CHAPTER III
PROBLEM AND
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On the basis of the discussion and review in the first two chapters, we can say that when we have a lot of work to do and we are not able to complete the work, we experience a sense of anxiety, unfulfilment, dissatisfaction, worry and finally an unpleasant feeling. This affects our psychological and mental state and ultimately the capacity to perform. And also how the stress situation is perceived and evaluated has a lot of say in it. It affects one's physical and mental health quite adversely. Stress and mental health lead to one basic conclusion, i.e. lack of adjustment on the part of the low, middle and high stress level employees leads to the onset of mental stress. Since the Indian social conditions, value system, culture, child rearing practices are different from that of western countries one has to approach the causes of poor mental health of the employees from a slightly different angle as such factors also influence their behaviour in organisation and industries. Observation and suggestions of many researches indicate significant positive correlation between good quality of work life and good mental health. However, it has also been reported in many studies that individual differences are observed in the threshold of stress tolerance.
Thus, situational factors, personal factors and social factors like social support either independently or through an interaction produce stress and pollute mental health of industrial and organisational workers. In the same way women who are working in office / organisations have to take care of both the family and the job, so they have double burden on themselves and so it has been hypothesized that since working women would have more stress because of job responsibilities as compared to non working women and so their mental as well as general health would be affected adversely. Keeping this in view, an attempt has been made to study whether level of job stress influence the general and mental health of women. In this context following problem was formulated:-

To study women's mental health in relation to job stress.

On the basis of the literature reviewed in chapter II, it seems reasonable to formulate following hypotheses.

1. Since non-working (housewives) women are free from double burden so they:

   i) would report less problems in regard to their general health and depression in comparison to working groups.

   ii) would report good mental health in comparison to working groups.

2. As the level of job stress among women increases:

   i) the magnitude of general health problems would also increase
ii) the magnitude of psychological distress would also increase
iii) the magnitude of mental health problems would also increase

3. There would be an age related difference in relation to general health, psychological distress and mental health.

4. Job stress and age would produce an interactive effect on general health, psychological distress and mental health.

With this background, we may now pass on to the next chapter dealing with the design methodology of the present investigation.