



PSYCHOLOGICAL WELL –BEING AMONG FEMALE PROFESSIONALS

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ABSTRACT

1. Background Women are participating in every profession with men. In order to fulfill the career and Family demands, they undergo a lot of mental stress and confusion. This has adverse effect on their Family atmosphere and particularly on their well being. Objective: The aim of this study was to assess the Psychological well being of Female Officers in Rajasthan. Method: This study was conducted on 60 Officers of Rajasthan Administrative services/Rajasthan Accounts Services, 60 Female Doctors, 60 Bank Employees and 60 Lecturers. Psychological well being was measured with Self esteem test by Warr and Jackson (1982)¹, Self rating Depression Scale adopted from Warr and Parry (1982)², Positive and Negative affect test adopted from Warr, Barter and Brownbridge (1983)³, Happiness from Gurin, Veroff and Feld⁴, **Life Satisfaction Scale** developed by Adrews and Withey (1974)⁵, **Self Rated Anxiety**: adopted from Warr, Cook and Wall (1979)⁶ and **Pleasure and Strain on previous day** adopted from Warr and Payne (1982)⁷
Results: It was found that four groups of Female professionals differ significantly on anxiety, negative affect, Feeling Pleasure, feeling emotional Strain and Happiness. They do not differ significantly on Life Satisfaction, Positive Self esteem and Positive affect.

KEYWORDS : Psychological Well- Being, Self Esteem, Positive and Negative affect, Depression, Happiness, Life Satisfaction, Self rated anxiety, **Pleasure and Strain on previous day**

Introduction:

Happiness is the highest goal and ultimate Motivation for all human action. This happiness may be subjective or objective or it may be physical or psychological. The concept of Psychological well-being is related to peoples feeling about their everyday life activities (Bradburn 1969⁹, Warr & Wall 1975²; Campwell, 1976¹⁰)

Concept of psychological well-being consist of interlinked cognitive, affective and behavioral processes with range from negative well –being (dissatisfaction, unhappiness, worry, anxiety, depression etc) to a positive outlook and well being.

Psychological well-being is usually conceptualized as some combination of positive affective states such as happiness (the hedonic perspective) and functioning with optimal effectiveness in individual and social life (the eudaimonic perspective) (Deci & Ryan 2008¹¹). As summarized by Huppert¹² (2009, p.137): "Psychological well-being is about lives going well. It is the combination of feeling good and functioning effectively." By definition therefore, people with high PW report feeling happy, capable, well supported, satisfied with life, and so on; Huppert's¹² (2009) review also claims the consequences of PW to include better physical health, mediated possibly by brain activation patterns, neuro-chemical effects and genetic factors.

Women's employment outside the home generally has a positive rather than negative effect on marriage. Campbell *et al*¹³ studied the effects of family life on women's job performance and work attitudes. The result revealed that women with children were significantly lower in occupational commitment relative to women without children; contrary to expectation, women with younger children outperformed women with older children. Makowska¹⁴ studied psychosocial determinants of stress and well-being among working women..

[15] Multiple role-playing has been found to have both positive and negative effects on the mental health and well-being of professional women. In certain instances, women with multiple roles reported better physical and psychological health than women with less role involvement. In other words, they cherished motivational stimulation, self-esteem, a sense of control, physical stamina, and bursts of energy. [16]

Objective

The main objective of the study is to know the psychological Well-being of Female Professionals, Administrators Doctors, Bank probationary officers, Lecturers

Hypothesis

1. Married and Unmarried Female Officers would differ on their Psychological well being
2. Administrators, Doctors, Bank Pos and Lecturer would differ on psychological well being perceived.

Variables:

1. Psychological well being
 - i. Anxiety
 - ii. Depression
 - iii. Life-Satisfaction
 - iv. Self Esteem
 - v. Feeling Strain tomorrow
 - vi. Feeling Pleasure tomorrow
 - vii. Happiness

2. Status-

- i. Married Female Officers
- ii. Unmarried Female Officers

3. Professional Groups

- i. Doctors
- ii. Administrators (RAS/RACS)
- iii. Bank PO
- iv. Lecturer

Method

Total Sample of 240 Female professionals (60 RAS/RACS, 60 Doctors, 60 Bank Pos, 60 Lecturer) were selected through purposive sampling technique from colleges, Banks, hospitals and various government offices in Rajasthan interviewed

Tool

Psychological well-being –According to the model of the features of psychological well-being suggested by Warr (1983)¹⁷ the following set of scales to measure psychological well being were selected

2. Self Esteem Test: The positive and self Esteem were measured by the eight items adopted from the Warr and Jackson (1982)¹
3. Self Rating Depression Scale: Adopted from Warr and Parry (1982)² developed by Zung (1965) 18 scale was used in the study
4. Positive and Negative affect: This test is based on Bradburn's 810 item scale.
5. Happiness: Gurin, Veroff and Feld⁴ adopted straight forward assessment of happiness
6. Life Satisfaction Scale: This scale was developed by Adrews and Withey (1974)⁵

7. Self Rated Anxiety: It was adopted from Warr, Cook and Wall (1979)6
8. Pleasure and Strain on previous day: It was adopted from Warr and Payne(1982)7

Procedure:

All the officers, who constituted the sample, were interviewed personally at their respective work places and they were assured of anonymity. After scoring, mean, Standard Deviation and Analysis of Variance were calculated

Result and Discussion

Four groups differ significantly on anxiety, negative affect, feeling pleasure, feeling emotional Strain and Happiness. They do not differ significantly on life Satisfaction, Positive self esteem and positive affect.

Profession wise variance results of psychological well being

S.N.	Variable	Doctors		Bank PO		Lecturer		RAS/RACs		F- Ratio
		M	SD	M	SD	M	SD	M	SD	
1	Anxiety	27.17	5.13	27.93	5.15	21.15	5.12	22.0	4.19	30
2	Life Satisfacti on	77.55	12.40	76.70	8.10	79.23	9.67	79.73	9.77	1.19
3	Positive self esteem	18.42	2.17	17.65	2.29	18.42	2.77	17.77	2.16	1.84
4	Negative self esteem	14.08	3.41	11.67	2.90	9.53	4.20	10.60	3.71	17.68
5	Depressi on	11.73	2.19	11.33	1.54	10.05	1.83	11.02	1.74	9.12
6	Positive affect	7.67	1.20	7.65	.88	7.20	1.88	7.65	.97	1.88
7	Negative affect	3.52	2.57	2.37	1.70	3.25	2.28	2.10	1.79	6.24
8	Feeling Pleasure	5.58	.89	5.18	.50	5.70	.93	5.35	.73	5.33
9	Feeling Emotion al strain	3.38	1.09	3.23	.72	2.65	.73	3.22	.74	8.92
10	Happine ss	1.97	.37	2.02	.22	1.78	.43	1.88	.37	5.15

On the basis of mean and SD, it may be said that anxiety is greater among Doctors and Probationary Officers and minimum in lecturer. The required time and dedication may cause conflict among multiple roles played by Female doctors and Bankers and may give rise to anxiety.

Depression is Maximum in doctors and minimum among the group of lecturer. In teaching Job, working hours are less, vacations are frequent and pay scales are reasonable , so female lecturer have enough time to spend with their family and face minimum of role conflict, whereas in medical profession female Doctors have to consume more time and physical resources, so they may face problem in dealing with various role occupants and may develop depression tendency Negative self esteem is maximum in lecturer and minimum in doctors. The positive self esteem is greater in doctors and lecturers and minimum in Probationary Officers. Yet they do not differ significantly on positive self esteem.

Feeling Pleasure yesterday and Happiness is maximum among lecturers and minimum in Probationary Officers followed by Doctors. Doctors feel greater amount of emotional strain followed by bank PO's and RAS/RACs Officers, whereas it is minimum in lecturers. It suggests that feasible time schedule and other Facilities of teaching job provide enough resources for lecturer to cope with their other roles. Because lecturer spend more time with each and

every role, so they feel more satisfied and happier in comparison to doctors, whose job is more time consuming and is simultaneously not time bound .

The mean, SD, F and Significance level of psychological well being dimensions in married and unmarried doctors ,POs, Lecturer and RAS/RACs Officers shows that anxiety is maximum in married bank Probationary officers followed by married doctors, unmarried Probationary Officers and Doctor sand it is minimum in unmarried lecturer. It shows that public dealing in banking and medical profession gives birth to role over load and in married life these role conflict with traditional home making role and give a way to anxiety. Life Satisfaction is greater among married doctors, followed by married RAS/RACs Officers and Married lecturers. It is minimum in unmarried doctors. It denotes that although medical profession is related to more responsibilities and challenges, yet it provides satisfaction to doctors. It is also clear from this table that married life may be due to husbands love and support or due to emergence of roles provides more satisfaction to females. Unmarried females doctors have minimum life satisfaction, it suggests that more responsibilities and vague working hours may decrease the life satisfaction of unmarried doctors.

Positive self esteem is maximum in married lecturer followed by unmarried doctors and minimum in unmarried probationary officers. Negative self esteem is maximum in married doctors, followed by unmarried doctors and minimum in married lecturers.

Depression is maximum among married doctors and minimum in unmarried lecturers. Due to work overload required expertization for success may make married doctors feel that they are not able to cope with recent demands and feel depressed.

Positive affect is maximum in married doctors followed by unmarried bank Probationary Officers and minimum in unmarried lecturers. Negative affect is also maximum in married doctors followed by unmarried lecturers and minimum in RAS/RACs unmarried officers. It denotes that female doctors because of their career feel confident about their future and are pleased about having accomplished something in life. But vague working hours ,more responsibilities give rise to feeling of worry, fatigue and depression.

Feeling of pleasure yesterday is maximum in married lecturer, followed by unmarried doctors and minimum in RAS officers. Feeling of emotional strain is maximum among married doctors and in unmarried officers and minimum in unmarried lecturers. It suggests that transfers in banking jobs and work overload may create emotional in un married bank officers.

Happiness is greater among unmarried lecturers followed by unmarried RAS/RACS officers and Minimum in Married Bank probationary Officers. The cause of maximum happiness among unmarried officers may be attributed to the fact that they owe less responsibility towards domestic chores.

Conclusion

The doctors, RAS/RACs officers, lecturers and bank Probationary Officers group differ significantly on some of the dimensions of Psychological well being . these dimensions are anxiety, negative self esteem .depression, negative affect, feeling pleasure , feeling emotional strain yesterday and total happiness . Anxiety was maximum among female doctors and probationary officers and minimum in lecturers. Depression was maximum in doctors and minimum in lecturer. Positive self esteem was greater among doctors and lecturer and minimum in the group of Probationary Officers.

Negative self esteem was maximum in lecturers and minimum in doctors . Feeling pleasure yesterday and total happiness was maximum among lecturers and minimum in probationary officers followed by Doctors .

Married and unmarried officers significantly differ on four dimensions of psychological well-being i.e. Life Satisfaction, depression, Positive affect and Happiness. Married Officers experienced more life satisfaction, happiness and positive affect in comparison to unmarried officers.

Married female officers experienced more depression in comparison to unmarried officers.

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