

DEPRESSION AMONG MARRIED WORKING WOMEN IN IT INDUSTRY

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ABSTRACT

In future working conditions, globalization and privatization have created new working relationships, job instability, insecurity, and quick obsolescence of skills. The IT industry has become a rapidly expanding industry in India. High demand has made India one of the most rapidly expanding IT marketplaces in recent years in the Asia-Pacific region. In particular, the reason for the choice of IT and ITES personnel is that they experience slightly higher stress than other employees. Any kind of job has objectives and when an individual has unachievable goals and cannot cope with a particular situation he or she feels stressed. Job stress is one of the most prevalent health issues in many organizations, particularly among women. Moreover, increased job stress with poor social support may have a negative effect on mental well-being.

Keywords: *Marital Adjustment, Mental Health, Working Women, Depression, Job stress*

INTRODUCTION

Life today is full of stress and tension. We practice the physical and immaterial commodities we consume in a contaminated society in the so-called global community. It may be in actual things, feelings, connections, etc. This has deteriorated our health. The popular statement that 'health is wealth' has significant effects on the harmful lives of by-products of globalization. The health component has to be given importance. In a healthy body, the concept of mental health needs a healthy mind. A healthy person's mental behavior is balanced and confronts facts about life. There are two words to the term "mental health": mental health and health. [1] Depression is just a natural reality that affects the internal and external elements of the person. Stress is defined as "psychological and bodily stress or strain due to the circumstances, events and experiences that are difficult to cope with or accept," physical, emotional, economic, and job difficulties as "Oxford Dictionary on Psychology." This response to circumstances, psychologically and physically sensitive, disturbs the personal balance somehow. In case of danger, irrespective of physical security or mental equilibrium, body defense begins a rapidly automatic process called the flight reaction. [2] Significant in terms of prevalence, suffering, dysfunction, morbidity, and economic costs, depression is a serious public health disease. Depression is more common in women than in men. The study on the global burden of disease reveals that the prevalence of unipolar depressive seizures for men is 1.9%, for women is 3.2%, and for women are estimated to have a one-year prevalence at 5.8% and for women 9.5%. If present trends continue for demographic and epidemiological transition, this depression burden, which is expected to reach 5.7% of total health

burden by 2020, is the second most prominent cause of disability-adjusted life years, and only ischaemic heart disease (DALYs). [3]

Today, most women have onerous employment and family obligations simultaneously. In 1980, 60% of the 16-64-year-old women were working. However, the primary responsibility for domestic work and child care remains with women. Women are often advised to adversely impact their health in many responsibilities and related role conflicts. The effects of increasing female employment on the changes in the physical and mental well-being of women are little known despite the increasing interest and speculation on this subject. In the 21st century, however, the burden of diseases increased rapidly and limited the quality of life. The greatest cause of disability and mortality globally was mental health. Mental health. [4]

Women's position in society has quickly evolved due to various factors, such as urbanisation, industrialization, higher education, right knowledge, and influence on media. More and more women are choosing to take part in some kind of employment to help their families financially. However, the attitude to women, especially married women, and their role within their families remains the same, since family and children still have a major responsibility. [5]

LITERATURE REVIEW

Ashok Shakya, Pranab Mahapatra, Basanta Kumar Behera, Mona Pathak (2021) to assess the prevalence of slum women of the reproductive age of lifestyle satisfaction and depression and their associated satisfaction with and depression. Between January 2019 and September 2020 in Bhubaneswar was a cross-sectional study of 386 slum women of reproductive age. A semi-structured socio-demographic survey, depression, and a measure of contentment with life were instruments used for this study. In order to assess life satisfaction and depression connections, the Chi-Square, an exact fishing test, and a T-test were carried out. The mean age was 30.90 ± 7.21 years for research participants. Marital status had no role in life and depression enjoyment. In life happiness, age has no part. For women in the lower or middle-class life, satisfaction was similar. Depression was similar regardless of marital status. [6]

Christoph Pieh, Teresa O'Rourke, Thomas Probst, Sanja Budimir (2020) The relationships and mental health of disasters have been proven. This study evaluated differences in the diverse mental health pandemic and the related lock-up measures depending on the strength of the coronavirus connection (COVID-19). In Austria, a cross-sectional online survey was conducted four weeks after lockdown measures were implemented. The association quality is assessed in conjunction with Marriage quality, psychological quality of life (WHO-QOL BREF), well-being (WHO-5), depression (PHQ-9), anxiety (GAD-7), stress (PSS-10) and sleep quality assessments being considered for mental health measures (ISI). Post-hoc tests and chisquod tests corrected by Bonferroni were conducted on ANOVAs. Individuals with high quality (n=543) were better at each measurement of psychological health than those with low quality (n=190) or a lack (n=272). Odds rates (OR) were 3.5 for PHQ-9, 3.4 for GAD-7, and 2.0 for ISI among bad or excellent relations. More than people who were poorly connected on all measures (all P-values <.05), people with no

relationships were better. During COVID-19, the quality of relationships was connected to mental health. [7]

Patricia J. M. van Wijngaarden-Cremers and Florence Thibaut (2020) We have sequentially examined the situation of females who are pregnant during the pandemic; the specific mental and psychological dangers for both patient and health care women and the increased risk of domestic and employment violence against women and the risk of children in their families. Finally, amid the Cov-19 pandemic there remain few studies on mental health issues, especially among women. We believe that this epidemic will help highlight women's important role at home and at work. [8]

Amin Hosseinian-Far, Rostam Jalali, Aliakbar Vaisi-Raygani, Shna Rasoulpoor. Shna Rasoulpoor, Masoud Mohammadi (2020) This systemic review and meta-analysis examines articles on stress and the prevalence of anxiety among the general population during this COVID-19 pandemic with no lower time limits and by May 2020 in this Science Direct, Embase, PubMed, Web Of Science (ISI) and Google Scholar database. A meta-analysis of the research collected and the heterogeneity of the studies was used for the model of random effects. The I2 index was used. Moreover. The CMA software was used for the data analyses. In five studies with a total sample size 9074, the stress in 17 studies with a sample size of 63,439 and 33,7 percent (95 percent confidence I in 14 studies with a sample size of 34,531 students is 29.6 percent (95.1 percent confidence limit: 24.3 to 34.4) and anxiety prevalence 31.9 percent (95.0 percent confidence interval: 27.5 to 36.7). [9]

Fernandes S , Angolkar M , Bagi.G. J (2020) A comparative study was conducted in the city of Belagavi of 102 married (51) and non-workers (51). For the recruitment of participants from North & South Belagavi, the proportional sampling method was used and the inventory scale of Beck depression was used in evaluating depression. Boundary depression (21.6%) and moderate depression (17.6%) in working women were larger than in working women, while normal moods (58.8%) and mild depression (25.5%) in working women were shown to be higher. No children and family have been seen in married women with depression. Less and moderately depressed non-working women were more likely than working married women. Women need to enhance their mental health via community awareness, programmes, initiatives, early diagnosis, and treatment. [10]

MULTIPLE ROLES AND PROFESSIONAL WOMEN

Over their lifetime, Super discovered six typical roles. He said that it is a reality for many people during their lives at different times that these different responsibilities must be managed simultaneously. Women have to accumulate different responsibilities simultaneously, each with its own specific demands instead of following a transitional sequence from one position to another. Multiple roles had both positive and negative effects on mental and welfare professional women. In other cases, the physical and psychological health of women with different responsibilities has been better than the women with a smaller role. They loved motivation, self-evaluation, a sense of control, physical stamina, and explosions in energy. However, certain jobs have been identified as

having a variety of detrimental effects on women's physical and mental health, including a lack of appetite.

WORK-LIFE BALANCE

A growing number of publications have highlighted the importance of work-life balance. In this context, the current social and organizational concern is highlighted as to the effect of many roles on the well-being and health of working women and their impact on their jobs, family performance, and position in society. The following factors have been found in the examination of world literature that influences the sense of the balance between work and life.

- a. The multiple roles performed by women
- b. Role strain experienced because of multiple roles, i.e., role conflict and role overload
- c. Organization culture and work dynamics: Organizational values supporting work-life balance have positive work and personal well-being consequences
- d. Personal resources and social support: Several studies confirmed the positive relationship between personalities, emotional support, and well-being
- e. Career orientation and career stage in which women's careers need to be viewed in the context of their life course and timelines
- f. Coping and coping strategies: Women use both emotional and problem-focused coping strategies to deal with role conflict.

WORKING LONG HOURS INCREASES DEPRESSION

Mental health refers to cognitive, compelling, and emotional well-being. Everything's about people who think, feel, and do. People sometimes use the word "mental health" to mean that there is no mental health. Mental health can influence daily life, connections, and physical health. But this link works the other way around. Conditions, interpersonal relationships, and physical factors in people's lives can all contribute to mental health problems. Conditions such as stress, sadness, and fear can all affect a person's mental health and disturb a person's routine. Although the phrase mental health is common, doctors recognize many diseases as physical issues. Everyone has a certain chance of getting a mental health problem regardless of age, sex, wealth, or ethnicity. A significant percentage of people with mental health problems are affected by more than one illness. It is important to emphasize that a careful balance of variables depends on good mental health and can contribute to diseases in many aspects of life and the rest of the world. Women working 55 or more hours a week can develop depression more often. Working weekends can also increase men's and women's risk of depression.

WORK-FAMILY CONFLICT AND FAMILY–WORK CONFLICT

In today's society, conflicts between family and work grow and are not confined to one company. In fact, while working and at home, a typical working mother or a professional woman had conflicting expectations. It should be dynamically, competitively, easily, and unwittingly "commercial" and should be pleasant, soft, sensitive, flexible, gentle, and unassuming in the home. Women who take on many responsibilities, therefore, lead to family labor disputes, as time and energy are divided between the two areas. In view of the scenario, the workers' women not only require extra physical strength, personal skill, and intellect, but also their 'role set' members (i.e. their spouse and their employer) need to make concurrent changes to their expectations.

The balance between work and life is to maintain the balance between home and work. Work and family are more contradictory, energy and time hungry, and responsible for labor-family strife (WFC). The "cultural contradictions of motherhood" intensify those conflicts, as women are encouraged to seek self-realization in demanding careers, and they also face greater pressure to sacrifice for their children by providing "intense parenting education," childbirth, and development that is highly involved. Additional challenges for working women include access to childcare and geriatric care at adequate and cheap costs.

Work and family are not always compatible; thus, the two sectors are in conflict. When conflicts develop between the two areas of life, the impact is reflected both in the organizational conflict and in the role of home life. The conflict of functions of employers implies disappointment, disappointment and tight relations with women employees, poor employment, and a lack of respect for corporate aims. The negative effect of role conflict on society as a whole is apparent in the form of lower performing standards, reduced product and service quality, and a growing feeling of interpersonal conflict since society does not differ from businesses. As a result, politicians are becoming more and more aware of the importance of helping women to balance work and home life.

The WFC is described as an interpersonal conflict where certain work and family obligations are incompatible and have a detrimental effect on an employee's work situation. The concept of scarcity characterizes those people, particularly limited energy quantities, is the theoretical basis. These responsibilities tend to diminish, and tension or conflict between positions is created. Results of previous studies show that WFC has several negative effects, including less overall job satisfaction and a higher likelihood of leaving a job.

CAUSES OF DEPRESSION IN WOMEN

The probability of women suffering from depression is almost twice that of men. In all racial, ethnic, and monetary divisions, this difference still remains. Actually, this gender difference is seen in desperate rates in most other places around the globe. There are several assumptions that attempt to explain the increased incidence of the desperation of women. There have been several components of biological, psychological, and social factors.

STRESS

Stress term is taken from physics and mechanics where physical pressure is described and when there is a resulting deformation between the different sections of the body, it is referred to as stress. Stress can in any way influence our daily routine or our health. Psychological and physiological stress is the same. Stress is a normal human response to harsh and sometimes dangerous circumstances. This is not just the pressure around us but also often our expectations. This is pressure. Stress is part of life, and in difficult circumstances, some stress increases our attention and energy. If stress lasts many years or our ability to manage overwhelms our health, wellness, relations, work, and overall pleasure can have adverse effects. Stress has no control over our lives. We can improve our comprehension of stress and strengthen our resources.

HORMONES WHICH RELEASE IN THE BODY DURING STRESS

Stress is a body reaction, most of the time. If the physical stress is stressed it believes it is targeted and changes in 'fight or flight mode, created to prepare it for physical action, a complex mixture of hormones and chemicals such as adrenaline, cortisol, and norepinephrine. This leads to various answers, from blood to muscles to the removal of physiologically superfluous processes such as digestion. By producing hormones like adrenaline, cortisol, and norepinephrine, the caveman acquires a wave of energy that prepares him either to fight or escape from the tiger. This fast, cardiac sensation is the adrenaline, which allows us to focus our attention so we can react quickly, along with an energy boost. "Fight or flight" modes in the contemporary world still help us to survive dangerous circumstances by hitting the brakes and responding quickly to a sprint before our car. The trouble arises when our bodies are stressed under inappropriate conditions. Brain function is minimized when blood flow is only used to fight against or flee the most important muscles. This could lead to incompetence to "think straight." This would impede both our work and our home life. It can damage our health if we remain stressed for a long time. Increased cortical concentrations can lead to increased sugar and blood pressure and a decrease in libido.

STAGES OF WORK STRESS

Pestonjee (1992) states that stress work develops across five phases.

1. The honeymoon stage
2. The full throttle stage
3. The chronic symptom stage
4. The crisis stage
5. Hitting the wall stage

WORK STRESS: ITS RELATION WITH WFC AND FWC

Work stress is usually defined as contradictory work roles, work roles overload and job insecurity. Each of them can have a say in the WFC. The more tension between jobs the more stress is likely to flow away and to lead to bad behaviour that hinders the fulfilment of family duties. The excessive burden of roles leads to excessive tasks to be performed in certain times. Since too much time has to be spent on the family role, which may lead to the WFC, in the workplace. There is ambiguity in the workplace when employees do not know what they're expected to do in a job. Workers spend more mental resources to decode them with increasing ambiguity about work responsibilities. This desire can attract mental energy and attention to your family responsibilities. Carlson and Kacmar [36] showed, but found no significant findings as to ambiguity in roles, which include role overcharge and role conflict predictors.

STRESS AMONG WORKING WOMEN IN IT SECTOR

Stressful work is no problem for some people, but it can become a problem for others, even a problem. For some people And research supports this; numerous studies have demonstrated that stress at work can reduce life and cause poor health problems. The American Association of Psychology (APA) says that "In addition to the emotional impact of long-term work stress on physical health can have a dramatic impact. Constant concern about workload often leads to poor diet and inadequate exercise, leading to weight problems, high blood pressure and high cholesterol."

CareerCast released for 2016 a list of all industries that are most stressful and least stressful. In terms of technology, eight places were classified as the most demanding in the industry. The research examined eleven stress variables, including travel volumes, growth opportunities, time limits, public work, competition, physical requirements, environmental conditions, risks, work lives and people's encounters. In order to find the "stress score" of each job, respondents had to rate each category on a scale of 1 to 10.

- **Web developers:** The most demanding technological and IT work on the list was developed by web developers, and could be linked to their fast development. The Office of Labor Statistics expects that web developers' jobs will grow significantly faster than average by 27 per cent by 2024. The web developer has an average annual salary of \$63,490 and the usual entry level staff has at least one degree in association.
- **Technical Writer:** The next part of the list is a technical writer who expects the BLS in 2024 to increase by 10 percent. BLS states that the average annual wage of \$69,030 has at least a Bachelor's degree, and that of a typical technical graduate. It is usually a full-time occupation in which engineers work together to produce instruction manuals, guidelines, journals and other documents.
- **Computer Systems Analyst:** In order to enhance efficiency, Computer Systems Analysts should examine the computer and IT process of a company. However, it is also one of the most

demanding IT businesses because more enterprises are dependent on rapidly changing technology. On the basis of the BLS, the average wage is estimated to increase by 21 percent for computer system analyst positions by 2024, which is faster than the national average for many sectors and is \$82,710 annually.

- **Network and computer systems administrators:** The position of network and IT administrator is not growing as fast as other technological businesses, with the BLS projected growth of just 8% by 2024. However, it has not ceased to be one of the most demanding technical professions. The company, network administrators and system administrators responsible for whole technical network operations earn an average annual amount of \$75,790.
- **Data Scientist:** data has multiplied in recent years and companies struggle to recruit data experts to address skills shortages. This task is so new that the BLS does not have exact position data, but only comparable responsibilities. The potential 10-year growth in this job is 18.7%, with an average annual wage of \$124,000, according to CNN Money.
- **Computer Service Technician:** Software engineers are required to create computer programmes, meet deadlines, deal with customers and respond to the requirements of a company.
- The need for people to help solve trouble and fix computers and other devices is growing with technology. It is therefore no surprise that computer service technicians are on the list of tech jobs most stressful. The BLS expects this role to grow by 12% by 2024, with an average salary of \$50,380.
- **Software engineer:** Software engineers are responsible for developing computer programmes, complying with deadlines and meeting customers' needs, as well as meeting corporate expectations for the development of software and programmes. This is a demanding career in technique and is coupled with rapid growth – BLS anticipates that this profession will grow 17 percent by 2024. But some may have a payroll of \$97,990 per year from the typical software engineer.
- **Computer Programmer:** computer programmers have expectations similar to software developers, but develop, test, code and software applications created by engineers. Computer Programmer: Surprisingly, this trade is actually falling as BLS predicts an 8% decrease in growth by 2024. The BLS refers to the annual average revenue of \$77,550. Although these professions may be demanding, the research also shows the potential for stressful jobs. Only we can manage and handle stress can lead to a long, successful and successful work.

MENTAL WELL-BEING IN MARRIED WORKING WOMEN

Mental health is the foundation for wellbeing. For the wellbeing of children and families, the effectiveness of a person and a college and women is critical. Women are more vulnerable to mental disorders, anxiety and despair than men.

Women's position in society has quickly evolved due to various factors, such as urbanisation, industrialization, higher education, right-knowledge and influence on media. More and more women desire to work in order to contribute financially to their families. However, married women

and their status in their homes continue to be same with their primary responsibility for families and children until today. This way, the fulfilment of home and work duties and responsibilities extends over the married employees and leads to many psychological problems like roles-conflict, stress at work, mental fatigue, tension. The emotional well-being of working women may be affected by all these problems.

RELATIONSHIP BETWEEN JOB STRESS AND MENTAL WELL-BEING

Many research studies have shown that job stress may be related to unfavourable result of mental health and well-being, including blood pressure, musculo-skeletal conditions, cardiovascular illness, anxiety. For instance, a longitudinal study by Tyssen etc in Norway revealed that job stress is a risk factor for working people's low mental well-being. A comprehensive systematic review of the cross-sectional and longitudinal cohort studies has shown a strong connection between job stress and poor mental health. Although the link between job stress and mental illness is well established, some scientists have argued that gender is a distinct relationship. The theory of gender role in many areas (horizontal separation, occupational distribution (vertical segregation) and the double load of workplace and household life have been the theory assigned by the writers to the sex role difference. For example, while the authors indicate that women concentrate on particular jobs, such as industry and production, in their explanation of horizontal segregation, women focus mostly at teaching, care, administrative and sales work, which is strongly related to stress at work. With regard to vertical segregation, the authors suggest that men and women may be more hierarchical, occupy more precarious occupations, have less prominent jobs, and get less incomes than men. In the meanwhile, there is evidence that job conditions such as these may be closely related to work stress.

CONCLUSION

Stress at work in all companies globally is a common characteristic. Stress management is essential for the maintenance of employment performance and connections with colleagues and family members. Changing the workplace brings back stress. It lowers some stress by making the workplace less competitive among employees. IT staff are prone to develop numerous health problems due to continuous physical and mental stress. The causes of stress, sustains or exacerbates illnesses. The management of IT firms must thus take remedial measures to prevent the harmful impacts of stress on its employees.

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