CHAPTER II
REVIEW OF RELATED LITERATURE
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1. Introduction:

Revise of studies of literature is an important prerequisite for actual planning and then execution of any research work. The research workers need to acquire up-to-date information of what has been thought and said in a particular area so that they can derive benefit from the work of their predecessors. According to Scot and Werheimar (1992) "Review of related literature may serve to avoid unnecessary duplication and may help to make progress towards the solution of new problems emphasising the importance of survey of related literature". Good, Barr and Scates (1941) have pointed out, "Survey of related literature helps us to know whether evidence already available solves problems adequately without further investigation and thus may save duplication." Best (1978) wrote. "Practically all human knowledge can be found in books and library. Unlike other animals that must start anew with each generation, man builds upon the accumulated and recorded knowledge of the past. This constant adding to the vast store of the knowledge makes possible progress in all areas of human endeavour.

A brief review of research literature in the area of my study is presented below.

2. Studies of Mental Health:

Revera et. at. (1997) studied the impact of employment and family responsibilities on the health status of latino women. They found that annual employment hours, occupation and family responsibilities, such as childcare and weekly house work, significantly affect self-reported health status of employed latinos.

Tingey et. al. (1996) examined the work and family factors that have been hypothesized in the research literature to influence the occurrence of stress among working mothers. Results indicate that a partners work-family spillover and
dissatisfaction with childcare arrangements in the family were associated with perceived stress sense of control was an important determinant of whether stress.

Leiter and Durup (1996) examined psychological states as a function of demands and resources in the work place and at home spillover (a process in which stress in the domain accumulates within a person to be experienced in the other domain) It was found that subjects sense of professional efficiency had the most wide ranging relationships, with links within the work domain, the home domain, and the boundary between these 2 domains. Spillover from work made a much greater contribution to the prediction of family states than spillover from family did for work states. Emotional exhaustion played a central role in the work domain, personal accomplishment at work was the most central component of spillover stress.

Carr (1997) examined whether a woman's mental health at mid-life is affected by the degree to which her earlier career aspirations have been fulfilled. Two dimensions of mental health were considered depression and purpose in life. The results indicate that women who have fallen short of their earlier career goals suffer from lower levels of purpose in life and higher levels of depression, even after controlling for social background, human capital, family and health characteristics.

Thomas (1997) examined distress aspects of women's role vicarious stress and health consequences. Individuals internalize the roles they play and the statuses they occupy in their social networks. It logically follows that the benefits and costs of women's role commitments may be critically important to their physical and mental health. This literature review focuses on distressing or negative aspects of enacting the specific primary roles of worker, wife and mother. Vicarious stress and inadequate social support for women in these role may contribute to immune suppression and disease vulnerability.

Williams et. al, (1997) identified potential mediators of job strain whether psychosocial factors known to predict an increased risk of cardiovascular disease.
and all cause mortality are higher among women who report high levels of job strain. The most important finding of the study is that health damaging psychosocial factors like job strain, depression hostility, anxiety and social isolation tend to cluster in certain individuals.

Ali and Avison (1997) presented a longitudinal examination of the effect of employment transitions on the psychological distress of 398 single and 454 married mothers. Results reveal that the effects of employment transition on distress are a function of the differential impact of changes in stressors and psycho-social resources among single and married mothers as well as variations in the economic context and meanings of employment transitions.

Rankin (1993) asked the working mothers enacting multiple roles were asked to describe their perceptions of the stresses and rewards of the experience. The major stresses that emerged from the responses included lack of time, child related problems and maternal guilt.

Napholz (1994) measured sex role orientation, role conflict, depression, self-esteem and life satisfaction. Analyses of the data revealed that participant who were indifferent in sex role orientation had significantly higher depression scores, lower self-esteem score and lower life satisfaction score than the androgynous group.

Hourani and Yuan (1999) evaluated the mental health status of women in the Navy and Marine corps. Results showed that women had about five times the risk of experiencing post-traumatic stress disorder than men and about twice the risk of a major depressive episode.

Ekelof (1991) concluded the study in which he investigated the relative distribution of home responsibilities and psychosocial work environment characteristics and their associations with psychosomatic strain of the female and male working population of Sweden. The finding that women had greater strains than menfolk and they are effected by the double exposure and similar results.
were obtained.

Gaonkar (1992) studied frustration among the married working women in relation to their type of employment and income and results revealed that the subjects employed in the private sector reported a slightly higher level of frustration than the subjects employed in the public sector.

Windle, (1988) investigated inter-relationship among stressful life events, general mental health, and temperament among 133 female under graduates three stressful life event schemes based on contextual or social domain event occurrence and a summation of life events were used. It was found that a socially international stress dimension was most highly correlated with general mental health. It was also found that temperament attributes were more highly associated with the occurrence of socially interactive, peer and controllable stress life events. Thus temperament and stress made reliable contribution to general mental health.

Verma (1989) defined mental health as the full and harmonious functioning of the total personality, realizing one’s full potential in the world of work with satisfaction and contentment to one self and benefit to the society. He also discussed the problems in defining positive mental and the characteristics of a mentally healthy person.

Mc bride (1990) studied mental health effects of women’s multiple roles. He reviewed the problems and benefits associated with women juggling multiple roles. He also stressed the need for research that considers the physiological pathways involved in response to stressful environment and psychological conditions.

Sommer (1990) defines social support (SSP) as a tool to promote mental health. The components of S.S.P. include emotional support, problem solving support practical and material support and social integration. He listed the differential needs for S.S.P. and also examined S.S.P. as promotion of pleasure and its relevance for mental health.
Duffy (1990) studied 47 women (age 19-48 yrs) heads of one parent families to describe the relationship between mental well being (M.W.B.) and their practice of primary prevention behaviour (P.P.B) eight categories of P.P.B.'s were identified namely exercise nutrition, health knowledge, substance use, health care delivery system physical health, emotional health and safety. Subjects were administered a card sort (D.M. Harris and S Ghutten) and also interviewed. Results indicated that personal characteristics influenced M.W.B. and P.P.B. education and income explained 66% of the variance in M.W.B. thus it is important to identify those variables that are amenable to change in order to enhance the M.W.B and P.P.B. of woman heads of one parent families.

Voydanoff and Donnelly (1990) tested a general model of stress and coping by examining relationship between four components of economic distress and mental health. (employment instability, employment uncertainly, economic deprivation and economic and economic stress) Data was gathered through telephone interviews with 410 married adults (age 18-65 yrs) Result strongly supported a direct relationship such that family coping resources are independent stress deterrents and family coping behaviours are independent contributors to stress support for mediating, counteracting and buffering relationship was weak.

Hightower (1991), explored associations between adolescent relationships with peers, adults in the larger community and parents and successful adult mental health 141 subjects for who data was available were studied at age's 13 yrs and 50 yrs. The adolescent interpersonal Q-sort from the California Q-set was used at age 13 and a psychological health index (P.H.) at the age 50. Out of 9 clusters formed from adolescent Q-sort terms three cluster related significantly to later mental health, harmonious peer relations, positive relationship with adults outside of the family, and reasonable parental control significant curvilinearus relationships were obtained for a 4th cluster describing adolescents who valued intimate friendship.

Gibson (1993) discribed an under graduate course intended to address concepts related to women's mental health, especially socio-cultural phenomena.
cultural factors that influenced mental health and treatment for women were explored in relation to specific mental health topic such as eating disorders, self-esteem, sexual assault, depression sex bias in diagnosis and feminist therapy. Pretest and post test scores were collected for 26 undergraduates on a 25 item true false measure and significant gain in knowledge was seen.

Shah and Sonuga-Barke (1995), examined the relationship between family structure and mental health of Pakistan Muslim mothers and their children living in Britain. 35 mothers (aged 23-42 yrs) completed an inventory of psychological symptoms of depression and anxiety while a teacher rated their children (age 5-11 yrs) behavioural adjustment. Mothers living in 3 generation, extended families reported feeling more depressed and anxious than those in 2 generation, nuclear families. However their children were found to be better adjusted.

Amerikaner, Monks, Wolfe and Thomas (1995) conducted two studies on the relationship between psychological health (P.H.) and perceptions of interaction in families based on the circumflex model of D. Olson et al. (1985). 301 undergraduates were measured on the children report of parent behaviour inventory 30, the family adoptability and cohesion evaluation scale (FACE. III) the parent adolescent communication scale and the family satisfaction scale and the family environment scale. It was seen that psychological health was related to cohesion, satisfaction with parents and parental promotion of community involvement. Low psychological health subjects families appeared to have communicated poorly and lacked structure. Results also suggested that degree of conflict and open expression of feeling were not associated with psychological health.

Westaard Rolf (1999) discusses physical and mental stressors as risk factors for pain development. These multifaceted stressor terms are narrowed down so that physical stressors are represented by electromyography (EMG) while mental stress is considered synonymous with psychological stress in vocational studies. In experimental studies cognitive stress is used as a model pain in the shoulder and neck are focused and related to E.M.G. recordings of activity in the
trapezius muscle. Major challenges in this field include proper risk assessment at low physical work loads and criteria for evaluating stress as a risk factor. A 3 factor conceptual model is presented in which the independent dimension physical work load, mental stress, and individual sensitivity determine the risk of shoulder and neck complaints. A predominant reduction in physical work load for many jobs and an increasing interaction between work conditions and the general life situation of workers pose particular challenges for risk assessment.

Vinokur, Pierce and Buck (1999) examined the effects of work and family stressors and conflicts on Air force women's mental health, including depression and role and emotional functioning. Data were analyzed from a 1993 survey of 525 Air force women (mean age 32 yrs) from the reserve and guard forces who were activated for service during operations desert shield/storm Analyses of the data were guided by a comprehensive model of work family conflict (W.F.C. Mr frone et. al. 1992) The main contributors to depression were job and family distress. The stressors of each domain (job and family) contributed to the distress of each respective domain, while involvement in each domain reduced the distress level of each respective domain. WFC and family work conflict had a bi-directional influence on each other. In addition to supporting the overall WFC model, the analyses also provided support for an extension of the model that included the separate effects of marital and parental roles on mental health. The extended model demonstrates that job and parental stresses have direct effects on WFCs and that job and marital distress and family work conflict have an independent adverse effect on mental health. Whereas job and parental involvement have a beneficial effect on distress, they have an adverse effect on W.F.Cs.

Oster, Kerry, Scannell (1999) A model of the interrelationship among change in role perception, role conflict and psychological health of working mothers is introduced. The model posits that change in role perception after the birth of children influences psychological health directly or indirectly through role conflict, the model was tested with a sample of 192 employed mothers (aged 26 to 45 years) with at least one child under either Melbourne or Canberra, Australia as
expected, score on role conflict predicted all four measures of psychological health (Anxiety, self-esteem uptight, and worn out) change in scores on role perception predicted self-esteem and worn out. Geographic location predicted scores for uptight and worn out and occupational type predicted scares for worn out, perhaps due to perceived social support. There are the heretical reasons for maintaining the model's structure. Refinement of methodology measurement of change in role perception and possible adoption of a longitudinal approach is recommended. It is concluded that measuring experienced role conflict and change in role perception should be taken into account in any consideration of women's psychological health.

Lue-Huanqong, Wen, Yonzhong (1995) Studied the mental health status of female workers in private joint enterprises in China. Human Ss, 3,365 female Chinese adolescents and adults (age 15-29 yrs) (workers) (private joint enterprises in Hyizhous, shenzhen, and Dongwan) Ss natives, education were investigated Ss Psychological symptoms and degrees of severity were assessed on a 5-point scale Data were compared with the Chinese norm Ss' rates of psychoticism, hostility, interpersonal sensitivity, depression and phobic anxiety were studied with Ss poor living environment and stressful working conditions.

Kahn H, Cuthbertson J (1998) Compared the self reported occurrence of physical and psychological stress in 2 groups of mothers with 4-11 yrs old children working mothers (W.Ms) and mothers who are full time homemakers (FTHs) 70 working mothers and 24 full-time home makers all with at least 1 child attending the same primary school, participated in the study, physical health, 3 aspects of mental health (free floating anxiety, somatic anxiety strategies utilized were measured few difference were found between the 2 groups of mothers, though full-time homemakers indicated significantly more depression than working mothers predictors of physical and mental ill-health are discussed.

Miller, Renee-L Griffin - Mark - A (1999) studied organizational health research identifies processes through which the work environment and individual
differences combine to influence both individual and organizational outcomes. This study investigated the contribution of conscientiousness to organizational health. Research in the areas of occupational stress, work performance and organizational climate was used to develop a framework for integrating different elements of organizational health within this framework, the organizational environment was assessed by perceptions of work-load and role clarity individual well-being was assessed by psychological distress and job satisfaction and behaviour important for organizational success was assessed by contextual performance conscientiousness was investigated within the framework using self-reports from a sample of 104 Australian public sector employees (21-60 yrs) conscientiousness directly influenced contextual performance but did not influence well-being or perceptions of the work environment conscientiousness also reduced the impact of role clarity on both psychological distress and job satisfaction. The role of conscientiousness in a comprehensive model of organizational health is discussed.

Pflanz - steven (1999) studied in inpatient psychiatric words and outpatient mental health clinics throughout the military psychiatrists and other mental health professionals are often faced with patients suffering from emotional distress attributed to occupational stress. There has been scant research into how the routine military work environment affects the mental health status of military employees. This paper provides a review of occupational medicine literature on the relationship between the work environment and employee mental health. There is a growing recognition that stress resulting from the work place can provoke psychiatric illness but the research is limited at this time. The data existing on the work force in general are examined and the relationship of these findings to the military work environment is discussed. This review suggests that a comprehensive examination of the relationship between the military work environment and the mental health of military employees is needed. By gathering these data intervention can be planned to mitigate the effect of stress caused by the military work environment on the mental health of its members.
Borg Vilhelm Kristensen (1999) In this paper a cross-sectional psychosocial work environment and mental health of Danish travelling sales people is described. A sample of 1306 travelling sales people filled in a questionnaire. The results indicate that poor mental health is associated with a number of demand indicators number of working hours per week, number of customers per week, non-day work, and a high level of perceived job demands on the other hand, the number of hours spent with customers per week is positively associated with mental health. The authors did not find the expected associations between poor mental health and several factors such as number of hours away from firm nights away from home, and a low degree of perceived support from colleagues and superiors. It is concluded that the main stressors of travelling sales people are long working hours many customers, non-day work and high perceived psychological demands in general.

3. Studies of Family Environment:

Saxena (1996) evaluated the life satisfaction and perceived happiness as function of family structure and employment of women. She studied family and employment of women in India as indicators of life satisfaction and happiness. Results reveal that non-working women experience greater life satisfaction than working women and happiness was greater among non-working women that working women. Farber, (1996), did an integrative study on women's career development within a family. This paper attempted to integrate career family and development theories using a family developmental psychology perspective. It used the Inter system model to understand the synthesis of individual interactional and inter-generational forces that influence the career development of women. This integrated, multilevel approach was recommended because of the complexity of the process.

Lobodzinska, (1996), studied the women's employment or return to 'family values' in central Eastern Europe. The author reviewed research conducted before and after 1989 (post socialism) regarding women's family and employment roles.
combined with their attitudes toward these roles in Central Eastern Europe. It is concluded that there is a need for contemporary female role models, who successfully achieve career accomplishments in technical professions combined with positively performing their family roles.

Hudek, et.al., (1996) investigated the predictors of job and family involvement in a sample of 91 employed women. The predictors included in this study were some self concept variables, social support, coping strategies, job and marital satisfaction measures of conflict and some demographic variables. Results showed that lower scores on avoidance coping and fermenting and higher scores on problem-focussed coping contribute significantly to the prediction of job involvement while femininity, number of children and emotion-focussed coping are statistically significant positive predictors of family involvement.

Wharton and Erickson, (1995) investigated the relations between women's job and family emotion work and the effects of both on women's job related well being. Results show that performance of family emotion work had negative consequences for women's job-related well being. While subjects involvement in emotion work results in lower job-related well being, these negative consequences stemmed from family emotion work they performed rather than from their performance of emotional labour on the job. By contrast, subject job-related well being not as much at risk from women's performance of emotional labour at work.

Campbell et.al., (1994) tested four competing hypotheses about the effects of family life on a women's job performance and work attitudes of the 4 hypotheses tested (diffusion of energy, spillover effect, compensatory effect, and motherhood demands), the pattern of results best supported the motherhood demands hypotheses. Women with children were significantly lower in occupational commitment relative to women without children, contrary to expectation, women with younger children outperformed women with older children.

Herrera and Deleampo (1995) attempted to study beyond the superwoman syndrome. Work satisfaction and family functioning among working class Mexican
American women, and the results indicate that most of the Mexican are dual earner families (MWDFS) do not subscribe to the superwoman mentality, but rather endorse an expansion of husbands role to include house work and childcare and also that they value highly the role of mother, a co-providers, with equal decision making authority as the husband.

Mishra (1998), intended to trace some of the predictors of work family conflict among Indian working women. An attempt was made to analyze occupational differences (both type and level) with regard to role conflict. The results revealed that the pattern of predictors were similar but not identical for different conflict areas. The strongest predictor was spouse support, profession V/S parent area exhibited maximum, through moderate conflict Noor (1995), using multidimensional measures studied the work and family roles in relation women’s well being.

Makowska (1995) attempted to identify psychosocial determinants of stress and well being in occupationally active women the significance of the work related stressor was evidently greater than that of the stressors associated with the family function, although the relationship between family functioning stress and well-being was also significant.

Reichertz and frankel (1991), reports on the use of R. H. Moos and B. H. Moos (1981) Family Environment Scale (FES) as a means of organizing families into clinically meaningful subgroups. The FES was administered to all above 12 yrs of age members from 44 clinical and 44 non-clinical families it was seen that presenting problems for the clinical families included behaviour problems at home at school, minor delinquency, communication problems related to parents-child conflict and transitional problems dealing primarily with adjustment to divorce.

Stork, Humphrey, Crook and Lewis (1991), studied perceived family environment of depressed and anxious children 51, 4th-7th graders were classified as depressed, depressed and anxious or normal according to the schedule for affective disorders and schizophrenia for school. Age children and a set of self-
rating of depression and anxiety. It was seen that children in all diagnostic groups
and to a lesser extent their mothers experienced their families as more distressed
relative to control. Differences were also found between families with a depressed
and anxious child and those with an anxious child 68% of the children could be
classified correctly into the diagnostic groups based on family rating alone.

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a teacher rated their children (aged 5-11 yrs) behavioural adjustment mothers
living in 3 generation, extended families reported feeling more depressed and
anxious than those in 2 generation, nuclear families. However their children were
found to be better adjusted.

Rets and Heppner (1993) conducted a study on the coping resources and
family adaptation in mother and daughters of incestuous Versus non-clinical
families. Families were compared in terms of (1) family life stress (2) problem
solving appraisal, (3) direct coping behaviours, (4) mother daughter communication,
and (5) family adaptation and of cohesion. The results revealed that mother from
the incest group, reported greater amounts of family life stress had more negative
perceptions of their problem solving appraisal and reported more communication
difficulties, as compared to non-clinical group the daughters of both the groups
appeared to be quite similar, although the incest group daughters did acknowledge
more family stress.

Garshelis and Mc Connell (1993), compared assessments of family needs
made by interagency early intervention terms and individual professionals to 43
mothers assessments of their own needs mother identified an average of 55 needs
and the most frequently cited needs were for more information on present and
future services available for their child more reading material about how other
parents cope, more time for themselves and help locating a respite core provider.
mother who identified fewer than 5 needs felt that they had more input team decision. It was seen that the team assessments were significantly better matched to the mother responses (57%) whereas only 52% of the IP and team responses method.

Clebone and Taylor (1992), studied family and social attitudes across four generations of women of maternal lineage 140 subjects representing 35 families were studied overall findings indicated that each descending generation was more positive in attitudes towards health leisure school, community, self concept and future. The trend was reversed for attitudes regarding behavioural traits of children.

Polkas (1991) examined correlations between family environment and relationship of young adultsibling, The Family Environmental Scale and a questionnaire about their current relationship with siblings was administered to 107 undergraduates. Results showed that variables like sex of the respondent the sex of each siblings in the family and whethers the family was intact or blended, affected these relationships among siblings. The Family Environment Scale subscales of cohesion, expressiveness, intellectual cultural orientation and active-Recreational Orientation were correlated with the relationships of adult siblings.

Earls and Jung (1991), conducted a 2 years prospective longitudinal study in which temperament and home environment characteristics were measured to predict behavioural problems. These characteristics were measured in 48 boys and 47 girls at age 2 yrs and again at 3 yrs. Findings indicated that the temperament characteristics of poor adoptability and high intensity of emotional expression predicted behaviour problems more strongly than did indices of interpersonal and material home environment.

Aronen (1991), investigated the influence of the family structures the parents health and the families social factors on mental health of 154 children (age 10-11 yrs) results indicated that number of children in the family, parents, marital status, size of the home number of moves and days care place changes, had a statistically significant effect on subjects total score on a measure of childhood mental
development. The most important factor explaining mental disturbance in the subjects was the number of children in the family and being the only child in the family also increased the subjects statistical possibility of being mentally disturbed.

Paikoff Brooks Gunn and Carlton Ford (1991) studied the effect of reproductive status changes on family functioning and well being of mothers reproductive status (RS) and daughters reproductive timing (RPT) and well being in 144 mothers (aged 14-18 yrs) It was seen that mothers of early maturing daughters perceived less family conflict than did those with on time or late maturing daughters maternal perceptions of family cohesion were associated negatively with maternal body image for daughters maternal perceptions of family cohesion were associated negatively with dieting and bulmic symptoms and positively with body image.

Feldman and Rosenthal (1991), administered questionnaires about behavioural autonomy and there family environment and values to 10th and 11th grade students from Hongkong (N-141), Australia (N-155) and the U.S. (N=155) to study age expectations of behavioural autonomy and the influence of family variables and adolescents value. In all three cultures, age expectations for behavioural autonomy showed similar patterns of associations with family environment and values expectations for later autonomy were associated with perceptions of parental monitoring a demanding family environment, low levels of automatic parenting and with youth de-emphasis of individualism, individual competence and outward success.

Frank pirsch and weight (1991), studied late adolescents perception of their relationships with their parents. They used questionnaire data from 376 under graduates to test a model describing interrelationships among delocalization, relatedness, autonomy and insecurity in late adolescents relationship with their parents only 6% of the subjects generally endorsed statements indicative of self directedness. Whereas many as 77% described a moderate to high degree of closeness in relation to their parents as expected delocalization predicted greater
autonomy and less relatedness (i.e. more disengagement) Disengagement from parents was linked not only to insecurity, but also feeling of greater separateness and self directedness in relation to parents significant associations were found between the adolescent parent relationship variables and the adolescents psychological health and ego identity a status.

Lytton-Hugh (2000) This paper illuminates different perspectives on family influences on the child’s development. Genetic and biological factors make very important contributions to the development of individual differences, though parental actions/attitudes via bidirectional influence systems between parents and children play a role there too. The areas of behavioural gender differences and conduct disorder were chosen to illustrate the fact that the importance of parental factors in determining individual differences within cultures has often been exaggerated by contrast the area of differential math achievement between East Asian and North American cultures was selected to illustrate a strong environment effect arising from parents and school, acting on achievement differences between cultures. The difference between explanations of variation within versus between cultures is discussed.

3. Studies of Work Environment

Aston and Lavery (1993) evaluated the health of women in paid employment effects of quality of work role, social support and cynicism on psychological and physical well being. The possible benefits of the workplace experience for women were examined in terms of four determinants rewards and concerns intrinsic to the job rewards and concerns extrinsic to the job, social support and cynicism as a measure of attitude. Benefits were identified in terms of three psychological well being measures self-esteem, depression and quality of life and in terms of one physical well being measure symptomatology. Findings with regards to the beneficial effects of social support in the work place were not specific, however a cynical attitude can influence the value of the work role, with effects being particularly marked in the clerical group.
Chiching and Edith (1992) conducted a study on perception of internal barriers and the career success of female managers. The 12 external barriers (with family and work environment related) were included to see the relation with the women's career. Results show external barriers to be important predictors of women's career and success.

Forgain and Donald (1993) conducted a study on the personal and environmental factors contributing to parenting stress among employed and non-employed women. Results suggest that there was no difference in the level of parenting stress among the employed mother but there was a difference between the two groups: employed and unemployed mothers in relation to the factors contributing to stress.

Rivera et al. (1997) explored the relative effects of employment and family responsibility on the perceived health status of women. The results suggest that there is a need for the development of public policies that seek to increase labour force participation rate since any expansion has the potential to have a positive impact on their health status.

Hofferth (1996) examined the link between state and employer policies and the employment behaviour of mothers of infants. Findings suggest that employer policies as well as family income affect how quickly mothers who had been employed prior to the birth re-enter the workforce.

Bridges and Orza (1996) examined the maternal employment and marital role maternal employment and marital role consequences experienced by women to provide a preliminary picture of some of the commonalities and differences in women's multiple role experiences. It is suggested that role engagements shapes actual role experiences.

Wharton and Erickson (1995) investigated the relations between women's job and family emotion work and negative consequences for women's job related well being.
Singh and Arora (1998) studied the relationship between job stress and social support among Indian nurses. Research indicates that stress among hospital nurses results from an organizational structure that frequently subjects nurses to role conflict and ambiguity. In addition, nurses experience stress because of conflicts between the instrumental and expressive functions they perform.

Sharma and Wellington, M (1998) explored the opinions regarding role expectations of couples with employed and non-employed wives. The results reveal that husbands of employed as well as non-employed wives expect that major part of the roles related to children, housekeeping, recreation and entertainment and religion should be performed by the wives and the major part of the role related to money matters should be performed by them alone.

Sahu and Misra (1995) attempted to find out the relationship between life stress and burn out. Results indicate that female teachers experienced more stress due to their family problems and conflicts related with it. While work stress is not shown to be leading to developing the feeling of stress and strain. Thus working women teachers feel more stress because of their dual responsibilities and more concerned with family as expected from females.

Pillar and Sen (1998) investigated the life of working women with regard to their dual role as professionals and family caretakers. Results indicated that only as low as 7 percent of working women were able to harmonize their dual roles. Most of the strategies suggested as solutions by women, revolved around government initiatives, family friendly organizational schemes and a general societal reorientation.

Ahmad (1989) attempted to assess the relative importance of incentives for women workers in an electronic factory results show that the most desired incentive item for women workers is job status and prestige. The finding is in contrast to various Indian studies like Bose (1951), Ganguli (1954), Lahiri and Chaudhri (1966) opportunity for promotion is an incentive with significant priority
in women workers estimate job security is also one of the important incentive.

Aston and Lavery (1993) using multiple regression analysis in their study examined the contribution of demographic, job-related, social support and care giving variable to the prediction of work-family conflict, stress and job satisfaction among a sample of 101 hospital based nurses who had responsibility for the care of a child and/or an elderly relative the results revealed that family support, perceived organizational support for family life, perceived work-load size and involvement in child care were mainly responsible for the outcomes studied.

Koester, Max Alfredsson, (1999) compared self-reported information on the some physical and psychosocial work exposures with 25 yrs differences. In 1969-1970 a survey of 2500 randomly chosen men and women (aged 19-65 yrs) in Stockholm county, concerning among other things work exposures, was undertaken. During 1993-1994, 280 subjects participated in a reexamination, regarding psychosocial and physical factors at work and musculoskeletal disorders. When self reported information on work exposures, collected with a 25 yrs interval, was compared acceptable, although not high agreement was found for 3 out of 4 physical factors and for 4 out of 10 physical environmental factors.

Questions measuring psychosocial load had somewhat lower agreement. Current exposure status influenced the memory of past exposures. Ss who reported low-back disorders at the reexamination tended to show a better agreement in their assessments of retrospective exposures than those without current symptoms.

Skitka, Linda J, Mosier, (2000) compared different kinds of accountability instructions (general v/s specific) on the performance of 181 undergraduates in a multi-task work environment. Subjects primary task was to complete five computerized “flight” trials using work-load performance simulation software. Which presents Subjects with a set of tasks designed to simulate the type of monitoring and tracking responsibilities involved in flying a commercial air craft. The study explored the extent to which errors of omission. (failures to respond to system irregularities or events because automated devices fail to detect or indicate them)
and commission (when people follow an automated directive despite contradictory information from other more reliable sources of information because they either fail to check or discount that information) can be reduced under the conditions of social accountability results indicated that making participants accountable for either their overall performance or their decision accuracy led to lower rate of "automation bias errors of omission proved to be the results of cognitive vigilance decrements, whereas errors of commission proved to be the result of a combination of a failure to take into account information and a belief in the superior judgement of automated aids.

Turnips-David, L (1999) examined the concept of personality hardiness for its contribution perceptions of the nursing work environment 87 female registered nurses and licensed practical nurses completed the personal views survey, the Work Environment Scale, and the Occupational Stress Inventory. Hardiness was negatively linked to perceptions of work pressure and role ambiguity. Positive relationships were found between hardiness and job peer cohesion. There was a difference between the relationship of the 3 subscales of hardiness, (control, challenge, and commitment).

Ames, Genevieve-e-in (2000) investigated the relationship of social control mechanisms at work to drinking practices of employees working in the some industry, with the some union, but in 2 different work environments. One work environment reflected an organizational culture that is traditional to us management (984 Ss) the other was based on a nontraditional Japanese transplant model (739 Ss). The research team used a combination of methods, including in home surveys and ethnography. Ss were asked about general and work-related drinking, perceptions of drinking norms, strengths or weakness of alcohol-related policies, and procedures for policy enforcement. Although overall consumption rates in both populations between the 2 samples existed regarding work-related drinking. The traditional model was associated with more permissive norms regarding drinking before or during work shifts and higher work-place drinking rates than the transplant model. Analysis reveal that alcohol policies and the extent to which policies are actually enforced,
predicted drinking norms and alcohol availability at work. Drinking norms, in turn, predicted work-related drinking and account for differences in alcohol consumption between the two worksites.

Lohman-Margaret-C (2000) examines environment inhibitors to informal learning in the workplace. 22 experienced teachers were interviewed and numerous site visits were made to each school where these teachers worked to develop a greater understanding of the ways in which aspects of their work environment inhibited them from engaging in informal learning. Four environment inhibitors emerged from an analysis: lack of time for learning, lack of proximity to learning resources, lack of meaningful rewards for learning, and limited decision-making power in school management. Implications of these findings for theory, research, and the facilitation of informal learning in the workplace are discussed.

Theorell - Toeres Alfredsson Lars, Westerholm (2000) investigated several questions related to coping with hypertension, and the work environment including:

(i) Is open/covert coping associated with blood pressure?
(ii) Are age, gender, smoking, body mass index, medication, and social class effect modifiers of the coping-blood pressure association? (If there is any) and
(iii) Is open/covert coping associated with self-reported work environment? The coping patterns of 5,720 working men and women aged 15-64 yrs were investigated using a self-administered questionnaire. Results indicated that hypertension is associated with coping style among both men and women in the age 45-54 yrs age range. The differences between men and women were more pronounced with regard to covert coping that they were with regard to open coping style. In men, covert coping was associated with prevalence of hypertension. In women, there tended to be a relationship between low scores for open coping and hypertension, however the relationship was confined to women with medication coping patterns. Coping patterns were correlated with psychosocial work environment factors, in particular decision attitude.
Borg Vilhelm, Kristensen Toge S Burz Hermann (2000) examined a representative sample of 5,001 19.59 yrs old Danish employees was followed for 5 yrs. The respondents were interviewed by telephone in 1990 and again in 1995. Social class diseases, Self Rated Health (SRH) and a number of psychosocial and other work environment factors were assessed in 1995. The authors analyzed predictors of changes in SRH from 1990 to 1995. After control for age, gender and disease the following factors predicted worsening of SRH among respondents with good SRH in 1990: repetitive work, high psychosocial demands, low social support, high job insecurity, and high ergonomic exposures. After further control for social class, the ORs for some of these factors were reduced, but they all remained significant. Only 1 of the work environment factors, ergonomic exposures, predicted improvements in SRH among those respondents who had poor SRH in 1990. Many studies have shown that SRH is a powerful independent predictor for total mortality. This is the 1st study showing that a number of work environment factors predict worsening of SRH over time.

Kirschenbaum, Alan Oigenblick Ludmilla Goldbery Albert I (2000) Examined factors that influence accident proneness among employees. The authors agree that the determinants of accident proneness include organizational, emotional, and personal factors. Using logistic regression, 3 models and their predictability for accident proneness were estimated among a sample of 200 injured workers interviewed upon entering hospital emergency wards. Work injuries were not contingent on age religion, nor education. Subcontracted and higher paid workers are more likely to get repeat injuries. Prior injury experience sensitized employees to stronger perception of risk associated with unsafe practices. Large family household, ameliorates stress feelings and lessens the likelihood of accident proneness while poor housing conditions have the opposite effect. The full model demonstrates considerable prediction of injuries when focusing on the of employment personal income level being involved in dangerous jobs, emotional distress and a poor housing environment. The model contains most of the significant results of interest and provides a high level of predictability for work injuries.
Thomsen, Sarah (2000) studied nonresponse to surveys, which seems to plague work environment studies and studies of health care personnel in particular may pose problems of generalizability and validity. The aim of this study was to provide an estimate of nonresponse error in a self administered survey concerning the work environment of psychiatric health care personnel. A random sample of 10% of the original survey population (N=693) was selected to participate in a telephone follow-up of a postal survey that had a response rate of 51%. There were no differences between the responders and non-responders to the postal survey on the exposure or outcome variables. There was no evidence of nonresponse bias in this study although recall bias may have been a problem. In those cases in which generalizability is deemed important, it is recommended that non-response studies be regularly carried out when response rates are less than 100%.

Sartawi Abdel Aziz M, Abu Hilal Maher, Ibrahim (1999), Tested a structural model which involves training variables and work environmental variables in the United Arab Emirates and Jordan. Two Likert type questionnaires were used to collect data from 113 people with a physical or intellectual disability (rated as slow learner) about their views of (1) the training program and (2) work environment. The first questionnaire examined (1) psychological support and confidence (2) suitability of the training environment (3) efficiency of the trainers. The second questionnaire assessed (1) safety at work, (2) others perception of the disabled (3) communication (4) transportation and (5) the rights of the disabled people. The structural equation model (SEM) analysis revealed the following results: the factor representing psychological support and suitability of training environment influenced positively the disabled worker's view of their work; the factor representing job selection trainers, and efficiency of programme had a negative effect on the view of the people with disability on their work environment while job selection had a direct negative effect on how others perceive the disabled person.

Jimmieson, Nerina L Terry, (1999) examined whether the stress buffering effects of behavioural control on work task responses varied as a function of
procedural information in 2 studies on 16-49 yrs. Old college students. Exp-1 manipulated low and high levels of task demands behavioral control and procedural information for 128 Ss completing an in basket activity. ANOVA procedures revealed a 3-way interaction among these variables in the prediction of subjective task performance and task satisfaction. Procedural information buffered the negative effects of task demands on ratings of performance and satisfaction only under condition of low behavioral control. The authors maintain that this suggests that procedural information may have a compensatory effect when the work environment is characterized by a combination of high task demands and low behavioral control. In Exp-2, 254 Ss utilized simple and complex versions of the in basket activity to examine the extent to which the interactive relationship among task demands behavioral control and procedural information varied as a function of task complexity. There was support for the stress buffering role of procedural information on work task responses under conditions of low behavioral control when the in basket activity was characterized by high task complexity.

Peter, Richard, Alfredsson, Lars (1999) examined associations between shift work chronic psychosocial work stress, and 2 important cardiovascular risk factors, hypertension and atherogenic lipids. The hypothesis was tested that psychosocial work stress, as defined by the model of effort reward imbalance mediates the effects of shift work on cardiovascular risk. 2,288 male Ss aged 3-55 yrs in the baseline screening of the Swedish WOLF (Work Organization Lipids and Fibrinogen) study underwent a clinical examination and answered a standardized questionnaire measuring shift work schedules, effort-reward imbalance at work and health adverse behaviour. In addition to the direct effects of shift work on cardiovascular risk mediating effects of effort reward imbalance at work were found. The respective odds ratios ranged from 2.18 to 2.27 for hypertension and from 1.34 to 1.45 for atherogenic lipids results indicate that a stressful psychosocial work environment acts as a mediator of health adverse effects of shift work on hypertension and partly thyrogenic lipids in terms of occupational health the findings call for a more comprehensive assessment of the
health risk associated with shift work.

Stone, Gerald L, Vespia (1999), A survey study of 67 counseling psychology graduate students (aged 24-50 yrs) and go professionals (aged 30-60 yrs) scientific and practitioner interests and expectations and perceptions about the work environment was conducted. Student Ss and professionals showed only a few significant associations with musculoskeletal symptoms. This may in part be explained by the ergonomic conditions generally being good, with a relatively low duration of "combined" extreme work postures. Significant associations were found between the psychosocial work environment and musculoskeletal symptoms.

Elo Anna Liisa Leppaenen (1999) In this study evaluated the actions of 12 departmental "health promotion teams" and the means they used to improve the psychosocial work environment of a mental factory in a 3 years project. The teams included 80 members and were supported by organizational psychologists twice a year. A survey feedback process was applied in the beginning among all 773 employees, including management (response rate 94%) at the end a questionnaire on perceived changes was filled out (response rate 94%). The teams guided the developmental process and initiated various activities in cooperation with the personnel. The planned activities were mainly directed at improving physical fitness and social climate. The majority of the personnel participated in these activities and were satisfied with them.

Parkes, Katharine R (1999) This article examines the potential confounding of observed relations between shiftwork and health outcomes by differences in the jobs typically carried out by shift workers and dayworkers. Objective factors (day work v/s day/night shiftwork and job type) and work perceptions (job demand, discretion, social support and physical stressors) were analyzed as joint predictors of psychosomatic complaints (headaches and musculoskeletal, gastric and sleep problems) affective distress, and work related injuries in data from oil industry personnel (N=1462). Logistic regression showed that after control for individual differences (including age and negative affectivity) shiftwork and job type each
predicted specific health outcomes when evaluated simultaneously work perceptions also contributed significantly to each outcome, partially mediating relations between job type and health.

Hemstroem, Oerjan (1999) examined whether work related factors contribute to excess male mortality. All Swedish deaths during 1970-80 and 1980-86 were analysed with Poisson regressions, for all individuals and for labour force participants, to estimate gender mortality rate ratios for all causes, circulatory diseases and external causes. Results for all men and women, as well as results restricted to those in full-time employment, revealed that no work related factors contribute to excess male mortality. For 1980-86, a more detailed analysis was performed, and work environment exposures were aggregated from a secondary data source. In accordance with previous studies (e.g. I waldron, 1991) men experienced unhealthier physical work environments than men. Among labour force participants men's greater exposure to hazardous work contributed to men's excess of external causes of death. This finding however applied only to part-time workers. When factors such as women's greater likelihood of having a low SES their poor psychosocial work environment and the fact that women working full-time are more likely than men to be unmarried were considered, the work environment did not appear to contribute to excess male mortality.

Lund Thomas Borg vilhelm (1999) in 1999, a random sample of 1,674 male and 1,646 female employees (aged 35-59 yrs) in Denmark were interviewed about their psychosocial work environment, health and job satisfaction. In 1995, the Cohort was interviewed again regarding present employment status. Predictors from the 1990 interview for remaining in work in 1995 were identified by gender. After controlling for age, very good self rated health and high development possibilities were found to be independent predictors for remaining in work among males. Among females the predictor were very good self rated health, high development possibilities, high decision authority, medium level social support and absence of musculoskeletal problems in the knees in the two extreme 10% risk groups the “risk” of remaining in work was 58% and 81% respectively for
males and 46% and 82% for females. Over all, the results suggest that intervention for improving psychosocial work environment and health promotion can increase the rate of employees between 35 and 59 years of age remaining in work.

Langerstroem, Monica hansson Tonmy (1998) this scientific literature review (4242 studies) from 1988-98 focuses on the relation between nursing work and low back problems. Its aim was to estimate the risk of physical, psychosocial and work organizational exposure factors that may lead to low-back problems in addition this paper reviews and evaluates reported ergonomic intervention with the object of decreasing the prevalence and incidence of low-back problems among nurses. A considerable number of studies of nursing staff has shown the connection between lifts and transfers of patients on one hand and low-back problems on the other. Factors in nursing work that may be significant in this connection are staff density and work satisfaction. In this review the single individual factor that was indisputably related to low-back problems was "history of back problems" prevention programs do not show unequivocally positive results. There is a great need to carry out prospective studies with preventive programs.

Pierce Charles, A (1998) Questionnaires were administered to graduate students (aged 21-52 yrs) employed by a large university to assess part of the C.A. Pierce et al model of workplace romance. Ss responded to questions regarding their attitudes toward romance and sexual intimacy at work job autonomy participation in a workplace romance, job performance, work motivation, job satisfaction, romantic attraction, and social desirability. Based on data from 297 respondents results indicate that (1) females held less favorable attitudes toward romance and sexual intimacy at work than did males, (2) participating in a romantic relationship with a member of the same organization was positively associated with a participant's self appraised job performance, and (3) consistent with an affective spillover hypothesis degree of loving feelings for a current romantic partner was positively associated with an individual's own level of intrinsic work motivation job involvement, and satisfaction with his or her type of work results are discussed
in light of the pierce et al model and potential study limitations are addressed.

Kasl Stanislav V (1998) This article provides a commentary on 5 articles in the special section that marshal a substantial amount of information about 4 instruments for measuring work stress: The perspective is that of psychosocial epidemiology and highlights the differences between the environmental and the psychological traditions of studying stress and health several issues are addressed—
(a) placing the 4 measures in a broader taxonomy of dimensions of work environment and evaluating the measures in that context.
(b) discussing alternative strategies for measuring job strains
(c) analyzing some of issues in the triviality debate and
(d) reconsidering a number of issues in the ongoing debate about “subjective” versus “objective” measurement approaches to work dimensions.

Rasking, Particia M Kummel, et al (1998) The purpose of this investigation was to determine the relationship between coping, career salience, attachment, and working women with children under 18 years old living at home. A second objective of this study was to determine the continued usefulness of D.T. Halls (1972) coping styles scoring strategy for this population women who were securely or evidently attached were more likely to use type I coping strategies in response to a hypothetical vignette, while women who were ambivalently attached were more likely to engage in type III strategies. In describing actual dilemmas more securely attached and fewer ambivalently attached women (aged 21-50 yrs old) reported engaging in type III behaviours while fewer securely attached women reporting using type II strategies. No support was found for the relationship between coping styles. Attachment and work environment variables (flextime, company support supervisory support). Implications for future research are discussed.

Pierce Penny F (1998) Identifies and describe multiples factors that contribute most directly women's decision to leave or remain in military service. 525 women participated in 1 telephone interview and 2 successive self administered questionnaires 2 yrs following factors component of the Air Force (active guard or
reserve) deployment (in the treater or elsewhere) and parental status (parents or nonparents) The greatest attrition occurred among women who gave birth to a child between the beginning of the war and time of the survey, those reporting greater financial strain, and those holding a more negative view of military service as a result of their Gulf war experience. Analysis of open-ended questions provided the most frequent and critical reasons given by women who left military service following desert storm. Findings strongly indicate that retention of women in the Air Force is related less to the inevitable need for deployment than to the addressable issues of family support and work environment.

Proctor, Robert W, Wang et. al. (1998) SYNWORKI is a multiple task work environment that allows up to 4 tasks (memory search, arithmetic visual monitoring, an auditory monitoring) to be performed concurrently. Two experiments using a total of 300 Ss were conducted to evaluate performance and subjective work-load for each individual task and all combinations of tasks at 2 presentation rates. At the slower default rates, the 3 experiment paced tasks were not very demanding and improvements with practice were due primarily to the subject paced arithmetic task. Doubling the presentation rates made the demands of all tasks more comparable and decreased the influence of arithmetic performance SYNWORKI is useful for comparisons between populations of individuals and evaluations of arousal-related variables and with modification could provide a tool for assessing basic issues in multiple task performance.