

Stress, Resilience and Psychological Wellbeing among Employed Women Across Age Group

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ABSTRACT

Globally, Stress has become an inherent feature in everyone's lifestyle, especially in working women as they have to manage family and their jobs. Resilience gives humans the emotional strength to cope up with everyday stress, and ensures the psychological wellness of human beings. The theoretical underpinning for resilience helping to cope with stress is based on the process of adapting well in the face of adversity. The present study aimed at (1) finding out the differences in the level of stress among employed women across age groups, (2) finding out the differences in the levels of resilience among employed women across age groups (3) finding out the differences in the levels of psychological well-being among employed women across age groups (4) to see the relationship between the stress, resilience, and level psychological well-being among employed women across age groups. A purposive sample of 90 employed women (30 from each age groups) were considered for the study. perceived stress scale s cohen, 1994 resilience scale Resilience scale Kano, 2011 Ryff's psychological well-being scales, carol ryff 1989 determine the levels of stress, resilience, psychological well-being in the participants. One way ANOVA, Kruskal – Wallis test, Spearman rho correlation was used to analyse the differences and association between the variables respectively. The results of the study indicated that there is no significant difference between stress, resilience, and level psychological well-being among employed women across age groups.

Keywords: Spirituality, Gratitude, Demographic Variables, Students

S^{stress} Stress is difficult to define precisely. The concept of stress was first introduced in the life sciences by Selye Hans in 1936. It was derived from the Latin word 'stringere'; it meant the experience of physical hardship, starvation, torture and pain. Selye Hans, 1936 defined stress as "the non-specific response of the body to any demand placed upon it". Further, stress was defined as "any external event or internal drive which threatens to upset the organismic equilibrium". Another definition given by Stephen (1999) stress has been stated as "a dynamic condition in which an individual is confronted with an opportunity, constraint or demand related to what he/she desires and for which the outcome is perceived

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to be both uncertain and important.” According to Robbins and Sanghi (2006) “A dynamic condition in which an individual is confronted with an opportunity, constraints, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important.” Stress affects not only our physical health but our mental wellbeing, too.

The stress has different meanings for researchers of various disciplines. Professionals of biology said that it is used in relation to single organisms, population of organisms, and ecosystems. They refer to things such as heat, cold and inadequate food delivery as being a source of stress.

Biologists increase this microbial infection and captivating toxic substances. Social scientists are more concerned about individual’s interactions with their surrounding environment and the resulting emotional disturbances that can sometimes accompany it. Women in India have come an extended way after independence. From just a skilled homemaker, women today have acquired skills and capabilities of not just being a homemaker but being at par with their male counterparts. This is often the new generation of women.

Stress is a part of modern life, with the increasing complexity of life, stress is probably going to extend. Stress is made within the concept of role, which is conceived because the position a woman occupies during a system. Women within the modern global world need to play a dual role as a housewife and career builder.

Types

There are some types of stress that are particular to women who work, and they are affecting a huge portion of the population.

- **More household responsibilities**

The latest Household, Income and Labour Dynamics survey found that housework in Australia is still shared unevenly. The data found women completed more than double the amount performed by men, about 16 hours per week. They also spent more time caring for children, running domestic errands and babysitting.

- **Work/life balance**

Australia is rated as “above average” in the recent OECD How’s Life? report, with one exception: work/life balance. Figures from the Australian Bureau of Statistics (ABS) paint a similar picture. “Putting in extra hours at work (paid or unpaid) was especially common in families where both parents were employed full-time,” with women responding that they struggled the most.

- **Friendships and family life**

Last year’s Stress and Wellbeing in Australia survey found that significantly larger numbers of women reported visiting social networking sites, eating or sleeping more to manage stress than in previous years. The study found 47% of working women cited family issues as a major area of ongoing stress.

- **Concern over remuneration and the gender pay gap**

New figures from the ABS show that, on average, full-time working women’s earnings are 17.1% less per week than men’s (equating to \$262.50 per week). Half of all women reported stress over finances, according to the APS research.

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- **Lack of job satisfaction**

While there is some good news in the APS survey with women “more likely than men to report being involved in their job,”, an international study found the opposite. It analysed a traditionally “satisfying” and prestigious job – lawyer – and found that out of 326 respondents, women had significantly lower job satisfaction, “due primarily to their lack of influence and promotional opportunity”.

- **Mental stress, especially depression**

One in four (24%) Australians reported mental health issues as a source of stress and three in four working women said current stress was having some impact on their performance at work. Worryingly, a World Health Organization (WHO) study suggests within five years, depression will become “the second leading cause of global disability burden,” with women affected twice as much as men.

- **Carer stress (caring for others in the home)**

More than a third of women (38%) say they feel concerned about the health of others, and according to the ABS, women make up the bulk of home-carers in Australia, in every state and territory. The WHO survey points out that sudden changes to family circumstances might, “significantly increase gender inequality”.

- **Career progression**

Last year’s Graduate Careers Australia report on the gender wage gap found that overall, men’s starting salaries were 9.4% higher than women’s. The researchers attribute part of this gap to the fact that employees in male-dominated fields (such as engineering) are more highly remunerated. This stress flows on throughout a women’s career as the gender divide is not addressed.

- **Weak superannuation funds**

It’s a fact; nearly 90% of Australian women do not have enough superannuation, says the Association of Superannuation Funds. Major contributors include the gender pay gap as well as lost earning during unpaid maternity leave.

- **Competitive stress at work**

Of those surveyed by the APS, 63% of working women felt like “their lives were out of control”, and nearly half reported they’re more stressed now than they were at the same time last year. The main stress-junkies? Thirty to 39 year-old women, a prime time for women who are extending their careers. Feeling that they are being overlooked for promotion can especially cause additional stress on the job.

Resilience

Resiliency is that the difference – not just within the way we manage stress, but also in our ability to seek out balance and happiness more consistently. The term resilience derives from the Latin verb *resilire* which means to rebound or “leap back.” Resilience is a term used in many fields originally coming from ecology; with resilience denoting the ability of an ecosystem to recover or avert damage when disturbed. Commonly now the term resilience connotes a psychological meaning.

Resilience is that the ability to recover within the face of challenges, losses and adversity. The resilient woman harnesses inner strengths and rebounds quickly from setbacks like

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transitions, illness, trauma, or the death of a beloved . Hurley(2020) Resilience is the ability to withstand adversity and bounce back from difficult life events. Being resilient does not mean that people don't experience stress, emotional upheaval, and suffering. Some people equate resilience with mental toughness, but demonstrating resilience includes working through emotional pain and suffering. Resilience is additionally the power to self-soothe during these difficult times. On the opposite hand, people lacking resilience often have a "why me" attitude. they have a tendency to specialise in their losses, feel victimized, find excuses and become overwhelmed with their life circumstances. The chronic lack of resilience puts one in danger for compromised psychological and physical well-being, which may have future implications. Symptoms related to the absence of resilience are anxiety, depression chronic pain, isolation, feelings of hopelessness and pessimism. Physical manifestations can include a compromised system, being accident prone and disruptive sleeping and eating patterns.

Psychologists have identified some of the factors that make a person resilient, such as a positive attitude, optimism, the ability to regulate emotions and the ability to see failure as from of helpful feedback. Research showed that optimism helps blunt the impact of stress on the mind and body in wake of disturbing experiences and that gives people access to their own cognitive resources enabling cool headed analysis of what might have gone wrong and consideration of behavioral paths that might be more productive. Resilience is not some magical quality it takes real mental work to transcend hardship. But even after misfortune, resilient people are able to change course and move towards achieving goals. After a stressful life event, some individuals have recover more quickly than others and draw strength in the situation so in such situations their self-esteem will seems to be high. When the level of resilience become high in the individual their self-esteem will also become high .Resilience has been described as a dynamic process where an individual adapts positively to an adversity (Luther et al., 2000).The resilience is the capacity of dynamic system adapt successfully in the context of significant threats to system function, viability or development(Master, 2013).

For some lucky souls resiliency comes naturally. the remainder people got to learn and cultivate these skills. Resilient women are able to self-nurture and develop an inner sense of well-being.

Employers can begin by building a framework that considers the individual needs of their employees, supports the person as an entire , and aims to foster resilience altogether areas of their life, not just within the workplace. for each initiative that's implemented within the workplace, employers should have an easy question or a brief list of criteria that helps them frame the impact of every program. as an example , "Is this program getting to grow our people's resilience and make them more productive?"

This simple approach is what businesses can use to create a culture of trust within the workplace, and grow resilience within the organisation from the highest down. Where people feel comfortable to attend to their family needs, they're less likely to be suffering from the crossover and spillover effect because they're confident that everything else is in check . that has initiatives like offering flexible work hours to support external family responsibilities or policies that

support employees' personal lives. After all, resilience is best built through variety of positive lifestyle practices.

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Employers are going to be pleased to understand that on the entire, women typically respond more positively to resilience interventions than males, especially in terms of improving their levels of overload, worry, distress symptoms and fatigue. And when faced with challenges, resilient women show strength in their ability to minimise the impacts of distractibility, disengagement and avoid an area of self-absorption. With a resilient workforce, the result's female leaders who are happy at work, tactically agile, and lead with purpose and optimism. Particularly For women who anticipate to sustaining leadership success. the rationale resilience Is considered as crucial for women is comparatively obvious: the pace and intensity of working lives, societal pressures, and gender bias, the additional responsibilities of a female's home lives, including the emotional burden of household and family management that a lot of women also tend to hold.

A combination of factors contributes to form resilience in an individual. When individuals process trauma and adversity in different ways, there are certain protective factors that help to build up resilience by improving coping skills and adaptability.

Social Support: Research published in 2015 in the journal *Ecology and Society* showed that social system that provide support in times of crises or trauma support resilience in the individual. Social support can include immediate or extended family, community, friends, and organizations.

- **Realistic Planning:** The ability to make and carry out realistic plans helps individuals play to their strength and focus on achievable goals.
- **Self-esteem:** A positive sense of self and confidence in ones strengths can stave off feelings of helplessness when confronted with adversity.
- **Coping skills:** coping and problem solving skills help empower a person who has to work through adversity and overcome hardship.
- **Communication skills:** Being able to communicate clearly and effectively helps people seek support, mobilize resources, and take action.
- **Emotional Regulation:** The capacity to manage potentially overwhelming emotions helps individual maintain focus overcoming a challenges

Women are half the educated labor pool and earn an outsized number of today's advanced degrees, yet, women are still dismally backward in titles, promotions, and advancements.

Having the power to be resilient—bounce back, regroup, lead, and encourage others—is a crucial characteristic that would decide if A women propels professionally or gets carried over for career opportunities. Some women seem to change state resilient. Some develop skills which will increase their resiliency aptitude. Capability to pass all the hurdles and still specialise in staying on top of our game takes awareness, understanding, and action. Without this mindfulness, some incredibly bright folks become so rooted in negative thinking that nothing can assure them there's hope or possibilities.

While individuals process trauma and adversity in different ways, there are certain protective factors that help build resilience by improving coping skills and adaptability. These factors include:

- **Social Support** Research published in 2015 in the journal *Ecology and Society* showed that social systems that provide support in times of crisis or trauma support resilience in the individual. (3) Social support can include immediate or extended family, community, friends, and organizations.

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- **Realistic Planning** The ability to make and carry out realistic plans helps individuals play to their strengths and focus on achievable goals.
- **Self-Esteem** A positive sense of self and confidence in one's strengths can stave off feelings of helplessness when confronted with adversity.
- **Coping Skills** Coping and problem-solving skills help empower a person who has to work through adversity and overcome hardship.
- **Communication Skills** Being able to communicate clearly and effectively helps people seek support, mobilize resources, and take action.
- **Emotional Regulation** The capacity to manage potentially overwhelming emotions (or seek assistance to work through them) helps people maintain focus when overcoming a challenge.

Psychological well being

The concept of well-being has received considerable interest in recent years, both in the scientific and lay literature. As such, well-being is frequently cited as a national priority for government policy around the world (Beddington et al. 2008). However, depending upon one's professional and personal perspective, the notion of well-being can have quite different connotations. For instance, economists may interpret well-being in terms of economic capacity and prosperity, the growth in both individual and national economic wealth. Population health researchers may focus on issues... Burns (2016) Psychological well-being refers to inter- and intraindividual levels of positive functioning that can include one's relatedness with others and self-referent attitudes that include one's sense of mastery and personal growth. Subjective wellbeing reflects dimensions of affect judgments of life satisfaction.

Types of psychological well being

1. The term "Hedonic" wellbeing is normally used to refer to the subjective feelings of happiness. It comprises of two Components, an affective component and cognitive component. It is proposed that an individual experiences happiness when positive affect and satisfaction with life are both high (Carruthers & Hood, 2004)
2. The less well-known term "Eudemonic" well-being is used to refer to the purposeful aspect of psychological well-being. The psychologist Carol Ryff has developed a very clear model that breaks down eudemonic well-being into six key types of well-being.
 - Self-Acceptance
 - Environmental mastery
 - Positive relations with others
 - Personal growth
 - Purpose in life
 - Autonomy

Theories of psychological well-being

Theories about psychological well-being generally focus on understanding the structure of psychological well-being or the dynamics. The breakdown of psychological well-being into hedonic and eudemonic components and Carol Ryff's model are widely accepted theories of the structure of psychological well-being. As far as the dynamics of psychological well-being are concerned it's important to recognize that, to some extent, psychological well-being is relatively stable and will have been influenced by both previous experience and underlying personality.

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Stressful experience can predispose people to subsequent mood and anxiety disorders (Gladstone, Parker and Mitchell, 2004); but on the other hand exposure to extremely traumatic events can be helpful to build resilience and actually protect psychological well-being. Although baseline psychological well-being may be fairly stable, day to day events and experience also exert an impact. When the most resilient person may eventually become very low, or depressed, if his or her daily experiences are constantly troubling. There is a strong evidence to show that exposure to work related stressors over long periods of time will have a negative impact on psychological well-being, so short periods of adversity may be helpful in building resilience, long term stress is not good for psychological well-being. Psychological well-being, is defined broadly as positive functioning (Ryff, 1989). It is associated with happiness and positive affect, and is often discussed as a reflection of overall life satisfaction. Previous research indicates that one's state of well-being may be influenced by his or her thoughts, behaviors and emotions, as well as by external experiences (Diener, Lucas, & Oishi, 2005). Well-being is associated with multiple factors, such as positive physical health, contentment within interpersonal relationships, and higher level of education (Dolan, Peasegood, & White, 2008). Well-being appears to be an important factor in helping individuals find meaning and develop positive outlooks on life (Diener et al., 2005). Such a position is supported by high correlations between well-being and pursuit of happiness in an active and healthy manner. For example, individuals who experience high level of well-being often report engaging in positive behaviors such as volunteering, socializing, and self-motivation (Diener et al., 2005). Overall, theory and empirical findings conjointly support the position that well-being can be defined as culmination of positive process and experiences that contribute to one's sense of life satisfaction and wellness.

By deconstructing well-being into multiple dimensions, a more encompassing and accurate depiction of an individual's positive functioning may be considered. Ryff's (1989) model of psychological well-being describes six channels by which well-being and positive functioning may be achieved and provides clinicians and researchers insight into areas of cognitive and interpersonal functioning that directly influence overall mental health. Largely this model supports domain specific pathways by which clinicians can promote well-being given a specific context. For instance, when a deficient area of functioning associated with well-being is identified, interventions may then be argued according to the individual's needs and more effective treatment may ensue. Moreover this multidimensional model of well-being engenders opportunities for clinicians to foster growth regarding unique positive emotions and behaviors that suit an individual's external environment, worldview, and cultural values (Ryff & Singer, 2008).

REVIEW OF LITERATURE

The review of literature focuses on providing the foundation of knowledge to the current study on Relationship between stress, resilience and psychological wellbeing among employed women across age groups. Identify inconsistencies and find a place for present study within the context of existing literature and reasoning why further study is needed. Thus, the review was done in order to get an intellectual context and identify the gap in the current knowledge and studies.

The reviews are arranged in the following order:

- Studies related to stress
- Studies related to resilience
- Studies related to psychological well-being

Studies Related Stress

- Kermene (2016), The study seeks to assess the stress level among the employed women and house wives and its management through progressive muscle relaxation and mindfulness breathing. It made use of purposive sampling in selecting the 100 women 50 employed and 50 housewives. Pre and posttest research design was used. Here the 't' stat was used to calculate the significance of difference $t=7.280$ which was significant at 0.05 level of significance. Results reveal that the stress level was high among the employed women in comparison to housewives.
- Arpacı and Sanlier (2007), The studied the effect of stress on women health. Results reveal that employed women in the stress scale have a higher average score than that of the non-employed women. It has been determined that total stress scores of employed women were higher as compared to non-employed women and that there was a Significant difference between women's working status and total stress scores. Employed women had higher level of stress than non-employed women.
- Dr. Krishnan (2014) The study on factors causing stress among working women and strategies to cope up through study was conducted among working women in different sectors in Bangalore city. A sample of 100 respondents was chosen on the basis of stratified random sampling technique. Statistical tools like factor analysis and regression coefficient were used to develop structural equation model. The findings of the study reveal that under socio-economic stressors unexpected guest, followed by absence of domestic help causes major stress among working women. Moreover anxiety about children future and husbands job insecurity play a major role in causing stress under family and relationship. Thus the working women need to have work life balance and imbibe stress management strategies like meditation, balanced diet filled with entertainment and fun to lead a stress free life.
- Vyas (2019) The present study on level of anxiety, Depression and stress among working and non-working women. Researcher has selected 60 working and 60 nonworking women age range between 30 to 40 years with the help of random sampling techniques. Data were analyzed by using means, standard deviation and F tests. It was revealed that working women have shown greater symptoms of anxiety, stress and depression in lower socio-economic status as compared to nonworking women whereas, no significant difference was reported among women with high socioeconomic status with reference to working and non-working conditions.
- Bhuvaneshwari (2013) The study a case study on psychological and physical stress undergone by married working women. The current study deals with the study of working women at agni college of technology (educational institution). The present study is based on primary data through pilot study. Questionnaire was the main tool for collecting the primary data. The research analysis was carried out by percentage evaluation method. This study revealed that stress in married working women is caused due to long working hours, various family and official commitments, harassments and improper work life balance. Such type of stress leads to various problem such as prolonged by spending time with family, entertainments, yoga and rest.

Study Related Resilience

- Dr R. &, V (2017), The focus of the present study is stress resilience and job satisfaction the women employees working IT/ITES sector in Chennai. A convenience sample consisting of 10 samples working in IT/ITES sector participated in the study. Structured questionnaires were used to gather primary data. The collected data was

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analysed with mean of the research variable in different category. A higher level of resilience and job satisfaction was observed among the above 30 years age group. A higher level of resilience and job satisfaction was observed among the above 3 year experience group. A higher level of resilience was observed among the above 25000 income group. There was a significant correlation between resilience and job satisfaction.

- Gattis (2019), the study resilience: a coping strategy for professional women dealing with workplace bullying. This study explored resilience, the successful adaptation despite challenging and threatening circumstances, as a coping strategy to help improve the physical and health of professional women who have experienced workplace bullying. The center research questions was, how does perceived resilience, when used as a coping strategy, help with the physical and mental health stressors while helping to improve the overall well-being of professional women who were or have experienced workplace bullying? Four major themes emerged: negative experiences, consequences of bullying, impact on health, and support systems. The results suggested that the participants believed they were targeted because of race, gender, and age. Workplace bullying does have negative health consequences; however, various support systems greatly increased their resilience.
- A, E & O (2018) conducted a study on resilience as a mediator of emotional intelligence and perceived stress: a cross sectional country study. The objective of the study was to address this lack of research examining the associations between emotional intelligence resilience and perceived stress in a cross country context. A total sample of 696 undergraduate .The result shown that the emotional intelligence functions as a negative predictor of perceived stress through the mediating variable resilience for the American and basque students.
- Dr. A & G (2015), the purpose of the study was to identify the level if life satisfaction and resilience among the divorced women in India. Standardized questionnaires were employed to measure life satisfaction and resilience, among 60 divorced women (Group1: women divorced for less than 5 years and Group2: women divorced for more than 5 years), all aged between 30-50 years. The results also indicated that there is no significant difference between the level of life satisfaction and resilience among the group 1 and group2.
- A & N (2020), A study on resilience among working and nonworking married women. The purpose of this study was to assess the difference in the level of resilience among working and non- working married women and its probable causes. The total sample in this study consisted of (N=100) women living in Delhi NCR. The sample comprised of non-working married women and working married women within the age range of 30-40 years. The results show significant difference in the level of resilience among working and non-working married females. Working married women were found to be higher in their level of resilience than non-working married women.
- C and S (2014) conducted a study on the differences for effective profiles on dimensions of resilience and factors of psychological well-being in a sample of Italian middle and late adolescent .The results shown that adolescent with self-fulfilling profile reported higher resilience and psychological well-being than others.
- Yildirim (2019) had conducted study on mediating role of resilience in the relationships between fear of happiness and affect balance, satisfaction with life, and flourishing. The result showed that the fear of happiness was negatively correlated with resilience, affect balance, satisfaction with life, and flourishing. The results of mediation analysis showed that resilience is fully mediated the effect of fear of

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happiness upon flourishing, and satisfaction with life, and partially mediated the effect of fear of happiness upon affect balance.

- Rodriguez (2017) had conducted a study on the role of resilience and psychological well-being in school engagement and perceived academic performance; an exploratory model to improve academic achievement. The aim of the study was to examine the relationship between resilience, subjective well-being and academic achievement. Sample size was 945 who was aged between 12 and 17 of boys and girls and the findings provide evidence in favor of the influence of resilience and subjective well-being as decisive psychological variable in the prediction of school management and perceived performance. The results of this study highlights the need to foster education of resilience and subjective well-being to improve academic achievement among adolescent students.
- Vinayak (2018) has conducted a study on resilience and empathy as predictors of psychological well-being among adolescents. The aim of the study was to examine predictors of psychological well-being among adults the results had shown that resilience and empathy were found to be positively related to psychological well-being. Resilience and empathy were retained as predictors among girls while resilience come out to be the sole predictor of psychological well-being among boys. Girls were found to be more empathetic and resilient than boys. No gender differences were found on psychological well-being.
- L, S, X & Y (2015) conducted a study on the mediating role of resilience in the relationship between stress and life satisfaction among Chinese medical students; a cross sectional study. The purpose of this study was to investigate related demographic factors of life satisfaction among medical students, to examine the relationship between stress and life satisfaction among this group of people, and to explore the mediating role of resilience in this relationship. The result has shown that both stress and resilience played a major role in life satisfaction among Chinese medical students. Besides reducing perceived stress, the university authorities should adopt evidence based intervention strategies to enhance their resilience in order to promote life satisfaction among students.

Study Related PWB

- Dr. Akram (2017), The present study aims to compare the self-esteem and psychological well-being among working and non-working women. The respondent in the present study were 70, which were further divided in 35 working and 35 non-working women of the age range of 20-55 years. For the statistical analysis t-test is applied to check the significance of self-esteem and psychological well-being among working and non-working women. The result shows, there is a significant difference among working and non-working in self-esteem and psychological well-being.
- Dr. A and Dr. L (2017), the present study is planned to check the levels of psychological well-being among the housewives and working women of Mithila region, north Bihar. Total sample consisted of 120 women comprising housewives (n=60) and working women (n=60) from different organizations where women are engaged in performing their task with whom they are affiliated and housewives selected from different houses where women are dependent on their husbands. Data gathered through questionnaires using psychological well-being scale. Having analyzed the data, results indicated that elderly housewives have low level of psychological well-being in comparison to elderly working women but it is interesting to be cited that both the elderly group of women needs to have social and emotional

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support from their respective social and family institutions as reported by them. Finally results have been discussed in detail In the light of present changing scenario of human life and suggested that professional psychologists, NGOs working for elderly people and family counselor may help them for maintain overall life satisfaction of aged.

- M and Dr. R (2017), The present study is psychological well-being of working women in this study is descriptive in nature and simple random sampling is used to select the participants. Self-prepared social demographic questionnaire. In this study the median score is 78 with minimum of 60 and maximum of 99. Twenty five percentage of respondents have scored below 65th percentile and rest have score above the 65th percentile. On a whole the study participants have scored high in the psychological well-being.
- Ke (2013) conducted a study on relationship between psychological well-being and resilience in middle and late adolescent. The aim of the study was to examine the relationships between the dimensions of psychological well-being and resilience in a sample of 224 middle and late adolescents. The results showed positive relationships between psychological well-being and resilience. The more the adolescent were able to choose contexts suitable to personal needs, to see themselves as growing and expanding, and to perceive themselves as self-satisfied the more they were resilient. Boys expressed a greater well-being than girls and late adolescent showed a greater well-being than girls.
- M.R (2019) had conducted a study on psychological well-being among adolescents in the current scenario. The present study evaluates psychological well-being among adolescent in the current scenario. The primary method of data collection was adopted in this study. the result was showed that socio- demographic variables does not influence adolescent psychological well-being, gender and age are negatively related with psychological wellbeing, stay in hostel is positively related with psychological well-being.
- T & G.T (2015) has conducted a study on psychological well-being of Roman Catholic and episcopal clergy applicants. the aim of the present study was to investigate the psychological functioning of priest in roman catholic and episcopal churches, the results showed that an overall trend of psychological health in the sample population, evidenced by few systematic elevations in indices of psychopathology. Within the catholic sample, deacons demonstrated lower MMPI-2 scores on several measures, perhaps suggesting slightly better psychological well-being than their priest counterparts.
- Yofana (2016) had conducted a study on psychological well-being dynamics of catholic pastors in Surabaya. the aim of the present study was to understand the psychological well-being dynamics of pastors. The results have shown that the factors supporting the psychological well-being of the two pastors are self-determination, skill and positive values acquired from the seminary, adaptive coping strategies, and social support.
- Sarkova (2014) conducted a study on the adolescent's psychological well-being and self-esteem in the context of relationships at school. The aim of the study was to explore whether there is a relationship between pupil-teacher relationships and psychological well-being and self-esteem and whether this relationship varies according to pupils experience of bullying or being bullied. The sample of 3694 was taken The result showed that , better pupil- peer relationships and also pupil- teacher

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relationships were significantly related statistically to less depression/anxiety and social dysfunction, as well as to more positive and less negative self-esteem.

- Shahdadi (2017) had conducted a study on comparison of resilience and psychological well-being in women with irritable bowel syndrome and normal women. The aim of the present study was to compare resilience and psychological well-being in women with irritable bowel syndrome and normal women. The result has shown that there is a difference between resilience and the components of positive relations with others, environmental mastery, purpose in life and acceptance in women with irritable bowel syndrome and normal women.
- Sarkova (2013) conducted a study on associations between assertiveness, psychological well-being, and self-esteem in adolescents. The aim of the study is to find out the associations between adolescents assertive behavior, psychological well-being and self-esteem. The sample consists of 1023 students. The data were analyzed using hierarchical linear regression. The result shows that the more anxious respondents felt in assertive situation; and both dimensions of assertiveness were associated with psychological well-being and self-esteem.
- Maddalena (2016) had conducted a study on psychological well-being and career indecision in emerging adulthood: The moderating role of Hardiness. The study aimed to find out the moderating role of hardiness in the relationship between psychological well-being in 131 never employed Italian emerging adults. A structural equation modelling analysis used to find out the importance of hardiness for moderating the negative association between psychological well-being and career indecision. The results show that being hardy is a crucial relevant personal resource in the presence of lower levels of psychological well-being

Summary of Review of Literature and Rational for The Present Study

The review of literature is determined through surveys conducted among employed women and bases on the factors stress, resilience, and psychological well-being. The need for the research on sensation stress, resilience, and psychological well-being arises from the gap in literatures and also few numbers of studies that was observed. The introduction and review of literature would help to further understand on stress, resilience, and psychological well-being among employed women.

METHODOLOGY

This chapter delves into the approach employed in the current study to collect all of the relevant data. It focuses on the research questions and hypotheses developed, as well as the tools utilised to collect data, as well as their reliability and validity. The techniques for sensation stress, resilience, and psychological well-being are also outlined, including the research design, inclusionary criteria, and sampling methodology. Finally, the method of data analysis used to examine the acquired data is described.

Research Questions

- What is the level of stress among employed women across age groups
- What is the level of resilience among employed women across age groups
- What is the level of psychological well-being among employed women across age groups
- Is there any relationship between stress, resilience, and psychological well-being among employed women across age groups?

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Aim

- To study the level of stress, resilience, and psychological well-being among employed women across age group

Objectivities

- To assess the level of stress among employed women across age groups
- To assess the level of resilience among employed women across age groups
- To assess the level of psychological well-being among employed women across age groups
- To know the relationship between stress, resilience, psychological well-being among employed women across age groups

Hypothesis

- H₀1- There is no significant difference between stress among employed women across age group
- H₀2- There is no significant difference between resilience among employed women across age group
- H₀3- There is no significant difference between psychological well-being among employed women across age group
- H₀4- There is no significant relationship between stress, resilience, and psychological wellbeing among employed women across age group

Operational Definition

- **Stress:** Stress is a one's reaction to the circumstances or condition like pressure, frustration, work, money, relationships etc...
- **Resilience:** Resilience is the ability to manage or cope with the situation, stress or problems.
- **Psychological well-being:** Psychological well-being is the state of person with psychological happiness, holding a feeling of satisfaction and completeness in his life.

Research Design

Present study adopts a sample survey research design approach; wherein information is explored using quantitative research techniques. Questionnaire were used to collect the quantitative data from women employees through online mode. This design has been adopted in this present study also because of its minimal cost and the response gathered will be highly accurate.

Sample Description

- Snowball sampling method was adopted to select the sample
- Sample size – 90
- Sample was selected from the government and private sector situate in different parts of Karnataka

Inclusion and Exclusion criteria Inclusion criteria

- Working women 21 – 35

Exclusion criteria

- People who are working in part time jobs.

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Variables

Independent variable

- Age (21-25) (26-30) (31-35)

Dependent variable

- Stress
- Resilience
- Psychological well-being

Tools

Stress Perceived stress scale (PSS) was developed by sheldone cohen -1994 Scoring First, reverse your scores for questions 4, 5, 7, and 8. On these 4 questions, change the scores like this: 0 = 4, 1 = 3, 2 = 2, 3 = 1, 4 = 0.

Norms

- Scores ranging from 0-13 would be considered low stress.
- Scores ranging from 14-26 would be considered moderate stress.
- Scores ranging from 27-40 would be considered high perceived stress

The reliability of the scale is 0.64 and the validity of this scale is 0.81

Resilience

The 14-item resilience scale Resilience scale was developed by Abiola and Udofia, Department of psychiatry, Aminu Kano Teaching Hospital, Kano, Nigeria in the year 2011.

Scoring key

To score the 14 item resilience scale add up the scores of all the items to obtain the total score. The score should range from 14-98 with a neutral score of 56. Reliability: The internal reliability consistency reliability score was found to be 0.91 and Cronbach's alpha is found to be 0.90

Norms

- Scores ranging from 14- 30 would be considered very low resilience
- Scores ranging from 31-48 would be considered low resilience
- Scores ranging from 49- 63 would be considered average resilience
- Scores ranging from 64-81 would be considered high resilience
- Scores ranging from 82-98 would be considered very high resilience

Psychological well-being

Ryff's psychological well-being scales (PWB), 42 item version The inventory was developed by carol ryff in the year 1989. The ryff inventory consists of 42 items covering 6 areas of psychological well-being. They are Autonomy, environmental mastery, personal growth, positive relationship with others, purpose in life, self- acceptance.

Scoring

Respondents rate statements on a scale of 1 to 6, with 1 indicating strong disagreement and 6 indicating strong agreement. The five responses option is assigned points as 1-strongly disagree, 2-moderately agree, 3-slightly disagree, 5- moderately agree, 6-strongly agree.

Negative items

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scored reverse (6- strongly disagree, 5- moderately disagree, 4- slightly disagree, 3- slightly agree, 2- moderately agree, 1- strongly agree) . positive statements are 1,2,4,6,7,8,9,11,12,20,21,22,24,25,28,29,33,35,37,38,40,42. negative statements are 3,5,10,13,14,15,16,17,18,19,24,26,27,30,31,32,34,36,39,41

The reliability of the scale is 0.81-0.88 and the validity of this scale is 0.86-0.93

Norms

- Scores ranging from 42-101 would be considered low psychological well-being
- Scores ranging from 102-179 would be considered average psychological well-being
- Scores ranging from 180-252 would be considered high psychological well-being

Socio-demographic Data Sheet

The interviewer developed the socio-demographic data sheet which includes basic information about the participants like email address, Name, Age, district and state

Procedure

Employed women who are eligible for the study was contacted and the purpose and objectives of the study were explained to them. After ascertaining their willingness, they have been given a whats App group link to join the research group. Then they were asked to share the whats App group link to their colleagues via different social media sites. After the sample size have been met, Google forms link was sent with clear instructions and consent form written on it and it comprised of 2 sections, one section for collecting socio-demographic information and another section consisted of 66 questions to measure the Stress, resilience and psychological well-being. The participants were then asked to complete the questionnaire. Responses were collected and results were analyzed.

Ethical issues

- The research has been approved by the department review committee
- Written consent was obtained from the participants of the research
- The participants were assured about the confidentiality of the information provided by them.
- The obtained data has been used only for the purpose of the research

Data analysis

First, Kolmogorov- Smirnov test, a normality test was used as a test of goodness of fit i.e., to examine whether the data collected was normally distributed or not. Descriptive statistic method mean and standard deviation were used. Second, inferential statistical technique, one way ANOVA was used to find if there was a significant difference stress and resilience among employed women across age groups. And non-parametric test was used to find if there was a significant difference in psychological well-being among employed women across age groups. Further spearman correlation method was used to find out the relationship between stress, resilience and psychological well-being among employed women across age groups.

RESULT AND DISCUSSION

Part One Analysis

1. Socio-demographic details of the participants

The demographic details namely Age-range depicted using Pie charts.

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Age Range

A total of 90 participants were considered for the present study belonged to age range 21 to 35 and divided into three groups 21 to 25 years, 33% (N=30), 26 to 30 years, 33% (N= 30) and 31 to 35 years, 34% (N=30)

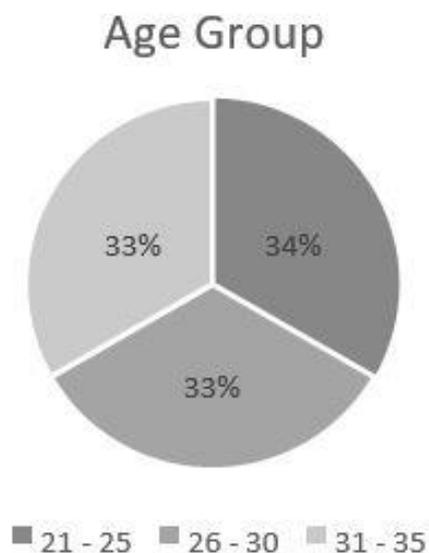


Figure 4.1 Age Range of participants

Part 2 Stress among the participants

There are a total of 90 participants, among whom 23% (N=21) of the participants have high level of stress, 76% (N=68) of the participants have moderate level of stress and 1% (N=1) of the participants have low level of stress with a mean score of 22.52 interpreted as moderate level of stress.

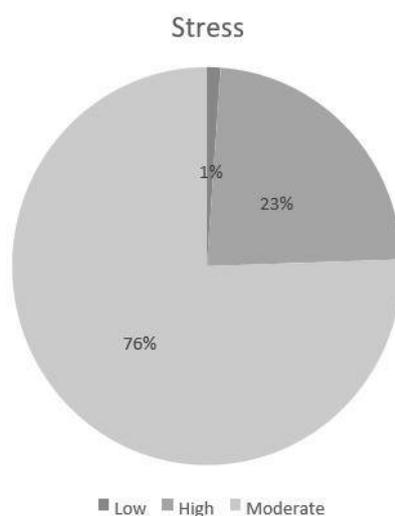


Figure 4.2 Stress levels among employed women.

Resilience among the participants

There are a total of 90 participants, among whom 56% (N=50) of the participants have high level of resilience, 23% (N=21) of the participants have average level of resilience and 21% (N=19) of the participants have very high level of resilience with a mean score of 73.29 interpreted as high level of resilience.

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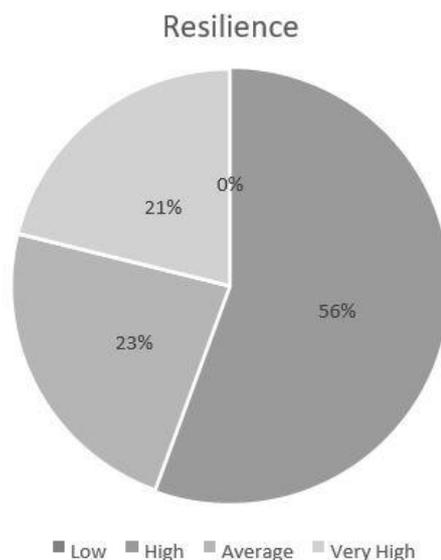


Figure 4.3 Resilience levels among employed women.

Psychological well-being among the participants

There are a total of 90 participants, among whom 89% (N=80) of the participants have average level of psychological well-being and 11% (N=10) of the participants have low level of psychological well-being with a mean score of 133.20 interpreted as average level of psychological well-being.

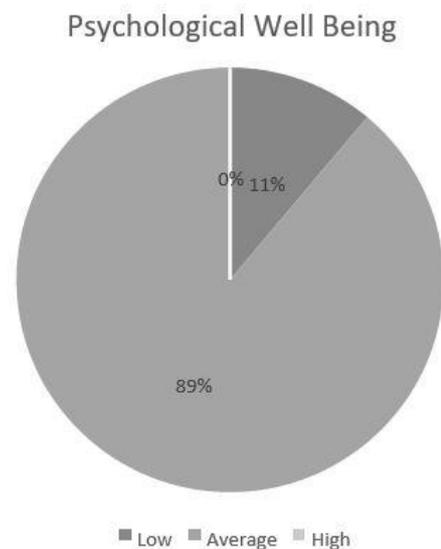


Figure 4.4 Psychological wellbeing level among employed women.

Part 3

Table 4.1 Level of stress among employed women.

Sources of variations	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.089	2	.544	.023	.977
Within Groups	2069.367	87	23.786		
Total	2070.4	89			

Table 4.1 shows one way analysis of stress among employed women across age groups. The df for for employed women is 2 for which the F value is .023 (whose p value is .977) which

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indicates that there is no significant difference in stress among employed women across age groups.

Table 4.2 Mean and standard deviation of stress among working women across age groups.

Age groups (in years)	N	Mean	Std. Deviation
21 - 25	30	22.60	5.243
26 - 30	30	22.60	5.236
31 - 35	30	22.37	4.056
Total	90	22.52	4.823

Table 4.2 shows the mean scores and standard deviation of on stress employed women across age groups. The mean score obtained by age 21 to 25, 26 to 30 and 31 to 35 is 22.60, 22.60, 22.37 with the standard deviation of 5.243, 5.236 and 4.056 respectively with the total mean and standard deviation of 22.52 and 4.823.

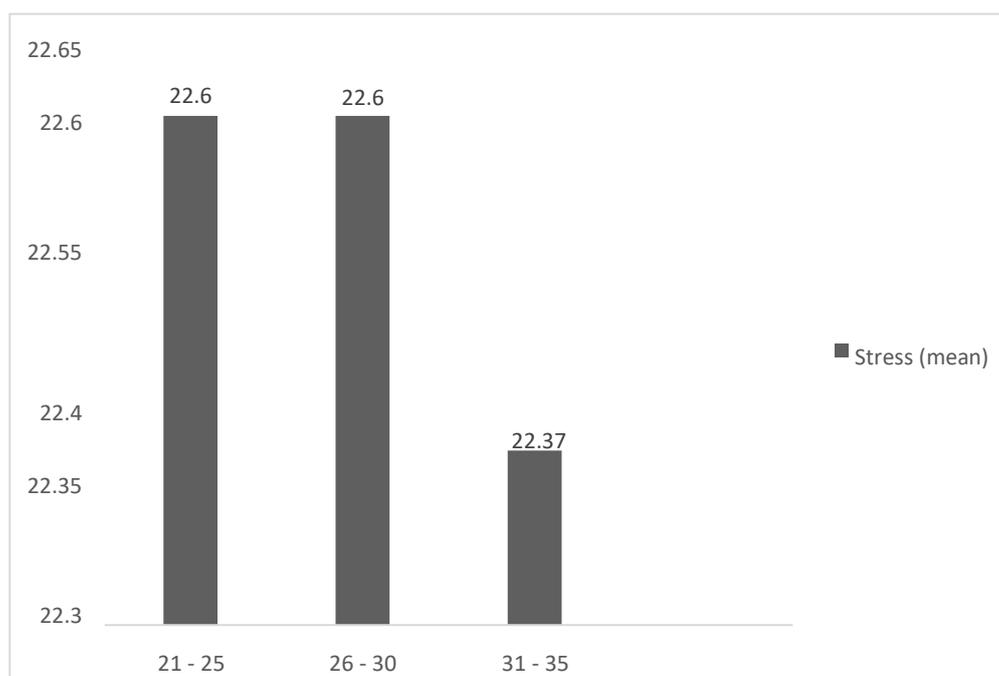


Figure 4.5 Mean of stress among working women across age groups.

Table 4.3 Post hoc analysis of stress among working women across age groups.

(I) age	Age groups (in years)	Mean Difference (I- J)	Std. Error	Sig.
21 - 25	26 - 30	.000	1.259	1.000
	31 - 35	.233	1.259	.853
26 - 30	21 - 25	.000	1.259	1.000
	31 - 35	.233	1.259	.853
31 - 35	21 - 25	-.233	1.259	.853
	26 - 30	-.233	1.259	.853

The hypothesis that there is no significant difference in the level of stress among employed women across age groups was tested using one-way analysis of variance. The F value is .023 ($p < 0.05$) which indicates that there is no significant difference among working women across age groups on the level of stress. Hence the null hypothesis is accepted and alternate

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hypothesis is rejected which states that there is no significant difference in the level of stress among working women across age groups.

The post hoc results indicates that employed women age range 31 to 35 years shows significantly difference with respect age group 21 to 25 and 26 to 30 years which has low mean score 22.37. Age groups 21 to 25 and 25 to 39 years shows same Significant with respect 22.6. Hence the null hypothesis is accepted and alternative hypothesis is rejected which states that there is no significant difference in the level of stress in employed women of across age groups.

Table 4.4 Resilience level among working women across age groups.

Sources of variations	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	229.956	2	114.978	1.246	.293
Within Groups	8028.533	87	92.282		
Total	8258.489	89			

Table 4.5 Mean and standard deviation of resilience among working women across age groups.

Age groups (in years)	N	Mean	Std. Deviation
21 - 25	30	72.93	10.609
26 - 30	30	75.40	9.115
31 - 35	30	71.53	9.012
Total	90	73.29	9.633

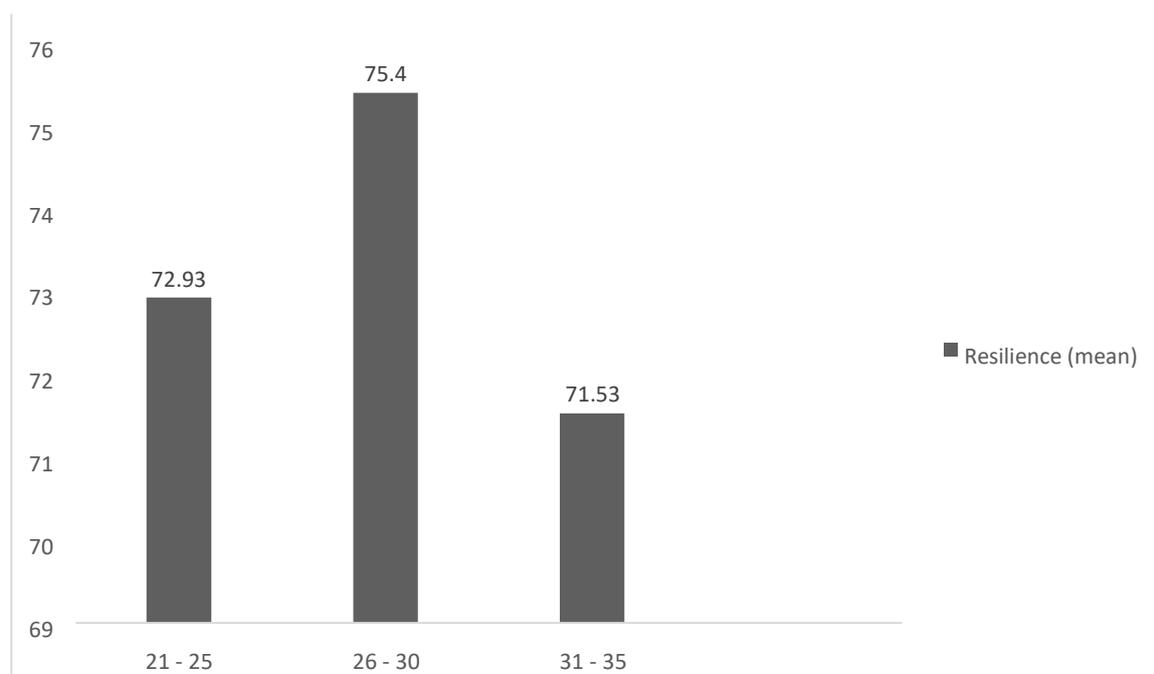


Figure 4.6 Mean scores in resilience among working women across age groups.

Table 4.6 Post hoc analysis of resilience among working women across age groups.

(I) age	(J) age	Mean Difference (I-J)	Std. Error	Sig.
21 - 25	26 - 30	-2.467	2.480	.323
	31 - 35	1.400	2.480	.574
26 - 30	21 - 25	2.467	2.480	.323
	31 - 35	3.867	2.480	.123
31 - 35	21 - 25	-1.400	2.480	.574
	26 - 30	-3.867	2.480	.123

The hypothesis that is no significant difference in the level of resilience among employed women across age groups was tested using one way analysis of variance. The F value is .1246 ($p > 0.05$) which indicates that there is no significant difference among employed women across age groups on In the level of resilience. Hence the null hypothesis is accepted and alternate hypothesis is rejected which states that there is no significant difference in the level of resilience among working women across age groups.

The post hoc results indicates that employed women age range 26 to 30 years have significant difference with respect to 21 to 25 and 31 to 35 which has higher mean score of 75.4. Age 21 to 25 shows significant differences with the respect to age 31 to 35 which has higher mean score 72.93. Age 31 to 35 years have significant difference with respect to 21 to 25 and 26 to 30 which mean score of 71.53 Hence the null hypothesis is accepted and alternative hypothesis is rejected which states that there is no significant difference in the level of resilience in employed women across age groups

Independent sample t test

Table 4.7 Mean, SD, t and significant in the areas of psychological well-being among working women across age groups.

variables	Total N	df	F	Sig.(p value)
PWB	90	2	.440	.802

The hypothesis that, there is a significant difference in level psychological well-being among employed women across age groups was tested using independent- Sample Kruskal – Wallis test. The F value is .440 and p value is .802 ($p < 0.05$) which indicates that there is a significant difference in the level of psychological well-being among employed women across age groups. Hence the null hypothesis is rejected and alternate hypothesis is accepted which states that there is no significant difference in the level of psychological well-being among working women across age groups.

Table 4.8 Mean scores and standard deviation of psychological wellbeing among employed women.

Age	Mean	N	Std. Deviation
21 – 25	132.30	30	20.406
26 – 30	133.30	30	16.670
31 -35	134.00	30	19.352
Total	133.20	90	18.675

Table 4.8 shows the mean scores and standard deviation of on psychological well- being among the participants. The mean score obtained by 21 to 25, 26 to 30 and 31 to 35 is

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132.30, 133.30, and 134.00 with the standard deviation of 20.406, 16.670 and 19.352 respectively with the total mean and standard deviation of 133.20 and 18.675 respectively.

Part 4

Table 4.9 Co-efficient of correlation between Stress, Resilience and psychological wellbeing among employed women across age groups.

		Total Sum Stress	Resilience	Total Sum PWB
Total Sum Stress	Correlation Coefficient	1.000	-.192	.212*
	Sig. (2-tailed)	.	.070	.045
	N	90	90	90
Resilience	Correlation Coefficient	-.192	1.000	-.400**
	Sig. (2-tailed)	.070	.	<.001
	N	90	90	90
Total Sum PWB	Correlation Coefficient	.212*	-.400**	1.000
	Sig. (2-tailed)	.045	<.001	.
	N	90	90	90

The hypothesis that, there is no significant relationship between stress, resilience, and level psychological well-being among employed women across age groups was tested using Spearman co efficient of correlation. There no significant relation between resilience and stress ($r=-.192$) there exists a significant positive relationship between stress and psychological well-being ($r=.212$) which indicates that as the psychological well-being of a employed women increase stress also increase and vice-versa. There also exists a significant negative relation b/w resilience and psychological well-being ($r=-.400$) which indicates that also psychological well-being of a working women increases resilience decreases and vice-versa. Therefore, null hypothesis is accepted stating that there is no significant relationship stress, resilience, and level psychological well-being among employed women across age groups.

DISCUSSION

The present study was aimed at studying stress, resilience, and level psychological well-being among employed women across age groups. Further the study also aimed to find out the difference between level of stress, resilience, and level psychological well-being among employed women across age groups. Therefore, the hypotheses for the study were formulated based on the above objectives which were tested using the appropriate statistical tests which will be discussed in this section.

Firstly, one way ANOVA was employed to determine the level differences in stress, resilience and psychological well-being among employed women across age groups. Independent samples Kruskal Wallis test was used to determine the relationship between psychological well-being among employed women across age groups. Second, mean scores of the participant groups were obtained. Third, Spearman roh correlation was used to see the correlation between stress, resilience and psychological well-being among employed women across age groups.

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In Stress, the p value for is .023 ($p < 0.05$) which indicates that there is no significant difference among working women across age groups on In the level of stress. Therefore, the first null hypothesis is accepted and alternate hypothesis is rejected which states that there is “no significant difference in the level of stress among working women across age groups”. which is contrast with the previous research conducted by Sanlier and Arpaci (2007),The studied the effect of stress on women health. Results reveal that employed women in the stress scale have a higher average score than that of the non-employed women.

In resilience, the p value for is. .293 ($p > 0.05$) which indicates that there is no significant difference among employed women across age groups on In the level of resilience. There, the first null hypothesis is accepted and alternate hypothesis is rejected which states that there is “no significant difference in the level of resilience among working women across age groups”. which is contrast with the previous research conducted by Gautami Kapila, Dr. Arun Kumar (2015), the purpose of the study was to identify the level if life satisfaction and resilience among the divorced women in India. The results also indicated that there is no significant difference between the level of life satisfaction and resilience among the group 1 and group2.

In psychological well-being, the p value is .802 ($p < 0.05$) which indicates that there is a significant difference in the level of psychological well-being among employed women across age groups. Hence the null hypothesis is rejected and alternate hypothesis is accepted which states that there is “no significant difference in the level of psychological well-being among working women across age groups”. Which is consistence with the previous research conducted by Dr. mohammed Akram (2017), The present study aims to compare the self-esteem and psychological well-being among working and non-working women. The result shows, there is a significant difference among working and non- working in self- esteem and psychological well-being.

The p value obtained for the relationship between stress, resilience, and level psychological wellbeing among employed women across age groups (significant at 0.05 level), which indicates there is no significant relationship between stress, resilience, and level psychological well-being among employed women across age groups. Therefore, the third null hypothesis of the study is accepted which states that “There is no significant relationship between there is no significant relationship between stress, resilience, and level psychological well-being among employed women across age groups”

SUMMARY AND CONCLUSION

The study titled “stress, resilience, and psychological well-being among employed women across age groups” was undertaken to assess the level of differences and correlation in stress, resilience, and level psychological well-being among employed women across age groups. The study was exploratory in nature and the tools used were 10 item perceived stress scale (s cohen ,1994) and the 14-item resilience scale Resilience scale (, Kano, 2011). The 42 item Ryff’s psychological well- being scales (PWB), (carol ryff 1989). The sampling method used was Snowball sampling method was adopted to select the sample.

The findings of the present study

1. That there is no significant difference among working women across age groups on in the level of stress.
2. There is no significant difference among employed women across age groups on in the level of resilience.

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3. There is a significant difference in the level of psychological well-being among employed women across age groups.

Implications

- The results help in providing necessary psycho-education about sensation stress, resilience, and psychological well-being, its level, effect on life and also management for the same to avoid risky behaviours for those having high levels of stress, resilience, and psychological well-being
- To better understand the behaviour according to the.
- Qualitative research can be done to explore Scope for Further Research
- Since the present study considered only the total score of psychological well-being, further study can be carried out considering the scores on subscales as well and see how they correlate.
- A semi-structured interview can be incorporated in order to gain an insight into how participants get to stress, resilience and psychological well-being in different places.

Limitations

- Only qualitative method is used
- Result cannot be generalized

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Conflict of Interest

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