CHAPTER IV
DESIGN AND
METHODOLOGY
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The purpose of the present investigation was to study women's mental health in relation to their job stress. Hypotheses formulated in the previous chapter were tested by adopting following design and methodology.

Design

This investigation was planned to study women's mental health in relation to their job stress. For this purpose, a 3x2 factorial design having two (age and level of job stress) factors first having two levels and the other three levels was adopted.

<table>
<thead>
<tr>
<th>Age</th>
<th>FW (n=20)</th>
<th>HW (n=20)</th>
<th>NW (n=20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 to 35 years</td>
<td>20</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>50 years and above</td>
<td>20</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>N=120</td>
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</tbody>
</table>

FW = Full time working i.e. high job stress
PW = Part time working i.e. moderate job stress
NW = Non working i.e. no job stress

Thus, there were six groups of combinations.

- $G_I$: Women working full time of 25 to 35 years
- $G_{II}$: Women working full time of 50 years and above
- $G_{III}$: Women working parttime time of 25 to 35 years
$G_{IV}$ Women working parttime time of 50 years and above

$G_{V}$ Non working women of 25 to 35 years

$G_{VI}$ Non working women of 50 years and above

**Sample**

A sample of 120 women subjects of two different age groups (i) (25 to 35 years) and (ii) (50 years and above) was selected on the basis of availability. The sample was further divided into three groups (n=40) on the basis of job stress (a) group of full time working, means women who work in office or in other organisation for whole day i.e. from 9 a.m. to 5 p.m. It was a high job stress group. (b) group of part-time working, means women work in office or in any other organisation for half day. It was a moderate job stress and (c) group of non-working women, means women who does not have formal duty hours and is pure housewife. It was a group with no job stress.

**Material used**

i. PERSONAL DATA BLANK SHEET

ii. GENERAL HEALTH QUESTIONNAIRE (GHQ)

iii. MENTAL HEALTH INVENTORY (MHI)

**i. Personal Data blank sheet**

This consists of information regarding the subjects, name, age, educational qualification, employment, work place, working hours, job experience (in years) etc. etc. (Appendix-D).
ii. General Health Questionnaire (GHQ)

To study Psychological Distress, General Health Questionnaire by Goldberg & Hillier (1979) was used. This is a self administered screening test designed for detecting non psychotic psychiatric disorders. It is concerned with two major phenomena. The inability to carry out one's normal healthy functions and the appearance of the new phenomena of a distressing nature. The GHQ has been described as comprising a set of questions which form a "lowest common multiple" of symptoms which will be encountered in the various differentiated syndromes of mental disorders. The 12 item version of GHQ supplemented by 7 items of anxiety and depression scale each consist of 23 items (3 being common). Three scores were thus available for each respondent (i.e. GHQ-12, anxiety and depression) but scores on individual items were summed to produce a total severity score. All the scores reported here are with four point response scale, from 0 to 3. The possible scores could vary from 0 to 69. Scoring weights are 0,1,2 and 3 respectively for each item except item no. 1,4,5,8, 11 and 17. Scoring for these six items were 3,2,1 and 0 respectively. Note that a higher score indicates increased levels of psychological distress or lower mental health. The reliability and validity coefficients for GHQ are well established (Appendix-E).

iii. Mental Health Inventory (MHI)

To study mental health, a mental health inventory by Dr. C.D. Agashe and Dr. R.D. Helode (unpublished) was used. It measures self acceptance and ego strength of the individual. There are 36 items in this inventory. The
possible score could vary from 0 to 36. Higher is the total score greater is the magnitude of the mental health. The split half reliability of the scale is 0.74 and it has item analysis based internal validity. Its external validity against clinical group is 0.46 (Appendix-F).

**Procedure**

The present investigation was conducted to study women's mental health in relation to their job stress. To fulfil this purpose, general health questionnaire by Goldenberg and Hillier (1979) and Mental Health Inventory by Dr. C.D. Agashe and Dr. R.D. Helode was administered to 120 female subjects of two age groups i.e. (a) 25 to 35 years and (b) 50 years and above.

The personal data blank, GHQ and MHI were administered to the subjects individually and the investigator approached the subjects at their places. At first scales each consisting of three i.e. personal data blank, GHQ and MHI were prepared and a female subject was approached at her residence, a good rapport was established and she was made to sit comfortably and following instructions were given to her. "I am going to give you a set of three small questionnaires in which there are questions regarding your personal data, general health and behaviour. The detailed instructions regarding each of the questionnaire are on the top of the first page of scale. Please read them as they concern to you".
After giving the general instructions regarding the testing, scales were administered one by one and it was ensured that the subject has understood the method of reply. It was also ensured that subject responded each of the item of these scales. The health scales were administered one by one and that too in a random order.

After giving the separate instructions for separate scale, subject started doing her work on scales and the whole set was taken back after the subject had completed it. After this the investigator approached the next subject. Data of all subjects was collected by applying the same procedure. The data was collected in a mixed order. Data of working women was collected by approaching them at their offices / schools while the data of non working women was collected by approaching them at their residences. Generally subject took 15 to 20 minutes to complete the whole set.

The investigator tackled the problems coming on the way and was able to collect the whole data with all sincerity and honesty within two months. After collecting the whole data, the responses of subjects were scored by adding all the scores and writing them on the front page of questionnaire or inventory. The data obtained in this way was further analysed by applying appropriate statistical methods.

We may now pass on to the next chapter dealing with the result and discussion.