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Health has become a topic of increasing interest to investigators in the social and behavioural sciences over the past couple of decades. World Health Organization defined health as "a state of complete physical, mental and social well being and not merely the absence of disease or infirmity". Often our tensions, conflicts and frustrations stem from our struggle to play the role of someone we are not, and many times we fail to heed our own cues of when we are exceeding our individual stress levels. Job stress have been studied in psychology to find out whether it affects our health and behaviour. Our researchers have emphasized that stress is a cumulative process related to the wear and tear of daily problems and to our adjustment to short-range, long range and ultimate goals. Stress harms certain people while causing others to thrive. Stress and mental health lead to one basic conclusion, i.e. lack of adjustment on the part of the low level, middle level and high 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 influence their behaviour in organization. Women who are working have to take care of both the family and the organization in which they are working, so they have double burden on themselves so it has been hypothesized that working women would have more stress as compared to non-working women and so their mental as well as general health would be low. It has 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 interaction produce stress and pollute mental health of the workers. Keeping all this in mind, present investigation was designed to study women's mental health in relation to job stress. The following hypotheses were formulated:

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.

For testing these hypotheses, the General Health Questionnaire by Goldberg and Hillier (1979) and Mental Health Inventory by Agashe and Helode were selected and administered to a sample of 120 women subjects selected on the basis of availability of two [25 to 35 years and 50 years and above] age groups. 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 group 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. The questionnaires along with a personal data blank were administered to the subjects individually and the investigator approached the subjects at their places of work or living. The data obtained was analysed by applying analysis of variance (ANOVA).

A 3x2 way analysis of variance was applied to test the significance of main effects of two independent variables (age and level of job-stress) and their interactional effects. The statistical analysis revealed a uniform trend across all three measures. However, age was found to have a non-significant effect on General Health, Psychological Distress and Mental Health, similarly the interaction between the two variables i.e. age and level of job stress was also insignificant for these three measures but the second independent variable, i.e. level of job stress was found to have a significant effect on all the three measures. Further post hoc analysis of these scores was done by applying Duncan's Range Test (DRT) to determine which of the job stress groups were significantly different from each other. Results indicate that General Health and Mental Health of part time working women i.e. moderate job stress group is more as compared to High job stress and no job stress group. It has also been found that moderate job stress group is less psychologically distressed as compared to high job stress and no job stress groups. So the results indicate that the women who work part time i.e. upto half day or so and had a short duration of work schedule are found to be the
healthiest as they were neither overstressed nor undervalued. They could easily meet the demands at the home front as their working hours were limited. On the other hand they had higher self esteem as they were active contributors to the home economy and had a definite role at the work place too. Whereas the high job stress group respondents who had 8 hour job span would be under constant stress as they try to meet the physical and psychological demands of a whole time job and managing the home. Further the cumulative demands at the home and job front leave them with very little time for social interaction.

The non-working women (no job stress) respondents have also exhibited lower general and mental health, the reason may be that these women, generally may have a lot of leisure time, do not have much social or economic control in the home. Thus being left without an important role (especially when the children grow up) results in a poor self image and this lower self esteem might be a very potent moderator of lowered, general as well as mental health and increased psychological distressed conditions.

So, on the basis of these results we can conclude that part time jobs are good for women as they could easily meet the demands at the home front as their working hours were limited. And also part time working women have higher self esteem as they were active contributors to the home economy. The implication of the study is that it highlight the fact that womens' participation particularly in light jobs should be fully encouraged which will not only help into improve the home economy but also provide better physical and mental health conditions.