DISCUSSION

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5.1 UNIVARIATE ANALYSIS

5.1.1 Stress and Employed and Non-Employed Married Women

It was hypothesized that employed women would show higher level of stress than non-employed women. 120 middle class married non-employed and 120 school teachers from the towns of Bhusawal and Jalgaon in Maharashtra were selected. From Daily Hassles check-list, intensity scores were computed. Means standard deviations and t values on their stress scores were calculated. Table V-1 shows the means, standard deviations and t value of difference between employed and non-employed married women on stress.

<table>
<thead>
<tr>
<th>VARIABLE</th>
<th>MEAN</th>
<th>STD. DEV.</th>
<th>t VALUE</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMPLOYED</td>
<td>137.075</td>
<td>53.964</td>
<td>2.8205</td>
<td>.01</td>
</tr>
<tr>
<td>NON EMPLOYED</td>
<td>116.428</td>
<td>59.330</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above results have shown that employed women show higher level of stress than non-employed women. There are many studies of educated employed and non-employed women in India and in West which talk about the problems faced by employed women. Though many changes have occurred in traditional conceptions of role and status of Indian women and many new
opportunities are made available to them regarding education and employment, the tug of war between home and work place still remains. The household responsibilities are still considered as confined to women only. In rare cases only she is supported by menfolk in her daily household work. But still it is nowhere seen that men equally participate with women in this regard. As the responsibility for child rearing and for meeting family needs mostly lies with women whether she works or does not work. The working women are placed under severe strain which tends to affect their health as well as their capacity to participate efficiently in their profession. It is generally noted that if they take their profession too seriously their house is neglected. Therefore while trying to satisfy both roles housewife and as an employee they have to face numerous problems.

The analysis of Daily hassles check-list shows that the most frequently reported sources of stress for employed subjects are house maid not reporting in time, illness of baby, lack of time, getting up early, unexpected guest for dinner. During the course of study, discussions were made with women, so as to gather additional information. One women who was having morning shift of school expressed that:

'To leave children in other's custody is very painful for me. Also the daily work like cooking, sending child to school etc. have to be carried out very hastily before reaching the school. Since kids are very small everything has to be done by me.'
Another women said that:

'In the case of small child since he gets sick so easily, it is not possible to take proper care all the time. Therefore there is a continuous feeling in mind of not paying proper attention towards the child'.

The above reactions indicate that, stress among working women increases because they have to perform both the duties, i.e. job as well as household work. In addition if they are having a small child, then this stress further increases. However if some elderly lady is present in the house to take care of the child, then the intensity of stress reduces. This is supported by following reactions:

'My son is young. However my mother-in-law looks after him. Hence though I am having morning shift, I don't have to run much. Also I don't have to bother much regarding my child'.

In this study the age range of sample was from 25 to 40 years. They had at least two children. That may be one reason of creating stress. In this study the employed women have been school teachers and they have to spend 5 to 6 hours in the school. Also back at home they have to perform many duties related with school work, such as correcting papers and journals, preparing of daily muster, keeping account of school fees and so on. At the same time they have to do their household work also. In this case if children are small they have to give more attention to them, and therefore these situations create additional stress in their life.
Many studies also support such observations. Krause and Geyer's (1985) results show that young children at home do cause a significant conflict between the work and home roles and is also a significant predictor of depression. Bhatty's (1971) results have shown that working women's big problem is when they go for work leaving their children in care of others. Rani's (1976) study has also indicated that working women feel more role conflict because of their dual duties. Hate (1948) has stated that many working mothers experience role conflict and live with a guilt feeling.

Snock (1960), Cohen (1976), Vansell, Brief and Aldog (1979), Eilean and Oliver (1979), Beutell and Greenhaus (1982) have reported that the number of children at home is positively related to women's conflict. These findings supports our results.

It is generally noted that most of the conflicts of working women relate with their home as in India women still give prime importance to their family and the career is given secondary importance only. Of course at work place they have to face many problems such as hassles from boss, running away of students and indicipline of students. They are at times not treated properly by their collegues. Ghadially and Kumar (1989) also support this line of analysis. They have noted that the salient stressors of female professionals include underutilization of skills, variability in work load lack of participation in decision and conflict between home and job.

The mean stress scores of employed and non employed women also shows that employed women experience
higher level of stress than non-employed women. The graph 4.1.1 of mean stress scores shows these differences. This figure shows that mean difference of stress scores is higher for employed women than non-employed women.

Of course there are many previous researches which indicate that working women are generally happier and more satisfied with their lives than non-working women. McCall (1977), Bruke and Weir (1976), Feree (1976) have found that women with job outside the home are generally happier and more satisfied with their lives than are full time housewives. It is noted that employment outside the home produces greater satisfaction with life in general and in marriage in particular. It is argued that women with a career become more stimulating spouse and parent, coping better with stressors, enhancing personal growth and relationships. But very few Indian studies support these findings. In India though a woman is working her commitment to her family remains priority for her and she is expected to adjust her work commitment accordingly. Though she is working outside, she is expected to run the house, look after the family, satisfy all their basic needs. in spite of slogging for the whole day she is yet to be given a proper status at home or outside. We find that new responsibilities are getting added up to her work bag relinquishing the old ones; in India she has to fight on both fronts namely family responsibilities and job front.

In this study also school teachers have to fulfill family commitment as well as school duties. When fulfilling these two
fronts in day to day life, some small happenings do take place which create stress in their normal life. Children's health problems, hassles from boss, getting up early, misplacing or losing things, these small happenings due to repeated occurrence or due to intensity also break her set pattern and create stress.

During the study some non-working married women did share their personal experiences. Elaborating this points one woman said that:

"When the children were small I experienced more strain. But now they are quite grown up to do their own work. Therefore I get more free time. Now I can give sufficient time for their studies also."

Another woman told that her in-laws are quite old and she has to pay more attention towards them. She can do this satisfactorily since she is non-employed could has got sufficient time at her disposal for this purpose. Occasionally when housemaid doesn't turn up, she do experience some strain but still she is able to adjust.

Still another women expressed that apart from household work she also performs outdoor duties, such as marketing attending child's school, checking their homework and taking their studies, etc. for which she has ample time. She also thinks that she can do some part-time job without disturbing daily schedule.

Hofetaller's (1988) survey has shown that a large majority of housewives considered the lives of those women who
besides being housewives were also wage-earners, as more stimulating and interesting than their own. The unemployed housewives showed interest in accepting at least a half-time job. They also wished to achieve more self confidence and independence perceived as enjoyed by working housewives by them. Weaver and Matthews (1991) data has suggested that currently women who work full-time outside the home have greater satisfaction than woman engaged in full-time house keeping.

Due to advanced mechanisation, today's woman gets more spare time. She can complete day to day routine work easily, hence she feels that she can do some part time job. Also she feels that by doing this she can also develop her personality. However it is certain that she will feel stressed while performing both duties, i.e. household work and job as it is not possible that every woman to get support from her family to share family responsibilities. Most of the time family members are interested only in the money she brings home, but at the same time they feel that she should not neglect her household duties. This certainly adds to the stress of working woman as the study has shown.

5.1.2 Stress and Locus of Control:

It was hypothesized that externally controlled women would show higher level of stress than internally controlled women. For locus of control Levenson and Kopplin scale was used. The L-K scale consists of four factors - Personal control (PC), Chance (C), God (G), and powerful others (PO). The average of the scores on
C. G. and PO together were obtained to get a consolidated score for externality before computing t value. Means, standard deviations and t value of their stress scores were calculated.

Table V - 2 shows the means standard deviation and t value of difference between externally controlled women and internally controlled women on stress.

**TABLE V - 2**

<table>
<thead>
<tr>
<th>VARIABLE</th>
<th>MEAN</th>
<th>STD.DEV.</th>
<th>t. VALUE</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXTERNAL</td>
<td>125.142</td>
<td>54.663</td>
<td>0.57</td>
<td>NS</td>
</tr>
<tr>
<td>INTERNAL</td>
<td>129.350</td>
<td>59.289</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above findings indicate that there is no significant difference between externally controlled and internally controlled women on stress. Many studies indicate that externally controlled women experience higher level of stress than internally controlled women. Halpin, Harris and Halpin (1986) have noted that as far as locus of control is concerned, people who felt that they were in control reported less stress in their world of work than did those who did not feel equally influential. Amatea and Fong (1992) have found that professional women who experience higher level of personal control and social support as well as a greater number of roles, report lower levels of strain symptoms. Rees and Cooper (1992) have observed that subjects who regard themselves as having high control report less work pressure, better health scores and higher job satisfaction.
But the mean of both groups shows that there is no significant difference between them. Graphically it is also shown in fig. 4.1.2. This may mean that the relationship of locus of control and stress is not that very consistent and needs more research to provide any definite understanding specially in Indian context.

5.1.3 Stress and Type A Behaviour Pattern:

It was hypothesized that Type A women would show higher level of stress than Type B women. For Type A behaviour pattern Jenkin's Activity survey (form C) was used. The JAS provides Type A score as well as scores for three components of Type A behaviour: speed and impatience (S) job involvement (J) and hard driving and competitive (H.). Means, standard deviations and t value on stress scores of these two group were computed to compare them on stress.

Table V-3 shows the means, standard deviations and t value of difference between Type A behaviour pattern and Type B behaviour pattern on stress.

| TABLE V-3 |
| MEANS STANDARD DEVIATIONS AND t VALUE AND P FOR DIFFERENCE BETWEEN TYPE A & TYPE B BEHAVIOUR PATTERN ON STRESS |

<table>
<thead>
<tr>
<th>VARIABLE</th>
<th>MEAN</th>
<th>STD.DEV.</th>
<th>t.VALUE</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>TYPE A BEHAVIOUR PATTERN</td>
<td>129.358</td>
<td>52.152</td>
<td>0.57</td>
<td>NS</td>
</tr>
<tr>
<td>TYPE B BEHAVIOUR PATTERN</td>
<td>125.133</td>
<td>61.509</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The above results indicate that there is no significant difference between Type A behaviour pattern and Type B behaviour pattern on stress. These results are not in line with earlier studies which have proved that Type A persons generally show higher level of stress than Type B persons. In this table the mean of both groups have no significant difference. Graphically it is also shown in fig. 4.1.3. Hayers and others reported that Type A behaviour scale significantly correlated with daily stress (.47) and tension (.42). Orphen (1983) have noted that the relation between role conflict and psychological strain is significantly positive and higher among Type A than Type B personalities. Margiotta, Devilla and Hicks (1990) have observed that Type A subjects generally report significantly more hassles and uplifts than Type B subjects. Gamble and Matteson (1992) have found that Type A behaviour is highly correlated with daily stress and job related tensions. Forgays (1992) has found that overall Type A subjects, mother in paid and non paid employment with children report higher levels of child related stress and personal stress than Type B subjects.

But in this study the difference between these two groups has not been found significant. This results suggest that the relationship between Type A behaviour and stress is not all consistent as reported by previous studies, especially with reference to Indian situation.
5.2 **BI - VARIATE ANALYSIS**

Effect of Employed Non-Employed and Locus of control. Employed - Non-Employed and Type A behaviour pattern and Locus of control and Type A behavior pattern on stress

The findings indicate that there is no significant bivariate effect of employed and non-employed and locus of control and locus of control and Type A behaviour pattern on stress. But there is a significant bi-variate effect of employed and non-employed and Type A behaviour pattern on stress.

Teski, Arcuri and Lesteor (1980) have noted that housewives who have never worked have a significantly stronger belief in an external locus of control than the housewives who have worked. Amatea and Fong (1992) have found that professional women who experience higher level of personal control and social support as well as a greater number of roles, report lower levels of strain symptoms. Rees and Cooper (1992) have observed that subjects who regard themselves as having high control report less stress pressure, employ certain specific coping strategies, get better health scores and are more job satisfied. Pllisuk, Montgomery Parks and Acredolo (1993) have found that an internal locus of control buffered the deleterious effect of symptoms of physical illness on self rated health. This shows that a supportive network and a sense of control build confidence in one's capacity to cope with external stressors and with sickness itself. All these studies show that employed women are generally internally controlled and they cope with stress situations.
better. But in this study there is no significant relationship between employed and non-employed and locus of control.

However, the locus of control and Type A behaviour pattern seem to relate with stress as role ambiguity and psychological strain are said to characterize, Type A and externally controlled personality (Keenan and Machain, 1981).

But in this study there has been no significant relationship between locus of control and Type A behaviour pattern. Some earlier studies do support our results. Furham (1964) has reported a marginal or no relationship between the health, locus of control and Type A behavior pattern (Furham, 1984) They have noted that externally controlled persons do not make excessive demands on themselves, enjoy recreation and leisure and do not fix deadlines for themselves. They are easy going and relaxed. So in some situations, they may not feel stressed like Type A person who is always under time pressure and wants to do things more and more in less and less time. The employed women are generally seen to be internally controlled. Though they have time pressure due to home and work place they feel the stress more than unemployed women, irrespectively do their personality being Type A or Type B.

Lester and Tappert (1981) have found that score on Type A behavior, work-overload and recent stressful life events are not related to stress on the locus of control measure. Frost and Wilson (1987) have found that internal subjects perceived their jobs to be
more enriching than external subjects and has been no relationship between Type A behavior pattern and job satisfaction and between TABP and Locus of control. Lee, Ashford and Bobko (1990) have found that subjects with high levels of Type A behavior who also have high perceived control performed better and have greater job satisfaction than those low in perceived control. Greenglass and Burke (1992) have found that Type As are significantly higher on internal control while Type Bs are significantly higher on preventive and existential coping. The two way interaction between work stress and coping in Type As generally indicates that when coping is low, depression and anxiety tend to increase with increasing work stress and with an increase in coping, particularly internal control and preventive coping, psychosomatic responses decrease even when work stress is high.

However, the present study fails to support the above bi-variate effects that Locus of control and TABP jointly play a greater role in stress.

However, the present study support bi-variate effect of employed and non-employed and Type A behavior pattern on stress.

TABLE V-4
MEAN SCORES OF WOMEN IN TERMS OF EMPLOYMENT STATES AND PERSONALITY TYPE

<table>
<thead>
<tr>
<th>Status A</th>
<th>Type (C)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Groups</td>
<td>Type A</td>
</tr>
<tr>
<td>Employed</td>
<td>145.5833</td>
</tr>
<tr>
<td>Non-Employed</td>
<td>130.95</td>
</tr>
</tbody>
</table>
Many previous studies provide for these findings. Feindile (1982) has noted that working women are more likely to report Type A behaviour pattern than housewives and also they are reported to experience more daily stress than housewives. Lawer, Rixse and Allen (1984) have found working women scoring as strong Type A's than housewife. Table V-5 also supports findings as employed and Type A women have reported more stress than non-employed women in our study. Also, we find that Type B women though they are employed experience less stress than Type A women. The mean score of non-employed and Type B woman is least in all.

Greenglass (1990) has investigated relationships between Type A behaviour, career aspirations and role conflict in female university faculty members. He has found that scores correlate positively and significantly with role conflict. A multiple regression predicting Type A behaviour in women with children living in the home has shown that total number of hours spent on home and professional work accounted for a significant proportion of the variance in Type A scores. He has further found that Type A behaviour pattern is associated with high job stress, high role ambiguity, conflict resource adequacy and psychosomatic health problems. In addition, TABP is also reported to be an important moderator of stress outcome relationships (Jamal, 1990). Further, Type A subjects in paid and non-paid employment with children are reported to experience higher level of child-related stress and personal stress than type B subjects.
Hurry, control and hostility factors have been found related with stress indices. There has been a qualified support for a relationship between the TABP factor, hurry and self reported somatic complaints (Forgays, 1992).

This study has also shown that employed Type A women feel more stress (mean stress = 145.58). This shows that possible she can not afford to neglect home while doing her job. Though employed, she has to complete household work in a hurry before leaving for school and after completing teaching work, she has to again attend household duties. In addition if she is having a small child, then she has to do additional work of looking after her child. And if she happens to be Type A personality then she certainly would find it stressful to meet the deadlines she is likely to fix for.

This is also true in respect of unemployed women. The reason for this seems to be that though they are not in service they would also a tendency to fix deadlines in day to day household work, child care etc. and this certainly would make them feel more stress. Forgay's (1992) research too supports this logic. Hence the third bi-variate effect of employed and non-employed and Type A behaviour pattern on stress has been confirmed.
5.3 TRI - VARIATE ANALYSIS

Employed - Non-Employed and Locus of Control and Type A Behaviour Pattern Jointly Effect On Stress.

The findings indicate that there is no significant trivariate effect of working status, Locus of control and Type A behaviour pattern on stress.

There are some studies which have also found that there happens to be only a marginal relationship between these three variables. Frost and Wilson (1987) have found that internal subjects perceive their jobs to be more enriched than external subject. There is no relationship between Type A behaviour pattern and job satisfaction and between TABP and Locus of Control. Greenglass and Burke (1992) have found that Type A's are significantly higher on internal control, while Type B's are significantly higher on preventive and existential coping. Reported 2 way interactions between work stress and coping in Type A's have shown that when coping is low, depression and anxiety are increased with increasing work stress. And with an increase in coping, particularly internal control and preventive coping, psychosomatic responses decrease even when work stress is high.

The results some how fail to support any trivariate effect of variables under study on stress in the case of working and non working women.