

**Review Article: Life Satisfaction And Stress Level of Working and Non-Working Women**

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**Abstract**

The purpose of this study was to compare the levels of stress and life satisfaction experienced by working and non-working women. A random sample of 200 women, 100 of whom were employed and 100 of whom were not, was taken from the population. Alam & Srivastava's (1996) Life Satisfaction Scale and Singh's (2004) Stress Scale were utilized for data collection. The statistics that were calculated were the mean, standard deviation, "t" test, and correlation. According to the findings, working women and non-working women had significantly different levels of life satisfaction and stress. The results showed that working women and non-working women had significantly different levels of life satisfaction ( $t=5.52$ ), but on the stress scale, non-working women had higher levels of stress than working women did. Life satisfaction and stress were found to be negatively correlated.

**Keywords: Stress, Life Satisfaction, Women Who Work And Don't Work**

**Introduction**

A state of mind is satisfaction. It is a critical evaluation of something. Since "enjoyment" and "contentment" are two synonyms for the same thing, the term encompasses both cognitive and affective evaluations. Satisfaction can fluctuate over time or remain constant. The current equivalents of life satisfaction are: happiness and "subjective well-being." One benefit of referring to "life satisfaction" rather than "happiness" is that it emphasizes the concept's subjective nature. An objective good is also referred to as happiness; particularly philosophers. The fact that life-satisfaction refers to an overall evaluation of life rather than current feelings or specific psychosomatic symptoms gives the term "life-satisfaction" an advantage over "subjective wellbeing." The number of dual-career families has increased as a result of expanding economies and modern times, which has a negative impact on life satisfaction. Economic growth in every nation necessitates the integration of male and female labor forces.

This means that both men and women need to play a role in the country's development because women's work helps the economy grow and reduce poverty. Traditionally, men's primary responsibility was breadwinning, while women's primary responsibility was perceived to be household maintenance and child care. However, these clearly defined gender roles were forced to change as an increasing number of women entered the workforce and pursued careers (Sevim, 2006). Women's lives are dominated by work and their families.

According to Kuskova V. Valentina (2011), life satisfaction is defined as an overall, "global assessment" of one's feelings and attitudes about one's life at a particular point in time based on that individual's "chosen criteria." Both the individual as an employee and the individual as a family member can suffer enormously from life satisfaction. According to Diener et al., life satisfaction was defined as an individual's overall positive assessment of their life.,1985). Life satisfaction can also be defined as the range of negative to positive feelings and attitudes about one's life at any given time. A measure of an individual's perceived level of well-being and happiness is subjective life satisfaction. Not only must one be content with what is now, but also with what has been, what will be, the present, the past, and the future in order to be satisfied with life as a whole. 1976 Tatariewicz One aspect of the larger concept of subjective wellbeing is life satisfaction. Life satisfaction is different from affective appraisal because it is more cognitive than emotional. Life satisfaction can be measured globally or in a specific area of life. A state of mind is satisfaction. It is a critical evaluation of something. The term encompasses both cognitive and affective evaluations because it includes both "contentment" and "enjoyment." Satisfaction can fluctuate over time or remain constant. The degree to which a person is satisfied with their life as a whole is called life satisfaction. To put it another way, how pleased the individual is with the life they lead? An overall assessment of one's life is referred to as life satisfaction. Therefore, stating that life is "exciting" does not always imply that it is "satisfying," as there may be too much excitement and not enough other qualities. The individual's mind contains all relevant criteria for an overall evaluation of life: for instance, how happy one feels, how likely it is that one's expectations will be met, how desirable various factors are thought to be, etc. The way a person feels about where their life is going in the future is called life satisfaction. It can be used to evaluate mood, self-concepts, and self-perceived ability to cope with day-to-day life, as well as satisfaction with relationships with others and with goals achieved. It's thinking positively about one's life as a whole rather than their feelings right now.

Life satisfaction has been measured in relation to a variety of factors, including a person's residence, education level, experiences, and economic standing. Having a positive outlook on one's life as a whole is a definition of life satisfaction. Having a positive outlook on one's life as a whole is a definition of life satisfaction. Surveys have been used in the vast majority of studies on life satisfaction. Life satisfaction can be a reflection of experiences that have had a positive impact on a person. People can be inspired by these experiences to pursue and achieve their goals. Since the Aristotelian ethical model of eudemonism (from eudemonia, the Greek word for happiness), in which right actions lead to individual well-being and happiness represents the ultimate good, life satisfaction is frequently regarded as a desirable end in and of itself. The body's nonspecific adaptive response to any demand or internal or external stimulus has been described as stress. There are three main conceptual domains of stress: sources of stress, stress moderators, and stress-related symptoms (Pearlin et al., 1981). We are living in difficult times. We are working two jobs or more. We are putting up with excessive demands and heavy workloads. Because we cannot afford to be laid off or fired, we are swallowing our anger and frustration with unfair situations and irrational superiors. After India's independence, women have made significant progress. Women today have developed the skills and capabilities necessary to not only be skilled homemakers but also to be on par with men. This is the new generation of women who want to work in the career of their dreams. But not everyone has it easy in this life. Although psychologists do not agree on a precise definition of stress, they do agree that it occurs when an organism is subjected to demands that cause unusual physical, psychological, or emotional responses. Stress can come from a variety of sources and elicit a wide range of positive and negative responses in humans. As urbanization and modernization accelerate, Indian families are experiencing rapid change. Indian women of all socioeconomic classes have taken paid jobs. Indian women's access to educational opportunities has significantly increased over the past few decades, particularly in urban areas. New perspectives, heightened awareness, and aspirations for personal development have resulted from this. Women's decisions to enter the workforce have been influenced by this and economic pressure. The majority of studies involving married employed women in India have identified economic need as the primary reason for working. In recent years, stress and illnesses related to stress have become one of the mental health issues that people face the most frequently. Everyone, regardless of age, gender, profession, social or economic status, is affected by stress as a result of

the world's constant change. People experience stress for the majority of their lives as a result of these rapid changes. As a result, stress has emerged as a prevalent issue in all spheres of life. Maintaining a healthy work-life balance means balancing work and home obligations. Work and family have become increasingly antagonistic spheres that are equally time- and energy-hungry and responsible for conflict between the two. We are aware that stress paralyzes human life, making it difficult for those under stress to lead normal lives. Satisfaction with life and stress are intertwined. Measures of life satisfaction and stress among working and nonworking women have been carried out by a number of researchers working in this area.

### **Review Of Literature**

At the moment, the research suggests that a woman's personality plays a big role in whether or not she finds her life satisfying. However, short-term assessments of life satisfaction may be influenced by proximal environmental factors. Chipper field and Havens (2001) conducted a study to compare marital stability over a seven-year period and life satisfaction among people whose marital status had changed. Women's life satisfaction decreased while men's remained constant among those with a stable marriage over the seven years. Men and women who went through a transition, particularly the death of a spouse, reported lower levels of life satisfaction, with men showing the greatest decline. In addition, men who married experienced an increase in life satisfaction over the seven-year period, whereas women did not. In general, these findings suggest that men and women have distinct relationships with marital stability or transitions. A study on life satisfaction was conducted by Sandra and Hughey (2003). The Adult Life Satisfaction Scale and the Black Women's Spirituality/Religiosity Measure (BWSRM) were administered to 147 African American women from six states for the purpose of this study.

Women reported higher levels of religiosity than spirituality, which significantly correlates with life satisfaction, despite the fact that there was no significant difference between the ratings of life satisfaction and spirituality in relation to age or educational level. Kousha and Moheen (2004) looked into life satisfaction among Iranian women living in urban areas who were not married. According to a series of cross tabulations and path analyses, married women's life satisfaction is directly related to how satisfied they are with their marriage, their jobs, and their leisure activities. Women prefer part-time jobs, regardless of size, according to hours worked satisfaction and job satisfaction data. Female life satisfaction, on the other hand, is virtually unaffected by work hours. Women with children are significantly happier if they have a job,

regardless of how many hours it requires. On the other hand, women without children are completely unconcerned about their work hours. Ayres & Malouff, (2007) have also emphasized the significance of a brief problem-solving training in the workplace, which can improve positive effect, job satisfaction, and life satisfaction while also improving problem-solving self-efficacy. According to Perrone et al. (2007), life satisfaction was significantly correlated with job and marriage satisfaction. Moving away from work has an impact on life satisfaction. In addition, Schaer (2008) emphasized Couples Coping Enhancement Training to increase dyadic competencies, which may have a positive impact on well-being as a whole, life satisfaction, and other workplace variables like less burnout and work stress. Workplace stress is caused by how people interact with their workplace, according to a 2003 report from the Northern Territory Government. For the fourth person, it is the awareness of their inability to meet the demands of their workplace and the negative emotional response that goes along with it. The study on stress at work was done by the European Foundation for the Improvement of Living and Working Conditions (2007). Work-related stress, according to the report, is a pattern of reactions that occurs when workers are challenged to cope by work demands that are unrelated to their knowledge, skills, or abilities. Women, youth, shift, part-time, and non-white-collar workers are more likely than white-collar workers to have high-stress jobs, according to a study by Park (2007) on the relationship between workplace stress and employee performance. The majority of studies have been conducted to ascertain the level of satisfaction experienced by working and non-working women across all contexts of the world. Over time, the study has become increasingly interesting due to its larger impact on society. The first is nature, and the second is nurture. Both are equally important, and we can never be favored over another when it comes to life satisfaction (Beutell, 2006). In a 2001 study, Sousa and Lyubomirsky found that women who are aggressive toward other women report experiencing lower levels of contentment in their lives. If we follow the findings of this study, we will be able to conclude that women who have feelings of hostility and aggression toward other women are essentially dissatisfied with their own lives. "The unemployed are more likely to suffer from anxiety, depression, hostility, paranoia, loss of confidence, reduction in self-esteem, poorer cognitive performance, loss of motivation, learned helplessness, lower happiness, suicidal ideation, lower levels of coping, psychosomatic problems," as compared to those who are employed in low-paying jobs. and issues with behavior" (Murphy and Athanasou, 1999; 1986 Shamir; Creed and co., 1999; Flatau

and others, 2000; Morrell and others, 1998; 2005, Layard; Goldsmith and others, 1997; The study of women has altered the nature of labor because of how well women perform at work and how actively they participate in production and distribution systems (Polónia, 1999). Numerous studies have been conducted on this topic, demonstrating that women who are employed are happier than those who are not (Ferree, 1976) or that women who are employed and those who are not are equally satisfied (Wright, 1978), and that women who are not employed are happier than those who are (Hall, & Francine, 1973). According to Irfan et al., women who work experience lower levels of pleasure and less anxiety than women who do not (Irfan et al., 2012). According to the findings, women who worked had higher levels of self-esteem and experienced less psychological distress than women who did not work. Additionally, their health was superior to that of non-working women (Coleman & Antonucci, 1976). In Pakistan, the situation is different because women's status varies by class and region. When working women leave the home, they face a lot of challenges that make them stronger and better able to deal with difficult situations (Muhammad et al., 2015). The conclusion is that women who work and women who stay at home both have advantages and disadvantages.

### **Methodology**

In order to learn more about the levels of satisfaction experienced by working and unemployed women, the current study employs both a quantitative and a qualitative research methodology. A sample of 100 women from various parts of Bhera and Sargodha was chosen for the quantitative research. A questionnaire-based cross-sectional study was conducted in Pakistan's Sargodha district in May and June 2016. The sample was then divided into two main groups: 50 urban and 50 rural participants, 50 Bhera and Sargodha participants, and 25 working women and 25 non-working women from Bhera and Sargodha, respectively. From a variety of workplaces, including banks, hospitals, schools, colleges, and housewives, all participants were selected at random. The participants' ages ranged from 20 to 60. A comparative research design (between group designs) was used to compare the working and non-working women groups. The purpose of each question on the questionnaires was to find out how satisfied working and unemployed women were with their lives. Participants had matriculation as their lowest level of education and were chosen from a variety of backgrounds. It was presented in either "English" or "Urdu," depending on the women's level of comfort. Urdu is the language of Pakistan. The co-investigators completed the questionnaire, and women were questioned. The researcher conducted a pilot study prior to

administering the final questionnaire. The interviews were not scheduled in advance; They were carried out at any point during the study's duration. Ethical standards were met by granting written, informed permission and guaranteeing confidentiality. Diener et al.'s Satisfaction with Life Scale (SWLS), 1985) was developed as a measure of subjective well-being's judgmental component (SWB). The SWLS is a reliable and valid indicator of life satisfaction that has been used in numerous studies in comparison to other measures of life happiness. (1991, Pavot et al.) a five-item scale designed to evaluate an individual's overall cognitive appraisals of life happiness. On a seven-point scale, from seven for strong agreement to one for severe disagreement, participants rate their agreement or disagreement with each of the five statements. Life satisfaction is measured by the SWLS and shows some temporal stability (for example,.54 over four years). The SWLS is recommended as an addition to scales that focus on psychopathology or emotional well-being because it measures an individual's conscious evaluative opinion of his or her life using the individual's own criteria.

### **Discussion And Analysis**

The purpose of this study is to ascertain the level of contentment experienced by employed and unemployed women in urban and rural settings. There were 100 women in the sample, 50 from the urban and 50 from the rural areas. In addition, the sample is divided into two groups of 25 working women and 25 non-working women from urban and rural areas. The Ed Diner and colleagues (1984) satisfaction with life scale (SWLS) is used to compare the level of contentment experienced by working and non-working women. Five items on a seven-point Likert scale are used to calculate percentages and average scores. A score of 35 or higher indicates extreme contentment, while a score of 5 or lower indicates extreme dissatisfaction.

**Table 1: Life Satisfaction Among Rural Women Who Work And Don't Work.**

<b>Group</b>	<b>Mean</b>	<b>Percentage</b>
<b>Working Women (N=25)</b>	19.64	<b>56%</b>
<b>Non-working Women(N=25)</b>	<b>21.6</b>	<b>62%</b>

The average score for working women is 19.64, indicating that they are neither satisfied nor dissatisfied with their life but have a neutral opinion about it. On the other hand, the score for non-working women is 21.6, indicating that they are somewhat satisfied with their life. The overall result indicates that non-working women in rural areas have higher levels of life

satisfaction. This is due to the fact that working women in rural areas are responsible for only their home-related responsibilities, whereas non-working women in rural areas are responsible for both their office or working place responsibilities, so they are less satisfied with their lives than non-working women in rural areas.

**Table 2: Life Satisfaction Among Working And Non-Working Women In The Urban Area**

Group	Mean	Percentage
<b>Working women (N=25)</b>	23.2	<b>66.3%</b>
<b>Non-working women (N=25)</b>	<b>21.04</b>	<b>60.11%</b>

While the score of non-working women is 21.04, which indicates that they are also slightly satisfied with their life, the result indicates that life satisfaction is higher among working women in urban areas. The average score of working women is 23.2, indicating that they are slightly satisfied with their life.

**Table 3: Percentage And The Average Score Of Life Satisfaction**

Status of women	Urban area		Rural area	
	Average score of life satisfaction	Percentage of lifesatisfaction	Average score of life satisfaction	Percentage of life satisfaction
<b>Working women</b>	23.2	66.3%	19.64	<b>56%</b>
<b>Non-working women</b>	<b>21.04</b>	<b>60.11%</b>	<b>21.6</b>	<b>62%</b>

Table iii shows that, in an urban area, the average life satisfaction score for working women is 23.2, with a percentage of 66.3%, while the average life satisfaction score for non-working women is 21.04, with a percentage of 60.11 percent. In contrast, in a rural area, the average life satisfaction score for working women is 19.64, with a percentage of 56 percent, while the average life satisfaction score for non-working women is 21.6, with a percentage of 62 percent. Non-working women in the rural area and working women in the metropolitan area reported the highest levels of life satisfaction. We found that working women in urban areas generally reported higher levels of contentment with their lives than working women in rural areas. The researcher has seen a lot of the things that a woman needs to have a happy life. Pakistan is not a developed



nation; the country is plagued by numerous issues; more than half of its population lives below the national average (Muhammad, et al., 2015), but these conditions are going to change; individuals are attempting to improve their standard of living and alter their way of life (Muhammad, et al., 2015), there are also lazy people who try to stay at home and never do anything that requires hard work—the phrase "Kam chor" is used to describe these people. On the other hand, there are also people who are very hard workers, talented, and intelligent, but the situation is a little different for women—usually, women are not responsible for supporting their families financially, but it can happen under certain circumstances.

The majority of women are employed, but there are two distinct types of employed women: paid employed women who are compensated for their labor; non-employed women, on the other hand, work from home and are not compensated for their labor because it is regarded as a duty that is not optional but required of them. Salaried and non-salaried working women have different working hours. Non-salaried working women's working hours are three times longer, but the situation is different in urban and rural areas. Women are expected to collaborate with non-salaried women in all work in rural areas. Because it is too low, the salary in exchange for work is not very motivating. Because the member of the family is also dependent on her salary, she will undoubtedly fail to satisfy her desires and spend more money on the family. Married working women are unhappy with their lives because it is difficult for them to perform all of the responsibilities that are expected of them. However, the situation for working women who are not married is not significantly different from that of married women. Most of the time, these women are only required to perform salaried work, and they are not often required to perform home-related tasks because their family member handles them. She is also able to fulfill her desires with the money she receives in the form of a salary. Because she is able to fulfill her desires, which are related to money, unmarried working women are more satisfied with their lives.

Most working women in top positions in urban areas are content because she manages their homework by hiring a maid who takes care of their home in a way that she is not responsible for it. She never carries two responsibilities at once, which is why she appears to be happier with her life than rural working women. Ethically, the government should take steps to encourage working women, particularly in rural areas, by providing them with additional benefits that increase their level of satisfaction and make them feel superior to other women who are not employed. This will encourage an increasing number of women to start doing work that will benefit the economy and

its development; otherwise, more than half of the workforce will remain idle and only a small portion will contribute to the country's development.

### **Conclusion**

This study aims to find out how satisfied both employed and unemployed women are. We conducted 12 interviews for this purpose, six in urban areas and six in rural areas, with three working women and three non-working women among the six. After the interview and quantitative research phases are finished, we have to look at the conditions in both the urban and rural areas. We found that working women in the urban area have the highest levels of life satisfaction. They are more relaxed, confident, and happy with their lives than non-working women because they are independent and can fulfill many of their desires and get more respect from society than non-working women. She can easily solve her problems by sharing them with her coworkers. She is aware of current information. She gained more self-assurance. She is better equipped to converse with others with confidence. However, her situation as a working woman will change after she gets married; at that point, it will be difficult to manage both her home and her office or work, and she will never be able to do so well. She is unable to devote quality time to her husband, children, and family, and her children do not receive her full care and attention. While children of working women are more financially secure than those of non-working women, they suffer from a lack of maternal care and attention, which can be detrimental to them.

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