Chapter - 2
REVIEW OF RELEVANT LITERATURE
CHAPTER - 2
REVIEW OF RELEVANT LITERATURE

2.1 Introduction
2.2 Literature On Life Events Stress
2.3 Literature On Life Satisfaction
2.4 Literature On Life Events Stress And Life Satisfaction
2.5 Literature On Employment Status Of Women
2.6 Summary
2.1 Introduction

A literature review is conducted to consider the critical points of current research including substantive findings as well as theoretical and methodological contributions to a particular topic. It is most often associated with academic-oriented literature, such as a thesis, a literature review usually precedes a research proposal and results section.

It plays a critical role in the research cycle of discovering, creating, sharing and publishing knowledge. It accomplishes many purposes

- Justify the research
- Ensure the research hasn't been done before (or that it is not just a "replication study")
- Show where the research fits into the existing body of knowledge
- Provide a context for the research
- Enable the researcher to learn from previous theory on the subject
- Illustrate how the subject has been studied previously
- Clarifies relationship between variables.
- Highlight flaws in previous research
- Outline gaps in previous research
- Show that the work is adding to the understanding and knowledge of the field
- Help refine, refocus or even change the topic
However its main goals are establishing a theoretical framework for research question, positioning the research within the existing research and Defining and refining the research problem, to situate the current study within the body of literature and to provide context for the particular reader. It also helps the researcher in choosing the variables he wants to study and thus decide the scope of his research. He can draw out his extraneous variables and accordingly decide the reliability of his work.

Literature reviewed typically includes scholarly journals, scholarly books, authoritative databases and primary sources. Sometimes it includes newspapers, magazines, other books, films, and audio and video tapes, and other secondary sources. Primary sources are the origin of information under study, fundamental documents relating to a particular subject or idea. Often they are first-hand accounts written by a witness or researcher at the time of an event or discovery. These may be accessible as physical publications, as publications in electronic databases, or on the Internet. Secondary sources are documents or recordings that relate to or discuss information originally presented elsewhere. These, too, may be accessible as physical objects or electronically in databases or on the Internet.

All good research and writing is guided by a review of the relevant literature. Your literature review will be the mechanism by which your research is viewed as a cumulative process. That makes it an integral component of the scientific process. Thus before beginning the research on our variables let us have a brief look at the existing literature regarding
our variables. This might be helpful in clarifying the existing relationship between our variables.

2.2 Literature on Life events stress

We have been clearly aware about the adverse effects of stressful life events on health. A lot of it have already been discussed in the previous chapter. Let us lighten the topic little more in context of women. Researches have also been conducted to associate the long term stressful events with immune responses. Herbert and Cohen found that exposure to a long term stressful event was significantly related to poorer immune functioning. Researcher, conducted in India regarding the stressful events and illness link. A study conducted by NavdeepKaur and HardeepLal Joshi (2010) regarding the coronary heart disease, prone behavior patterns, stressful life events and subjective well-being of 56 women who had coronary heart disease. The results showed that stressful life events were significantly related to health. The CHD patients who had been the victim of stressful life events for life time period were more pessimistic. Stressful life events experienced within one year was negatively correlated with general well-being. However in the present study we are more interested in psychological effects of stressful life events and its effects on life satisfaction of women. Hammen, Marks and Mayol and DeMayo (1996) found that negative life events affecting personal relationships were stronger predictors of depression among working women for whom depending relationships were more important, where as setbacks in the achievement domain rendered to the more autonomous women more vulnerable to depression.
Sunetra Bhattacharya and Jayanti Basu (2007) studied Distress, Wellness and Organizational role stress of professionals in the area of Information Technology (IT). The effect of sex and age on the above variables as well as the predictability of the variables from stressful life events and coping resources taken together were also examined. For this purpose a sample of 101 professionals (60 men and 41 women) were administered General Health Questionnaire-28 by Goldberg and Hiller, PGI – Well–Being Scale by Verma, Dubey and Gupta, Organizational Role Stress Scale ( ORS- Scale ) by Pareek, Presumptive Stressful Life Events Scale ( PSLES ) by Singh, Kaur and Kaur, and the Coping Checklist by Rao, SubbakraJrishna and Prabhu. Results of the study reveal that women experienced greater wellness and older personnel experienced more distress. Distress could not be predicted from the life events and coping resources taken together. Wellness and Organizational role stress could be predicted from these two variables.

An exploratory study on psychological stress of working woman was conducted by Parul tripathy and Sandeep Bhattacharjee (2012). Their research was devoted towards finding the root causes of the existing problems faced by the working women. It also aimed at finding feasible solutions that have been practiced elsewhere and needs to be adopted at other social fronts. For this purpose Data was collected from newspapers magazines and other secondary sources. The results of the study purely indicate that working women faces more psychological stress then working men.

Another important study was done by Jay singh and Ranjana mittra (2011) on marital adjustment and behavioural dysfunction in
relation to life stress among working women and housewives. To find correlation between variables, sample of a total 200 women (100 housewives and 100 working married women) belonging to Varanasi districts of U. P. for the age range of 30 to 45 year was collected. The results indicated that housewives are better adjusted in their married life than working married women, and there are same results on total behavioral dysfunction and its five areas, as well as housewives have less feeling of life stress as compared to working married women. Results further reveals that life stress is positively correlated with behavioral dysfunction, but it shows negative correlation with marital adjustment. Consequently life stress, behavioral dysfunction and marital adjustment are importantly influenced by working conditions of women, which is hardly recommended familial support for their proper adjustment in life.

A very important study was done by Harshpinder and paramjit (2006) on Psychological and physiological stressors among working and non-working women. For this purpose Data were collected from 75 working and 75 non-working women from four localities of Ludhiana city. A total sample of 150 respondents was divided into two categories i.e. working and non-working women. Each category had 75 respondents. Interview schedules were used for data collection from the sample. The schedule had questions to find the background information of the respondents and questions were made to know various physiological and psychological factors of stress among the women. Data was quantified with proper scoring techniques. The results indicated that common factors of stress in both categories were unfinished tasks, compulsion of doing disliked activities, death of close relative, improper sleep. In working
women, stressors were ‘pleasing others’ and overburden of work whereas in non-working women stressors were ‘wrong working posture’ and ‘non – involvement in decision making by family’. This study shows that working women were more stressed as compared to non – working women.

Bharti and sudarshan (2012) conducted a study on relationship between Life Stress, Social Support and Sex-role among Women. The sample of 30 females was seized from urban and rural areas for 15 each. The materials used for data collection were Life experiences survey (LES), Social support questionnaire (SSQ) and Bem –sex role inventory (BSRI). Statistical analysis for Mean, SD, and analysis of variance test were used whenever applicable. The result showed that life stress as dependent variable on social support and sex role play a significant role in maladaptive behavior among females.

A research done by Hashmi Khurshid and Hassan (2007) in Pakistan over relationship between marital adjustment, stress and depression is a significant one. Sample of the study consisted of 150 working and non-working women, 75 working and 75 non-working, with their age ranging between 18 to 50 years. All these women were graduated in some or the other discipline. Urdu Translation of Dyadic Adjustment Scale (2000), Beck Depression Inventory (1996) and Stress Scale (1991) were used for collecting required data from the subjects.

Results indicated highly significant relationship between marital adjustment, depression and stress. The findings of the results also show that working married women have to face more problems in their married life as compared to non-working married women. The results further
show that highly educated working and non-working married women can perform well in their married life and they are free from depression as compared to educated working and non-working married women.

Researchers have explored the **gender-distress relationship** from Cognitive-behavioral and gender role perspectives. However, unfortunately results still appear to be contradictory and no specific conclusion can be drawn. Canadian National Population Health Survey (NPHS) analyses showed that life stressors and psychological resources are mediating factors influencing gender differences in distress (Nurullah, 2010). Analysis of the data from a 1990 U.S. sample of 1,282 women and 749 men showed that on an overall basis, women experienced distress about 30 percent more often than men (Mirowsky and Ross, 1995). Nevertheless on the other side stands a study on 240 employees (120 male and 120 female) is selected from Amravati to compare mental stress, emotional intelligence and mental health between the genders. Results discard gender differences in mental stress, but in spite of same stress, male employees experience better mental health then female employees (Deshmukh, 2011).

A comparative study was conducted by **A L sutariya (2010)** to assess the influence of family environment on the life stress of the working women of public and private sector. For this a sample of 300 working women was taken from public & private sector institution. Data was extracted using life stress scale and family environment scale were used. The findings suggest that there is more effect of stress on working women on private sector as compare to public sector. The working women in private sector had scored significantly higher on the
family/social, mental/physical, educational and economic stresses than the working women in public sector and the nonworking women. Moreover the working women in public sector scored significantly higher on all the four subscales of the life stress scale and the obtained difference between these two groups is also significant. Similarly non working women have lowest scores on the life stress scale, as they do not have dual roles to play, they have only family responsibilities to run and as a result, they do their home tasks more efficiently as they do not have strains of dual roles. (12)

**Kumar, Mohan and Rajith (2006)** conducted a study, on gender differences in suicide attempts, in southern India. Studying gender differences in suicidal behaviour is important in developing specific need-based service provisions. They aimed to identify gender-specific characteristics associated with attempted suicide in a general hospital sample in south India. Two hundred and three patients admitted to medical wards following suicide attempts were assessed using a detailed clinical interview, measures of suicide intent (Suicide Intent Scale), lethality (Risk Rescue Rating), depression (Montgomery-Åsberg Depression Rating Scale) and recent stress (Presumptive Stressful Life Events Scale). The majority of men attempting suicide were single. Men were more likely to use organophosphate poisons in their attempt to kill themselves and had higher rates of mental illness than women. As compared with men, women were more likely to come from rural areas, had a lower educational status, and had lower rates of employment outside the home. Rural women were more disadvantaged in education; however, in urban areas, men had higher psychiatric morbidity. Thus the
results indicated that life events stress and suicidal tendency was higher among uneducated and unemployed women.

Another study by Patel, Shekhar and Naik (2010) aimed to find out life events stress and correlates of job satisfaction among lawyers working in Sangli. Also the association between levels of stress and substance abuse disorders was studied. A cross-sectional study was conducted in Dist. Court Sangli, which involved collection of data using pre-designed proforma. By using Systematic Random sampling technique, out of total 240 lawyers 120 (76 males and 44 females) were interviewed. Presumptive Stress Life Event Scale (PSLES) was used as a validated screening tool to calculate their Mental Stress Score. The level of Job Satisfaction was scored by 3 point scaling system taking 10 independent variables as the predictors of job satisfaction. Data was analyzed using appropriate statistical tests. Results showed that 88.3% lawyers had experienced stress. The female lawyers had high Mean Mental Stress Score. 81.8% female lawyers had high Job satisfaction Score i.e. low Job satisfaction. 52.8% of the male lawyers having stress reported substance abuse disorders. Thus it becomes legitimate to conclude that the female lawyers experience significantly greater stress and burnouts as compared to males. Job satisfaction is significantly and negatively correlated with stress. This study draws our attention to the age-old issue of gender differences in stress, coping and mental health. We are already aware about the fact that women are more prone to depression biologically, also there are gender differences prevailing in psychological distress.

The relationship between stress and its effects is partly mediated by coping resources. With the help of social support channels stress can be
watered-down. Well in this case women seem to be luckier, findings show sense of security and stability at home reduces adversity of dual career problems, role-conflict and distress. Moreover career progression of women can be greatly enhanced when they receive spousal support, encouragement and guidance from superiors and co-workers (Sackey and Sanda, 2011). Studies by Kahn, Kobasa and Maddi on 259 women executives having a high life event score showed that there in increased in severity of illnesses when the life-events were more and frequent. Well-being and social networks of women using the data of 235 married female nurses. The results showed that measures and means of social support were positively connected with the health of the nurses. However in our study we do not aim to include this variable but its influence on adversity of life changes cannot be denied.

A vital study investigated the relation between stressful life events and risk of breast cancer was conducted by Lillberg, Verkasalo, Kaprio and Koskenvuo (1981). The study was done in 10,808 women from the Finnish Twin Cohort. Researchers used a national modification of a standardized life event inventory, examining accumulation of life events and individual life events and placing emphasis on the 5 years preceding completion of the questionnaire. The collected data was correlated with the cases of breast cancer registered between 1982 and 1996. The results clearly showed that the risk estimate rose when only major life events were taken into account. Independently of total life events, divorce/separation death of a husband, and death of a close relative or friend were all associated with increased risk of breast cancer. Thus
findings suggest a role for life events in breast cancer etiology through hormonal or other mechanisms.

We have already discussed that psychological distress is an important component of the overall health and wellbeing of individuals. It also represents a risk factor for illnesses such as depression. Annemarie Nicol (2011) conducted a study in Australia on psychological distress among mothers of infants and its poor outcomes on both child and mother. The objective was to explore the relationship between stressful events and psychological distress in Mothers of infants. Data of 4,247 mothers of infants from Australian was collected. It was found that mothers with high distress had greater reports of experiencing at least one stressful event within the past 12 months. In addition certain subpopulations of Australian mothers, such as young mothers, lone mothers and unemployed mothers, were at an increased risk of reporting psychological distress. Thus results imply that unemployment and loneliness might be associated with psychological distress and the effects of stressful life events on distress would intensify in presence of these variables.

A study was conducted by Schnauzer and co-workers in 1994 to know the effect of stressful event that is unemployment and social support on health among the East German refugees. The study consisted 235 migrants who took part in three stages of data collection i.e. always jobless, job hunt, successful and never jobless. It found that relationship between stressful event (unemployment) and health was positive and social support was a mediator in incidence of ill health. It was greatest in those who were unemployed, who reported low social support.
2.3 Literature on life satisfaction

An Assessment of Life Satisfaction among Women, study by Muzamil Jan and Tasia Masood (2008). The study was made in attempt to evaluate life satisfaction among women and to analyze the influence of socio-personal characteristics of women with their life satisfaction. To fulfill these objectives, 120 women, working and non-working from rural as well as urban areas were selected from Jammu and Kashmir, through multi-stage sampling method. Age of the subjects was divided in 3 levels i.e. low age group, middle age group and high age group. Low age group comprised the women respondents who were up to the age of 25 years and middle age group of 25-35 years. Similarly high age group comprised women who were more than 35 years. Personal Income of women was divided in 4 levels i.e. nil, low, middle and high income. Nil income group comprised women respondents who had no personal income. Similarly family income was also divided in the same categories mentioned above.

Data was collected by structured questionnaire, life satisfaction scale constructed by Singh and Joseph (1971). The data was statistically analyzed through, computing percentage, chi square value, ANOVA, Karl Pearson’s co-relation and degree of freedom.

The study reveals that women have average level of life satisfaction at all age levels. It is found that with an increase in age, the overall life satisfaction decreases; whereas, with an increase in personal income, the overall life satisfaction increases. Moreover, with an increase in family income, the overall life satisfaction of women also increases.
A survey on life satisfaction among elderly females in Delhi was done by Archana Kaushik Panda (2001). The study had a descriptive research design. Focusing on the metropolitan of Delhi, the study was conducted in 'Pushp Vihar', South Delhi.

The study was done on a simple random sample of 350 aged women was selected. For data collection, a structured interview schedule was developed, covering such dimensions as identifying information, health and well-being, sense of security and insecurity, roles and status of elderly women in their family and neighborhood, their level of social adjustment and life-satisfaction. Tools used for the research were 'Life-Satisfaction Index' developed by Neugarten, Havighurst and Tobin (1961). Along with this other scales Health-ill-health, security-insecurity and social adjustment scales were used for assessment. Results showed that Life-satisfaction is a significant indicator to ascertain the quality of life of elderly persons. It is more or less an intrinsic variable and not dependent on the advancing age, religion, caste, educational and occupational status. Added to this, married aged women are more satisfied with life than the widows. There exist a strong interlink between physical health, mental health, social relations and life satisfaction. Healthy aged women are more satisfied with life.

Vaidya Kasture (2012) conducted a study over occupational stress and life satisfaction on executives in Aurangabad district. For this purpose a total 100 male and female executives were selected from urban area (N=50) and rural area (N=50). The sample included both male and female employees in equal number. Thus the study aimed to find out the stress and life satisfaction among executives. In this reference urban and
rural executives were independent variables and occupational stress and life satisfaction of these executives were dependent variables. Two scales, ‘Occupational stress index’ developed by Dr. A.K. Srivastava & Dr. A.P. Singh and Life Satisfaction Scale developed by Dr. Promila Sing & George Joseph were used for measurement. Obtained scores were analyzed with the help of ANOVA and t-test. The results indicated that executive working in urban and rural areas differed significantly. As regards to gender male and female differed with each other on stress scores. Interview conducted personally on executives revealed that executive working in an urban area have more occupational stress as compared to executives working in rural area.

It was found that executives from urban & rural area did not differ significantly on life satisfaction scores. The overall results of present study suggest that the need for stress management programs for reducing the stress.

**Lal Bahadur Singh and Arun Kumar Singh (1997)** conducted a survey over life satisfaction of educated, employed and unemployed, youth. The study aimed to examine life satisfaction as a dependent variable and employment status as independent variable.

Groups of 614 educated unemployed and 410 employed young men were selected randomly and served as subjects in this investigation. The two main exclusive groups were further divided into subgroups like (a) technically educated unemployed young men (N=206), (b) non-technically educated unemployed young men (N=408), (c) technically educated employed young men (N=132), and (d) non-technically educated employed young men (N=278). A shorter and modified version
(Singh, 2001) of Life Satisfaction Index (Neugarten, Havighurst & Tobin, 1961) in Hindi was used to measure the degree of life satisfaction of the respondents. The index was administered to the respondents mostly in individual settings in the spring of 1997. The findings, on the whole, indicated that irrespective of differences in types and streams of their education, the unemployed as compared to their employed counterparts were less, though only to a moderate degree, satisfied with their lives. But, on account of its being exclusively based on cross-sectional design, the findings of this study ought not to be generalised without prudence or treating with caution the specific aspects of exposition of their psyche.

Another research over life satisfaction of women was done by Syed Ishfaq Ahmad Shah, Gowher Ahmad Bhat (2012). The study was undertaken to find and compare the life satisfaction of retired working and non-working women on rural and urban background.

Sample- was selected from three districts of kashmir namely valley-shopian Pulwama and Srinagar by using purposive cum stratified sampling investigation involves retired working women (N=100) and retired non working women (N=100). The data was collected with the help of Life Satisfaction Scale (LSS) developed by Promila Singh and George Joseph. The study uncovered that retired working and non-working women differ significantly on level of life satisfaction. Retired working women were low satisfied as compared to non-working women. Further, it was found that locality has significant impact on life satisfaction of retired working and non working women, rural group was found much satisfied than urban group. It is inferred that there is a significant difference between the mean scores of rural non-working
women and urban non-working women on life satisfaction score. Further, the difference in mean score goes in favour of rural retired working women. It can be inferred that rural non-working women are more satisfied with their lives than urban non-working women. Further, the results revealed that rural non-working women feel success in achieving their goals, take pleasure from day to day activities, consider their life as meaningful, hold optimistic attitude towards life and enjoy their life as a whole.

Agarwala and Surila (2001) made an effort to analyze how and in what direction employment status, working or not working, affects the life-satisfaction of women.

The study started with an idea that Working women have dual responsibilities and consequently more stress. This may affect their level of life-satisfaction. The sample for the study comprised two groups of 100 women each. Group 1 consisted of 100 married working women and Group 2 consisted of 100 married non-working women matched with group 1 in terms of age and qualification. Thus, the matched groups design was used. The sample was selected through random sampling method. Life-satisfaction Scale developed by Singh and Joseph was used to measure life-satisfaction. To study the significance of difference between the mean life-satisfaction score of Group 1 (working women) and Group 2 (non-working women), $t$ test was applied. The results indicated significant difference in the life satisfaction of working and non-working women. Life-satisfaction is found to be higher among non-working women.
Hasnain, Ansari and Sethi (2011) carried out a study on employment and marital status of women in relation to their self-esteem and life satisfaction. The study included 80 women were through accidental sampling method. Out of which 40 were working and 40 were non working. Further the sample was classified into married and unmarried women. The age of sample ranged from 25-35 years. Tools used for collecting data were Self-esteem inventory adult form by coopersmith (1981) and life satisfaction scale by Singh and Joseph (1996) were used.

The results showed greater life satisfaction and lower self-esteem among working women in comparision to the non-working ones. Where as with reference to marital status there was no significant difference in life satisfaction and self-esteem between married and unmarried women.

Kumar, Sharma and Sharma (2007) accomplished a research on job satisfaction as a predictor of life satisfaction. This study was done on lecturers working in jammu district. Sample constituted both government and private college lectures. A total of 60 lecturers (30 male and 30 female) were selected using random sampling technique. Tools used were Job-satisfaction Scale developed by Dr. Amar Singh and Dr. T.R.Sharma.

Life-satisfaction scale developed by Dr. Promila Singh and Dr. George Joseph. Statistical analysis was done using SPSS. Results indicated a significant difference in the jobsatisfaction of government and private college lecturers with government college lecturers having higher job-satisfaction. Government and private college lecturers do not differ significantly on life-satisfaction scores. A significant positive correlation between jobsatisfaction and life-satisfaction of overall sample was found.
Positive correlation between these two variables has important implications for managers and supervisors.

Burnout, Life Satisfaction and Quality of Life among Executives of Multi National Companies was studied by Madhu Anand and Dipti Arora (2009). Working in the same company for very long time may cause Burnout and Monotony to the executives. But in the present scenario, executives are found to be burnout and exhausted very soon. The reason for being exhausted is clear that they are over burdened and highly competitive. The manifestation of Burnout among young executives is presently seen very evidently and the question before us is whether executives with exhaustion are leading a good quality life and at the same time they are satisfied or not. To assess the Burnout, Life Satisfaction and Quality of Life, the scales were administered on young executives of multi national companies and Multiple correlations were calculated. The sample comprised of 60 young executives of Multinational Companies aged between 25-35 years. All the participants belong to middle class (income Rs. 1,20,000 to 2,25,000 p.a.). In the present research executives are the one holding Bachelor’s or Master’s degree in engineering or they have done Master of Business Administration with five years minimum working experience and who have permanent/ temporary employment in the company and they are married as well as some unmarried. Maslach Burnout Inventory (MBI) for measuring the level of burnout among respondents. MBI contains three subscales i.e. emotional exhaustion (EE), depersonalization (DP) and personal accomplishment (PA) and Life Satisfaction Scale developed by Q.G. Alam and Dr. Ramji Srivastava was used to measure the
respective variables. Another scale World Health Organization Quality of Life Scale (WHOQOL-BREF) was used to measure quality of life. the study discovers that among young Executives of Multinational Companies, the Job Burnout has found to be moderate, the Life Satisfaction is observed as high and the Quality of Life has been found good. The overall correlation obtained between burnout and quality of life is not significant which indicate that burnout has very little negative impact on the quality of life of young executives. Further, life satisfaction and quality of life are moderately positively correlated with each other and the relationship is highly significant. This positive correlation throws light on suggesting that high life satisfaction will lead to a better quality of life and vice-versa.

Aryee, Srinivas and Tan, (2005), carried out comparative analysis of quality of life of working women and men in india. The main objective of the study was to understand the perception of women professional towards their general life satisfaction, study the quality of life of female professionals in government and private sector and to study the impact of age on quality of life of both male and female professionals. This study was conducted with a total sample of 50 women professional and 50 male professionals through random sample method.. A structured questionnaire was developed for this research work. It consists of two parts- the quality of work life in an organization and how you feel about the general satisfaction in your life. Apart from this, data was collected through interviews to have a greater understanding of the issues. Results reveal that male are more satisfied in their life as compared to female. This is very true as the women professional have to take care of the family
responsibilities vis-à-vis to their spouse. As the survey showed that almost 81.73% of the male and about 76.27% of the female respondents are satisfied with their life. thus we must also consider gender differentiated in experiencing life satisfaction as sex roles have significant impact on it.

Jadhav And Aminabhavi (2013) investigated life satisfaction among working women and housewives. The study sample comprised of 50 working women and 50 housewives, selected from Dharwad city. A life satisfaction scale developed by Sinha and Sharma (1979) was administered on the sample. The results of the study showed that the working women and housewives are not differing significantly from each other in their life satisfaction. Incidentally it is found that age, educational level and number of children of women are not significantly associated with their life satisfaction. This study is particularly important as it is similar to the one we aim to conduct.

The studies discussed above have been done in reference of the Indian population which makes it more relevant for our research problem. However lets have a look at some other researches not based on Indian population but may be important from the theoretical point of view. One such study on farm men and women focused on education, income and its correlation with life satisfaction. This study was done by Light, Hertsgaard and Martin (1985) in Sweden. The aim of this study was to determine if life satisfaction as perceived by farm men and farm women differed significantly according to their age, gender, income, or education level. For this purpose a sample of 760 farm men and women were selected through random sampling method. The Neugarten Life Satisfaction Index A (LSIA) was completed by farm residents in an upper
midwest state. Significant differences were found between mean LSIA scores according to education level and income of subjects. Individual LSIA item analysis revealed significant differences on eleven out of twenty statements according to education level and on ten statements according to income level. Generally, as education and income level increased, life satisfaction also increased.

*Caycedo and Rollins (1989)* collected a broad literature regarding life satisfaction among women in 9 European countries. Their study focused on various variables (physical health, children and marital and employment status) and its effects on life satisfaction of women in Europe. For sample he used data of 6593 females from nine European countries (Belgium, Denmark, France, Great Britain, Holland, Italy, Republic of Ireland, Spain, and West Germany) collected in 1988. Random sampling method was used to select the sample. In each country except Northern Ireland which was only 37 per cent. Of these, 6,593 were women (607 from Belgium, 600 from Denmark, 623 from France, 651 from Great Britain, 707 from Holland, 683 from Italy, 164 from Northern Ireland, 681 from Republic of Ireland, 1,184 from Spain, and 693 from West Germany). Data from Northern Ireland were dismissed from the analysis since that country had a relative low response rate (37%) in comparison to the other European countries.

The Participants were interviewed about their life circumstances and attitudes concerning various sociological issues as follows: Life Satisfaction. Participants were asked how "happy" they were with their lives in general. The happiness of participants was scored in a four intervals scale—one to four, very happy to not at all happy. Also, they
were asked about how "satisfied" they were with their lives at present as well as with their household financial situation, and home life. Satisfaction questions were scored in a ten intervals scale—one to ten, dissatisfied to satisfied. In the country analysis, the relation between employment status and life satisfaction of women was statistically significant in Denmark only, where employed women had lower life satisfaction. The same pattern existed in Britain, Germany, and Belgium. However, in France, Italy, Holland, Spain, and Ireland, employed women had higher life satisfaction. When all nine countries were combined, the relation was statistically significant and indicated greater life satisfaction for employed women. These results are consistent with those reported in the literature review which suggest there is evidence to support any of the premises that women who engage in paid employment are more satisfied than women who are homemakers, or that homemakers are more satisfied with their lives than women who do not engage in paid employment.

**Kousha and Moheen (2004)** explored life satisfaction among unmarried Iranian women in urban areas. Data was analyzed from a sample of 335 women of which 61% were married and 39% were unmarried (i.e., single, divorced or widows). A series of path analysis and cross tabulations suggest that for married women life satisfaction is directly linked to their satisfaction with marriage, employment and their leisure experiences. There is an inverse relationship between satisfaction and the women’s activity. However, for unmarried women, satisfaction is affected by their leisure experiences and educational level. The study suggests that any effort to reduce or increase the educational,
employment, or leisure activities of women while directly affect women’s general satisfaction and therefore affect Iranian society as a whole.

Patricia Freudiger (1983) examined the variables affecting life satisfaction in three categories of married women-those who are presently, formerly, and never employed. Data were obtained from the merged data set of the General Social Surveys conducted by the National Opinion Research Center for the years 1973, 1974, 1975, 1976, 1977. This procedure yielded a sample of 905 currently employed wives, 895 wives who were formerly employed for one year or more, and 286 wives who were never employed or whose only employment was less than one year's duration. Respondents to the General Social Surveys for the years 1973 through 1977 were asked to respond to a number of questions which probed satisfaction with several domains of life. Areas of satisfaction probed by the surveys included community, family, friends, leisure, and work. The research reveals that, while there are little differences among the three categories in overall life satisfaction, there are significant differences in the variables that influence life satisfaction for each category. Regression analysis revealed that variables which previous research indicates are salient for women are most predictive of life satisfaction in never-employed wives. Currently and formerly employed wives apparently draw on less traditional sources of satisfaction than do never-employed wives.

2.4 Literature on life satisfaction and life events Stress

A very important study was carried out by Dr. Anasuya J. Akbari (2012) in Rajkot district of gujarat where in life satisfaction and life stress of working and non-working women was surveyed. Life stress was
measured in various dimensions like physical stress, family stress and role stress. For this purpose a sample of 80 working women and 80 non-working women were taken as respondents. The investigator also conducted a "T" test for comparison purpose.

The Tools used were life satisfaction inventory by Alam and Srivastav to measure life satisfaction, for life stress interview schedule was used. The very clear, significant difference was observed in physical & family stress among the resonance. But the role stress was significantly higher among working women than non working women as well as life satisfaction was batter among working women than non working women. There is always the significant difference regarding self confidence, self dependences determination and decision making among the working and non working women. And it is always found higher among working women than non working women.

**Lieberman** (1978) reports that women, who report high numbers of stressful life events, experience low levels of life satisfaction whereas, women with lower levels of stressful events have high level of life satisfaction.

**Kessler** et al. (1985) found that women were more negatively affected by stressful life events that occurred to people who were close to them. Kessler et al. (1987) too, examined stressors including financial strain, marital strain, affiliate interaction, and general life events that affect life. They found that loss of job effects health in two ways: (i) unemployment results in increased financial strain which, in turn, leads into negative health effect; and (ii) unemployment makes the individual vulnerable.
Gardiner (2006) found that perceived stress was negatively associated with life satisfaction, and showed that age and personality type contributed in having satisfaction. He also studied the relationship between stress and subjective well-being in relation to personality type (extroverted and neurotic). He further explored that as stress levels increase, levels of life satisfaction decrease.

Tremblay et al. (2006) examined the role of subjective vitality and the perception of stress as mediators between general life satisfaction and post-traumatic physiological and psychological health. They found that satisfaction with life positively predicted subjective vitality and negatively predicted perceived stress.

There is evidence to show the indirect effect of perceived stress on life satisfaction. For instance, studies show the adverse effects of stress on health, social ties and other related variables which can diminish life satisfaction. For instance, House et al. (1979) stated that perceived stress is associated with ill-health, while Tolman (1979) stated that greater reduction in socialization results in stressful life events.

Cohen (1991) studied the effect of stress on the immune system. They injected a number of healthy volunteers (some with common cold virus and some with an innocuous salt solution). All participants were also given a stress index based on the number of stressful events experienced in the previous year. They found that almost all the virusinjected participants showed signs of infection, but about one-third actually developed cold. Furthermore, even after controlling some factors (such as age, cigarette and alcohol use, exercise and diet), they found that higher the stress index, the more likely the participants to exhibit
infection and cold symptoms. Jones et al. (2003) has also determined the
effect of stress on immune system and shown that the strategy an
individual uses to cope with stress has a strong relationship with the
ability of the immune system, and this strategy could also able one to
alleviate the constant activation of the endocrine system, which in turn,
increases the effectiveness of the immune system.

Hawkley et al. (2005) studied the impact of stress on age-related
physiological capacities. These were found to be influenced not only by
individual differences, but also by responses and recovery from stressful
experiences.

Rapheal (1977), suggests that loss of family and friendship ties
through death or separation is followed by a marked rise in physical and
mental health problems. Thus, it is evident from above that stress may
affect life satisfaction directly or indirectly by affecting other variables
such as physical capacities, health, social relations and the like, which in
turn, affect life satisfaction.

However the above literature can not be accepted blindly. Equivocal studies are also present in literature, which show no relations
between perceived stress and life satisfaction. For instance, DeLongis et
al. (1982) studied stress in 75 married couples and found that life changes
are not related to stress. He administered the life events questionnaire,
and Hassle and Uplift scale, and found that there was no relationship
between life events and health, or between uplifts and health. Bourque
and Back (1977) investigated changes in personal satisfaction over the
whole life course in an ongoing longitudinal adaptation study designed to
investigate the interplay between physical, psychological and social
conditions. They found that anticipated events such as departure of children and change in work status had little effect on perception of emotional states.

Despite these equivocal studies, it seems plausible that perceived stress diminishes life satisfaction. Stress is a threat to life satisfaction of the elderly, and also affects their lives negatively. The effects of stress are not to be taken lightly because some effects may result in very serious problems, some of these problems have already been mentioned in the previous chapter. However changes in life satisfaction shall be directed by the nature of the event. For eg sometimes a life event might be desired like, birth of a child.

**Ames jones and Howe (2001)** examined impact of stress on quality of life among low-income individuals with hypertension. Both major and minor life events were studied in order to find their impact on quality of life. Also different variables of quality of life were included so that the exact relationship could be understood. A random sampling procedure was used to gather a total of 249 participants. Materials used for assessment were Life Experiences Survey and the Weekly Stress Inventory which were administerd repeatedly during Year 1 to assess major and minor stress, respectively. Also RAND 36-Item Health Survey was administered during Year 2 to assess quality of life, thus the study stretched upto 2 years. Analyses revealed that major and minor stress were significant predictors of all measured domains of quality of life, especially minor stressor were unique predictors of life quality along with all its dimensions.
Andrew Dabalen and Saumik Paul (2011) Used Life in Transition Survey data for 27 transition countries, their findings suggest that higher life satisfaction is correlated with lesser experience of unpleasant events such as labor market shock or economic distress, mostly in the recent past. Social capital such as trust, participation in civic groups, and financial stability lead to higher satisfaction, whereas lower relative position to a reference group leaves one with lower life satisfaction. They also found substantial regional variation in life satisfaction between European, Balkan, and lower and middle-income Commonwealth of Independent States. Finally, after controlling for various events that took place during the interview and the nature of refusal of the respondents across countries, the authors show that reported life satisfaction is lower if the emotional state is negative during the interview.

Paul Frijters, David W. Johnston and Michael A. Shields (2008) Address the question of when and to what extent individuals are affected by major positive and negative life events, including changes in financial situation, marital status, death of child or spouse and being a victim of crime. They find evidence that life events are not randomly distributed, that individuals to a large extent anticipate major events and that they quickly adapt. These effects have important implications for the calculation of monetary values needed to compensate individuals for life events such as crime or death of spouse.

There are studies, although less, that describe a reverse effect. That is, influence of life satisfaction on life events. Maike Luhmann, Richard E. Lucas, Michael Eid and Ed Diener (2012) found that Life
satisfaction is prospectively associated with the occurrence of several major events in work and family life. They also found that higher life satisfaction is associated with a higher likelihood of marriage and childbirth, and with a lower likelihood of marital separation, job loss, starting a new job, and relocating. These effects held even after controlling for gender, age, socio-economic status. Together, these findings provide evidence that life satisfaction is an important predictor of major life outcomes.

2.5 Literature on Employment status of women

Since the beginning it has been mentioned that comparison of women’s life stress and well-being in relation to her employment status has been central objective of the study. So it is necessary to shed some light on related existing literature. For brief Kuch, Tung, Swent in their studies correlated stress with poor physical health. Malhotra (1996) reported that unreasonable performance pressure (stressors) and demanding life style of an executive women often cause health problems such as hypertension, migraine, High BP, Insomnia, Ulcers, Cardiovascular disease. Job stressors (stressful events) increases tension (safer 1994) psychological strain (O’Driscoll&Beechr 1994) and leads to mental ill health, (Travers and Cooper 1993) physical symptoms and depression (Schaubroeck and co-workers 1992).

In the above reference a significant research was done by Khandai (2006). The research involved comparison between working and non-working women in karnataka. The sample size was 140 including 70 working women and 70 non-working women. Results explained that a large percentage of the working women (71.43%) expressed neglecting of
duties of children as their main constraint followed by neglecting family members and household activities. Nearly 95.00 per cent of the working women were facing the constraint of feeling tired due to long hours of work. Majority of the working women were facing the constraints such as non-cooperation from family members (71.43%) and not getting time for leisure, sleep, personal care and entertainment (60.00%). More than 40.00 per cent of the working women expressed feeling of insecurity and feeling fatigued after work as their constraints. About 29.00 per cent of the women were facing the constraint of non-cooperation from husband.

Saxena (2008) conducted research on frustration between working and non-working women sample of 60 out of which 30 were working women and 30 were Non-working women. In order to collect data Reaction of Frustration Scale (RFS) Developed by Dr. B.M.Dixit and Dr. D.N.Shrivastava in 1997 was used, the test measure four moder os frustration reaction namely aggression, fixation, resignation and regression. Findings of the study confirm that the working woman has higher level of frustration than the non-working women.

Aleem and Danish (2008) examined marital satisfaction and anxiety between single and dual career women i.e. working women and non-working women. Altogether 60 single and dual career women with age between 25 to 45 years were selected as the sample. The sample was selected from Delhi through purposive sampling procedure. Marital satisfaction scale and Sinha’s comprehensive anxiety test were administered on the sample. Results indicate that working women (dual career women) experience preassures and hassles hat also affect thaeir marital life though marital satisfaction is hardly disturbed. But due to
multiple role thought processes are disturbed which is manifested in higher anxiety among them.

Although we have enough substantiation to believe working women face greater problems in their life the relationship is not that simple. On the other side we also have interveining variables had affet the employment and well-being connection. Factors like the type of employment, work environment, complexity of the task and demands of the occupation are some of them.

**Ansuya Akbari (2012)** investigate the existence of stress as well as life satisfaction among working and nonworking women. For this purpose a sample of 80 working women and 80 non-working women was selected as respondents from rajkot city. To collect data interview schedules were used and the sample was compared by means of t test. The result showed significant difference in physical & family stress among the resonance. But the role stress was significantly higher among working women than non working women as well as life satisfaction was batter among working women than non working women. This study also suggests that there is always a significant difference regarding self confidence, self dependences determination and decision making among the working and non working women. And it is always found higher among working women than non working women.

**Srimathi and kumar (2010)** surveyed the level of psychological well being among working women in different professions. For the same a total of 325 women working in different organizations – industries, hospitals, banks, educational institutions and in call centers/BPOs were randomly selected. They were administered Carol Ryff’s Medium Form
of Psychological Well Being Scale. The results of the study revealed that women employees working in industries had least psychological well being scores, followed by women working in health organizations. Women employees working in banks had medium level of psychological well being scores. Women teachers had highest total Psychological Well Being scores. Thus from the study we can infer that employment status or independent income are not the only factors that decide psychological well being. Rather the type of work, satisfaction derived from it and other related variables may also play role in determining psychological well being of working women. Similar evidence is provided in the other researches mentioned below.

Tharakan (1992) examined occupational stress and job satisfaction among working women. Two types of working women were selected for this purpose, professional and non professional. Professional women referred to females working as doctors, lawyers and engineers whereas non professional were the women working as clerks, officers and teachers. A total sample of 180, 90 professional and 90 non professional were selected and administered occupational stress indicator scale (OSI) developed by cooer. Results exposed that professional working women had greater occupational stress as compared to non professional women because their expectations were much higher than the later one. Also a significant relationship between occupational stress and job satisfaction was discovered.

Jogsan and Dudhatra (2012) conducted a research in Rajkot to find out difference between working and non-working women in mental health and depression. The total sample consisted of 80 women; 40
working and 40 non-working women. Mental health was measured mental health scale developed by Dr. D.J. Bhatt and Gita R. Geeda (1992). While the tool for depression was Beck depression inventory made by Beck, Moch and Drbaugh (1961). Here t test was applied to check the significance of mental health and depression in working and non-working women. Results revealed that significant difference in mental health and depression with respect to both working and non-working women on mental health and depression. Where non-working woman have better mental health as to compared working woman. Also depression among non-working woman is lesser than that of the working woman. Correlation between mental health and depression was 0.71.

**Promila Vasudeva and co-workers (2006)** conducted a research on Self-Efficacy and Self-esteem of women in India. It was a comparative study of employed and unemployed women. The study is especially vital as its similar to the one we are heading towards. The objective of the study in particular is similar to ours, that is, Is the woman happier and better adjusted by relinquishing the traditional role of a home maker or by combining the two roles (working women as well as home maker). Self-efficacy and self-esteem was selected to evaluate the effect of employment on women in this study. The sample selected for study consisted of 250 married employed and 250 married unemployed women in the age range of 24-41 years, with educational qualification of 10+2 and above and having at least one school going child. The sample of employed women was further differentiated on the basis of professional and non-professional worker s. Stratified convenience sampling technique was used for the selection of the sample. The General Self-Efficacy Scale
(GSE) and the Coopersmith Self-Esteem Inventory (CSEI) was chosen for collection of data. Results disclose that professionally employed women were found to be significantly higher on self-Efficacy and self-esteem than unemployed and non-professionally employed women. Non-professionally employed and unemployed women did not differ significantly on self-efficacy and self-esteem. So we can assume that not just employment status but the type of employment is a better factor that decides self-esteem and self-efficacy.

With reference to employment type another differentiation is part-time and full-time working women. Diljot Soin (2009) compared on their level of stress, psychological well-being and work/life balance of part-time and full-time working women in Chandigarh. A sample of 90 working women i.e., 45 middle-line managers from private sector banks; and 45 teachers from senior secondary Government Schools in the age group of 30-40 years was randomly selected from the tri-city of Chandigarh, Panchkula, and Mohali. Data was collected using Perceived Stress Scale by Cohen and Williamson (1988), Psychological Well-being scale by Ryff (1995) and Work/life balance questionnaire by Zeiger (2007). The results revealed significant differences between full-time and part-time working women on stress and work/life balance with full-time working women high on stress, and low on work/life balance than the part-time working women. The probable cause for high levels of stress and work-life imbalance among full-time working women is linked to the associated factors of their work status, long working hours, work-to-family interference, and the pressures created by their multiple roles. This research necessitates to careful planning, personal effort, and training in
the skills and competencies of family time management of the working women.

Other Studies have been also conducted in Rajasthan on Indian women regarding marital adjustment and subjective well-being. In India educated housewives and working women revealed that marital adjustment and subjective well-being of the employed women were better than those of housewives. Women working outside their homes reported good general health, life satisfaction and self-esteem and lower scores on insecurity, and anxiety. There has been evidence for the inconsistency of assumption that working women are generally on the suffering side. Studies also divulge the other side, where working women seem to be more satisfied and happier segment of the society.

Vimla Verma (2007) investigated effect of employment and marital status on mental health and depressin of highly educated women. For this purpose a sample of 120 women (60 married and 60 unmarried) were selected. Out of these women 60 were highly educated employed women and 60 were educated unemployed women. The age of the sample ranged from 21 to 35 years. The tools administered were Beck’s depression inventory and mental health questionnaire by Thrope, Clark and Tiegs. The results of the study revealed that both employment and marital status affect mental health and depression among women. Employment and marriage are both seen as factors satisfying economic social and emotional needs of women. The results suggested that unemployed unmarried women are more depressed than employed married women.
Panwar and Kaur (2011) investigated the effect of anxiety level on the “life satisfaction” among the working and non-working married women. For which they administered “Satisfaction with Life Scale” (SWLS; Diener, E.; 1985) and “State-Trait Anxiety Test” (STAT; psy.com services; 1993) on an equal sample of 45 women participants from both the groups i.e. working and non-working. The age of the sample ranged from 25 to 36. The results displayed that anxiety and life satisfaction are experienced differently by working and non-working women. The working and married are low on anxiety with higher life satisfaction in comparison to the non-working married females. They perceived their life as challenging and secure. They feel comfortable with their life situations. Whereas, the non-working married females are less satisfied with their lives and their anxiety level is also higher than the anxiety level of working females. Manis and Markus (1987) investigated the relationship of employment to self-perception and well-being among women. Three groups of women were selected that is fully employed, par-time employed and not employed. Further they were also differentiated on the basis of their cognitive orientation, career oriented and not career oriented. The survey on a large sample of women included questions regarding self-esteem, life satisfaction, and self-perception. The results indicated that career-oriented women who were employed full time were happier with themselves and their lives than those employed part time or not employed. In contrast, for women who were not career oriented, being employed was not associated with greater self-esteem or well-being. These findings suggest that the psychological benefits of employment that have been identified repeatedly in previous research are
likely to be accrued only by women who regard paid work as a meaningful self-fulfilling activity.

Some studies also give evidence regarding no difference in life among working and non-working women. One such study was conducted by S Mukhopadhyay on Working status and stress of middle class women in Calcutta. This study compares a group of working mothers with their non-working counterparts with respect to: (a) stress level, measured in terms of their anxiety score; and (b) certain general indicators of health including a broad measure of stress. The results show that anxiety and health scores of the two groups of women are similar. A working woman may face difficulties in attempting to fulfill the demands of both worlds, at home and outside, while a housewife may feel tired and irritated with her household chores and financial dependence. All these may cause stress for these groups of women. Further, the health score and anxiety score seem to be correlated, more clearly among the working mothers.\(^{(13)}\)

Hence whether employment adds or disrupts well-being, in reference to women, also depends on what factors she perceives to be important for a satisfying life.

2.6 Summary

This chapter tries to cover the relevant literature existing in the area of subject. In preceding description we include studies related to our two dependent variables; life event stress and life satisfaction. Some studies which attempt to relate life event stress and life satisfaction have also been depicted. It also covers studies on our independent variable employment status along with some extraneous variables that affect the
variable relationship. Thus above studies give us quite some background about our variables and possible relationships between them.

Studies suggest that effect of employment on life satisfaction of women is complicated. Some researches demonstrate positive effect, some negative and other reveal no relation. It is partly because the relationship is affected by some extraneous variables like Job-satisfaction, type of work and demands of the occupation, socio-economic status, social support etc.

Most of the Researches on life event stress among women suggest that working women experience more stressful events, frustration, adjustment problems, behavioral dysfunction and depression. Nevertheless even this association is not independent of extraneous variables.

Regarding correlation between life events stress and life satisfaction most of the literature exhibit negative correlation or sometimes no relation between the two variables.

This will prove to be helpful in building hypotheses and discussion of results in further chapters.