with family responsibilities may negotiate new psychological constructs they include as family response benefits such as flexible work hours. Results indicate that women who perceived their organizational offers flexible work hours reported lower level of anxiety having five years length of service than who have more than five years length of service. Rahman, Tania, Rahman (1995) investigated the difference between the male and female industrial employees of Bangladesh, in the term of their job experience and anxiety. The results indicate that the employees of more than five years of job experience have shown less anxiety in comparison to the employees having five years length of service. Boltger Preston C. et al. (1998) conducted a study to find out the effect of assimilation work experience on anxiety. They showed that the significant effect of work experience on anxiety. They also suggested that the women having five years length of service feel more anxiety as compared to the workers having more than five years length of service. In other research, Montrevil et al. (1996) studied the age (20 to 60 yrs.)
actual work done, experience in the job, overall time in the job market regarding to the workers anxiety symptoms. Workers showing large difference on to another regarding time in the job, age seniority in the company and job experience emerged no remarkable difference of workers showing more anxiety symptoms in the workers having below five years length of service in comparison to the workers having above five years length of service.

**JOB SATISFACTION**

Several researchers have also conducted the studies concerned with the relationship between job satisfaction and anxiety. Ramanathan, Chathapuram S. (1991) studied the effect of job satisfaction and studies in association of anxiety on 50 employees who received employees assistance program service in an industrial in the Midwest. Results indicate that increase in job satisfaction reduce anxiety. In other study, Alotchiler, Lauren & Motta, Robert et al. (1985) found strongest correlation between anxiety and job satisfaction. They supported that it is proposed that these relationship styles contributed to job related anxiety by showing the primary appraisal, primary appraisal process towards higher levels of perceived job satisfaction. Thomas, Kenneth W. and Tymon, Walter G. (1996) investigated the effect of job satisfaction, absenteeism on trait anxiety levels on 43 employees. Results indicate that subjects significantly redacted their job satisfaction over a level of trait anxiety. No change in absenteeism was found. A Study
conducted by Brison, Chantal Vezina Michel & Uinet, Alain (1998) evaluated anxiety of 800 industrial workers whose job involved intense time pressure, information on workers whose occupational characteristics were obtained from public records. Results indicate that industrial workers had an increase prevalence of disability and higher level of anxiety and depression when compared to workers in other occupations. They suggest further that workers feel less anxiety who had job involvement than the workers having low involvement.

ANXIETY AND ACHIEVEMENT

There are many studies which highlight on the importance of the relationship between anxiety and achievement. A. Ansari T.V. Sampurma K.N. Udapa and P. Agarwal (1979) conducted a study. They found that those who were strong achievement at motive they feel high level of anxiety in comparison to low achievement. Basowitz Persky Korchin and Grinker (1955) suggested that achievement motives considered in relation to anxiety.

OTHER RELATED VARIABLES

Some investigations reveal that there is a relationship between other variables and occupational anxiety. Dammeyer, Mathew M & Nunez, Narina (1999) have found that anxiety and depression higher among law students than medical students. Nijhawan (1972) found rural children to be more anxiety than their urban
counterparts. She further pointed out that these differences were more marked in the upper social class than in the middle or lower classes. Moss, F. McManus I.E. (1992) found in their research that Doctors overestimated the anxiety concerning communication problems and to underestimated anxiety concerning clinical task. Kraaient F; Ven Dan-Baggen, C.M. & Bijlsina J.W.J. (1959) have conducted a study 22 who had never married, 127 living with a spouse and 53 who was were widowed or divorced Ss had a lower income and reported less potential support and more depression and anxiety than Ss were never married and those living with a spouse. Landman-Peeters, Karlien M.C. Hartman, Catharine D; Vander Pompe, Gietd: den Boer, Johon A. et al. (2005) conducted a study to find out gender difference in relation between social support depression and anxiety. Results indicate that social support does not seem to play a role in the development of anxiety. Van: Hout, Hein P.J.: Beekman, Aartjan T.F.: De Beurs, Edwin: Comijs, Hannie et al. (2004) conducted a study on (3107) men and women (55-85 yrs) in the Netherlands results showed no significant association was found with anxiety and morality. Papini, Dennis R & Reggman, Lori A. (1992), examined the effect of attachment related to depression and anxiety results found to be significantly but negatively related to adolescent feelings of depression and anxiety. Bandyopodhyay, Orni, Sanyal, Nila Janan, Basu, Saugata (2003) conducted a study in the present context an attempt has
been taken to verify the nature and degree of anxiety and different defense mechanisms of working and non-working mothers of age groups 35-45 yrs. Results revealed that state anxiety is significantly more in working mothers, whereas defense projection in the actual behaviours level is significantly used more by non working mothers. In this study Dadds, Mark R, Perrin, Sean & Vule, William (1998) has conducted social desirability and self-reported anxiety in children. Result indicated that anxiety and lie scores do not correlate for either gender or age grouping. However, anxiety scores interacted with lie scores differently for male and female in terms of the agreement between children's and teacher's rating of anxiety.