

## A COMPARATIVE STUDY OF THE INFLUENCE OF FAMILY ENVIRONMENT ON THE LIFE STRESS OF THE WORKING WOMEN OF PUBLIC & PRIVATE SECTOR



\* Dr. A. L. Sutariya



October, 2010

\* H.O.D, Psychology, Smt. A. S. Chaudhary Mahila College, Mehsana

### ABSTRACT

*The purpose of the study is to find effect of life stress on family environment in working woman the sample of 300 working women taken from public & private sector institution. Testing was used for statistical testing. It was found that there is more effect of stress on working women on private sector as compare to public sector working women for this purpose, life stress scale and family environment scale were used.*

The concept of dual working families is not something new. The desire to better the quality of life led to dual working families. It is no wonder that in the society, where there is no end to the sad saga of male violence and cruelty inflicted upon the ordinary women, where the ever reluctant patriarchal class refuge to badge an inch for women's emancipation should find the place of working women deploring and stigmatizing (Bardurck J. 1979). Most surveys and researches reveals that the working women face many problems and stresses, which have transferred them into tight rope walk who struggle to maintain a balance between the dual job responsibility the office and the home. These problems and life stresses of all working women are influenced by many factors like family environment, work environment and the service tenure. It reared that working women probably do not perform, their duties, as efficiently as those who are not working outside their homes. But the degree of stress occurring from outside name jobs appears to be not equal, if the tenure and sector of employment is taken into account. Chi-Ching, Edith (1992) quotes by their study that certain external barriers, which includes both work and family environment are important predictors of women's career, which impede their career and all stress provoking. Gaonkar V (1993) concluded by his study on the frustration among married working women in relation to their type of employment and income that women in low income group and who are employees in the private sector, reported a significantly higher level of frustration than the subjects who are in high income group and employed in the public sector. Garrison, Roberts & Eaton (1993) remarked that

working women, especially secretaries, faces more role stress, depression and dissatisfaction. McDaniel, Susan A (1994) by his research on working women and stress reveals that working women experience stress stemming from financial conditions, less job security, lesser mobility prospects dual work responsibilities and sexual harassments.

Avolis, Bruce J McDaniel (199) conducted a study on age, service tenure and work performance in non managerial jobs, to see the effects of experiences and occupational types. Results indicated that experience was a better prediction of performance and those who were in the service for longer period shows better performance and less frustration and conflict as compared to the youngsters who were new in their jobs.

**Problem** To investigate the influence of family environment on the life stress of working women of private and public sector.

**Hypothesis** In order to investigate the effect of family environment on the life stress of working women, the following hypothesis had been formulated, that 1. The life stress will be more among the women of the private sectors than those of the public sectors who in turn will have more stress, than the non working women. 2. The working women in the private sector will perceive their family environment more negatively than the working women of public sector who in turn will perceive it negatively than the non working women. 3. The intensity of the stress will be lesser, with longer period of service.

**Method** In the present research, an independent variable is family environment and the dependent variable is life

stress. A comparison of nonworking women with working women of public sector as well as those with private sector will reveal the degree of changes in the life stress.

**Tools Used** For this study, the following tools are used:

1. Life stress scale: A life scale which is based on the life events given by Coleman (1976) is used in this study. Those stresses are also included in it which are closely related to Indian situation given by Gunthey and Loonker (1992).
2. Family environment scale: The family environment scale by Moss and Moss (1973) is used for the resent research study. It Hindi adaptation has been done by Joshi and Vyas (1987).

**Sample** In the present investigation a sample of 300 working women and 150 nonworking women were taken. Among the 300 working women, 150 were those working in the public sector including different government departments and rest 150 working women from different private organization. Out of these 150 working women from each group, 75 were those who were in their initial years of service (1-2 years) and rest were those who have completed more than 5 years in their service and 150 nonworking women were selected as a control group. All the subjects were a least graduates and from comparable per capita income groups. **See Table 2**

**Procedure** In the present investigation, the family environment and the life stress scales were administered on the working women of both the organizations (public and private) and on the control group (non-working women) individually at their residences. The responses

for the life stress were taken in terms of percentages whereas for the family environments, five category responses were taken. The obtained responses served as a data for further analysis and interpretations with the help of the respective manuals.

**Statistical Analysis** The data were analyzed by using students't' test and Pearson's 'r' test which served for further interpretation and results. Data: Given in the following table No. i to 6

**Interpretations and Discussion** The obtained data was put for analysis and interpretations which shows that working women in private sector perceive more stresses than the working women in ihv. public sector. The working women in private sector had scored significantly higher on the family/social, mental/physical, educational and economic stresses than the working women in public sector and the nonworking women and again the working women in public sector scored significantly higher on all the four subscales of the life stress scale and the obtained difference between these two groups is also significant.

The high scores of the working women in the private sector indicates that they work in the environment which is more system oriented, in which they function in an orderly manner, and have to finish their office work on time along with carrying their home responsibilities more efficiently and as a result they cannot justify their dual work and which results in stress and make their life more stressful as compared to the working women in

public sector, whose work environment is not like a tight rope walker, where urgency and accuracy of work is not overemphasized, as a results they can maintain a balance between their work and home and likely to have less

of mental stress and strains. Similarly non working women have lowest scores on the life stress scale, as they do not have dual roles to play, they have only

family responsibilities to run and as a result, they do their home tasks more efficiently as they do not have strains of dual roles. The data on the family environment scale shows that working women in private sector have scored significantly higher on conflict, control and organization subscales of the family environment scale as compared to the working women in public sector, who scored higher on the other subscales like cohesion, expressiveness. Active recreational

**Table 1**

Mean and SD scores on the life stress of the working women of private and public sector and nonworking women.

Sub-scales	Private		Public		Nonworking	
	Mean	SD	Mean	SD	Mean	SD
Family/Social	85.90	10.74	45.01	14.85	26.80	14.99
Mental/Physical	54.17	12.22	38.88	11.22	19.84	10.38
Economic	61.29	11.21	41.90	12.19	20.75	10.47
Educational	49.66	9.65	31.84	9.87	14.20	6.63

**Table 2**

Mean and SO scores on the family environment scale of the working women of private, public sector and nonworking women.

Sub-scales	Private		Public		Nonworking	
	Mean	SD	Mean	SD	Mean	SD
CO	22.25	3.50	23.15	2.00	23.11	3.32
EXP	19.14	3.37	19.08	0.74	21.32	2.54
CON	20.75	3.06	14.34	3.08	11.82	3.90
IND	18.95	4.39	17.82	4.19	10.62	3.82
AD	22.90	3.38	16.20	3.52	22.94	3.48
ICO	22.79	3.71	21.57	3.32	21.98	3.71
ARO	36.09	2.73	18.74	3.11	20.02	3.50
MRE	13.01	2.65	13.81	3.14	22.40	2.52
ORG	16.99	3.09	19.55	3.58	20.75	2.95
COT	22.44	3.19	19.23	2.50	27.39	2.66

**Table-3**

Table showing t values found significant between the private and public sector on the life stress scale "T" values

Sub-scales	Public/ Private	Public/Non Working -	Private/Non-Working
Family/Social	11.47	10.56	21-34
Mental/Physical	11.28	15-25	22.25
Economic	14-7	15-78	79.82
Educational	15-81	18.13	

**Table 5**

Table showing 't' values found significant between the private and nonworking sector on the family environment scale.

Sub-scales	't' scores
Cohesion	21.52
ICO	17-53
ARO	11.29
MRE	11.29

orientation and moral religious emphasis though the scores between the public sector and non working women differed significantly. It shows that because the working women in private sector has to carry on their work more efficiently and under full control, they have a negative attitude towards their family and social environment. There is disagreement scored on this scale. The interpretation of the obtained data reveals that the intensity of the life stress decreases with the longer period of service. The working women in both the sectors who are in the initial years of their service scores higher on the mental stress and on conflict, control subscales of family environment scale as compared to those who have completed more than five years in their service. Thus, the present research findings support the findings by McDaniel and Susan A (1994) that working women faces more stresses as compared to the nonworking women. Chi-Ching, Edith (1992) concluded by his study and is similar to the findings of the present research that certain external barriers (family and work) are the important predictors of the women's career, which impedes their career and are stress provoking. The results are also supported by the study by Avokio, Bruce and McDaniel (1990) who conducted a study to see the

**Table 4**

Table showing t values found significant between the private and public sector on the family environment scale.

Sub-scales	't' scores
Expressiveness	19.66
Conflict	15.87
Achievement	11.81
ORG	6.62
CON	9-69

**Table 6**

Table showing 't' values found significant between the Public sector and the non working on the family environment scales.

Sub-Scales'	t <sup>1</sup> scores
ARO	3-80
MRE	3-33
AO	18.48
CON	5-40

effects of job experience and work performance and concluded that those who were in service for longer period showed better performance and less frustration and conflict. sTims the present research findings proves the hypothesis that life stress will be more among the working women of private sector as compared to the public sector and nonworking, that the private sector will perceive their family environment more negatively than the public sector working women and the nonworking women and it also proves that the intensity of mental stress will be lesser with the longer period of services.

**Summary :-** In the present research, an attempt was made to investigate the effect of family environment on the life stress of working women of private and public sector. For this purpose, life stress scale and family environment scale were used. It was hypothesized that working women in private sector will have higher scores on life stress and will perceive their family environment negatively as compared to the working women in public sector and similarly working women in public sector will have higher scores on life stress and family environment subscales like conflict. Expressiveness, as compared to the non working women.

## REFERENCE

- Avolio, Bruce, J., McDaniel, Academy of Management Journal 1990 (June) 33 (2): 407-422.
- Bardurck, J. Psychology of women: A study of bio-cultural conflicts, New York, Harper and Row, 1979-
- Chi-Ching, Edith, Journal of Social Psychology (1992) 132 (5): 661-674
- Gaonkar, V. Indian Journal of Behaviour 16 (i): 14-19 (1992 Jan)
- Garrison Roberts & Baton: Women and health 1992 18(4): 53-76.
- Gunthey R. R. & Loonker, N. The life stress scale by Coleman (1970), Hindi adaptation, JNV univ. (1992)