

**ANXIETY AND LIFE SATISFACTION OF WORKING  
AND NON-WORKING MOTHERS**

*A Dissertation submitted to Sikkim University in Partial Fulfilment of the*

*Requirement for the award of the Degree of*

**MASTER OF PHILOSOPHY**

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**SIKKIM UNIVERSITY**

**DECEMBER 2015**

## **DECLARATION**

I declare that the dissertation entitled, “**Anxiety and Life Satisfaction of Working and Non-Working Mothers**” submitted to Sikkim University for the degree of the Master of Philosophy, is the record of bonafide research carried out by me under the supervision and guidance of **Dr. Satyananda Panda**, Assistant Professor, Department of Psychology, School of Human Sciences, Sikkim University, Gangtok, Sikkim. I further declare that this dissertation has not been previously formed the basis of the award of any degree, diploma, associateship, fellowship or any other similar title of recognition.

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## **CERTIFICATE**

This is to certify that the dissertation entitled “**Anxiety and Life Satisfaction of Working and Non-Working Mothers**” submitted to the Sikkim University in partial fulfillment of the requirements for the degree of Master of Philosophy in Psychology, embodied the result of bonafide research work carried out by **Miss. Tika Maya Chettri** under my guidance and supervision. No part of the dissertation has been submitted for any other Degree, Diploma, Associateship and fellowship.

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## ACKNOWLEDGEMENTS

First and foremost, I would like to express my heartfelt gratitude to my Supervisor, **Dr. Satyananda Panda**, for his constant guidance, moral support, and his innovative idea of this topic. Since the topic has not been yet researched in case of Sikkim, hopefully this small study would bring attention it requires and bring about some good and viable suggestions and interventions for the problem. His constant feedback made it possible for me to successfully complete the dissertation work within the stipulated time. I would also like to extend my heartfelt thanks to **Dr. Nutankumar S. Thingujam** (Head of the Department) and **Dr. Saurav Maheshwari**, faculty member of our department for their moral support and inspiration throughout the research work. I would also like to extend my humble gratitude to Sikkim University for providing us such a wonderful opportunity to carry out our research work.

My sincere thanks goes to all my supportive friends who were always there for motivation and support throughout my research work and who had given their precious time to help me in data collection. Without their support, the study would not have been successful. I am really grateful to the team of District Hospital, Namchi and STNM Hospital, Gangtok for their precious time and extending their co-operation in data collection.

Last, but not the least, I would like to express my love and gratitude to my family members and friends for their moral support and motivation.

**Date:**

**(Tika Maya Chettri)**

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## **ABSTRACT**

The role of women in the society is constantly questioned and for centuries, women have struggled to find their place in a world that is predominantly male-oriented. In the present context, there is an ample need to study anxiety and life satisfaction among working and non-working mothers particularly in traditional socio-cultural Sikkim's family context. The aim of the present study was to investigate the existence of anxiety and compare anxiety and life satisfaction level among working and non-working mothers. The study also aimed to investigate whether anxiety has any effects on life satisfaction among working and non-working mothers. Purposive sampling method was used for this study. 50 graduate government servants (Working mothers) and 50 graduate housewives (non-working mothers) were selected as part of the sample. State-Trait Anxiety Test was used to assess the level of state and trait anxiety among working and non-working mothers. Life satisfaction scale was also used to assess the life satisfaction level among working and non-working mothers. Participants' scores were evaluated and analysed after using statistical techniques like mean, standard deviation, t-test, correlation and regression.

The results showed that there exists no significant difference on the level of anxiety among working mothers than the non-working mothers though the mean anxiety scores of both the group is high. There exists no significant difference on life satisfaction level among working and non-working mothers though the mean scores of life satisfaction of working mothers is higher than non-working mothers. There exists negative and significant correlation between anxiety and life satisfaction among working and non-working mothers. There exists no significant interaction effect of low and high anxiety level on the life satisfaction among working and non-working mothers. The findings showed that anxiety has no significant

relationship with life satisfaction. It can be concluded that anxiety does not significantly predict life satisfaction among non-working mothers.

# **CHAPTER- I**

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## *Introduction*

## CHAPTER- I

### INTRODUCTION

The term “*woman*” defines an adult girl, being the usual term for a female child or adolescent. However, the term “*woman*” is also sometimes used to identify a female human, regardless of age. Womanhood is the period in a female's life after her transition from childhood to adolescence, generally after crossing the age of 18 years. But the motherhood determines as a manifestation of human form, the cosmic wonder of creation. *Mother* is a woman who has conceived, given birth to, or raised a child in the role of a parent. Because of the complexity and differences of mothers' social, cultural, and religious definitions and roles, it is challenging to define a mother to suit a universally accepted definition. The masculine equivalent is a father (Apter, 1985).

The role of women in the society is constantly questioned and for centuries, women have struggled to find their place in a predominantly male-oriented world. Literature provides a porthole into the lives, thoughts and actions of women during certain periods of time in a fictitious form, yet often truthful in many ways. Woman has a great part to play in the progress of our country, as the mental and physical contact of women with life is much more lasting and comprehensive than that of men (Bernard, 1971). In the apron-string of women is hidden the revolutionary energy, which can establish paradise on this earth. Woman is the magnificent creation of God, a multi-faceted personality with the power of benevolence, adjustability, integrity and tolerance (Ghadially, 1998). She is a companion of man, gifted with equal mental faculty, a protector and a provider, the embodiment of love and affection. The role specified to women in a society is a measuring bar and it is a true index of its civilization and cultural attainment. First of all, it is clear that a woman's place, just like a man's is in the home. Women have started to reach the highest places and to occupy the

scariest and most exciting positions of power within society. At the same time, they have continued to stay home and have children. It is really a matter of individual choice. Women's place should not be confined within the house because they have much more to offer to society.

Women got the reputation of being housebound creatures though there is no fault of their own; they were repressed on every level. They were forced to wear certain dress code, their education was severely hampered, shortened and they were simply traded off in strategic marriages of convenience. Woman now believes that a successful career is the key to financial and social life. Obviously, the lives women live today are much different than they were before. Today, there are several roles women may choose to fulfill/carry out. Today, most of the married women are working. They are expanding their lives to include a career; and side by side, maintaining their traditional roles at home. This combination of housework and career-work is the reason why working mothers today have more stress than working fathers (Hoffman, 1986).

Mothers may work in an office from nine to five or whatever may be, but their work does not end at the office. After working an eight-hour or more a day, a mother will come home to take care of her children, husband, and house. Women remain the primary caretaker and housekeeper of a family, and are also the primary caregiver for the elderly. All of this makes for a very demanding schedule. This is not only true for mothers of school-aged children, as it have been for two decades, but it is also true for mothers of infants less than one-year-old. The pace with which maternal employment rates have increased to this point, however, is so rapid that many people fail to realize its prevalence (Rapaport & Rapaport, 1972). Furthermore, attempts to understand its effects often ignore the fact that this change is part of a whole complex of social changes. Both employed mothers and homemakers today live in a very different environment than their counterparts forty or even twenty years ago. Nearly



three-quarters of all mothers are in the labor force. Even among mothers with very young children, more than sixty percent are in the labor force (Rachel, 2006).

### **1.1 Working and Non-working Women- “pros and cons”**

The report, “Global Employment Trends for Women- March 2003” states that the number of employed women grew by almost 200 million over the decade, to reach 1.2 billion in 2007 compared to 1.8 billion men. According to the Registrar General of India, the work participation rate of women increased from 19.67% in 1981 to 25.68% in 2001, with a higher rate in rural areas. Educated women now seek employment in the sectors which were pre-dominated by men. The employment of women seems to be associated with certain factors like her age, financial demands, self-esteem and intellectual needs. Not all women work because she is compelled to; some work because they are young and unmarried. Some women continue work even after their marriage and attaining motherhood. For some, family and socio-economic status determine whether or not she seeks employment, for example, women who are married but do not have children are more likely to work than the ones who are mothers; and also among mothers, those who have young kids and children may be engaged in work than those who have got very young babies. Similarly, those who are well-educated and belong to liberal family have greater chance of working. However, irrespective of her employment status, our society still visualizes her as primary carriers of children and family members. Thus, a woman who is working has to play a dual role, as a home-maker, and also as an employee of an organization/institution (Gandhi, 2015).

Working women often have to shoulder household responsibilities and rear their children. This in turn, affects her health and she may show symptoms of anxiety and have decreased life satisfaction level. However, working women are self-confident, independent, liberal and ambitious. They are able to contribute to family’s income and have their own savings, give their children the required independence as well as proper guidance in day-to-day life. Non-

working women, on the other hand, can handle her home well as she have enough time for herself as well as her home. She is required to manage her household work and provide quality time for her children and husband. She is also available most of the time to guide her children in their home-work, cook food in time, and do the laundry. The drawback is that they have to depend upon their husband for the income and expenditure.

## **1.2 Working and Non-Working Mothers Defined**

Working mothers are those married women employed in either public or private sectors of the society. With the benefit of education, some working mothers have assumed top positions in various sectors of the economy. This means that they have found themselves playing dual roles of mother and bread-winner. As mothers, they strive to run a successful home and as workers, they try to meet up with the demands of their jobs. Thus, a working mother is a married or single woman who has a child or children. She is required to keep the home and also to work to help increase the economic strength of her husband and family. In the case of a married working mother, she has the essential duties of rearing of children and taking care of her family and home. Both the office tasks and essential duties create situations that give rise to pressures to the working mother psychologically.

Non-working mothers are those married women who are unemployed or chose to remain either by personal choice or were compelled to do so. They stay at their home and take care of their family and other household works. Being a graduate, they are usually frustrated with no jobs and are helpless. Women, whether they are full time housewives by choice or by lack of choices, provide a home or a heaven out of love for their families. In these days of liberalization, competitions and self-interest, she makes life more protected, warm, caring loving, for her near and dear ones. With no monetary or other tangible reward for her work, she makes the house into a home. Her unpaid labour of love and nurture mediates and hides some of the more glaring contradictions and tensions of the present society. She, who makes

lives of people around her more bearable and pleasant, has no one to think for her, or of the weight on her shoulders. For a more classless or an egalitarian society, the lives of women need to be made better not merely by education and legislation, but by changing the attitudes of those entirely dependent on her, and by transforming and restructuring the institutions of society. The housewife alone does not make a home; all members in the family are responsible for keeping the family together, peaceful, healthy and sound and safe (Vishnoi, 2014).

### **1.3 Anxiety Defined**

Anxiety may be defined as an emotional state in which physiological and psychological indications like rapid tremor in the limbs, sweating of hands, flushing of the face and neck, heart palpitations, blood pressure, inability to sit still, pacing the room, chain smoking, tenseness, restlessness etc. are clearly visible. It has been studied as a motivational variable which interferes with academic achievement. Anxiety as a normal phenomenon does not act as an energizer or drive to outperform activities and achieve our goals. A moderate amount of anxiety may prove beneficial and thereby improve one's performance but as a pathological phenomenon, it impairs the capacity to think and act freely, and harm our state of mind.

Hull (1943) and Spence (1956) suggested that anxious persons are emotionally responsive and hence a well-learned response is not likely to be made- given the appropriate stimulus conditions- if the individual is anxious. High anxiety or emotional responsiveness would only add the confusion and difficulty of such tasks.

Spielberger (1966) viewed that anxiety is a palpable but transitory emotional state or condition characterized by feelings of tension and apprehension and heightened automatic nervous activity. According to Spielberger's (1966) STAT, anxiety is being studied as a personality trait (trait anxiety) and also as a transitory emotional state (state anxiety) and due

to lack of distinction between the two, conceptual confusion with respect of anxiety has arisen.

Anxiety is distinguished from fear, which is an appropriate cognitive and emotional response to a perceived threat and is related to the specific behaviours of fight-or-flight responses, defensive behaviour or escape. It occurs in situations only perceived as uncontrollable or unavoidable, but not realistically so. Barlow (2001) defined anxiety as "a future-oriented mood state in which one is ready or prepared to attempt to cope with upcoming negative events," and that it is a distinction between future and present dangers which divides anxiety and fear. In positive psychology, anxiety is described as the mental state that results from a difficult challenge for which the subject has insufficient coping skills.

In the fast pace modern era of rapid industrialisation, urbanisation and commercialisation where daily routine is being scheduled with excess workload, and is too hectic to be carried on, anxiety and other problems like stress are increasing. These have become characteristics of modern-day life hampering our lifestyle and making certain phenomenon changes. Anxiety can be correlated with gender, age, socio-economic background and socio-economic status, educational background, life satisfaction, etc. Anxiety is one of the most common psychological disorders in school aged children and adolescents worldwide (Costello et al., 2003). The prevalence rate ranges from 4.0% to 25% with an average rate of 8.0% (Bernsteen & Borchardt, 1991; Bodd et al., 2000).

Anxiety is considered to be a universal phenomena existing across culture, although its contexts and manifestations are influenced by cultural beliefs and practices (Kleinman, 1985; Guarnaccia, 1997). Despite the clinical focus on depression, youth anxiety disorders also are important because they are precursors to later development of depression (Chavira et al., 2004).

Anxiety is the displeasing feeling of fear and concern (Davison, 2008). Anxiety may be defined as a feeling tone of anticipation, generally unpleasant. Physiologically, it is manifested in the "fight or flight" mechanism which is triggered by a release of a comparatively large amount of adrenalin into the bloodstream. Anxiety often leads to a feeling of fatigue. In the psychological sphere, there is often an increased self-awareness felt as self-consciousness, or as heightened awareness of one's body. Insomnia is frequent. Perception of surroundings is likewise heightened and may be distorted.

Anxiety is considered to be a normal reaction to a stressor. It may help an individual to deal with a demanding situation by prompting them to cope with it. However, when anxiety becomes overwhelming, it may fall under the classification of anxiety disorder. Generally, it helps in improving the performance of an individual. It means anxiety should not cross its threshold value; otherwise it will reach its abnormal level (National Institute of Mental Health, 2008).

Anxiety can be experienced with long, drawn out daily symptoms that reduce quality of life, known as chronic (or generalized) anxiety, or it can be experienced in short spurts with sporadic, stressful panic attacks, known as acute anxiety. Symptoms of anxiety can range in number, intensity, and frequency, depending on the person. While almost everyone has experienced anxiety at some point in their lives, most do not develop long-term problems with anxiety. Anxiety is particularly a human phenomenon and is considered to be a unique contribution of the 21st century to the mankind. The twenty first century is also known as "the age of anxiety". Fear or anxiety has evolved over countless generations as an adaptive mechanism for coping with dangerous or threatening situation and both terms have been used synonymously. However, there is a distinction between fear and anxiety. The former is episodic whereas the latter is chronic (Jitender & Mona, 2015).

## **1.4 Types, Risk factors, Causes and Effects of Anxiety**

Anxiety is of mainly two types- State and Trait anxiety.

### **State Anxiety**

According to Spielberger et al. (1970), state anxiety reflects a "transitory emotional state or condition of the human organism that is characterized by subjective, consciously perceived feelings of tension and apprehension, and heightened autonomic nervous system activity." It is the anxiety state we experience when something causes us to feel appropriately and temporarily anxious and this anxiety then retreats until we feel 'normal' again. After the 'threat' has subsided, the anxiety state retreats and the person feels 'normal' again. This is how most people feel most of the time.

State anxiety is characterised by a state of heightened emotions that develop in response to a fear or danger of a particular situation. It can contribute to a degree of physical and mental paralysis, preventing performance of a task or where performance is severely affected, such as forgetting movements during a dance or gymnastic routine; to breaking in sprint or swim starts or missing relatively easy shots at goal i.e. pressure situations (NSW HSC Online, 2015).

### **Trait Anxiety**

Trait anxiety refers to a general level of stress that is characteristic of an individual, that is, a trait related to personality. Trait anxiety varies according to how individuals have conditioned themselves to respond to and manage the stress. What may cause anxiety and stress in one person may not generate any emotion in another. People with high levels of trait anxiety are often quite easily stressed and anxious. According to Spielberger et al. (1970), "Trait anxiety denotes relatively stable individual differences in anxiety proneness and refers to a general tendency to respond with anxiety to perceived threats in the environment." It is the 'pre-set'

level of anxiety experienced by an individual who has a tendency to be more anxious; to react less appropriately to anxiety provoking stimuli (NSW HSC Online, 2015).

### **Risk Factors for Anxiety**

Very little is known about antecedent risk factors for anxiety disorders in girls and women. Seminal findings from a female twin registry suggest that genetic factors are an important hazard for anxiety disorders in women. Generalized anxiety disorder (GAD) is of interest because of findings that it shares a common genetic pathway with major depression in women (Kendler, 1996). Familial environment also may contribute to increased risk, especially for GAD (Hettema, Neale & Kendler, 2001). An emerging literature offers compelling evidence that early life adversity, such as childhood sexual or physical abuse, predisposes to the development of anxiety disorders later in life (Safren et al., 2002). Women who were sexually abused as children appear to be at increased risk of adult-onset Post Traumatic Stress Disorder (Nisith, Mechanic & Resick, 2000). Childhood physical and sexual abuse in patients with anxiety disorders and in a community sample. Similarly, when assessed as adults, adolescent girls who had formerly been exposed to stress exhibit a greater risk for symptoms of GAD than adolescent boys (Pine et al., 2002).

Other Risk factors of anxiety that may increase the risk of developing an anxiety disorder (Mayo Clinic):

a. ***Being females:*** Females are more likely to be diagnosed with an anxiety disorder as compared with their male counterparts because they are exposed to more anxiety provoking situations both in personal and professional life such as handling family members and maintaining day- to- day schedules, being at office on time and working till evening is really tiring job, and still she has to prepare meal at night and do the rest of the household work, and so on.

- b. **Trauma:** Children who endured abuse or trauma or witnessed traumatic events are at higher risk of developing an anxiety disorder at some point in life. Adults who experience a traumatic event also can develop anxiety disorders.
- c. **Stress due to an illness:** Having a health condition or serious illness can cause significant worry about issues such as treatment and future.
- d. **Stress build up:** A big event or a build-up of smaller stressful life situations may trigger excessive anxiety - for example, a death in the family or ongoing worry about finances.
- e. **Personality:** People with certain personality types for an example; neurotics and psychotics are more prone to anxiety disorders than others.
- f. **Having blood relatives with an anxiety disorder:** Anxiety disorders can run in families.
- g. **Drugs or alcohol:** Drug or alcohol use or abuse or withdrawal can cause or worsen anxiety.
- h. **Other mental health disorders:** People with other mental health disorders, such as depression, often experience anxiety disorder as well.

### **Causes of Anxiety**

Anxiety arises from faulty adaptations to the daily stress and strains of our life. Some of the main causes of anxiety may be due to following:

#### **1. Physical Condition/Physical Triggers**

a. **Autonomic Nervous System of humans:** The Autonomic Nervous System (ANS) of humans is hard wired to respond to dangers or threats. These responses are not subject to conscious control and are the same in humans as in lower animals. They represent an evolutionary adaptation to animal predators and other dangers that all animals including primitive humans had to cope with. The most familiar reaction of this type is the fight or flight reaction to a life threatening situation when people have fight or flight reactions, the level of stress hormones in their blood rises. They become more alert and attentive, their eyes



dilate, their heartbeats increase, their breathing rates increase, and their digestion slows down, making more energy available to the muscles. This emergency reaction is regulated by a part of the nervous system called the autonomic nervous system or ANS. The ANS is controlled by the hypothalamus, a specialized part of the brainstem that is among a group of structures called the limbic system. The limbic system controls human emotions through its connections to glands and muscles. It also connects to the ANS and higher brain centres, such as parts of the cerebral cortex. One problem with this arrangement is that the limbic system cannot tell the difference between a real physical threat and an anxiety-producing thought or idea. The hypothalamus may trigger the release of stress-hormones from the pituitary gland even when there is no external danger (Spielberger, 1972).

**b. *Biochemical basis of anxiety:*** A second problem is caused by the biochemical side-effects of too many false alarms in the ANS. When a person responds to a real danger, his/her body relieves itself of the stress hormones by facing up to the danger or fleeing from it. In modern life, however, people often have fight or flight reactions in situations where they cannot run away and lash out physically (Schwarzar, 1997). As a result, their bodies have to absorb all the biochemical charges of hyper arousal rather than release them. These biochemical changes can produce anxious feelings as well as muscle tension and other physical symptoms associated with anxiety.

**c. *Social and environmental stressors:*** Since humans are social creatures, anxiety often has a social dimension to act over it. People frequently report feelings of high anxiety when they anticipate fear of the loss of social approval or love. Social phobia is a specific anxiety disorder that is marked by high levels of anxiety or fear of embarrassment in social situations (Sheikh & Bhusan, 2002). Another social stressor is prejudice for people who belong to groups that are targets of bias have a higher risk of developing anxiety disorders. Some experts think, e.g. that the higher rates of phobias and panic disorder among women reflects

their greater social and economic vulnerability. Several controversial studies indicate that the increase in violent or upsetting pictures and stories in news reports and entertainment may raise people's anxiety levels. Environmental or occupational factors can also cause anxiety people who must live or work around sudden or loud noises, bright or flashing lights, chemical vapours, or similar nuisances that they cannot avoid or control may develop heightened anxiety levels.

**d. *Personality*:** Many hypotheses show that life experiences alone does not determine whether a person will or will not develop anxiety (Taylor, 1953). The researchers believe personality may play a major role in how well a person deals with whatever life throws their way. This is based on the idea that people who have low self-esteem and poor coping skills seems to be more prone to developing anxiety than do people with higher self-esteem and good coping skills. People who have low self-esteem or poor coping skills tend to look at the situation as more of a challenge, which results in greater amount of self-inflicted stress. These stressors if left unchecked results in the development of anxiety. Still, other scientists believe and look to faulty brain chemistry as the underlying cause of anxiety. This is probably the most widely accepted theory of why people develop anxiety, but it is also one of the theories which are highly debated. This theory has become widely accepted since the symptoms of anxiety can be treated with medications. People suffering from anxiety and depression are thought to have altered levels of neurotransmitters. The two chief chemicals involved are Nor-adrenaline and Serotonin when given medications; the levels of neurotransmitters are regulated, therefore, relieving the symptoms of anxiety. The debate over the brain chemistry theory centres on the issue of whether the person would have improved even without the medications. Each of these theories, heredity, life experiences, brain chemistry and personality, are plausible causes of anxiety.

## **2. Drugs/Medication**

Numerous medications may cause anxiety like symptoms as a side effect. They include:

- a. Thyroid and asthma control
- b. Some psychotropic agents
- c. Corticosteroids
- d. Anti-hypertensive drugs
- e. NSAIDS (such as Flurbiprofen)
- f. Local anaesthetics
- g. Caffeine can also cause anxiety-like symptoms when consumed in excess amount.
- h. Withdrawal from certain prescription drugs primarily 3-blockers and corticosteroids
- i. Withdrawal from drugs of abuse, including LSD > Cocaine > Alcohol > Opiates

## **3. Psychological Conditions**

*a. Childhood Development and Anxiety:* Researchers in early childhood development regard anxiety in adult life as a residue of childhood memories of dependency. Humans learn during the first year of life that they are not self-sufficient and that their basic survival depends on others. It is thought that this early experience of helplessness underlies the most common anxieties of adult life, including fear of powerlessness and fear of not being loved. Thus, adults can be made anxious by symbolic threats to their sense of competence or significant relationships, even though they are no longer helpless children.

#### **4. Other Causes of Anxiety**

The causes of anxiety are wide-ranging and sometimes it seems to just come out of the blue, in these cases talking to a therapist who is more familiar with some of the common triggers of anxiety in men can help you find the root cause. Some of the common causes of anxiety are:

- Ongoing stress (e.g. pressure at work or from family life)
- Stress from a particular situation (e.g. job loss, moving house)
- Suffering abuse as a child (physical, psychological or sexual)
- Experiencing or witnessing a traumatic event
- Drug use (NB men more than women use drugs or alcohol to try and manage their anxiety, but these can actually contribute to anxiety in the long run).

#### **Effects of Anxiety**

The behavioural effects of anxiety may include withdrawal from situations which have provoked anxiety in the past. Anxiety can also be experienced in ways which include changes in sleeping patterns, nervous habits, and increased motor tension like foot tapping (Barker, 2003).

The emotional effects of anxiety may include "feelings of apprehension or dread, trouble concentrating, feeling tense or jumpy, anticipating the worst, irritability, restlessness, watching (and waiting) for signs (and occurrences) of danger, and, feeling like your mind's gone blank as well as "nightmares/bad dreams, obsessions about sensations, "*deja vu*", a trapped in your mind feeling, and feeling like everything is scary" (Smith, 2008).

The cognitive effects of anxiety may include thoughts about suspected dangers, such as fear of dying. "You may fear that the chest pains are a deadly heart attack or that the shooting pains in your head are the result of a tumour or aneurysm. You feel an intense fear when you

think of dying, or you may think of it more often than normal, or can't get it out of your mind." (NSW HSC Online, 1987–2008).

### **Appraisal of Threat-Anxiety (State)**

Threat appraisals are influenced by the objective characteristics of a situation and objectively dangerous stressors are realistically appraised as threatening by most people. But the thoughts and memories stimulated by a particular event, along with an individual's coping skills and previous experience with similar circumstances, may often have an even greater impact. Consequently, the same stimulus may be seen as a threat by one person, a challenge by another and as largely irrelevant by a third. The experience of threat is essentially a state of mind which has two main characteristics: it is future oriented, generally involving the anticipation of a potentially harmful event that has not yet happened; it is mediated by complex mental processes, that is, perception, thought, memory, and judgment which are involved in the appraisal process. Threat appraisals of present or future danger serve an important function in producing emotional reactions that mobilize an individual to take action to avoid harm. But even when there is no objective danger, the perception or appraisal of situation as threatening transmits the essential message of stress which results in arousal of an anxiety state (Spielberger, 1989).

### **1.5 Theories of Anxiety**

Anxiety today is well understood to be a multifaceted phenomenon and no one theory can satisfactorily explain the mechanism of the factors and elements attributive to the cause and sustenance of anxiety. A complete understanding of the aetiology of anxiety has remained elusive due to the myriad of factors involved in its precipitation and maintenance. Human emotions and personality have varied genetic, environmental, cultural, social and behavioural underpinnings. In the light of this fact, the diverse theoretical perspectives that emerge can be generally divided into four paradigms:

### **a. Psychodynamic Theories**

Freud's psychoanalysis was the original psychodynamic theory, but the psychodynamic approach as a whole includes all theories that were based on his ideas, e.g. Jung (1964), Adler (1927) & Erikson (1950). Psychodynamic theories view anxiety as an unpleasant affective state originating in the unconscious. According to this theory, anxiety is a signal or a symptom of an unconscious conflict, usually stemming from childhood that remains unresolved. To deal with their feelings of anxiety, people develop psychological defenses that may be either adaptive (i.e. realistic anxiety) or maladaptive (i.e. neurotic anxiety).

### **b. Expressive-behavioural Theories**

In an extension of Darwin's original formulation, Izard (1977) conceptualized anxiety as composite of a number of discrete emotions, the most notable of which is fear. Other emotions that most frequently combine with fear to create anxiety include anger, guilt, shame and interest. Of these, the emotions that combine with fear to create anxiety depends on the situation in which anxiety is experienced. These theories focus on the affective or feeling component of anxiety, deemphasizing cognitive elements of anxiety.

### **c. Biological Theories**

Biological theories suggest that different emotions result from activation of specific parts of the brain. An influential biological theory of anxiety was proposed by Gray (1982), who stated that anxiety stems from activation of the Behavioural Inhibition System (BIS). BIS inhibits behaviour in response to threatening stimuli. People who have high trait anxiety have very reactive BIS. Support for biological basis of anxiety has been found in studies showing that heredity plays a role in the experience of anxieties. Thus, genetic factors create a vulnerability, the manifestation of which is determined by environmental factors.

#### **d. Cognitive Theories**

All prominent cognitive theories of anxiety are appraisal theories. The appraisal process involves two stages, a primary appraisal in which an individual determines the threat posed by the environment, and, following a threatening primary appraisal, a secondary appraisal where the individual evaluates his or her ability to cope with the demands of the environment. Beck, Emery & Greenberg (1985) have suggested that maladaptive anxiety results from distortions in this appraisal process. People who suffer from chronic anxiety are those who misperceive begin situations as threatening. Here, they emphasized upon the influence of trait characteristics in the process, preferentially selecting threat related information among the wide array of information available to the individual. In an extension of the cognitive approach, Barlow & Chorpita (1998) suggest that anxiety is a cognitive-affective phenomenon, at the core of which lies negative affect. Perceptions of threat are influenced by early experiences with uncontrollability that creates a psychological vulnerability to anxiety and a biological predisposition to experience anxiety in the face of negative life events. Specifically, negative life events activate the biological vulnerability to stress, leading trait anxious people to perceive the environment as threatening even in the absence of an identifiable stressor. If the person then perceives that the event is uncontrollable and unpredictable (i.e. it could happen again) and perceives that he or she lacks the coping resources, anxiety will be experienced.

Disproportionate attention to threatening information, also referred to as vigilance for threat or threat related attentional bias, has been proposed as central in the maintenance and development of anxiety states and anxiety disorders.

#### **Diagnostic Criteria for Anxiety**

According to the DSM-5, Chapter V on Anxiety disorder no longer includes obsessive-compulsive disorder (which is included with the Obsessive-Compulsive and related

Disorders) or Post-Traumatic Stress Disorder and Acute Stress Disorder (which is included with the Trauma-and stressor-related disorders). Anxiety disorders can be broken down into the following types: Panic disorders, agoraphobia, specific phobia, social anxiety disorder or social phobia, obsessive compulsive disorder, post-traumatic stress disorder, acute distress disorder, generalized anxiety disorder, anxiety disorder due to a general medical condition, substance-induced anxiety, and anxiety disorder not otherwise specified (American Psychological Association, 2013).

Several symptoms are common to the range of anxiety disorders, such as “a sense of uncontrollability focused on possible future threat, danger, or other anticipated, potentially negative events,” (American Psychological Association, 2013), a shift towards self-centeredness, physiological symptoms (e.g., sweating, heart palpitations, trembling, etc.). Common symptoms become problematic when using existing classification systems, raising the issue of discriminate validity. Researchers speculate that overlapping symptoms are significant in understanding prevention, treatment and aetiology of emotional disorders (Andrews, 1996; Tyrer, 1989). Moreover, given criteria listed by classification systems such as the DSM-IV, identification of sub-clinical symptoms may be highly compromised. It is, therefore, crucial to understand the extent of sub-clinical symptoms and the overlapping relationship with that of established criteria as set in the DSM-V.

### **1.6 Prevalence rate of Anxiety**

According to the results of the National Survey of Mental Health and Wellbeing of Australian Adults (Australian Bureau of Statistics, 2006) women are more likely than men to experience an anxiety disorder (12% compared with 7% respectively). The one year prevalence rates for generalized anxiety disorder were 2.4 % for women compared to 0.9 % for men, suggesting that women experience generalized anxiety disorder more frequently than their male counterparts. Prevalence rates for anxiety in a community sample of women vary



considerably. One possible source of discrepancy between studies is the diagnostic criteria used. While it is important to know the estimated number of adults who do meet criteria for a clinically diagnosable disorder, it also seems that this information does not provide a complete picture of the anxiety experienced by this population.

Few studies have examined the prevalence of sub-clinical anxiety symptoms in women, despite findings suggesting that sub-clinical levels of anxiety can also cause considerable levels of distress. The onset of some types of anxiety disorder tends to be in early adulthood, whereas others tend to emerge in childhood or adolescence. Parallel with the literature on the prevalence of anxiety disorders, onset typically occurs in adolescence (Dozois & Dobson, 2004). This finding highlights the importance of identifying early indicators of anxiety within this population due to the fact that many adolescents. Experience mild to moderate (sub-clinical) levels of anxiety. Consequently, sub-clinical levels of anxiety in adults may have adverse effects on career, personal life and their child's life. Unfortunately, compared to the empirically-based knowledge about depression, knowledge about adult anxiety is less available, perhaps because anxiety, specifically as a research focus, has been largely neglected.

### **1.7 Life Satisfaction Defined**

Life satisfaction is the ultimate goal that we as human beings are striving to achieve our entire lives. The label "satisfaction" is a concept that can mean many different things to different individuals. Life satisfaction is one of the oldest and most persistently investigated issues in the study of women. In this context it is generally referenced as "an assessment of the overall conditions of existence as derived from a comparison of one's aspirations to one's actual achievements." According to George (1979), life satisfaction refers to an assessment of individuals' "overall conditions of existence as derived from a comparison of one's aspirations to one's actual achievements". Life satisfaction is the way a person evaluates his

or her life and how he or she feels about where it is going in the future. It is a measure of well-being and may be assessed in terms of mood, satisfaction with relations with others and with achieved goals, self-concepts, and self-perceived ability to cope with daily life. It is having a favourable attitude of one's life as a whole rather than an assessment of current feelings. Satisfaction with one's life implies contentment with acceptance of one's life circumstances, or the fulfilment of one's wants and needs for one's life as a whole. In essence, life satisfaction is a subjective assessment of the quality of one's life. Because it is inherently an evaluation, judgements of life. satisfaction have a large cognitive component. Life satisfaction has been measured in relation to economic standing, amount of education, experiences, and residence, as well as many other topics. Self-reported life satisfaction essentially reflects the individual's cognitive assessment of his/her progress toward desired goals in life.

Life satisfaction has been one of the oldest and most persistently studied indicators of psychological well-being of adults (Lewis & Borders, 1995). The concept of life satisfaction is part of a broader field of enquiry, commonly referred as Quality of Life (QOL), which is one of the prime areas of interest in positive psychology. The prime concern in that field is to develop criteria for the 'good' life.

According to Akbari (2012), the determinants of life satisfaction are: high profile job and good/ sufficient income; socio-economic status; good physical and mental health; warm personal, social and professional relationships; security; and personality. So, it is really important to examine the factors that affect life satisfaction. The dual task of handling home and job mixed with a real or perceived threat against mothers may make them feel rejected, isolated and tense. A patriarchal society where males dominate the domestic as well as the work front, a growing sense of anxiety is imperative. The social situations that make them uncertain and hesitant also make them socially anxious. Women have not only excelled in

teaching, medicine, nursing and social services but they have also proved their worth in commercial fields. The problems and difficulties of working mothers are multidimensional and may be broadly classified into three types environmental, social and psychological. Joining the business life outside home is an extra burden for mothers who have already been responsible for babysitting (child rearing) and other household chores. From this aspect, working mothers are expected to have more psychological symptoms. However, the studies carried out in various countries show that it is not the case. Working has the positive psychological influence on women especially those from lower socio-economic class.

Life satisfaction of working and non-working women depends upon many factors. In any individual, it is the result of an advantage situation. These situations are created by socio-economic status, environmental conditions, marital adjustment, job satisfaction, such as nature of work, place of posting, salary etc. Anxiety, ego weakness frustration, guilt proneness, suspiciousness equally influences adversely the life satisfaction of an individual.

### **1.8 Determinants of Life Satisfaction**

Studies have shown that people who are satisfied with their lives are positive about other aspects of their lives such as their health. So, it is important to examine the factors related with life satisfaction. Life satisfaction is determined by various factors and domains. It depends upon various factors such as religion, health, age, personality, education level, marital status, employment status, socio-economic status, income, etc. Several studies have demonstrated that the gender equality within a culture (i.e., freedom to make family handling choices, equal pay, equal opportunity to education, and achievement), the greater reported life satisfaction (Sousa & Lyubomirsky, 2000).

1. **Personality:** Literature suggests that personality play a significant role in whether a woman will judge her life to be satisfying. However, proximal environmental factors

(e.g., recent life events) can influence life satisfaction judgments in the short term. Both nature and nurture (i.e., personality and environment) appear to be influential in determining life satisfaction, and to discount one explanation in favour of the other would not be empirically or theoretically productive (Beutell, 2006).

2. **Culture:** Fortunately, satisfaction appears to be a universal term, and cross-cultural researches have been possible without the interference of linguistic basis. Current researches show that members of individualist cultures report greater life satisfaction relative to members of collectivistic cultures. Cultures that are more accepting of differences (gender, sexual orientation, age, ethnicity, religion) and those that demand equal treatment of and equal opportunity for their citizens, appear to foster greater overall satisfaction. It is not surprising that women living in patriarchal cultures in which equal opportunities are unavailable and equal value is not afforded would experience greater dissatisfaction with their lives than women living in egalitarian cultures.

3. **Subjective Health:** Various cross-sectional studies have shown that reports of good physical health are associated with higher level of life satisfaction (Mroczek & Spiro, 2005). Brief et al., (1993) however, argued that perceived health appears to have a strong relationship with subjective well-being, while objective health is only weakly associated. A possible explanation is provided by Diener et al., (1999) who mentioned that self-rated health measurements reflect not only one's actual physical condition but also one's level of emotional adjustment.

4. **Age:** Life satisfaction varies with age under the influence of some other factors like health, retirement and income. According to the survey on Health, Ageing and Retirement in Europe to assess the effect of ageing and health on life satisfaction of the oldest old (defined as 75 and older). A U-shaped curve relationship between age and levels of life satisfaction for individuals aged between 16 and approximately 65 has been observed. Thereafter, life

satisfaction declines rapidly and the lowest absolute levels of life satisfaction are recorded for the oldest old. This decline is primarily attributable to low levels of perceived health (Sousa-Poza & Gwozdz, 2003).

5. **Education:** Studies related to the effect of education on life satisfaction across thirty-five countries show that life satisfaction is higher in countries where people have more education (Cheung & Chan, 2009). Generally, as education and income level increase, life satisfaction also increases (Light, Hertsgaard & Martin, 1985). But at individual level, this correlation between educational level and life satisfaction is small. Also the correlation more or less disappears when income and occupation are statistically controlled. That is, the relationship between education and life satisfaction is probably due to the fact that higher levels of education are associated with higher incomes.

6. **Employment:** Effects of employment on life satisfaction operate as a network. There are many factors associated as with employment that decide whether an individual feels satisfied and happy as a result of his work or not. Some of those factors are employment status, job satisfaction and the type of employment an individual is engaged in.

a. *Employment status:* An individual's employment status, regardless of income, appears to predict life satisfaction, such that the unemployed reports significantly diminished satisfaction compared with employed. Waddell and Burton (2006) indicated that there is a strong theoretical case that work and paid employment are generally beneficial for physical and mental health, as well as for the well-being. They argued that employment is generally the most important means of obtaining adequate economic resources, which are essential for material well-being. Moreover, they stated that work is central to individual identity, social roles and social status, and meets important psychological needs in societies where employment is the norm. Thus, this reasoning depicts employment as the key to increasing material well-being as well as satisfying psychological needs; it is, feasible that being

employed will generally have a greater impact on individuals living in economically deprived regions than on individuals residing in economically prosperous regions. Employment is one of the requisites for the satisfaction with life in western societies. A study by Carroll (2005) focuses on the effects of employment on life satisfaction. The study reveals that employment has an adverse effect on inhibition of life satisfaction. Moreover, it was found that past employment also influences current life satisfaction. This could relate to either the long-term scarring effects of employment, or the fact that past employment is either related to lower wealth, or to lower expected future earnings. Further, it was consistently found that employment had a greater effect of lowering life satisfaction for women. While this result is by no means the usual finding in the literature, thus, it might be reasonable to conclude that, with the increasing participation of women in the labour force, it may be the case that women's self-esteem is also closely related to their employment. Thus, the effect of unemployment may be larger for the women than it once was. Also, in case of the married women, the husband's unemployment reduces substantially her life satisfaction (Ahn et al. 2004).

b. *Job satisfaction*: It is basically how people feel about their jobs and different aspects of their jobs. Although the relationship between job satisfaction and life satisfaction has been examined extensively during the last decades, results have more than often been inconsistent and inconclusive. According to Tait et al., (1989), it is generally assumed that job satisfaction should be related to one another, because for many people, work is a significant and central aspect of their lives in terms of both time and emotional involvement.

### **1.9 Effect of Anxiety on Life Satisfaction**

In the present study, there is an important need to see the effect of anxiety on working and non-working mothers on the basis of their life satisfaction. Satisfaction with one's life is the ultimate goal of all females, yet it seems to remain so elusive. But what is satisfaction? Is it

the same for everyone, and what steps or accomplishments need to be obtained in order to realize this stage of life? Women have been, and continued to find satisfaction with their lives. Over recent decades, there has been an enormous increase in the number of females entering the workforce. However, it appears that society still views females as the primary carriers of children and other family members and, as a result, many women are now faced with juggling the role of mother, partner and daughter as well as employee. Indian women have awakened their part from being asleep and drowsiness. They are not slaves of men now. The time has come when women must come out of their homes and take their posts in professional life. The best role they can play as working women and a good housewife and mother. As a dutiful mother, she can make her children happy, healthy and responsible citizens. As a housewife, she is a source of joy, comfort and inspiration to her husband and as a working woman she works outside from their house in offices, banks etc. (Kaur et al. 2012).

## **CHAPTER- II**

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# *Review of Related Literature*



## CHAPTER- II

### REVIEW OF RELATED LITERATURE

Review of research literature is an important pre-requisite to actual planning and for the execution of any research work before embarking on making a fresh study. According to Good, Barr and Scates (1941) have stated that survey of related literature helps us to know whether the evidence already available, solves problems adequately without further investigation and thus may save duplication. It may contribute to the general scholarship of investigator by providing ideas, theories and explanations valuable in formulating the problem and also suggest the appropriate method of research. Realizing the importance of review, Best (1995) says, “a familiarity with the literature in any problem area helps the students to discover what is already known, what others have attempted to find out, what methods have been promising and disappointing and what problems remained to be solved”. In the above context, it was thought appropriate to review the relevant facts regarding the variables under consideration.

A review of literature is essential in order to support the selection of variables and decide about the general framework of the study. It is conducted to consider the critical points of current research including substantive findings as well as theoretical and methodological contributions to a particular topic. Studies related to the present problem are reviewed in this chapter. Though the number of studies mentioned below may not be directly related to the present study, yet they are definitely essential for supporting the importance of the present study. It accomplishes many purposes; some of them are mentioned below:

- a) Justify the research.
- b) Show where the research fits into the existing body of knowledge.
- c) Enable the researcher to learn from previous theory on the subject context.
- d) Clarifies relation between the variables.

e) Help refine, refocus or even change the topic.

The studies cited below, have direct or indirect relation with the variables of anxiety as well as life satisfaction of working and non-working mothers. The literature reviewed has been divided under the following sub-sections:

### **2.1 Researches on Anxiety among Working and Non-Working Mothers**

Beck et al. (1961) conducted a study on the mental health and anxiety among working and non-working mothers and found that working mothers had better mental health and reported less anxiety than the non-working mothers. The most frequently reported source of stress for working mothers was not having enough time to do everything, whereas for non-working mothers, lack of social life was a major stressor.

Another research suggests that mothers who are in situations where there is conflict in the roles they play (work outside the home and the traditional role of housewife) would experience certain anxiety, that they would feel less satisfaction in their role of wife-mother, and that they would not feel capable of fulfilling themselves in either of these roles. It had also been predicted that women who attached relatively little importance to the traditional role of wife-mother would experience no more difficulty in their full-time role outside the home than do those women who devote themselves entirely to the traditional feminine role. However, there was little or no difference between the two groups (Siegel & Haas, 1963).

Nye (1963) in one of the interesting study on working mothers concluded that working mothers are somewhat more positive in their attitude towards children and has described parenthood as less restricting, burdensome and demanding than unemployed mothers.

In a comparative study of working and non-working mothers on measures of mental health, self-esteem, and mother role satisfaction have positive effects (Field, 1964).

Kapur (1970) studied role conflict among women and found that working women felt their personal and professional roles were conflicting.

Hoffman (1974) has concluded that the working woman who obtains satisfaction from her work, who has adequate arrangements so that her dual role does not involve undue strain and who does not feel so guilty that she over-compensates is likely to do quite well and under-certain conditions better than non-working mother.

Another study on working women indicated that women who choose to combine marriage with career face a critical situation and they hardly know how to apportion time and resources between these two major responsibilities. This makes them experience great conflict, strain and anxiety (Kapur, 1974).

Researches dealt with the psychological symptoms associated with role stress such as job satisfaction, job involvement, self-esteem, depression, anxiety and attitudes towards job. The stresses include task and role; inherent characteristics such as role conflict, role efficiency, role ambiguity, role overload and working conditions (Pareek, 1976).

Rani (1976) examined why working women took up a paid job (the assumption being that they were doing something that was traditionally against their nature and prescribed role, especially since they had very few role models being first generation working women themselves). The study cited three reasons that motivated women to seek jobs outside their traditional roles: economic or monetary gain, social role enhancement and personal reasons. It was also reported that working women felt stressed due to the inability to perform their traditional role (of homemaker and spouse) as there was not enough time or energy. This scarcity was the result of their working status. Support and a positive attitude from husbands towards wives' work helped reduce the strain. Working women employed paid help for two reasons: to reduce the demand from housework and because they could afford to pay for human help (servants or maids).

As employment of women particularly from middle class is a new phenomenon, no fixed pattern or redefinition of role of women in terms of the changed context has yet been

achieved. Neither working women nor their husbands, nor society in general, is clear about their roles. Women's role and position at present are therefore, not clearly defined, and thus the situation leads to role conflict and anxiety amongst working mothers (Chakraborty, 1978). Gupta and Sruti (1982) carried out a study to analyse stress among working women and its effect on marital adjustment. It was revealed that working women suffer from role conflict and experienced high level of anxiety, which affects their marital compatibility, close and intimate relationships and of course work productivity.

Kessler and MacRae (1982) in their study observed that the factors such as financial situation, children's age, work availability, work passion, partner's support and health all plays role in the decision to be working mom or stay-at-home mom.

Non-working mothers are concerned with their domestic field and has less scope to deal with external stress situation. Their single role creates less pressure in their life and situation and hence state anxiety is less prominent in them than in the case of working mothers. This finding is supported by the study of Hoffman (1986); Kessler and MacRae (1982). Moreover, they found that in general, state and trait both anxieties were prominent in case of working mothers than in that of the non-working mothers.

Hemlatha and Suryanarayana (1983) concluded through a study on role interventions of married working women that women's problems were greatly influenced by the age and socio-economic status of working women and husband's nature, children's age and number, family type and the nature of work and work timings. Husbands' understanding and cooperation was very important to lessen working women's problems.

Light (1984) studied the relationship between working mother's anxiety, depression, hostility levels and their perceived career and family role commitments. It was reported that women who placed career roles over family roles scored significantly higher on anxiety than those

for whom family roles were more important. It is, indeed, that career committed mothers who are more at risk.

Khanna (1992) studied life stress among working and non-working women in relation to anxiety and depression. Anxiety was found to be significantly and negatively related to positive life change in non-working women while depression was found to be significantly and positively related to positive life change in working women, and negative life change in non-working women. These results suggest that in India, among working women positive life changes are related to depression, whereas among non-working women positive life changes are related to anxiety, and negative life changes to depression.

Most common outcomes of stress for the working woman were poor mental and physical health resulting in depression, anxiety, asthma, and colitis (Khanna, 1992; Mukhopadhyay, 1996; Sailaja & Swaminathan, 1992a, 1992b; Srivastava, 1995).

It has been observed that having a job has a positive effect on women's health, and that the increasing participation of women in the workforce over decades has not negatively affected their health but rather has improved it (Hall, 1992). Working women are in better physical and psychological health than housewives (Baruch & Barnett, 1986; Hall 1992; Matthews et al. 2001), and have lower levels of morbidity and mortality than unemployed women and housewives (Silman, 1987).

Hardy and Barkham (1994) found associations between anxious/ambivalent attachment patterns and reported anxiety about work performance and relationships at work. Avoidant patterns were associated with & concern over hours of work and, difficulties in relationships at home and with social life.

Lennon (1994) studied and found that fulltime housework involves more autonomy, more interruptions, greater physical efforts, more routine, fewer time pressures and less responsibility for matters outside one's control than paid work. Compared to fulltime

employed women, homemakers benefit from having less responsibility for things outside their control. Employed women appeared to benefit from having less routinized work than the homemakers.

Since, large numbers of non-professional women work not by choice as compared to the professionally employed women; this reflects their lower level of motivation and confidence which in turn is indicator of low life satisfaction and higher level of anxiety (Chaudhary, 1995).

In a comparison of working and non-working mothers, studies showed a positive statistically significant relationship with anxiety score. Traditional role theories suggest that women who are trying to maintain several roles would be expected to experience negative stressful feelings (Mukhopadhyay, 1996). It has been concluded by various studies that women (whether working or non-working) cope with anxiety in a physiologically more economical way but at a higher psychological cost. This feeling creates a number of physical and psychological problems for them.

Carr et al. (1998) observed that even though a young mother chooses to work, the workplace and work environment as a whole continue to be hostile towards them; and shouldering dual responsibilities may actually decrease their productivity at a workplace. Some research have focused upon mothers who are working in the academic field where they have found slower academic progress attributed to working mothers in academic medicine.

Prevalence of depression and anxiety were found to be higher during active life and reproductive years (20-40 years) of women who forms a significant proportion of the workforce (Stansfeld et al., 1999).

The positive association between employment and women's health status may also reflect the selection of women being able to work, compared to those out of the labour force for health or family reasons (Vermeulen & Mustard, 2000). Only a few studies have not found

significant differences in mental health status between women who work and those who do not (Warr & Parry, 1982; Waldron et al., 1982; Waldron, 1991).

Housewives or non-working mothers were more positive in dealing with personal life stress, experienced high level of anxiety and had a high external locus of control than the working mothers (Kumari & Singh, 2000).

Women, whether, in their motherhood or not, continues to work even after marriage. When both spouses work, it may be necessary for the mother to retain her job if she has insurance benefits, and if she wants to retire with better retirement benefits (Edelman, 2002).

Bajaj and Sachdeva (2004) studied anxiety among working and non-working women. The working women were selected from three occupational sectors, i.e. nurses, school teachers and bank employees (15 in each sector). Results revealed that in the lower age group, working women exhibited significantly higher anxiety, whereas in the higher, age group, non-working women showed more anxiety. Overall, working women exhibited slightly more anxiety than non-working women, but the difference was not significant.

Bakhshi et al. (2004) studied the impact of occupational stress on home environment: an analytical study of working women of Ludhiana city, with the objective to examine working conditions of selected categories of working women and to analyse the impact of occupational stress on home environment as perceived by the respondents. Results revealed that the impact of stress on house care was high while impact of stress on social and leisure life revealed that they preferred to go for outing. Impact of stress on miscellaneous work showed that there is no significant difference.

Barnett (2004) pointed out the fact that employment has positive benefits on the mother. It is also assumed that the roles of a mother and wife have relatively less stress as they are natural roles, whereas the role of employee, being unnatural, is regarded as highly demanding.

Léger Marketing (2004) conducted a National Survey study based on telephone interviews with 1,508 working women over 18 years of age who were diagnosed with depression and/or anxiety, or who met diagnostic criteria. The report revealed that one in five working Canadian women experience depression or anxiety, which has caused some women to avoid or even, quit work. The survey found that most of the women who experience depression or anxiety are: (1) between the ages of 35 and 55; (2) lived in a city or a suburban community; and (3) have children. These women had crossed most occupation types, education levels and income segments. The study also found regional differences: More women in British Columbia were diagnosed with depression and anxiety at 18 per cent than those from eastern regions such as 12 per cent in Ontario and 12 per cent in Quebec.

Ojha and Rani (2004) studied life stress and mental health of working and non-working women, observed that the stress experienced by working women was significantly higher than non-working women.

Wilson (2006) has concluded that a great rush of married women into the workforce is against the traditional belief that women must choose between family and career. Many observers condemned working mothers as selfish, unnatural and even dangerous to their society. He observed and concluded from his study that many working women reported to have been doing their job as because they were seriously in need of money and as a result, there was a dramatic increase in family's standard of living.

Woodward (2007) found that working women reported high workloads, requiring long working hours, which consumed time and energy otherwise available for other relationships and commitments and their own leisure. The situation is worst for working mothers as they have to make arrangement for their children when they have to go to work and also have to have to help them in doing the home work when they are back home.



The working mothers had better mental health and reported less depression than the non-working mothers. The most frequently reported source of stress for working mothers was not having enough time to do everything, whereas for non-working mothers lack of social life was a major stressor (Anderson, 2009).

Jain (2009) did a comparative study on working and non-working women in terms of personality, adjustment and anxiety. The study revealed that there was no significance difference found in the mean scores of anxiety of working and non-working women.

Pandya and Thakkar (2009) studied working women and their problems. Their objectives were to study the job related and household work related problems of working women of Baroda and to study the differences in the overall problems, job related problems and household work related problems of working women in relation to their age, type of family, experience and distance from the workplace. It was found that most of the working women came from nuclear family because the nuclear family is free from most of the traditional restriction about female behaviour and there is more freedom for women to seek employment. Majority of the respondents had more job related and household work related problems.

Iqbal et al. (2010) conducted a study on working and non-working mothers and found that anxiety existed among 57% of the sampled mothers; 36% of the working mothers and 74% of the non-working mothers reported to have anxiety. A statistically significant association between anxiety in women, educational level and number of children was found. However, no significant association was observed between mothers' anxiety and their family system.

Amrithraj (2011) conducted a study of anxiety among 30 working and 30 non-working mothers. Results indicated that working mothers were found to be suffering from significantly higher levels of anxiety than the non-working mothers. The difference between the two groups was also found statistically significant.

According to a study by Adhikari (2012), working mothers are prone to anxiety and depression regarding their method of child care as they are absentees for long duration. It was found that there were significant differences in anxiety of working mothers. But, no significant differences were observed in case of non-working mothers.

Beh and Loo (2012) conducted a research on job stress and coping mechanisms among nursing staffs in Public Health Services. They intended to investigate the prominent causes and effects of job stress and coping mechanism among nurses in public health services. The results indicated that the major contributor of job stress among nurses is the job itself. Heavy workload, repetitive work, and poor working environment were among the stressors identified in the category of job itself. Respondents identified that inconsiderate and inequitable superior/matron, lack of recognition, and conflict within and between groups were the stressors. Respondents also view social support as a buffer against the dysfunctional consequences of stress emanating from the workplace and established network of friends, family, superior, peers, and colleagues to seek emotional support when faced with job-related stress in the workplace. Further, respondents adopt more than one coping mechanisms to combat job stress based on scenarios, situations, and level of job stress. This study is limited only to the nurses in a public hospital.

Geraiya and Yogesh (2012) studied the anxiety and psycho-physical stress among working and non-working women. Results revealed significant difference in anxiety and psycho physical stress with respect to both working and non-working women. The correlation between anxiety and psycho physical stress revealed 0.65% positive correlation.

Kaur et al. (2012) conducted a comparative study on working and non-working married women and intended to observe whether anxiety affects life satisfaction or not. Results revealed that there exists no significant difference between the two groups and the result showed that anxiety and life satisfaction are experienced differently by working and non-

working women. It indicates that the low and high life satisfaction depends upon the level of anxiety; the working women with low level of anxiety are higher on life satisfaction in contrast to the non-working women. The results of the study show that females those who are 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. Their anxiety level is also higher than the anxiety level of working females.

Tripathi and Bhattacharjee (2012) studied the condition of working mothers in India. They explained that in today's scenario both husband and wife has to work to create a balance in their work life as well as at home with their children. But it is still difficult for working mothers as she has to play multiple roles, both at office and home. This can leave working mothers stressed and anxious and the conditions can be awful if the family is not supportive. Moreover, in their paper, they discussed the different reasons due to which working women feel more stressed. They found out that even when both parents are working, the responsibility of care for sick member usually falls on the mother. Workload and anxiety are hence, high for working mothers.

Bhadoria (2013) investigated the differences in level of anxiety and depression among working and non-working women. The results revealed that the mean score of working women is lower than the corresponding mean score of non-working women in level of anxiety. Also, significant mean difference on the level of anxiety and depression exists with respect to both working and non-working women.

Bankole (2015) in his study examined the relationship between stress, anxiety and general life satisfaction of working mothers. The data findings revealed that there exists a significant relationship between perceived stress and life satisfaction. Moreover, it was reported that

there exists a significant negative relationship between anxiety and life satisfaction of working mothers. Also, stress significantly predicted life satisfaction of working mothers. Both stress and anxiety had significant joint prediction of life satisfaction of working mothers. Findings were discussed in relation to existing literature on stress, anxiety and psychological factors relating to life satisfaction of working mothers.

Chhansiya and Jogsan (2015) conducted a research on ego strength and anxiety among working and non-working women. They intended to know the significant difference in ego strength and anxiety between working and non-working women; and to check the relationship between ego strength and anxiety. The study revealed that there was significant difference between working and non-working women in the ego strength. Moreover, there was significant difference between working and non-working women on anxiety.

## **2.2 Researches on Life Satisfaction among Working and Non-working Mothers**

Life satisfaction of working and non-working mothers depends upon many factors. Life satisfaction of an individual is the result of advantage situation. These situations are created by socio-economic status, environmental conditions, marital adjustment, job satisfaction, such as: nature of work, place of posting, salary weightage etc. Anxiety, ego weakness frustration, guilt proneness, suspiciousness also influence adversely the life satisfaction of an individual (Bhatt, 2013).

Nye (1963) surveyed a large regional sample of women to determine their degree of satisfaction with income, housing, marriage, children, work, community, and recreation. Comparisons between employed and non-employed women in these seven areas revealed no significant differences in four domains. Only in the areas of work and community satisfaction did working women display significantly more satisfaction than did housewives. Housewives, on the other hand, rated their marriages as "better adjusted" than did working women.

Burke and Weir (1976) examined life satisfaction among wives of Canadian professional men. Among these upper middle-class women, employment outside the home produced greater satisfaction with life in general and with marriage in particular. Housewives in their survey reported lower satisfaction scores and poorer mental and physical health.

A Survey of Modern Living examined self-esteem, psychological well-being, and physical health of 389 women (206 employed outside the home and 183 homemakers). Results indicate that working women had higher self-esteem and less psychological anxiety than homemakers. Working women also reported better physical health than homemakers (Coleman & Antonucci, 1976).

Ferree (1976) have argued that women with jobs outside the home are generally happier and more satisfied with their lives than are full time housewives. However, women who worked part-time were more satisfied than either housewives or wives who worked fulltime. Evidence from six large national surveys conducted by the University of Michigan and the National Opinion Research Center between 1971 and 1976 consistently failed to support this hypothesis. It was concluded that both work outside the home and fulltime housewifery have benefits and costs attached to them; the net result is that there is no consistent or significant differences in patterns of life satisfaction between the two groups.

Multiple Classification Analyses on responses from 946 women explained, that full-time homemakers are more dissatisfied with their lives than women employed outside the home. Homemakers who had wanted a career were more personally dissatisfied than homemakers who had never wanted a career. The career-oriented homemakers were the ones who expressed greater personal dissatisfaction than employed women (Townsend & Patricia, 1981).

In a study of working women and fulltime-homemakers, the home-makers held more conservative values and a more traditional view of women's roles, reported experiencing a

more supportive family life, expressed lower self-esteem, and were less dissatisfied than women who work outside the home. Women who were employed outside the home rated themselves as more aggressive, ambitious, and intelligent than did homemakers. The discussion focused on the surprising finding that the women who work outside the home were more dissatisfied than homemakers (Joseph & Sandvik, 1982).

Freudiger (1983) investigated the variables affecting life satisfaction in the three categories of married women- presently, formerly and never employed. The results revealed that while there were little differences among the three categories of married women in the overall life satisfaction, there were significant differences in the variables that influence life satisfaction for each category. Regression analysis revealed that variables which previous research indicates were salient for women were most predictive of life satisfaction in never-employed wives. Currently and formerly employed wives apparently drew on less traditional sources of satisfaction than did never employed wives.

Chen and Lin (1992) investigated daily life demands, social support, life satisfaction and health of working and non-working women. The results revealed that working women experienced more daily life demands than non-working women; they however, enjoyed more social support in dealing with these demands. Also, results showed both groups expect and perceive themselves as actually spending more than 24 hours per day meeting their daily demands. It is apparent, that, anxiety and stress levels for both groups were very high; even more so for the working women. Further, the results revealed that both groups received little instrumental support; husbands gave the most frequent support, and it appeared that spouse of working women were more responsive and co-operative. Non-working women reported higher levels of life satisfaction; however, both the groups appeared to be satisfied with their overall lives.

A study by Maynard (1993) indicates some evidence that as the number of family (work/family) roles increases, scores on occupational adjustment and life satisfaction tend to increase.

Nathwat and Mathur (1993) investigated the marital adjustment and subjective wellbeing in Indian-educated housewives and working women. Results indicated that working women had significantly better life satisfaction and self-esteem than the housewives. Specifically, working women reported higher scores on general health, life satisfaction and self-esteem measures and lower scores on hopelessness, insecurity, and anxiety compared with the housewives, although the housewives had lower scores on negative affect than the working women.

Thakar and Misra (1995) investigated life satisfaction and patterns of daily hassles experienced in relation to perceived-control, social support, mental health and life satisfaction of 40 dual career-women and housewives in India. Dual-career women reported significantly greater incidence of daily hassles but displayed a greater degree of life satisfaction than did housewives. Older (aged 40+ yrs) dual career women from nuclear families perceived a greater degree of control than women from joint families. Social support was shared similarly across from joint families and across all groups.

Aminath (1996) in his study of work-family conflict among married professional women in Malaysia reported work-family conflict and less life satisfaction among working women. Saxena and Rani (1996) studied family and employed women in India as indicators of life satisfaction and happiness. The sample for the study consisted of 40 employed and 40 unemployed middle class women. Life satisfaction and happiness were measured by self-made tests of life satisfaction, perceived happiness, attribution, anxiety and family structure by work roles compatibility. Results revealed that non-working women experienced greater life satisfaction compared to working women and attributed their happiness to the home

environment and perceived happiness was higher among women from nuclear families compared to those from joint families.

Singh (1996) reported that among women who were working out of utter economic necessity, majority were dissatisfied with the time they spend with their children and the time they allocate to their home. 57 percent of working women have alternate arrangements for their children either a mother or a mother-in-law or a maid to look after their children. The age of the children is an important factor in generalizing the women's role conflict because a mother's personal attentions are most essential when they are small. Another cause can be the family size; working married women with larger number of family members may feel conflict than the working married women having small family size. The other factor associated with this is the nature of job, that is, the amount of time spent outside the house.

Rout et al. (1997) studied and demonstrated that employment has positive or neutral effects on women's health. They examined whether these positive effects could also be found in employed mothers by comparing working mothers with non-working mothers on measures of mental health, self-esteem, and mother's role satisfaction. This study assessed the stress experienced by these mothers and examines the coping strategies used by them. The working mothers had better mental health and reported less depression than the non-working mothers. The most frequently reported source of stress for working mothers was not having enough time to do everything, whereas for non-working mothers, lack of social life was a major stressor. The findings of this study support the expansion hypothesis, which emphasizes the benefits rather than the costs of multiple role involvement.

Genia and Cooke (1998) examined the relationship between spiritual maturity and life satisfaction in a multi-ethnic, religiously diverse sample of women who were middle-aged and older. Life satisfaction was positively related to spiritual support and spiritual openness. European Americans and African Americans did not differ on life satisfaction, spiritual



support and spiritual openness. Mean splits on the spiritual-support and spiritual-openness scales were used to classify subjects as underdeveloped, dogmatic, transitional, and growth oriented. Growth-oriented subjects reported greater life-satisfaction than subjects in all other groups. No other group differences were found.

Health is one of the most important factors in life satisfaction in working women. Self-rated overall health was associated with life satisfaction in the cross-sectional study in women only. This gender difference confirms previous research (Nagata et al., 1999).

Agarwala (2001) studied life satisfaction among working and non-working women and results revealed significant difference in the life satisfaction of working and non-working women. Life-satisfaction was found to be higher among non-working women.

Kousha and Moheen (2004) explored life satisfaction among married Iranian women in urban areas. A series of path analysis and cross tabulations suggested that for married women, life satisfaction was directly linked to their satisfaction with marriage, employment and their leisure experiences. For women, hour's satisfaction and job satisfaction indicated that women preferred part-time jobs irrespective of whether these are small or large.

Personality plays a significant role in whether a woman will judge her life to be satisfying. However, proximal environmental factors (e.g., recent life events) can influence life satisfaction judgments in the short term. Both nature and nurture (i.e., personality and environment) appear to be influential in determining life satisfaction, and to discount one explanation in favour of the other would not be empirically or theoretically productive (Beutell, 2006).

Hashmi et al. (2007) tried to measure the quality of life among working and nonworking women using indirect measures like mental health, self-esteem, mother role satisfaction and stress. The results revealed that non-working women had poorer mental health as well as the lower self-esteem as compared to the working women. The nonworking women also reported

more depression. The most common stressor reported by the non-working women was poor social life.

Shali (2007) studied life satisfaction and concluded that there is a high correlation between feeling of security and life satisfaction. Results showed that security feeling has effect on life satisfaction. Meanwhile, comparison of variables shows that all variables, except for feeling of relative deprivation, have increasing effect on life satisfaction and it means that with increasing each of them, rate of satisfaction feeling is also increased.

Booth and van Ours (2008) conducted a study on job satisfaction, family life and happiness, different experiences for women from the British Household Panel Survey. The purpose of the study was to measure the wellbeing by self-reported life satisfaction, working hour's satisfaction and job satisfaction. The analysis finds that women with partners are most satisfied with their job and the number of hours they work if they have a part-time job. But, their overall satisfaction with their life was not found to be affected by the number of hours they worked.

Jan and Masood (2008) in their study assessed life satisfaction among women. The study depicted that women have average level of life satisfaction at all age levels. It was 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 research was conducted on working and non-working mothers to study the impact of work on mothers' health in Tehran (Iran). Personal well-being, socio-demographic, work and work-related and social-life context variables were examined alongside a range of mental and physical health outcome variables. Unlike in the West where women's paid work is generally associated with better health, statistically significant differences between working and non-working women were not found in Tehran. It is argued that this is a result of the counter-

balance of the positive and negative factors associated with paid work, such as increased stress on one hand and self-esteem on the other (Ahmad, 2009).

Aroba and Khan (2011) studied life satisfaction among working and non-working women with special reference to District Budgam. High level of general life satisfaction was found in women at high age group, whereas average level of life satisfaction was found among the women of low level of age group. Average level of life satisfaction was found among literate women, whereas high level of general life satisfaction was found among illiterate women. High level of general life satisfaction was reported among working women, whereas high level of general life satisfaction was observed among non-working women.

Hasnain, Ansari and Sethi (2011) carried out a study on employment status of women in relation to their self-esteem and life satisfaction. The results showed greater life satisfaction and lower self-esteem among working women in comparison to the non-working women.

Akbari (2012) investigated the existence of stress as well as life satisfaction among working and non-working mothers. In result, significant difference was observed in physical and family stress among the resonance. But the role stress was found to be significantly higher among working mothers than non-working mothers as well as life satisfaction was better among working mothers than non-working mothers.

Luhman et al. (2012) conducted a study on life satisfaction and 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 and socio-economic status. Together, these findings provide evidence that life satisfaction is an important predictor of major life outcomes.

Jadhav and Aminabhavi (2013) studied life satisfaction of working and non-working mothers. The results showed that the working and non-working mothers did not differ significantly from each other in their life satisfaction. Incidentally, it was also found that age, educational level and number of children of working and non-working mothers were not significantly associated with their life satisfaction.

Singh (2014) studied life satisfaction and stress level among working and non-working women. The results indicated that there was significant difference regarding life satisfaction and stress between working and non-working women. Results revealed that working and non-working women differed significantly on their life satisfaction. Working women were more satisfied with their life; and non-working women have higher level stress as compared to working women. A significant negative relationship was found between life satisfaction and stress.

Recently, Arshad, Gull and Mahmood (2015) conducted the study to measure the life satisfaction among working and non-working women of Faisalabad and Islamabad. Significant difference on score of life satisfaction among working and non-working women was reported.

### **2.3 Statement of the Problem**

Anxiety and other psychological-related problems such as life dissatisfaction are the unexplored areas of research in a state like Sikkim. With the constant workloads and pressures from both the workplace and home, work-demands and work-family conflicts, working women especially when she is a employed mother, there is an urgent need to understand the root of the problem and ways to deal with it without being hyper-sensitive and depressed. Moreover, it goes unnoticed about the fact that working mothers are not only working for themselves but also working for the betterment of the family. Both working and non-working mothers, should be given top priorities regarding their hard work, dedication,

sacrifice and contribution to their family in adding up the family income and as well as caring their family and maintaining their households. There is a huge scope of the study in showing the existence of anxiety and life dissatisfaction, and suggesting the ways to deal with the problem.

#### **2.4 Rationale of the Study**

Sikkim, is a tiny state, wherein anxiety problems and marital and life dissatisfaction are on the increase day by day. Anxiety is one of the most common psychological problems in women especially among working women/mothers. Nowadays, women are involved professionally in different fields such as business, government and private services, academic institutions, industrial or organizational institutions and many more. Due to the increasing demand of labour in professional services, women are also actively involved and dedicated towards their work to serve their families and earn some income as well as self-respect and for the purpose of having life satisfaction. Not only this, they are serving and fulfilling the household works and necessities with full dedication. Thus, the review of related literature reveals that the hectic schedule, both in their personal and professional life, leads to the anxiety among women, thereby hindering their satisfaction with life especially in the case of the working mothers.

The employment typically has positive psychological consequences for mothers either as a primary source of well-being or as a buffer against stress and thus it can be said that due to paid work it helps to reduce anxiety, depression in life whereas, working mothers experience greater work related stress than non-working mothers and thus stress helps to increase anxiety.

#### **2.5 Aim of the Study**

In the present context, there is an ample need to study particularly in traditional socio-cultural Sikkim's family context, the effect of working condition of mothers in comparison with non-

working condition. These are mainly due to the negative atmosphere which is created by society as well as the individual themselves. With the constant work-demands and work-home conflicts, working mothers, especially have been falling prey to the problem of anxiety and life dissatisfaction. Moreover, there is lack of studies on anxiety and life satisfaction among working and non-working mothers, in the Sikkim's context. Thus, the present study aims to measure the degree of anxiety and life satisfaction of working and non-working mothers' and focus on the roots of the problem.

## **2.6 Objectives**

O1: To compare the anxiety level between working and non-working mothers.

O2: To compare the life satisfaction level between working and non-working mothers.

O3: To examine whether there exist negative correlation of different dimensions of anxiety with life satisfaction among working and non-working mothers.

O4: To investigate whether anxiety has any effect on life satisfaction among working and non-working mothers.

## **2.7 Hypotheses**

Based upon the above objectives and related literatures, the following hypotheses were formulated:

H1: There would be high level of anxiety among working mothers compared to non-working mothers.

H2: Life satisfaction level would be high among non-working mothers than the working mothers.

H3: There would be negative and significant correlation of different dimensions of anxiety with life satisfaction among working and non-working mothers.

H4: There would be significant interaction effect of low and high anxiety level on the life satisfaction among working and non-working mothers.

## **CHAPTER- III**

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# *Methodology*

## **CHAPTER- III**

### **METHODOLOGY**

Research and experimental development is format undertaken systematically to increase the stock of knowledge, including knowledge of humanity, culture and society. It is used to establish or confirm facts, reaffirm the results of previous work, solve new or existing problems, support theorems, or develop new theories. A research project may also be an expansion on past work in the field. To test the validity of instruments, procedures, or the purpose of the research is to discover answers to questions through the application of scientific procedures. The main aim of research is to find out the truth which is hidden and which has not been discovered as yet. Though each research study has its own specific purpose, we may think of research objectives as falling into a number of following broad groupings:

- a. To gain familiarity with a phenomenon or to achieve new insights into it.
- b. To portray accurately the characteristics of a particular individual, situation or a group.
- c. To determine the frequency with which something occurs or which it is associated with something else.
- d. To test a hypothesis of a causal relationship between variables.

It is important to discuss the research purposes as it plays fundamental role in making research design and deciding methodology. Approaches to research depend on epistemologies, which vary considerably both within and between humanities and social sciences. There are several forms of research: scientific, humanities, artistic, economic, social, business, practitioner research etc.



Research methodology is a way to systematically solve the problem. Essentially, the procedures by which researchers go about their work of describing, explaining and predicting phenomena are called research methodology. It is also defined as the study of methods by which knowledge is gained. In it, we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them.

Researcher must design a methodology for the problem chosen for various reasons. Planning research methodology beforehand is needed because it facilitates smooth sailing of the various research operations, thereby making research as efficient as possible yielding maximum information and minimum expenditure of efforts, time and money. It stands for advance planning of the methods to be adopted for collecting the relevant data and the techniques to be used in their analysis. This work should be done with great care as any error in it may upset the entire project. It has a great bearing on reliability of results extracted and as such constitutes the firm foundation of the entire edifice or structure of the research work.

A good research design is often characterized by adjectives like flexible, appropriate, efficient, economical, etc. generally the methodology which minimizes bias and maximizes the reliability of data collected and analysed is considered to be good. It should give smallest experimental error, yield maximum information and provide opportunity for considering many different aspects of problem. Before deciding particular methodology, a researcher must take some factors in consideration like-

- a. The means of obtaining information.
- b. The availability and skills of the researcher and her staff, if any;
- c. Objective of the problem to be studied;
- d. Nature of the problem and;

e. Availability of time and money for the project.

Other important factors in research methodology include determining of research tool materials, sample and statistical methods. Formulating a research questions along with sampling whether probable or non-probable is followed by measurement that includes surveys and scaling. This is followed by research design, which may be either experimental or quasi-experimental. The last two stages of data are data analysis and finally writing the research paper, which is organized carefully into graphs and tables so that only relevant data is shown. This implies that success of any research depends, to a great extent on its methods and methodology employed. A sound research design can yield fruitful, reliable results and conclusions. Thus, a researcher needs to pay extra attention on deciding her methodology. In the following description, methods, design and procedures used to execute this study are discussed.

### **Variables Studied**

The following variables were studied in the research:

<i>S.I. No.</i>	<i>Name of the Variables</i>	<i>Nature of the Variables</i>	<i>Name of the level</i>
1.	Categories	Independent Variable	Working Mothers
			Non-working Mothers
2.	Anxiety	Dependent Variable	Tension
			Guilt Proneness
			Maturity
			Suspiciousness

			Self-control
3.	Life Satisfaction	Dependent Variable	Scores of Life Satisfaction

The details of the methodological steps of the present study are as follows:

## Method

### 3.1 Sampling Design

*Sample:* In the present research, sample was drawn from the population of Sikkim state government service working and non-working mothers (i.e. graduate employees and graduate housewives respectively) from urban areas by using purposive sampling technique. The mean age of the respondents was 36.8 (SD = 4.07). With respect to the occupational status, the mean age of the working mothers was 38.1 with (SD = 2.37) and mean of non-working mothers was 35.5 (SD = 4.94).

*Sample Size:* The total sample size taken for the study was one hundred (100) out of which 50 samples constituted of working mothers and 50 constituted of non-working mothers.

*Sample Distribution:*

<i>Category</i>	<i>East District (Gangtok)</i>	<i>South District (Namchi )</i>	<i>Total</i>
Working Mothers	25	25	50
Non-Working Mothers	25	25	50

Total	50	50	100
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*Sample Inclusion Criteria* were as follows:

- Married-working and non-working mothers having at least one or two children.
- Respondents who were graduate or having higher educational qualification.
- Regular government service employees of Sikkim state (mothers).
- Non-working mothers who were housewives.
- Working and non-working mothers living with their spouse.
- Group B working mothers in State Health Departments of Government of Sikkim.

*Sample Exclusion Criteria* were as follows:

- Not willing to fully participate in responding to research questions.
- Those who were single/divorced mothers.
- Those who were suffering from psychiatric/psychological problems.
- Those working mothers who were working but in other sectors like private/government offices, private institutions, Government/Non-Governmental Organizations, etc., other than government sector.
- Those mothers who run the home business.
- Married-working mothers who are more than 45 years of age.

### **3.2 Tools Used**

A number of psychological tests were administered to assess the target variables. For the purpose of collecting personal information of the respondents, family and their socio-economic background, a separate socio-demographic data-sheet was prepared and used in the study before collecting data.

The following tools were used:

1. Socio-demographic data-sheet (developed for the study)

2. State-Trait Anxiety Test (Vohra, 2001)

3. Life Satisfaction Scale (Singh & Joseph, 1971)

1. *Socio-demographic Data-sheet*: The Socio-demographic data sheet includes personal details, family background and medical background of the subject. The personal details regarding the name, age, sex, education, caste, community and religion, etc. are included. The family history of the subject consists of type of family, marital status, educational qualification, occupation, nature of employment, income, socio-economic status, etc.

2. *State-Trait Anxiety Test (Vohra, 2001)*: State-Trait Anxiety Test is a scale designed and developed by Sanjay Vohra. It is a brief and non-stressful test applicable to all and is appropriate for use in chronological ages of 14 years and above, and throughout adulthood. It is based upon the MAP (Multi-dimensional Assessment of Personality) series which measures 20 personality dimensions. The State-Trait Anxiety Test (STAT) was conceptualized as a research instrument for the study of anxiety. It is a self-report assessment device which includes separate measures of state and trait anxiety. State anxiety may fluctuate over time and can vary in intensity. In contrast, trait anxiety refers to a general tendency to respond with anxiety to perceived threats in the environment. The scale gives an accurate appraisal of anxiety level, supplementing clinical diagnosis, and facilitating all kinds of research screening operations where very little diagnostic or assessment time can be spent with each examinee. Out of twenty personality dimensions, five of them are considered. They are tension, guilt proneness, maturity, suspiciousness, and self-control. STAT measures two types of anxiety - state anxiety, or anxiety about an event, and trait anxiety, or anxiety level as a personal characteristic. Higher scores are positively correlated with higher levels of anxiety. The test includes 40 items which can be rated with 3 possible answers according to different situational responses. The test-

retest reliability for the 5 dimensions of anxiety computed after a lapse of 7 days and 1 month was .82 and .79 respectively. The test-retest reliability for the state and trait anxiety was .80 and .82 respectively. The validity of the test was *Gp*-.86, *Ma*-.77, *Sc*-.80, *Su*-.77 and *Tn*-.73.

The test includes 40 anxiety items which are divided into:

- (i) Those which appear more covert or less obvious,
- (ii) Those which refer to anxiety symptoms.

These divisions are further divided into 5 dimensions, namely;

- a. Tension (*Tn*)
- b. Guilt proneness (*Gp*)
- c. Maturity (*Ma*)
- d. Suspiciousness (*Su*)
- e. Self-control (*Sc*)

**State Anxiety:** State anxiety can be defined as fear, nervousness, discomfort, etc. and the arousal of the autonomic nervous system induced by different situations that are perceived as dangerous. This type of anxiety refers more to how a person is feeling at the time of a perceived threat and is considered temporary. For example: A child feels anxious when confronted by a large and strange animal. A person feels anxious to get on an airplane and fly somewhere for the first time.

**Trait Anxiety:** Trait anxiety can be defined as feelings of stress, worry, discomfort, etc. that one experiences on a day to day basis. This is usually perceived as how people feel across typical situations that everyone experiences on a daily basis. Examples: A child is socially anxious in all situations and always a little on edge his childhood and into adulthood. A

person is anxious in an array of different normal situations such as going to the grocery store and going to work the majority of the time where others are usually not.

#### Psychological Description of the Anxiety Dimensions:

- i. **Tension (Tn):** The person who scores high on Tn tends to be very tense, excitable, frustrated, driven, fretful and impatient. He is often fatigued, but unable to remain inactive. In groups, he takes a poor view of the degree of unity, orderliness and leadership. The person who scores low on Tn tends to be sedate, relaxed, tranquil, composed and satisfied. In some situations, however, his over-satisfaction can lead to laziness and result in low performance, in the sense that low motivation produces little trial and error behaviour.
- ii. **Guilt Proneness (Gp):** The person who scores high on dimension Gp tends to be depressed, apprehensive, troubled, moody, a worrier, full of foreboding and brooding. He has a childlike tendency to anxiety in difficulties. The person who scores low on dimension Gp tends to be self-assured, confident, serene, and placid, with unshakeable nerve. He has a mature, unanxious confidence in himself and his capacity to deal with things. High scorers generally belong to religious groups, artistes and farmers, etc. however, Gp is low in electricians, professional athletes, and sales personnel.
- iii. **Maturity (Ma):** The person who scores high on dimension Ma is easily affected by feelings and tends to be low in frustration tolerance, changeable and plastic. He tends to be fretful, easily emotional and annoyed, active in dissatisfaction, having neurotic symptoms like phobias, sleep disturbances, psychosomatic complaints etc. Low Ma score is common to almost all forms of neurotic and some psychotic disorders. The person who scores low on Ma is emotionally stable, faces reality, and calm. He tends to be emotionally mature, stable, realistic about life, unruffled, possessing ego strength, better

able to maintain solid group morale. Sometimes, he may be a person marking a resigned adjustment to unsolved emotional problems. Occupational data suggests that low scoring individuals belong to these occupations in which the individual can set his own pace and does not require sudden adjustments, such as clerks, writers, postmen, etc.

- iv. **Suspiciousness (Su):** The person who scores high on Su tends to be suspicious mistrusting, doubtful, and hard to fool. He is often involved in his own ego, is self-opinionated and interested in internal mental life. The person who scores low on dimension Su tends to be trusting, free of jealous tendencies, adaptable, cheerful, and un-competitive. High scorers usually belong to scientific or engineering professions.
- v. **Self-control (Sc):** The person who scores high on dimensions Sc will not be bothered with will control and regard for social demands. As a personal personality dimension, Sc appears to represent the level of development of the unconscious behaviour integrating self-sentiment. In terms of anxiety, self-sentiment means a lowered sense of personal worth or self-esteem. Low scoring individuals generally belong to the occupational group of administrators and technicians, in all of whom objectivity, balance and decisiveness are essential.

3. *Life Satisfaction Scale (Singh & Joseph, 1971):* Developed by Dr. Singh and Dr. Joseph, life satisfaction scale is a tool which intends to measure the life satisfaction which includes the all-round activities of the employees. It may be conveniently administered to the employees of every level operating in context of industries or other non-production organizations. The test-retest reliability computed after a lapse of 8 weeks turned out to be 0.91. The coefficient of correlation was found to be 0.83. This scale was constructed based on following dimensions:

- a) Taking pleasure in everyday activities,



- b) Considering life meaningful,
- c) Holding appositve self-image,
- d) Having a happy and optimistic outlook,
- e) Feeling success in achieving goals.

The scale contains of total 35 items which are to be rated on the five-point scale- Always, Often, Sometimes, Seldom and Never and which are respectively scored as 5, 4, 3, 2 and 1. The higher the score on the life satisfaction scale, the higher will be level of the life satisfaction. The items were prepared in both English and Hindi languages.

### **3.3 Procedure**

The concerned authorities in the Sir Thutob Namgyal Memorial (STNM) Hospital, the State level Government Hospital, Gangtok (East Sikkim) and Namchi District Hospital, Namchi (South Sikkim) were contacted for permission to collect data from the respondents. The consent was obtained from the respondents and they were briefly explained the purpose of the research as well as the details such as the instructions of the scales used. After taking their permission and consent, good rapport was established with the respondents. Similarly, consent was also obtained from the non-working mothers (house wives) for the purpose of collection of data. Specific instructions for each scale were given to the respondents. All the participants were assured that their responses would be kept confidential and if they face any difficulty in understanding the question, they may ask immediately to the researcher and clarify their doubts without any hesitation. The participants provided their responses pertaining to State-Trait Anxiety and Life Satisfaction questionnaires. Data was collected individually from the concerned respondents along with the socio-demographic data. The time taken by the respondents was about 20-25 minutes. Duration of the data collection by the researcher was 2-3 months. It was a very tough task to find out the sample as it required

to select graduate government employee- mothers as well as graduate housewives wherein today's world we hardly find graduate unemployed mothers, especially in a state like Sikkim where the population is very low.

### **3.4 Statistical Techniques Used**

Keeping in view the nature and objectives of the research problem, different types of statistical techniques available were sorted out for statistical treatment. The quantization data was analysed by using Statistical Package for Social Science (SPSS) version 22. For the present study, statistical techniques like Mean, Standard Deviation and t-test were used to measure the mean difference between the two groups. Data was also calculated by using Regression analysis to measure the significant interaction or causal relationship between the two variables among the two groups.

## **CHAPTER- IV**

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# *Results & Discussion*

## CHAPTER IV

### RESULTS AND DISCUSSION

This chapter presents the data analysis, interpretation and discussion of results with respect to various hypotheses formulated. The present study has used the following socio-demographic variables, they are shown in Table 4.1:

**Table 4.1 Showing the Percentage of Socio-Demographic Variables of Working and Non-working Mothers (N = 100):**

<i>S.I. No.</i>	<i>Variables</i>	<i>Categories</i>	<i>No. of Working Mothers (f)</i>	<i>% of Working Mothers</i>	<i>No. of Non-Working Mothers (f)</i>	<i>% of Non-Working Mothers</i>
1.	Age	25-34	5	10%	20	40%
		35-44	45	90%	27	54%
		45-54	0	0%	3	6%
2.	Educational Level	Graduates	50	100%	38	76%
		Post-Graduates	0	0%	12	24%
3.	Castes	General	17	34%	25	50%
		OBC	11	22%	11	22%
		SC	7	14%	3	6%

		ST	15	30%	11	22%
4.	Communities	Nepalis	40	80%	41	82%
		Lepchas	4	8%	6	12%
		Bhutias	6	12%	2	4%
		Others	0	0%	1	2%
5.	Religion	Hindus	26	52%	33	66%
		Buddhists	18	36%	10	20%
		Christians	6	12%	7	14%
		Others	0	0%	0	0%
6.	Family Type	Nuclear	44	88%	44	88%
		Joint	6	12%	5	10%
		Extended	0	0%	1	2%

*a. Age level of Working and Non-working Mothers*

Data presented in Table 4.1 shows that in the age group of 25-34, 10% of the samples were working mothers and 40% were non-working mothers. 90% of samples belonged to the age group of 35-44 which was the highest proportion of the sample of working mothers compared with 54% of non-working mothers. In the age group of 45-54, non-working mothers constituted of at least 6%, whereas there was not a single working mother belonging to this age group.

*b. Educational level of Working and Non-working Mothers*

In the Educational Qualification category, it can be observed from Table 4.1 that 100% of working mothers were Graduates whereas there were 76% of non-working mothers who had completed their graduation level. None of the working mothers were Post-Graduates whereas 24% of the non-working mother respondents were Post-graduates.

*c. Caste category of Working and Non-working Mothers*

In the castes category, it can be observed from Table 4.1 that General castes constituted of 34% of working mothers and 50% of non-working mothers, OBCs comprised of equal proportion of working and non-working mothers, i.e., 22%, SCs comprised of 7% and 6% of working and non-working mothers respectively, while STs comprised of 30% and 22% of working and non-working mothers respectively.

*d. Communities of Working and Non-working Mothers*

In the Communities category (Table 4.1), 80% of working mothers and 82% of non-working mothers belonged to Nepalis community, 8% of working and 12% of non-working mothers belonged to Lepchas community, 12% of working and 4% of non-working mothers belonged to Bhutias community, and 0% of working mothers and 2% of non-working mothers belonged to the Other Castes.

*e. Religion category of Working and Non-working Mothers*

It can be seen from Table 4.1 that in the Religion category, 52% of working and 66% of non-working mothers belonged to Hindu religion, while 36% of working and 20% of non-working mothers belonged to Buddhists religion. 12% of working and 14% of non-working belonged to Christianity religion. However, other Castes were nil in both working and non-working mothers group.

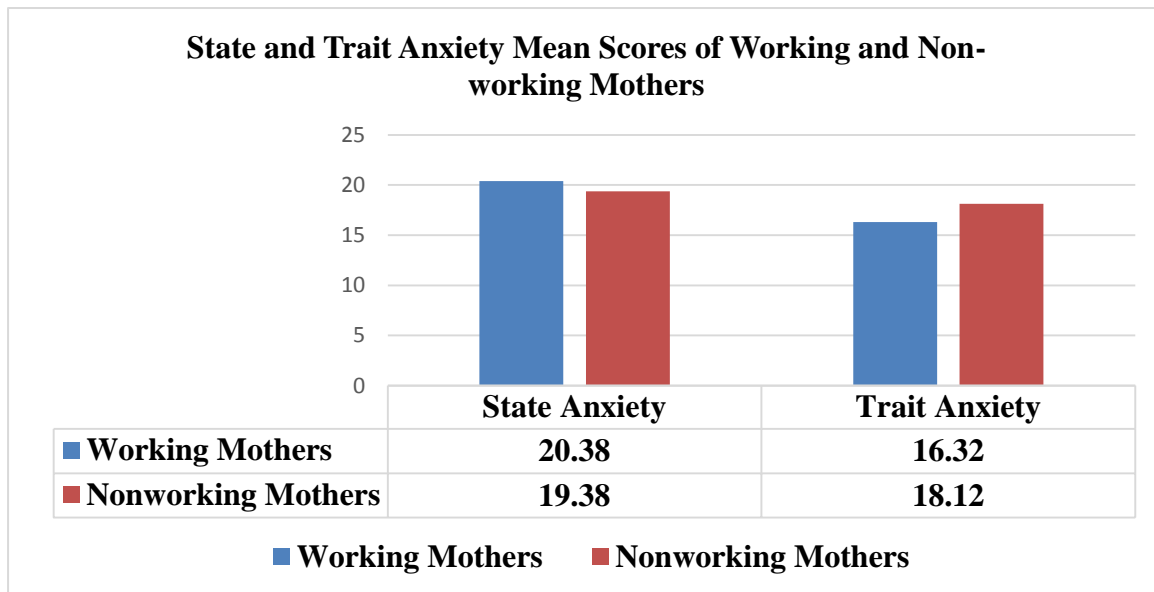
*f. Family type of Working and Non-working Mothers*

Regarding family type, Table 4.1 shows that 88% of working and non-working mothers belonged to nuclear family, 12% and 10% of working and non-working mothers belonged to joint family respectively, and 0% of working mothers and 2% of non-working mothers belonged to extended family system.

**Table 4.2 Showing the Mean, Standard Deviation and t-value on State and Trait Anxiety of Working and Non-working Mothers (N = 100):**

<i>Anxiety Score</i>	<i>Category</i>	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>t-value</i>	<i>P</i>
State Anxiety	Working Mothers	50	20.38	6.77	-1.54	NS
	Non-Working Mothers	50	19.38	6.25		
Trait Anxiety	Working Mothers	50	16.32	5.43	.77	NS
	Non-Working Mothers	50	18.12	6.19		

**Graph 4.1 Representing the Bar Chart of State and Trait Anxiety Mean Scores for Working and Non-Working Mothers (N = 100):**



It can be observed from Table 4.2 that the mean score of the state anxiety of working mothers is very close and slightly high than the mean score of the Non-working mothers. The t-value ( $t = -1.54$ ) for the state anxiety is also not showing significant difference between the two groups. It can also be observed that the mean score of trait anxiety of working mothers is lower than the mean score of trait anxiety of non-working mothers. Moreover, the results revealed that working mothers reported to have scored high in state anxiety than the non-working mothers. However, the result reveals that non-working mothers have higher Trait anxiety as compared with working mothers as shown in Table 4.2. Graph 4.1 also shows the same trend.

The main reason for the higher level of state anxiety among working mothers may be due to the fact that working mothers had to deal with multiple work roles, demands and pressures- which are a harder reality for them. Tasks at their workplace, home and several other situational stress in their daily life, limited family and social support adds to the anxiety and



stress among working mothers. Thus, greater exposures to hardness of reality tend to increase the amount of situational anxiety in the working mothers. On the other hand, non-working mothers are concerned with their domestic field only. They have enough time for their family. So, they have less scope to deal with external stressful situation. However, their monotonous daily activities in their life and lack of social life and leisure time for oneself may be one of the main reasons for the high level of trait anxiety among non-working mothers or the “home-makers”. Their single role creates less pressure in their life and situation and therefore state anxiety is less prominent than employed mothers. This finding is also supported by the study of Hoffman (1986), and Kessler and MacRae (1982). Their study also reveals that there is very low mean difference of both state and trait anxiety scores between the two groups. Thus, it can be assumed that there is no significant difference in State and Trait Anxiety among working and non-working mothers of Sikkim. Both State and Trait anxieties were more prominent in case of non-working mothers than in the mothers who were working professionally. That might be due to the fact that employed mothers expressed greater feeling of inadequacy and exhibit higher levels of guilt and anxiety about their roles (Field, 1964).

**Table 4.3 Showing the Mean, Standard Deviation and t-value of Overall Anxiety Mean Scores of Working and Non-working Mothers (N = 100):**

<i>Category</i>	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>t</i>	<i>Df</i>	<i>P</i>
<i>Working Mothers</i>	<i>50</i>	<i>36.88</i>	<i>10.61</i>			
				<i>0.37</i>	<i>98</i>	<i>NS</i>

<i>Non-working Mothers</i>	50	37.66	10.27			
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**Graph 4.2 Representing the Bar Chart of Overall Anxiety Mean Scores for Working and Non-Working Mothers (N = 100):**

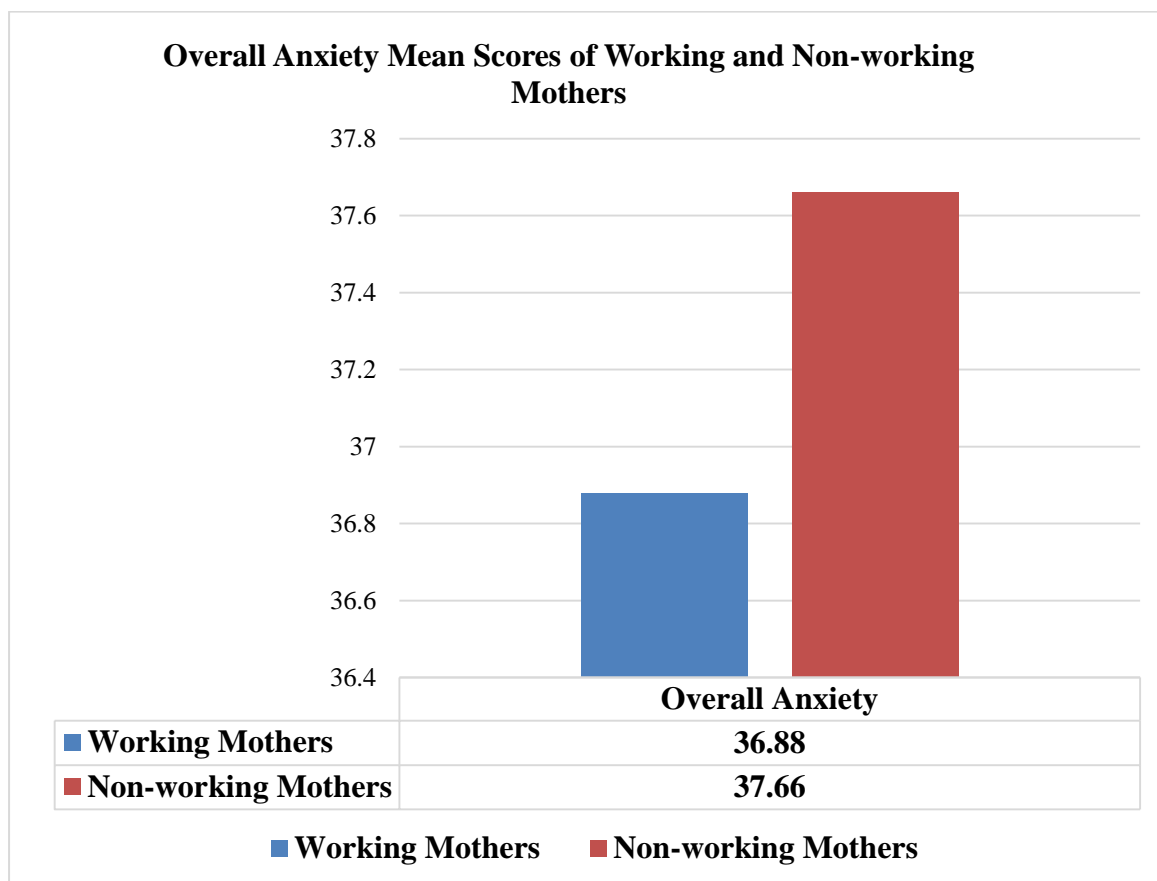


Table 4.3 reveals that t-value ( $t = 0.37$ ) is not significant which shows that the working and non-working mothers did not differ significantly on overall anxiety level. It shows that whether the woman is working or non-working, she faces anxiety. Though there exists no significant difference between working and non-working mothers on anxiety, the mean score shows that non-working mothers have slightly more anxiety than the working mothers. However, both working and non-working mothers are showing high level of anxiety. Graph 4.2 also shows the same trend. One of the possible reasons for this could be that working

mother bears dual role responsibility- one in family and other at job, and when she cannot discharge her duties equally efficiently, feels tense and continuous tension creates stress and anxiety. Psycho-social factors and work-family conflict may generate irritation, frustration, anxiety, depression etc. in working mothers. Working mothers may also face difficulties in attempting to fulfil the demands of both worlds. In the case of non-working mother, she also has a lot of reasons of being anxious for example; one of the reason could be a lot of domestic chores since 90% of the respondents were from nuclear family where they have do all types of domestic works. Other reasons for high level of anxiety could be non-working mother’s guilty feeling as she is unable to help her husband financially.

Other reasons of anxiety in non-working mothers may be their familial and social status, low control at home and their involvement in limited number of roles. Women in our society have more household responsibilities, face domestic conflicts, abusive relationships, and enjoy less privilege, less rights, less social and economic freedom. They lack the ability to escape their captors due to social and cultural pressures and rarely get an opportunity for dissipating their stress. All these may cause anxiety for these groups of mothers.

Thus, it can be concluded that both working and non-working mothers reported anxiety Hypothesis 1 which states that “there would be high level of anxiety among working mothers compared to non-working mothers”, is therefore, not accepted.

***Table 4.4 Showing the Mean, SD and Correlation Values of Different Dimensions Anxiety and Life Satisfaction of Working and Non-working Mothers (N=100):***

<i>Sl. No</i>	<i>Dimensions of Anxiety</i>	<i>Mean</i>	<i>SD</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>Life Satisfaction</i>

1.	Guilt Proneness	10.14	3.79	1	.37**	.52**	.23*	.46**	-.27**
2.	Maturity	6.29	1.95	-	1	.51**	.22**	.25*	-.26*
3.	Self-control	6.26	2.96	-	-	1	.35**	.47**	-.38**
4.	Suspiciousness	3.90	1.54	-	-	-	1	.20	-.06
5.	Tension	10.68	4.06	-	-	-	-	1	-.21
6.	Life Satisfaction	133.2	13.64	-	-	-	-	-	1

\*\*Correlation is significant at the 0.01 level (2-tailed).

\*Correlation is significant at 0.05 level (2-tailed).

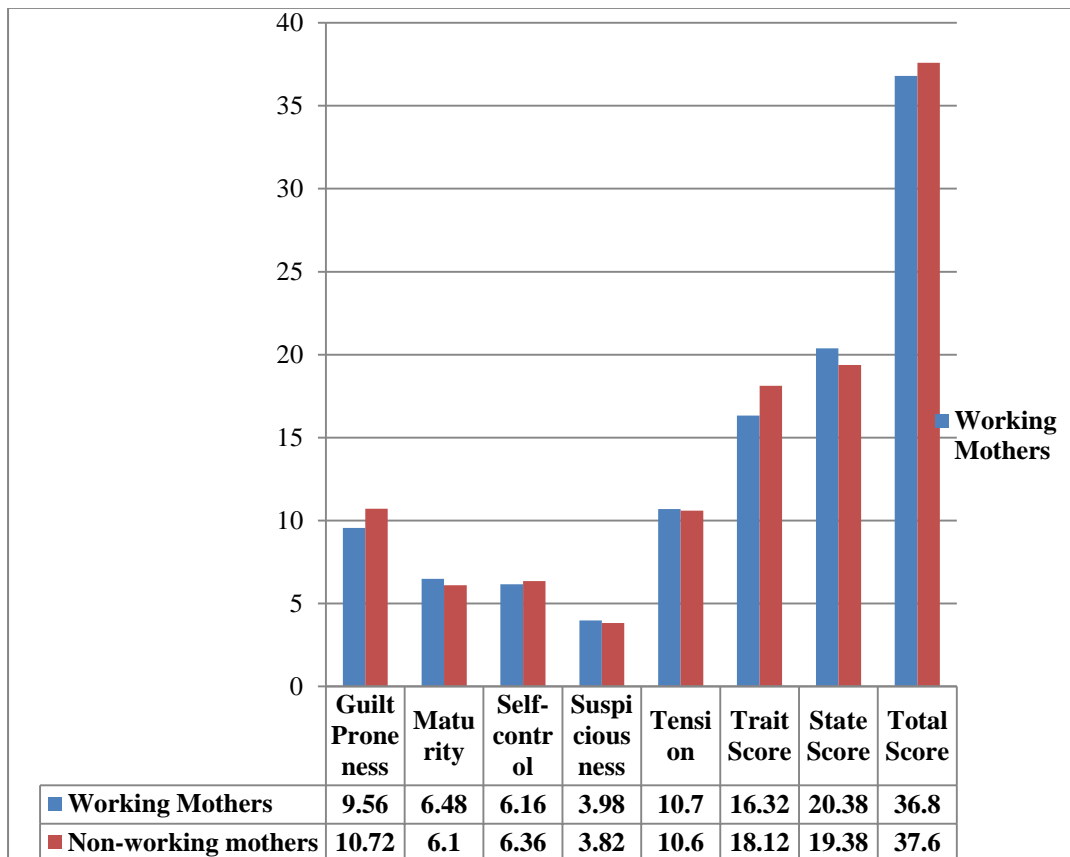
Table 4.4 reveals that Guilt Proneness was found to be significantly correlated with Maturity (.37), Self-control (.52), and Tension (.46) at .01 level; and with Suspiciousness (.23) at .05 level. Maturity was significantly correlated with Self-control (.51), Suspiciousness (.22) at .01 level and with Tension (.25) at .05 level. Self-control was found to be significantly correlated with Suspiciousness (.35), and with Tension (.47) at .01 level. Suspiciousness was found to be significantly correlated with Tension (.21) at .05 level. It can also be seen from Table 4.4 that life satisfaction has negative and significant correlation with different dimensions of anxiety, i.e. Guilt Proneness (-.27), Maturity (-.26), Self-control (-.38) and Tension (-.22). However, there exists no significant correlation of Life Satisfaction with Suspiciousness (-.07).

**Table 4.5 Showing Mean, SD and T Value of Different Dimensions of Anxiety of Working and Non-working Mothers (N = 100):**

<i>S.I. No.</i>	<i>Dimensions</i>	<i>Sample</i>	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>t</i>	<i>P</i> <i>Sig./NS</i>
1.	Guilt Proneness	Working Mothers	50	9.56	3.45	-1.53	NS
		Non-Working Mothers	50	10.72	4.05		
2.	Maturity	Working Mothers	50	6.48	1.99	.97	NS
		Non-working Mothers	50	6.10	1.90		
3.	Self-Control	Working Mothers	50	6.16	3.13	-.33	NS
		Non-working Mothers	50	6.36	2.81		
4.	Suspiciousness	Working Mothers	50	3.98	1.36	.51	NS
		Non-working Mothers	50	3.82	1.71		
5.	Tension	Working Mothers	50	10.70	4.28		

		Non-working Mothers	50	10.60	3.87	.049	NS
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*Graph 4.3 Showing the Mean Scores on Different Dimensions of Anxiety of Working & Non-Working Mothers (N=100):*



From Table 4.5, the result obtained for different dimensions of anxiety among working and non-working mothers are interpreted and discussed. In terms of guilt proneness, the mean score of non-working mothers is higher than the mean score of working mothers which suggest that non-working mothers feel often guilty of failure regarding their unsuccessful career. This may be due to their unfulfilled aspirations and dreams which make them prone to guilt, whereas working mothers were lesser concerned with their feelings of guilt, as they are successful women in personal as well as professional lives. However, there exists no

significant difference in guilt proneness among both the groups. In terms of maturity, the mean score of working mothers is higher than the non-working mothers which suggest that working mothers have high maturity level and understanding, are realistic about life and are always ready to face tough situations in their lives in comparison with the non-working mothers. However, there exists no significant difference in maturity among both the groups. In terms of self-control, the mean score of working mothers is slightly higher than the non-working mothers though there exist no significant difference. Working mothers are usually very strong-hearted and are able to control their emotions in most of the situations as compared to non-working mothers. In terms of suspiciousness, the mean score of working mothers is slightly higher than the non-working mothers. It can be suggested that working mothers are self-opinionated, deliberate in their own actions, unconcerned about what other people think about them, mistrusting and suspicious. Though there is no significant difference, so it can be said that the working mothers and non-working mothers do not differ much in suspiciousness dimension. In terms of tension, the mean score of non-working mothers is almost close to the mean score of working mothers though there is no significant difference. This suggests that both working and non-working mothers are prone to tension in their own ways. Thus, the result indicates that working and non-working mothers do not differ much in Tension dimension. Graph 4.3 also shows the same trend.

Interpretation of mean scores of different dimensions of anxiety:

1. *Guilt Proneness*: High scores on guilt proneness indicate that the person tends to be depressed, guilty, apprehensive, moody, a worrier, full of foreboding and brooding. He does not feel accepted or free to participate in groups.

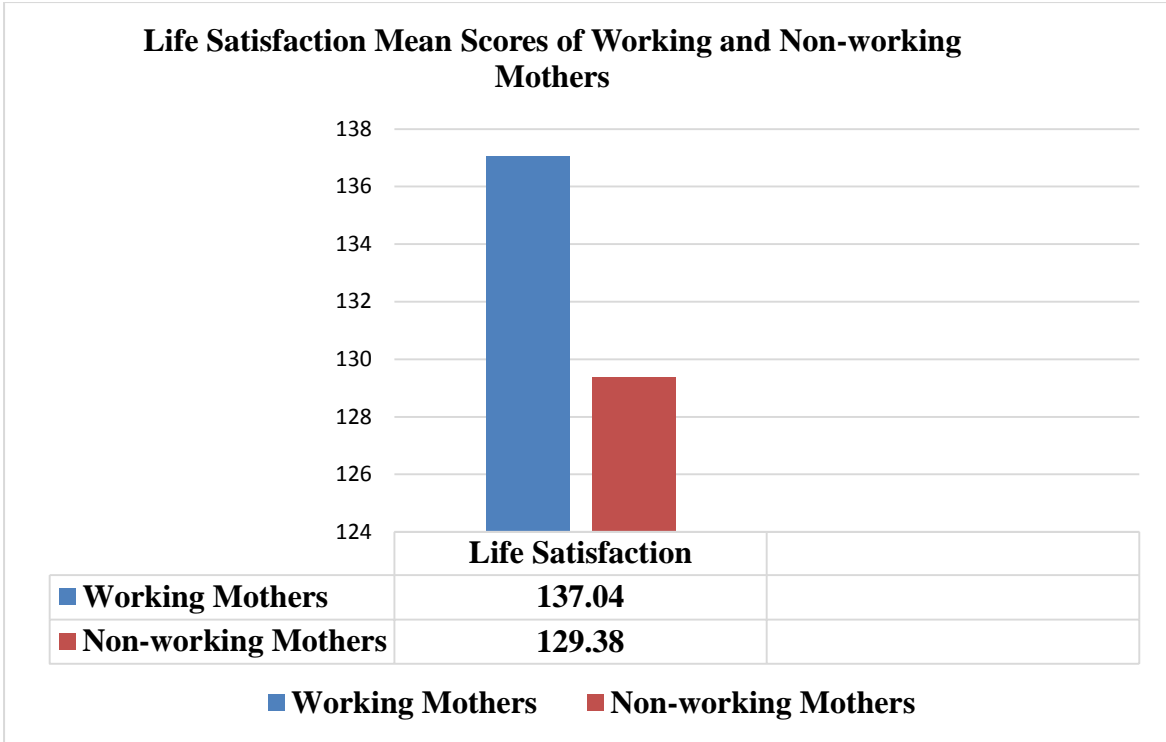
2. *Maturity*: High scores on maturity indicate that the person is emotionally stable, faces reality and stays calm. He tends to be stable, possess ego strength and is able to maintain solid group morale.
3. *Self-control*: High scores on self-control indicate that the person tends to control his emotions and general behaviour. He is inclined to be socially aware and careful and gives evidence of what is commonly termed as “self-respect” and regard for social reputation.
4. *Suspiciousness*: High scores on suspiciousness indicate that the person tends to be over-suspicious, mistrusting, doubtful and hard to fool. He is often involved in his own ego, is self-opinionated and interested in internal, mental life.
5. *Tension*: High scores on tension indicate that the person tends to be very impatient, tense, excitable, and frustrated. He is often fatigued and in groups, he takes a poor view of the degree of unity, orderliness and leadership.

**Table 4.6 Showing the Mean, SD and t-value of Life Satisfaction of Working and Non-Working Mothers (N = 100):**

<i>Category</i>	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>t</i>	<i>P</i>
Working Mothers	50	137.04	14.77	2.91	Significant
Non-working Mothers	50	129.38	11.29		

**Graph 4.4 Showing the Mean Scores on Life Satisfaction of Working & Non-Working Mothers (N=100):**





The results from Table 4.6 indicate that the mean score on life satisfaction of working mothers is higher than the non-working mothers. The t-value ( $t = 2.91$ ) also signifies that there exists significant difference on life satisfaction among working and non-working mothers. The working mothers were found to be highly satisfied with their life as compared to non-working mothers. It seems that, the working mothers have positive attitude towards life and try to develop healthy patterns of adjustment and capacity to deal with different and tough situations throughout their lives. The working mothers are also aware of their right of autonomy and decision-making that strengthen their behaviour and empower their satisfaction towards life. Moreover, the working mothers often seem to be emotionally sound, patient, cooperative, and deal with stressors appropriately than that of the non-working mothers. This finding is strongly supported by Kaur et al., (2012) who concluded in their study that females those who are working and married, are low on anxiety with higher life satisfaction. They perceived their life as challenging and secure. They felt comfortable with their life situations. Whereas, the non-working married females were found to be less

satisfied with their lives and their anxiety level was reported to be higher than the anxiety level of working females. Graph 4.4 also shows the same trend.

Therefore, from the above result, the Hypothesis 2 which states that “Life satisfaction level would be high among non-working mothers than the working mothers” is not accepted.

**Table 4.7 Showing Coefficient of Correlation among Different Dimensions of Anxiety and Life Satisfaction of Working and Non-working Mothers (N=100):**

<i>Sl. No.</i>	<i>Variables</i>	<i>Life Satisfaction</i>
1.	Guilt Proneness	-.260**
2.	Maturity	-.251*
3.	Self-control	-.377*
4.	Suspiciousness	-.069
5.	Tension	-.215*
6.	Overall Anxiety level	-.344**

\* Correlation is significant at .05 level.

\*\*Correlation is significant at .01 level.

From Table 4.7, the correlation result shows that guilt proneness, maturity, self-control and tension are negatively and significantly correlated with life satisfaction. Suspiciousness, on the other hand, showed negative and insignificant correlation with life satisfaction. Anxiety was found to be negatively and significantly correlated with life satisfaction. Hypothesis 3 which states that “there would be negative correlation of different dimensions of anxiety with life satisfaction among working and non-working mothers” is therefore, accepted.

This result suggests that as anxiety level increases, life satisfaction is decreased. This result is supported by Kaur et al., (2012) who concluded from their study that females those who are 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 felt comfortable with their life situations. Whereas, the non-working married females were found to be less satisfied with their lives and their anxiety level was reported to be higher than the anxiety level of working females. Thus, it can be concluded that non-working mothers show more anxiety compared to working mothers.

There is anecdotal evidence that housewives frequently complain about the monotony of their lives. They felt that they have to look after children and do all housework and they do not have time for themselves. Compared to the working women, their social environment is limited. Their husbands are the only ones to appreciate their intense efforts they make for their homes. A woman, for instance, with six children and a husband, and with no help from others and no money for the most costly labour-saving devices, simply cannot organize her necessary duties so that she will have leisure for pleasure and activities outside the daily routine. In such a house, the most modest requirements for food, shelter and clothing become a driving force that pushes aside relentlessly any irrelevant longing. The working women, however, have the chance of being appreciated by the society and behave independently and earn for their living and contribute to family income equally. On the other hand, many working women find that children provide a common focus of interest for them and their husbands and many of them feel that the time devoted to children resulted in less sharing and companionship and less spontaneity in marital relationship. The problems and difficulties of working women are multidimensional and may be broadly classified into three types environmental, social and psychological. Joining the business life outside home is an extra

burden for women who have already been responsible for baby, sitting (child rearing) and other household chores. From this aspect, working, women are expected to have more psychological symptoms.

Linear regression analysis was also calculated to measure the causal or significant interaction effect of anxiety with life satisfaction.

**Table 4.8 Showing the R and Significant Values of Anxiety with Life Satisfaction among Working Mothers (N = 50):**

<i>Model</i>	<i>Sum of Squares</i>	<i>Df</i>	<i>R</i>	<i>R Square (R2)</i>	<i>F</i>	<i>Sig./N.S.</i>
Regression	3138.50	1	.54	.29	19.91	.000
Residual	7563.41	48	-	-	-	-
Total	10701.92	49	-	-	-	-

Table 4.8 presents the regression model, in which anxiety is a constant or an independent variable so as to predict life satisfaction, while life satisfaction is a dependent variable.

**Table 4.9 Showing the Correlation Coefficients of Anxiety as an Independent Variable:**

<i>Model</i>	<i>Unstandardized coefficients</i>		<i>Standardized coefficients</i>	<i>t</i>	<i>Sig.</i>
	<i>B</i>	<i>Std. error</i>	<i>Beta</i>		
(Constant)	168.84	6.48	-	25.44	.000

Anxiety	-.75	.17	-.54	-4.46	.000
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The findings from data analysis in Table 4.9 indicates that anxiety was found to have no significant interaction effect on the life satisfaction amongst both the working and non-working mothers. Thus, from Table 4.9, it can be concluded that as the anxiety increases among working mothers, life satisfaction may not always be affected. Working mother faces stress and anxiety, not so much in the workplace but at home. The mother may feel guilty for living her children at home/school and her husband at office while she is at her office and tries to make it up by being a “supermom”. This only increases their stress and anxiety levels when they realize that they cannot do multiple chores at a short period of time, thereby anxiety comes in relation with general life satisfaction.

**Table 4.10 Showing the R Values and Significant Values of Anxiety of Non-working Mothers (N= 50):**

<i>Model</i>	<i>Sum of Squares</i>	<i>df</i>	<i>R</i>	<i>R Square</i>	<i>F</i>	<i>Sig.</i>
Regression	12.45	1	0.45a	.002	.096	.758b
Residual	6239.32	48	-	-	-	-
Total	6251.78	49	-	-	-	-

The findings from Table 4.10 show that anxiety has no significant relationship with life satisfaction. It can be concluded that anxiety does not significantly predict life satisfaction among non-working mothers. Thus, Hypothesis 4 which states that “There would be significant interaction effect of low and high anxiety level on the life satisfaction among working and non-working mothers” is not accepted.

## **CHAPTER- V**

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# *Summary, Conclusions & Suggestions*

## CHAPTER V

### SUMMARY, CONCLUSIONS AND SUGGESTIONS

The role of women in the society is constantly questioned and for centuries, women have struggled to find their place in a predominantly male-oriented world. Literature provides a porthole into the lives, thoughts and actions of women during certain periods of time in a fictitious form, yet often truthful in many ways. Woman has a great part to play in the progress of our country, as the mental and physical contact of women with life is much more lasting and comprehensive than that of men. In the apron-string of women is hidden the revolutionary energy, which can establish paradise on this earth. Woman is the magnificent creation of God, a multi-faceted personality with the power of benevolence, adjustability, integrity and tolerance. She is a companion of man, gifted with equal mental faculty, a protector and a provider, the embodiment of love and affection. The role specified to women in a society is a measuring bar and it is a true index of its civilization and cultural attainment. First of all, it is clear that a woman's place, just like a man's is in the home.

Women have started to reach the highest places and to occupy the scariest and most exciting positions of power within society. At the same time, they have continued to stay home and have children. It is really a matter of individual choice. Women's place should not be confined within the house because they have much more to offer to society. Women got the reputation of being housebound creatures though there is no fault of their own; they were repressed on every level. They were forced to wear certain dress code, their education was severely hampered, shortened and they were simply traded off in strategic marriages of convenience. Woman now believes that a successful career is the key to financial and social life. Obviously, the lives women live today are much different than they were before. Today, there are several roles women may choose to fulfill/carry out. Today, most of the married

women are working. They are expanding their lives to include a career; and side by side, maintaining their traditional roles at home. This combination of housework and career-work is the reason why working mothers today have more stress than working fathers.

In the present context, there is an ample need to study particularly in traditional socio-cultural Sikkim's family context, the effect of working condition of mothers in comparison with non-working condition. These are mainly due to the negative atmosphere which is created by society as well as the individual themselves. With the constant work-demands and work-home conflicts, working mothers, especially have been falling prey to the problem of anxiety and life dissatisfaction. Moreover, there is lack of studies on anxiety and life satisfaction among working and non-working mothers, in the Sikkim's context. Thus, the present study aims to measure the degree of anxiety and life satisfaction of working and non-working mothers and focus on the roots of the problem.

### **5.1 Objectives**

O1: To compare the anxiety level between working and non-working mothers.

O2: To compare the life satisfaction level between working and non-working mothers.

O3: To examine whether there exist negative correlation of different dimensions of anxiety with life satisfaction among working and non-working mothers.

O4: To investigate whether anxiety has any effect on life satisfaction among working and non-working mothers.

### **5.2 Hypotheses**

Based upon the above objectives and related literatures, the following hypotheses were formulated:



H1: There would be high level of anxiety among working mothers compared to non-working mothers.

H2: Life satisfaction level would be high among non-working mothers than the working mothers.

H3: There would be negative and significant correlation of different dimensions of anxiety with life satisfaction among working and non-working mothers.

H4: There would be significant interaction effect of low and high anxiety level on the life satisfaction among working and non-working mothers.

### **5.3 Sample**

The total sample size taken for the study was one hundred (100) out of which 50 samples constituted of Sikkim state government service Grade B working mothers (graduate employees) and 50 constituted of non-working mothers (graduate house wives). The sample was drawn from urban areas by using purposive sampling technique.

### **5.4 Tools**

The following tests were used in the present study to collect the required information from the subjects:

1. Socio-demographic data-sheet (developed)
2. State-Trait Anxiety Test (Vohra, 2001)
3. Life Satisfaction Scale (Singh & Joseph, 1971)

### **5.5 Analyses**

The obtained data were analysed by applying appropriate statistical techniques such as Mean, Standard Deviation and t-test were used to measure the mean difference between the two

groups. Data was also calculated by using Regression analysis to measure the significant interaction or causal relationship between the two variables among the two groups.

## **5.6 Results**

Based on the results, the following major findings are mentioned:

1. There existed no significant difference on the level of anxiety among working and non-working mothers. However, the mean anxiety level among both working mothers and the non-working mothers was found to be high.
2. There existed no significant difference on life satisfaction level among working and non-working mothers. However, mean score on life satisfaction level was higher among working mothers than the non-working mothers.
3. There existed negative and insignificant correlation between different dimensions of anxiety and life satisfaction among working and non-working mothers.
4. There existed no significant interaction effect of low and high anxiety level on the life satisfaction among working and non-working mothers.

## **5.7 Conclusions**

1. Anxiety was found in both working and non-working mothers regardless of their occupational status. Mean scores showed high trend of State Anxiety among working mothers than the non-working mothers. Mean scores showed high level of Trait Anxiety among non-working mothers as compared with their counterparts. However, no significant difference was observed in State and Trait Anxiety among both working and non-working mothers.
2. Findings indicated that both working and non-working mothers have high level of overall anxiety. However, there exists no significant difference in total anxiety level of both working and non-working mothers.

3. With regard to the dimensions of anxiety and its relationship with Life satisfaction, Guilt Proneness was found to be significantly correlated with maturity, self-control, and tension; and suspiciousness. Maturity was significantly correlated with Self-control, Suspiciousness and with Tension. Self-control was found to be significantly correlated with Suspiciousness, and with Tension. Suspiciousness was found to be significantly correlated with Tension. Life satisfaction has negative and significant correlation with different dimensions of anxiety, i.e. Guilt Proneness, Maturity, Self-control and Tension. However, there exists no significant correlation of Life Satisfaction with Suspiciousness.
4. In terms of Guilt Proneness, the mean score of non-working mothers is higher than the mean score of working mothers which suggest that non-working mothers feels often guilty of failure regarding their unsuccessful career. This may be due to their unfulfilled aspirations and dreams which make them prone to guilt, whereas working mothers are lesser concerned with their feelings of guilt, as they are successful women in personal as well as professional lives. However, there exists no significant difference in Guilt Proneness among the both groups. In terms of Maturity, the mean score of working mothers is higher than the non-working mothers, which suggests that working mothers have high maturity level and understanding, are realistic about life and are always ready to face tough situations in their lives in comparison with the non-working mothers. However, there exists no significant difference in Maturity. In terms of Self-control, the mean score of working mothers is slightly higher than the non-working mothers though there exists no significant difference. Working mothers are usually very strong-hearted and are able to control their emotions in most of the situations as compared to non-working mothers. In terms of Suspiciousness, the mean score of working mothers is slightly higher than the non-working mothers. It suggest that working mothers are self-opinionated, deliberate in their own actions, unconcerned about what other people think

about them, mistrusting and suspicious. Though there is no significant difference, it can be said that the working mothers and non-working mothers do not differ much in Suspiciousness dimension. In terms of Tension, the mean score of non-working mothers is almost close to the mean score of working mothers though there is no significant difference. It suggests that both working and non-working mothers are prone to tension in their own ways. Thus, the result indicates that working and non-working mothers do not differ much in Tension dimension.

5. The mean score on life satisfaction of working mothers was found to be higher than the non-working mothers. Significant difference was observed on life satisfaction among working and non-working mothers. The working mothers were found to be highly satisfied with their life as compared to non-working mothers. It seems that, in Sikkim's socio-cultural context, the working mothers have positive attitude towards life and try to develop healthy patterns of adjustment and capacity to deal with different and tough situations throughout their lives. This finding is strongly supported by a study of Kaur et al. (2012) who concluded in their study that females those who are working and married, are low on anxiety with higher life satisfaction. They perceived their life as challenging and secure. They felt comfortable with their life situations. Therefore, from the above result, the hypothesis 2 which states that "Life satisfaction would be high among non-working mothers" is not accepted.
6. The correlation result of anxiety dimensions with life satisfaction reveals that Guilt Proneness, Maturity, Self-control and Tension are negatively and significantly correlated with Life Satisfaction. Suspiciousness, on the other hand, showed negative but no significant correlation with Life Satisfaction. Anxiety was found to be negatively and significantly correlated with Life Satisfaction. Hypothesis 3 which states that "there would be negative correlation of different dimensions of anxiety with life satisfaction

among working and non-working mothers” is therefore, accepted. Anxiety showed a significant and negative correlation with life satisfaction. This suggests that as anxiety level increases, life satisfaction is decreased. This result is supported by Kaur et al., (2012) who concluded from their study that females those who are working and married, are low on anxiety with higher life satisfaction in comparison to the non-working married females.

7. Significant interaction effect of anxiety with life satisfaction: After regression analysis of anxiety with life satisfaction, anxiety was found to have no significant interaction effect on the life satisfaction amongst both the working and non-working mothers. Therefore, it can be concluded that as the anxiety increases among working mothers, life satisfaction may not always be affected. Working mother faces stress and anxiety, not so much in the workplace but at home. The mother may feel guilty for living her children at home/school and her husband at office while she is at her office and tries to make it up by being a “supermom”. This only increases their stress and anxiety levels when they realize that they cannot do multiple chores at a short period of time, thereby anxiety comes in relation with general life satisfaction.
8. Anxiety of non-working mothers: The findings showed that anxiety has no significant relationship with life satisfaction. It can be concluded that anxiety does not significantly predict life satisfaction among non-working mothers. Thus, Hypothesis 4 which states that “there will be significant interaction effect of anxiety upon life satisfaction” is not accepted.

## **5.8 Limitations**

The conclusion of the study would not be complete without the mention of its limitations.

The following limitations may be considered:

1. The sample being available purposive sample, results cannot be generalised to the entire population of married working and non-working mothers of Sikkim.
2. The study was confined to the Group B government employees of health department only, which restricts the generalization to this group only.
3. It was not possible to include very large sample of working and non-working mothers covering all four districts of Sikkim due to time constraints.
4. The whole study is confined to educated mothers (graduates and above), and therefore, illiterate or less qualified mothers doing manual work are not included in the study.
5. Since this study was also confined to government jobs only, so working mothers engaged in private jobs have not been included.
6. Therefore, the results of this study cannot be applicable to those groups.

However, in spite of all the limitations, the present work adds an important milestone to the existing literature and would serve as a link between the prevailing notions and future knowledge. Besides, it opens up new possibilities for future research.

### **5.9 Suggestions for Future Research**

Research in any branch of human knowledge is never a closed book. There is always a persistent need for finding solutions to the other problems. There is no piece of meaningful research that does not provide clues for further investigation. The present study opens up certain avenues for further research which are briefly listed in the following:

1. This type of research can also be extended to all the districts of Sikkim as well as other North-east states of India, so that a clear picture about the working and non-working mothers may emerge.
2. Further research can be conducted to increase the applicability of the present research and provide useful knowledge and interventions for daily life-problems.

3. Increase in the sample size and variability in sample inclusion criteria may be helpful in increasing the reliability of research.
4. Studies may also be extended to other professions to give better understanding of the position of working mothers in general.
5. A more detailed study into the problems of working mothers in independent occupations may also be undertaken.
6. Similar family studies may also be useful to learn about the 'coping mechanisms adopted in 'dual-career families' to make it a success.
7. A study may be undertaken to include the uneducated employed mothers.
8. Future studies can also focus on working and non-working mothers from both rural and urban settings of Sikkim.
9. A qualitative approach can be adopted to study psychological strengths, and significant conclusions can be derived from subjective accounts of meaningful experiences.

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# ***APPENDICES***

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## APPENDIX - A

<b>PERSONAL DATA SHEET</b>					
Name					
Age					
Educational Qualification					
Gender (Put a tick Mark)	Male			Female	
Caste (Put a tick Mark)	General	OBC	SC	ST	Other
Community (Put a tick Mark)	Nepali	Lepcha	Bhutia	Any Other	
Religion (Put a tick Mark)	Hindu		Buddhist	Christian	Any Other
Family Type:	Nuclear	Joint	Extended	Others (Specify)	

### ABOUT FAMILY:

<i>Sl. No.</i>	<i>Relation with Respondent</i>	<i>Sex</i>	<i>Marital Status</i>	<i>Age</i>	<i>Education</i>	<i>Occupation</i>	<i>Income (Per month)</i>
1							
2							
3							
4							
5							

## APPENDIX - B

### STATE-TRAIT ANXIETY TEST

#### Instructions

This is a questionnaire of your attitudes-what you do, or how you feel about certain situations. There are no “Right” or “Wrong” answers as such. There are three possible answers to each question. You may answer either “Yes” or “No”/ “A” or “B”, by marking a (X) in the appropriate box. Mark the last answer or “C” only when it is impossible to answer “Yes” or “No”. The following are the questions:

1. If my boss called me in his room, I would: A) be afraid I had done something wrong, B) make it a chance to ask for something I want, C) get confused.
  
2. If friends or neighbours treat me badly and show they dislike me: A) I tend to get downhearted, B) it does not upset me a bit, C) cannot decide.
  
3. If I know that operation is being done on an animal (for a good reason), it does not upset me. A) true, I treat it as a common-sense matter, B) false, it gives me horrors, C) uncertain.
  
4. Even if people think poorly of me, I still go on feeling O.K. about myself.
  
5. I have a feeling that my friends don't need me so much as I need them.
  
6. I get upset when people criticise me, even if they really mean to help me.
  
7. When the time comes to do something I have planned and looked forward to, I don't feel up to doing it.

**APPENDIX - B**

8. I seldom get so excited that I say things I am sorry for. A) true, I don't, B) false, I do say such things, C) uncertain.

9. My mood and efficiency are generally not affected by the changes in the weather.

10. My actions get influenced while experiencing feelings of jealousy.

11. In an argument, I: A) make sure what I say is right, B) say what I feel like saying, C) can't decide.

12. I always believe in doing the socially acceptable things and to ask how my actions look to others.

13. If I am left out by my friends, I: A) make a fuss out of it, B) take it calmly, C) uncertain.

14. People who brag or show they think too much of themselves, irritate me a lot, A) yes, always. B) No, hardly ever. C) Sometimes.

15. I don't get worked up or show my emotions in my voice as much as most people do.

16. I just can't stand those people, who talk nonsense.

17. I get irritated over small setbacks very easily.

18. While playing a game, it doesn't irritate me if others pass their comments.     
A) true, it doesn't, B) false, it does. C) Sometimes.

19. People seem to get in my way and frustrate me a lot.

**APPENDIX - B**

20. I feel restless as if I want something but do not know what.
21. I get depressed if I think seriously about my responsibilities.
22. I rarely lie awake because of unhappy, disturbing ideas.
23. I feel grouchy and just don't want to see people.
24. Even in the middle of social groups, I sometimes feel lonely and worthless.
25. My spirits stay high no matter how many troubles I seem to have.
26. I sometimes get feeling of guilt or regret over small matters.
27. Thunder and lightning hardly ever upset me. A) true, they don't. B) false, they do. C) sometimes.
28. In a dark house, I cannot control my fears.
29. I see many emotional dreams that leave me disturbed when I wake up.
30. I have trained myself to be very patient with people.
31. I use more energy than most people in getting things done because I get tense and nervous.
32. No matter how difficult and unpleasant the snags are, I always stick to my original plan.
33. I get over-excited in upsetting situations.
34. If I make a silly mistake, I soon forget it.
35. Most people would try to get away with as much as they could if they were not afraid of being caught.
36. The noise of a nail on a glass, and similar screechy sounds, set my nerves on edge. A) unbearably, B) not at all, C) somewhat.
37. When something makes me furious, I calm down again quite quickly.

<b>APPENDIX - B</b>
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38. I usually fall asleep quickly, in just a few minutes when I go to bed.

39. I sometimes get confused and tense as I think over things.

40. I often tremble or perspire when I think of a difficult task ahead.

Gp=	Ma=	Sc=	Su=	Tn=	Total=
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## APPENDIX- C

### LIFE SATISFACTION SCALE

#### Instructions:

This is a questionnaire of 35 statements related to day-to-day life is given. You are requested to read each statement carefully and also see to what extent that statement is applicable in your case and tick the one which you feel suits your choice. For indicating the degree of applicability a five-point scale- Always, Often, Sometimes, Seldom (Rarely) and Never is given against each statement below:

Statements	Always	Often	Sometimes	Seldom	Never
1. I set realistic goals for myself.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I, on the whole, enjoy my life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I enjoy whatever I do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I enjoy the way I live.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I believe life is for living.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I am satisfied with the work I do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I feel that I am a successful person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I obtain pleasure from domestic affairs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I feel proud in the success of my children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I love to get myself involved in leisure activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I feel happy when I achieve my goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**APPENDIX - C**

12. I am very much optimistic about my future.

13. I consider my job as less as demanding and more congenial.

14. I think I am a self-made man.

15. I set priorities by planning the day.

16. I enjoy taking part in social activities.

17. I devote some time to community activities.

18. Money making is not the only motto of my life.

19. I want to make use of my skills to improve the quality of life.

20. I want to raise my standard of living.

21. I take life as it comes.

22. I think I am capable of fulfilling demands of my life.

23. I feel, I have a healthy sense of self.

24. I hold optimistic attitude towards life.

**APPENDIX - C**

25. I maintain self-respect in different roles.

26. I understand my strength and weaknesses.

27. I believe in self-help and self-sufficiency.

28. I have a lot of control over my life.

29. I never leave a job unfinished.

30. I am interested in sports activities.

31. I can solve my problems effectively.

32. I derive satisfaction from whatever I do.

33. I believe I am a healthy person.

34. I can face unanticipated hardships.

35. I feel I am a courageous person.