

	ORIGINAL RESEARCH PAPER THE EFFECT OF JOB SATISFACTION ON MENTAL HEALTH: A GENDER-BASED ANALYSIS OF WORKPLACE STRESS	Psychology KEY WORDS: Job Satisfaction, Workplace Stress, Gender Differences, Mental Health,
Tanishka Singh Rupali Chandola	Undergraduate Student, Department Of Psychology, Galgotias University, Greater Noida, U.P, India Associate Professor, Department Of Psychology, Galgotias University, Greater Noida, U.P, India	
ABSTRACT	This study investigates the impact of job satisfaction on workplace stress and overall mental health, emphasizing gender-based differences. Using standardized tools Minnesota Satisfaction Questionnaire (MSQ) and Workplace Stress Scale (WSS) data were collected from 75 employees across various organizations. Results revealed that while job satisfaction scores were significantly higher and more consistent among women, workplace stress levels showed no statistically significant gender differences. Correlation analyses indicated a weak, non-significant relationship between job satisfaction and workplace stress for both genders. These findings underscore the importance of organizational strategies tailored to enhance job satisfaction and promote employee well-being across diverse demographics.	
INTRODUCTION Job satisfaction is a fundamental determinant of employee well-being and organizational effectiveness. It reflects an individual's overall emotional response to their job, encompassing various factors such as recognition, autonomy, compensation, interpersonal relationships, and alignment with organizational values (Spector, 1997; Judge, Bono, Erez, & Locke, 2001). High job satisfaction has been positively associated with increased motivation, organizational commitment, and psychological well-being (Bakker, Van Emmerik, & Euwema, 2007). Conversely, low job satisfaction is often linked with adverse psychological outcomes, including stress, emotional exhaustion, anxiety, and depression (Faragher, Cass, & Cooper, 2005). In modern organizational environments, employees frequently encounter high job demands, tight deadlines, and competitive expectations, which contribute to elevated levels of workplace stress. Prolonged exposure to such stressors can significantly impair an individual's mental health, reduce productivity, and lead to burnout (Maslach & Leiter, 2016; Kinman & Jones, 2008). The World Health Organization has recognized occupational burnout as a significant public health concern, highlighting the need for effective interventions to support employee mental health (WHO, 2019). While job satisfaction can buffer the impact of workplace stress, the relationship between the two is multifaceted and may be influenced by demographic and contextual variables. Notably, gender has emerged as a potential moderator in this relationship. Research indicates that women may experience stronger links between job satisfaction and stress due to unique workplace challenges, including gender-based inequities, role conflict, and caregiving responsibilities (Brough & Kalliath, 2009; Allen, French, Dumani, & Shockley, 2020). In contrast, men may report different sources of dissatisfaction and stress, often related to expectations around career advancement and role ambiguity (Twenge, 2010; Clark, Oswald, & Warr, 1996). This study aims to explore the relationship between job satisfaction and workplace stress with a specific focus on gender-based differences. By using standardized tools the Minnesota Satisfaction Questionnaire (MSQ) and the Workplace Stress Scale (WSS) and analyzing data from a diverse sample of 75 employees, the research seeks to offer insights into how job satisfaction affects mental health across gender lines. The results are intended to inform workplace policies and interventions that support employee well-being and foster equitable, productive work environments.		
Participants The study involved 75 full-time employees (40 males and 35 females) from various public and private sector organizations in India. Participants were selected using random sampling and had at least one year of work experience. The sample included a diverse range of job roles and industries, ensuring varied perspectives on job satisfaction and workplace stress. Informed consent was obtained, and participant confidentiality was maintained throughout the study. Instruments Two Standardized Tools Were Used To Collect Data In This Study: 1. Minnesota Satisfaction Questionnaire (MSQ) The MSQ is a 20-item scale developed by Weiss, Dawis, England, and Lofquist (1967) to assess job satisfaction across various dimensions such as autonomy, recognition, and working conditions. Respondents rate each item on a 5-point Likert scale, ranging from Very Dissatisfied to Very Satisfied. The instrument distinguishes between intrinsic (job content-related) and extrinsic (job context-related) satisfaction. It is well-regarded for its high reliability (Cronbach's alpha > 0.90) and strong construct and criterion validity, making it widely used in occupational research. 2. Workplace Stress Scale (WSS) The WSS is an 8-item instrument developed by the American Institute of Stress (AIS) to assess the frequency and intensity of stress-related experiences at work. Each item is scored on a 5-point Likert scale from Never to Very Often, measuring stressors such as workload, lack of control, and interpersonal conflict. The scale demonstrates good internal consistency with reported reliability coefficients between 0.70 and 0.85, and is widely accepted for its brevity and ease of use in workplace assessments. Procedure The study followed a structured and ethical data collection process. After obtaining approval from the academic supervisor, the researchers selected participants using random sampling from various public and private sector organizations. A total of 75 full-time employees with at least one year of job experience were invited to participate. Data were collected using two standardized self-report instruments: the Minnesota Satisfaction Questionnaire (MSQ) and the Workplace Stress Scale (WSS). Participants were briefed about the purpose of the study and assured of confidentiality and anonymity. Informed consent was obtained from all respondents prior to participation. Questionnaires were administered in both online and offline		
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modes, depending on the convenience and accessibility of the participants. Each participant completed the survey independently, and the average completion time was approximately 10–15 minutes.

Once data collection was completed, responses were entered into Microsoft Excel for coding and analysis. Descriptive statistics, t-tests, and Pearson correlation analyses were performed to examine the relationship between job satisfaction and workplace stress, with a focus on gender differences.

RESULTS

This section presents the statistical analysis of job satisfaction and workplace stress with respect to gender, along with the correlation between the two variables.

Table 1: Descriptive Statistics and t-Test for Job Satisfaction and Workplace Stress by Gender

Variable	Mea n (M)	SD	Mea n (F)	SD	t-value	Significance (p)
Job Satisfaction	66.11	14.51	72.40	9.11	0.03	p < 0.05 (significant)
Workplace Stress	22.85	7.12	21.08	5.30	0.24	p > 0.05 (not significant)

Female participants reported **significantly higher job satisfaction** than males (p < 0.05). No significant gender difference was found in workplace stress levels (p > 0.05), although males had slightly higher average stress scores.

Table 2: Pearson Correlation Between Job Satisfaction and Workplace Stress

Variable Pair	Gende r	Correla tion (r)	p- value	Interpretation
Job Satisfaction & Workplace Stress	Male	0.27	0.10	Weak positive, not significant
Job Satisfaction & Workplace Stress	Female	-0.10	0.50	Very weak negative, not significant

For males, there is a weak positive (non-significant) correlation, indicating that higher satisfaction may slightly coincide with higher stress (possibly due to higher responsibility). For females, there is a very weak negative (non-significant) correlation, suggesting slightly higher satisfaction may relate to lower stress, though this trend is also not significant.

Summary Of Findings:

- Job satisfaction differs significantly by gender, with women reporting more consistent and higher satisfaction.
- Workplace stress levels do not differ significantly by gender.
- No significant correlation was found between job satisfaction and workplace stress for either gender.

DISCUSSION

This study explored the relationship between job satisfaction and workplace stress, focusing on gender differences. The results showed that female employees reported significantly higher job satisfaction than males, while stress levels did not significantly differ by gender.

Interestingly, the correlation between job satisfaction and workplace stress was weak and not statistically significant for either gender. This suggests that while satisfaction and stress are related concepts, other factors such as organizational support, workload, or leadership style may mediate their connection.

The findings highlight the need for gender-sensitive strategies to enhance job satisfaction, while universal stress management programs can be applied across the workforce.

Overall, the study contributes to occupational health research by emphasizing the complex, multifactorial nature of employee well-being.

CONCLUSION

This study examined the relationship between job satisfaction and workplace stress, with a focus on gender-based differences. Results showed that women reported significantly higher and more consistent job satisfaction, while workplace stress levels were similar across genders. The correlation between satisfaction and stress was weak and statistically non-significant, indicating that other factors may influence how employees experience stress at work.

These findings suggest that while improving job satisfaction is important, it alone may not reduce workplace stress. Organizations should adopt comprehensive strategies that include supportive leadership, fair policies, and mental health resources to enhance overall employee well-being. Gender-sensitive approaches to satisfaction and universal stress-reduction programs are recommended to foster a healthy and productive work environment.

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