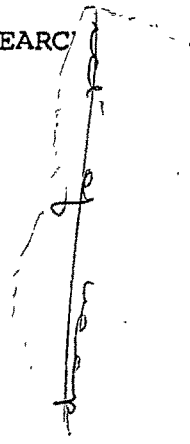


CHAPTER - II

REVIEW OF RELATED RESEARCH



In this chapter, an attempt has been made to review available research like nature related to the problem, either directly or indirectly and to meaningfully present it under appropriate sub-heads.

2.1 STUDIES RELATING TO JOB STRESS AND AGE

Ranade and Ramchandran (1961) have found that in Bombay and Delhi most of the working women are of younger age.

Koyama and Takashi (1961) have reported that in Japan the vast majority of the working women are of younger age, under the age of twentyfive.

Havighurst (1972) has observed that up to age thirty, it is quite common for both men and women to be immature in certain areas of their behaviour, while at the same time showing marked maturity in others. Gradually, with new achievements and new expectations from the social group, much of the immaturity that characterizes behaviour in the early part of this period disappears, resulting in a more even development on a more mature level.

Bennetts (1978), Dimarco (1975) and Kerbs & Adinolfi (1975) have discovered that those who are physically attractive achieve greater success. Attractive women usually make better marriages than those who are unattractive, while, for both men and women, physical attractiveness is such an asset in the business world that they can count on getting ahead faster and with less work than their less attractive co-workers. Leadership in different organizations, they observed, usually goes to an attractive person, just as it did during the adolescent years.

Frendiger (1983) has reported that life satisfaction increased with age for both currently and formerly employed women. The never employed wife, on the other hand, did not find increased satisfaction with age. She exhibited evidence of the classic emptynest syndrome, which occurs when her children leave home.

Adrin and Schacffe (1984) have reported that the level of job satisfaction enjoyed by the subjects tended to increase with age.

Cherry (1984) has found that at the age of 32 years, 44% of men in the sample reported that they were under nervous strain at work.

Talwar (1984) has found that the percentage of working women in various age groups shows an increasing trend reaching the maximum in the middle age group for their capacity to do work, after which it shows a falling trend. She has also found that the working women of upper caste were the youngest of all the working women in her study, as the upper caste working women normally took no part in any out-door activities in the past and many observed purdah. Further she has observed that the percentage of unmarried working women was more in the younger age group, whereas the clustering of married working women was more in the middle age group. Also the number of widow and seperated women was relatively more in the middle age group. She has reported that irrespective of age, working women reported that 'financial' reasons were more important for them for doing job than the non financial one.

2.2 STUDIES RELATING TO JOB AND MARRIED LIFE

Nye and Hoffman (1963) have found that 'employment of wives increases marital conflict'. If the income of the wife is equal or exceeds that of the husband which is contrary to the norm, the wife's employment has every likelihood of becoming a cause of conflict because of her superior economic position. The dissatisfaction with occupational role either by wife or husband was reported to associate with poor marital adjustment; housewives, as a whole rated their marriages as more successful than working women.

Blood (1963) has studied the husband-wife relationship in dual career families. According to him, dual income couples expected more interaction and joint activity in the leisure time.

Orden and Bradbun (1968) have found that there is less happiness in marriage if the wife participates in the labour market out of economic necessity than if she participates by choice. Further, they have found that married working women have to face conflict with their husband because of their job.

Kapur (1970) has acknowledged that wife's being employed does make marital interaction a little more complicated and creates more problems in the family and so more efforts on the part of spouses are required to make adjustment and to achieve marital harmony.

Kapur (1970) has studied the factors that contribute to maladjustment or adjustment in marriage of educated working women. She has reported that a woman's happiness in her marriage is determined mainly by what she was when she entered the marriage. If she was maladjusted and resentful to life as a girl, she was more likely to be maladjusted and resentful as a wife. Further, she has observed that those women's husbands who were earning very well were better adjusted; among women whose husband's did not want them to work, all cases were maladjusted; and among women who always disagreed with husband on sharing household jobs cent percent were maladjusted.

Patil (1972) has argued that successful woman destroys her husband; having an extraordinary career, success for a woman is said to be dangerous for her married life.

Kalarani (1976) has reported that there is a tendency for employment to increase the conflict a woman has to face in her relationship with her husband. Further she has found that there is lesser effect of her employment if she belonged to the higher socio-economic strata than to the lower ones. Further she found that among women who are free to choose the labour market and home market, there is no evidence of strain in marriage either for wife or for husband.

Bruke and Weir (1976) have 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 in marriage in particular. House wives in their survey reported lower satisfaction score and poor mental health and physical health.

Ferree (1976) has reported that employed wives are more satisfied than housewives. However, women who worked part-time were more satisfied than either housewives or wives who worked full time.

Wright (1978) has found that working wives of both socio-economic strata reported only slightly more satisfied with their work than housewives.

Freudigner (1983) has observed that the more traditional, never employed wife derived more life satisfaction from financial satisfaction than from marital happiness, indicating her view of the male role as bread winner first and lover and companion second. Further she has observed that working wives derived satisfaction from their own occupational status. This is one indication of the stress that dual career marriages have to face.

2.3 STUDIES RELATING TO JOB STRESS AND SOCIAL ADJUSTMENT

Nye and Hoffman (1963) have found that working women are more satisfied in the field of their work and community compared to house wives.

Michael and Louis (1966) have found that job fluctuation and change, as well as labour market failure, reduce pace of social life as measured by the frequency of social interaction with relatives, friends and co-workers.

Orden and Brodbum (1968) have shown that working women are more social compared to house wives, the wife's income may have an extra tag which frees the couple psychologically to enjoy higher levels of sociability than one enjoyed by the house wife.

Kapur (1970) has observed in her study that the educated working women are being more influenced by egalitarian ethos while the traditional authoritarian and male dominated set up of Hindu social structure continues to be basically the same. This is bound to produce tension and conflict situation.

Kalarani (1976) has found that lower class men are higher in tension and lower class women are lower in sociability, if the woman is in the labour market out of necessity than if she is there by choice. Among the better educated, both husbands and wives are higher in tension and lower in sociability.

Tom (1981) has reported that working class mothers are more inhibited; they show higher social desirability scores and greater changes in frequency of verbal interaction.

2.4 STUDIES RELATING TO JOB AND FAMILY/HOME ADJUSTMENT

Heer (1963) has examined the question of dominance and working wife. In the working class and in the middle class, the working wife exerted more influence in decision making than the non working wife, her study showed.

Nye and Hoffman (1963) have observed that conflict in married working women was related to the husband's adjustment to his wife, home and children. Further, they observed that indirect conflict existed when the husband was ambivalent towards his wife's working.

Thompson and Finalyson (1963) have drawn attention to the fact that married women's decision to work is influenced not only by their personalities but by the attitudes of other family members, and the socio-economic background of family also matters.

Orden and Bradburn (1968) have reported that there is a tendency for employment to increase the conflict a woman has to face in her relationships with her husband. The most adverse effect of employment is less in families at the higher socio-economic levels than in the lower ones. The impact of woman's participation in the labour market may be significantly different for the husband than it is for the wife.

Kapur (1970) has acknowledged that wife's being employed does make marital interaction a little more complicated and creates more problems in the family and so more efforts on the part of the spouses are required to make adjustment and to achieve marital harmony.

Erwin (1971) has found that careers did not stand in the way of marriage or family happiness for a majority of working women in the study. In some cases pregnancy or family demands interrupted their job career.

Fogarty and Rapaport (1971) have pointed out that as women are working more in addition to, rather than opting for getting married and having a family, the issue of reconciling work and family becomes increasingly acute.

Kalarani (1974) has found that the preservation of traditional responsibilities of women in the home puts an almost intolerable strain on those women who do take up professional employment, even when their children are at school.



2.5 STUDIES RELATING TO JOB AND SELF ADJUSTMENT

Komarovsky (1953) and Landis (1955) have argued that the provision of wider variety of activities for the working women might lead to an improvement in her quality of life.

Michael and Louis (1966) have found that the workers who were not re-employed in any job were better integrated than the workers who experienced successive changes in re-employment.

Kelsall, Pool and Kuhn (1972) in a British study have found that social class, marital status and the arrival of children each had effect on the career opportunities of women. On the other hand, women themselves appeared to be relatively satisfied as a result of their acceptance of prevailing attitudes about the place of women in contemporary society.

Kalarani (1974) has observed that working women are haunted by the feeling of guilt if their child has a bad school report or suffer from a sickness. They then blame it to their job and thus feel guilty. This sort of tension is widespread in working women. It also prevents many women from getting a feeling of fulfillment.

2.6. STUDIES RELATING TO JOB AND ROLE ADJUSTMENT

Hate (1948) states that dual role of women is still not recognized in Indian society. Many working mothers experience role conflict and live with a guilt feeling.

Snock (1966) has observed that lower job satisfaction of working women could be due to their dual roles as a worker and a mother.

Kapur (1970) has found that for working women, with multiplicity of roles, their behaviour becomes complex in terms of expected and actual conduct and they face the major part of confusion with regard to their status and role.

Lopata (1971) has concluded from her study that the house wives are becoming increasingly competent and creative in their social roles. She has attacked the view that the only source worthy of intellectual identity is the job or career.

Kohl (1971; 1976) has found that fusion of farm and home roles was a source of stress for farm women in a study using traditional anthropological methods.

Rapaport and Rapaport (1973) have observed that high levels of involvement with careers might reduce the enabling processes, i.e. support in the family and its effect on job satisfaction directly and to family dynamics and life satisfaction indirectly.

Levy (1976), Nevill and Damico (1975a; 1975b; 1978), Hall (1975) and Stryker & Macke (1978) through their studies focusing on the role conflicts associated with dual work and home responsibilities have found these conflicts as an important source of stress for non farm working women.

Hopkins (1978) and Rapaport & Rapaport (1973) have recommended that, to obviate the excessive role pressures experienced in dual career families, especially by wives, the husbands and wives should share family responsibilities equitably while extending understanding and support to each other.

Hedlund and Berkowitz (1979) have found that husband-wife disagreement over the wife's farm role, worries over debts, problems in budgeting with a fluctuating income and time conflict between farm work and child care.

Jones and Butler (1980) and Kuiper (1977) have observed that due to uneven sharing of burden by women, with additional pressure caused by their job, the dual role responsibility has shown to affect their work and job satisfaction.

Arthur, Achilles and Shirley (1981) have found that job satisfaction was significantly inversely related to both role-ambiguity and role-conflict.

Gutck et.al., (1981) have observed that work and family roles of women, compared to men, not only overlapped in terms of time but also extended over a larger period of the day.

Greenhaus and Kapelman (1981) have reported that married working women experienced more stress than men, because it is the women who devoted more time and energy to running the house and attending to family and social obligations.

Moshe and Nechoma (1983) have observed that work and family life is the experienced stress of handling and adapting to multiple roles; work conflicts have an adverse effect on both life and job satisfaction. As married women have to attend to both the duties, i.e. job and family related responsibilities simultaneously, they found the dual role affecting their health, family and career.

2.7 STUDIES RELATING TO JOB STRESS AND PERFORMANCE

Michael and Louis (1966) have observed that more and more industrial workers are experiencing disruptions in their work careers as a result of the rationalization of work and automation.

Locke (1969) has found that low job satisfaction represented an imbalance between desired and actual work conditions.

Oldham (1969) and Schuler (1977) have examined the moderating effects of job contextual factors and argued that when employees were not satisfied with their interpersonal relations on the job, their ability to respond positively to a job high in motivating potential could be severely diminished.

Jainis, et.al. (1969), Mc Doniel (1969) and Mc Grath (1976) have examined the relationship between stress and performance effectiveness for individuals in a variety of experimental settings with results leading to the conceptualization of an inverted U-curve to represent the relationship between stress and performance effectiveness for individual.

The vast majority of workers in the U.S.A have reported that they were satisfied with their jobs, although, perhaps, dissatisfied with specific elements of them. It was also observed that, high performance and equitable regards encouraged high satisfaction through a performance satisfaction effort loop.

Hall and Lawer (1971) have reported that pressures involving time, financial responsibilities and quality factors were related to positive organizational outcomes.

Singer and Rutenfranz (1971) and Smith (1973) have revealed that the most frequently disliked aspects of the job involve administration, quality of management, pay, night shift work and that so called 'stress' was either mentioned infrequently or actually listed among the liked aspects of the job.

Iris and Barrett (1972) have found that feelings of elation derived at work place were also likely to spill over to general overall satisfaction with life.

Buck (1972), Kahn et.al. (1964), House and Rizzo (1972) and Sales (1970) have found that stress could result in decreased job satisfaction and low levels of performance and effectiveness.

Wahlund and Nerell (1976) have reported that among the white collar occupational groups, teachers were the most exposed ones to job-related stress.

Anderson (1976), Meglino (1977), Scott (1966), Varoom (1964) and Zajone (1965) have found that high levels of stress such as anxiety, arousal activation, and even high motivation itself impaired performance. They have argued that there existed a curvilinear relation between increases in stress, but an optimum was soon reached so that increased stress negatively affected performance at high levels of stress.

Newman and Beehr (1979) have found that individuals who were able to lower their anxiety level were more productive and could attend more efficiently to their task.

Donald (1981) has found that high job satisfaction affects positive attitude towards work. Further he has found that job incumbents evaluating their personal values towards

work and then independently assessing their job context did not always generate an association between the two that persists, even if reasonably satisfied with their job.

Sten and Sten (1983) have found that Swedish comprehensive school teachers showed high levels of work-related strain and were to a very large degree, dissatisfied with their work.

Andre and Shimon (1983) have found that job content stress was found to reduce absenteeism but not to influence perceived performance; also job context stress increased absenteeism and reduced perceived performance.

Davis and Newstrom (1985) have found that high job satisfaction usually associated with lower turnover, fewer absence, older employees, and high level of occupation.

2.8 STUDIES RELATING TO JOB STRESS AND HEALTH

Michael and Louis (1966) have found that the degree of anomia vary due to job mobility among workers in the different categories.

Weintraub (1973) has concluded that in global terms, while no casual relationships could be established, the results indicated that differences in job satisfaction were associated with differences in certain perceived health symptoms.

Hinkle (1973) has found that occupational pressures might have adverse effects upon a worker's health and well being; it is only comparatively recent that empirical studies have set out to determine which factors underlie the relationship between occupational stress and mental or physical health.

Cobb and Rose (1973) have said that Air traffic controlling is another occupation which had received a lot of attention because the job appeared stressful, and because it seemed to be associated with greater pervallence of hypertension, peptic ulcers and diabetes.

Caplan, et.al. (1975), Caplan and Jones (1975), Cooper and Marshall (1976), French and Caplan (1972) and Sales (1969) 1970) have found from their studies that cholesterol, heart rate and circulatory disease were due to job stressors like role-overload and work-overload.

Caplan, Cobb, French, Van Harrison and Pinn Call (1975) have found significant correlations between two attitude variables job satisfaction and boredom, and four psychiatric complaints; somatic complaints, depression, anxiety and irritation.

Caplan (1975) has observed that job satisfaction which reflected the quality of life in the work place was important to employee health.

Nicola (1975) has noted that reports of nervous strain at work related to features of the job, the report of these symptoms, however, related to the indicators of susceptibility to anxiety rather than to the apparently stressful factors of the job, and it is concluded that exposure to the job demands examined in this study did not affect the frequency of symptom reporting.

Dunham (1976) and Needle et.al.(1981) have found teachers suffering from illnesses such as headaches, stomach upsets, high blood pressure and heart troubles as a result of frustration and anxiety experienced in the job.

Michael (1981) has found that domestic responsibilities and home work as well as duration, or adversely affected the health of the working wives.

Adrin and Rosemary (1984) have observed that females have more psychophysical symptoms than males when a person's correlation was performed on the data, indicating a relationship between mental health and job satisfaction.

Yittzhak, Kednith and Gerald (1984) have reported that the workers with lower physiological tolerance would probably perceive a higher level of work stress.

2.9 STUDIES RELATING TO JOB STRESS AND CHILD REARING

Martin, Phyllis and Christian (1962) have found that nonworking mothers who were dissatisfied with not working showed the greater problems in child rearing. They reported more difficulties in the area of control, less emotional satisfaction in relationships with their children and less confidence in their functioning as mothers.

Martin, Phyllis and Christian (1962) have also found that that mothers who preferred to work and those who did not wish to work showed few group difference in child rearing practice, probably because the working mothers who preferred not to work were nonetheless achieving certain valued family goals by means of their employment.

Hoffman (1963) has suggested that a mother's satisfaction with her employment influenced her parenting behaviour and the principal area of conflict for working women was reported to be children.

Snock (1966) has shown that women with one or more children under six years old in the household were significantly less satisfied with their job than were women with no children.

Orden and Brodburn (1968) and Bentell and Greenhaus (1981) have found that the number of children in the family might have different effects on the job satisfaction and life satisfaction of the two partners.

Zarina (1971) has found that children's basic education was lower in quality as the educated mothers were replaced by the uneducated servants due to jobs outside.

Singh (1972) has found that only 25% of working women were fully satisfied with the time they were devoting to their children; 75% felt that they really could not devote proper attention to their children and home as the major portion of the day was spent outside home.

Kalarani (1976) has found that the prevention of the traditional responsibilities of women in the home, put an almost intolerable strain on those women who did take up professional employment, even when their children were at school. Further she stated that in Great Britain, United States and in France, children performed better whose mothers were working than those of housewives.

Kalarani (1976) has found that marital status had a major impact on the chances of women's employment, their types of work and depending on their husband's financial circumstances, the way they were able to approach employment itself. But the arrival of a child had an even more marked effect upon their chances of being employed at all.

Smith (1981) has reported a poll which showed that only 44% out of his study group believed that maternal employment would have no harmful effect on children.

Gelles and Hargreaves (1981) have found that children whose mothers experienced considerable strain between these two roles might suffer ill effects; also the maternal role conflict was found to relate with child abuse.

Yadev (1982) has found that women with children had very high ideals about combining career and family. They felt that they could or should be able to be successful in their career as mothers, and wives all that without feeling overloaded or overworked.

Fallows (1983) has assumed that physically absent mothers exerted a detrimental effect on children, particularly in their formative years.

Julian and Dawn (1984) have reported that mother's job satisfaction was positively associated with daughter's self control and negatively with conduct problems. Further, mother's role conflict was negatively related to son's and daughter's self control and positively associated with son's conduct problems and daughter's immaturity. And also, the quality of maternal employment experience, influenced the nursery school children's behaviour.

2.10 STUDY RELATING TO JOB AND WORK MOTIVES

Gurin et.al. (1960) and Locke (1976) have said that a person who was involved in his work and took his job and/or career seriously, had important values and components of his identity at stake in it and was more likely to be affected emotionally and significantly by work experiences.

Blood and Wolfe (1963) have found that less educated women could find employment only in low status jobs which would be inconsistent with their husband's status and might prove an embarrassment both to themselves and to their husbands.

Bernard (1964) has found that types of stresses experienced by married working women were varied as were their causes, comparing demographic data on the incidence of psychological problems among married and unmarried women, he argued that marriage itself was a stressful experience for wives and mothers.

Wagman (1965) has observed that women also placed greater emphasis on having an interesting job, accomplishing something worthwhile (Singer, 1974), having an opportunity to help others (Gode and Peterson, 1977), and expecting greater intrinsic work enjoyment (Stake, 1978).

Gilmer (1966) has reported that job-dissatisfaction was often associated with generalized maladjustment of some kind.

Centers and Bugenthal (1966) have reported that females had preferred good co-workers on the job while men preferred having a chance to use skills and talents; they also placed more emphasis on comfortable working environment (Manhartt, 1972; Bartal, 1976) and preferred to work with pleasant employees (Schuler, 1975; Brenner and Tomkiewicz, 1979) as compared to men.

Siegel (1969) has found that relationship between job satisfaction and life adjustment was strong one.

Orpen (1972) has revealed that employees who were well adjusted somehow reported as not satisfied with their job.

Holland (1973) has found that there was a relationship of person-environment fit and stress disorders, low job satisfaction and similar ill effects in terms of a number of personality and environmental constructs.

Strauss (1974) has observed that most people could adjust with little difficulty to a lower unchallenging work situation, with an accompanying change in their need structure.

Nicola and Steven (1974) have found that job satisfaction decreases as the bureaucratization of an organization increases.

Christopher (1974) has reported that relationship between job satisfaction and personal adjustment was not uniformly high.

Bruke (1976) has found that for stress in general, there was an inverse relationship with job satisfaction; he also found that some types of stress associated with demanding jobs were positively related to job satisfaction.

Herman and Gyllstrom (1977) and Bruke and Weir (1977, 1982) have observed and said that factors such as motivation, work and husband supportiveness had been found to associate with each other and the experience of stress in married working women.

Siegfried et.al., (1981) have concluded that females placed more importance on job challenge, physical environment and fringe benefits, while males valued advancement and security.

Mashe and Nechama (1983) have reported that married women were more satisfied and less depressed than unmarried women under rigid and flexible time schedule for work, thus indicating moderating effect of marital status. A similar trend was found concerning parenthood: Mothers were more satisfied and less depressed under flexible and rigid time schedules. There were no significant differences associated with the measure of psychosomatic symptoms.

Mashe and Nechama (1983) have said that income was another variable which influenced both job satisfaction and life satisfaction. Though the income was treated as symbolic of success and status especially for men who treated it as an index of their success, for women, who were just making inroads into the work world; however, other factors such as acceptance, recognition, etc seemed just as important as their income.