

Impact of Motherhood on the Mental Health of Working Women

Madhvi Saha^{1*}, Dr. Basawaraj²

ABSTRACT

A woman's identity and life trajectory are said to be irrevocably altered by becoming a mother. Working women who are also responsible for raising their children have an especially difficult balancing act. Leaving her child in the care of others is difficult for her on many levels. Separation anxiety and feelings of guilt are common reactions among women who must be away from their newborn during this formative period. Stress, exhaustion, worry, and sadness are all more common among working mothers, according to studies. It has also been pointed out that the support of her family is the most important thing for a working mother. A better understanding of the social, psychological, and emotional obstacles women encounter in the workplace is necessary for making changes that benefit all employees. No significant difference was discovered in the well-being of 30 moms compared to 30 non-mothers. Since the p-value for the first hypothesis is greater than 0.05, it is accepted that "there will be no significant difference between the well-being of working women and working mothers." According to the findings, working mothers are just as happy as stay-at-home moms. Furthermore, working mothers are less likely to face stress in the workplace than their childless female counterparts.

Keywords: *Motherhood, Working women, Mental Health, Stress*

Each of us has a distinct sense of our own identity or self, which is an important part of our personality that contributes to our distinctive originality. Over the last two decades, there has been a great deal of attention in the link between women and depression. In addition, as more and more women enter the workforce, they are becoming more exposed not just to the same work environment as men, but also to the unique pressures caused by various jobs and contradictory demands that males do not face (Nelson and Burke 2000; Chang 2000). It has long been known that women are almost twice as likely as men to develop clinical depression (dysthymia or unipolar depression), and that this is true for both men and women. These variations may be found in nearly every country on the planet. (Nolen - Hoeksema and Girgus, 1994; Whilelm and Roy, 2003; Ge and Conger, 2003; Whilelm and Roy, 2003; Ge and Conger, 2003).

Depression and anxiety are common occurrences in our lives. Modernity brought with it the advancement of women's education, which transformed the field of endeavor. She walked

¹Research Scholar, Arunodaya University

²Faculty of Psychology, Department of Arts, Arunodaya University

*Corresponding Author

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out of the door of the house and into the service as a normal man would. She now has admiration, equality, and a window of possibility. However, the excitement was short-lived because she was expected to accept this position as an added obligation. She had not anticipated a reduction in domestic responsibilities. This resulted in difficulties such as stress and sadness. Pilai and Sen (Pillai and Sen) (1998).

A woman is outspoken, emotional, and sensitive by her very nature. Women's physiological, social, and cultural backgrounds are likely to play a significant role in modifying their attitudes and natures toward the external relationship. We also know that women are more likely than men to suffer from psychological disorders, with depression being the most common type.

What is Mental Health?

Mental health is described as the state of being free of cognitive, behavioral, and emotional illnesses. Ultimately, what matters is how individuals respond emotionally and behaviorally to various stimuli. People occasionally use the phrase "mental health" to refer to the absence of a mental disorder, which is not necessarily correct. Mental health can have an influence on everyday activities, interpersonal interactions, and physical health. However, the opposite route is possible with this link. Disruptions in mental health have several potential origins, including environmental factors, interpersonal dynamics, and medical issues. Taking care of one's mental health could assist a person keep their capacity to appreciate life. It is vital to maintain a balance between everyday activities, tasks, and attempts to create psychological resilience in order to reach this aim. Negatively affecting a person's mental health and interfering with their everyday routine include stress, depression, and anxiety. Despite the common use of the term "mental health," many medical conditions that are labelled psychological illnesses have biological roots. Throughout this piece, we will discuss what people mean when they talk about mental health and mental disorder. We also go through the most common types of mental illness, how to recognize them, and how to get help for them.

As reported by the World Health Organization (WHO) (Reliable Source: WHO), According to the American Psychological Association, "mental health is a state of well-being in which an individual understands his or her own potential, is able to cope with the usual stressors of life, can work effectively, and is able to make a contribution to his or her community."

According to the World Health Organization, mental health is "more than simply the absence of mental diseases or impairments." Peak mental health is considerably more than just avoiding active illnesses; it is also about maintaining long-term wellness and contentment. Moreover, they stress the need of maintaining and recovering mental health both on an individual level and across diverse groups and civilizations around the world. According to the National Alliance on Mental Illness, about one in every five individuals in the United States suffers from mental health difficulties at some point in their lives. As of 2017, an estimated 11.2 million individuals in the United States, or around 4.5 percent of the adult population, were suffering from a serious psychiatric disorder, according to the National Institute of Mental Health (NIMH).

Having no mental disorder or mental illness alone doesn't define mental health, it is much more than this. Mental health is the state of wellbeing in which an individual realizes his or her own capabilities and potential to deal with normal stresses of life. To work productively

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and creatively, build strong and positive relationship in social set up, positive outlook and functioning at the time of distress depicts the mental health of a person.

Each of us has a distinct sense of our own identity or self, which is an important part of our personality that contributes to our distinctive originality. Over the last two decades, there has been a great deal of attention in the link between women and depression. In addition, as more and more women enter the workforce, they are becoming more exposed not just to the same work environment as men, but also to the unique pressures caused by various jobs and contradictory demands that males do not face (Nelson and Burke 2000; Chang 2000). It has long been known that women are almost twice as likely as men to develop clinical depression (dysthymia or unipolar depression), and that this is true for both men and women. These variations may be found in nearly every country on the planet. (Nolen - Hoeksema and Girgus, 1994; Whilelm and Roy, 2003; Ge and Conger, 2003; Whilelm and Roy, 2003; Ge and Conger, 2003).

Mental health depends on what an individual believes, how they feel, and what they do

- Could be the daily life challenges.
- Could be handling work stress efficiently.
- Managing the house creatively.
- Being socially responsible and contributing to the community.
- Balancing work and home efficiently.

There could be lot of factors that affect the mental health of a person:

- Socioeconomic Factors: Mental health can drastically be affected by socioeconomic causes, pressure of earning money, to run the family, to meet the education and daily needs of the family member.
- Biological Factors: Biological factors also play a vital role in raising mental health issues where certain genes put a person at a higher risk. Though it is not mandatory that the similar mental health illness will certainly happen to the next generation, but yes it will be easily prone due to the genes.
- Lifestyle and Environmental Factors: Habits like eating, sleeping, behavioural problem, social exclusion, cultural and political rights, nutritional fulfilment to support good physical and mental health, treatment to elderly people in the family, dealing with conflicts and discriminations also affects the mental health of a person to a great extent.
- Physical Wellness: If a person is physically ill or disabled can take a toll on his/her mental health.
- Loneliness and isolation: "Loneliness is defined as feeling depressed about being alone, particularly for an extended length of time. Isolation refers to the state of being removed from other people and your surroundings. Loneliness may manifest itself even in the midst of a relationship or while surrounded by other people."
- Loneliness and/or isolation are feelings that nearly everyone has experienced at some point during their life. It is natural to experience these sensations from time to time, but if they persist for an extended period of time, it can have a severe influence on your mental health and wellness. There are a variety of factors that contribute to someone feeling lonely or isolated. Some of the causes may be as follows: Living on your own after the loss of your spouse, a family member, a partner, or a friend living on your own after the death of a family member, a partner, or a friend, socializing and feeling as though you don't belong feelings of loss or grief physical infirmity or

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frailty mental health difficulties or disorders social anxiety or sadness (e.g. depression, anxiety) inability to engage in activities owing to disease, mobility or transportation challenges, retirement from job, a loss of purpose or meaning in one's life, language hurdles, or a lack of links with one's culture are all examples of situations where one could find themselves.

- Grief and loss: Grief is a normal reaction to experiencing a loss. For example, the death of a loved one, the dissolution of a relationship, a miscarriage, the loss of a career, the loss of a way of life, children abandoning their parents' house, infertility, and the separation from friends and family are all examples of loss. No one approach is better than another when it comes to experiencing grief or loss, and we may go through the process in many different ways with a wide range of feelings such as: shock – especially if the death was sudden, sadness, anger, worry, regret, feeling overwhelmed, and guilt. Working through grief is a process that requires time and patience. Everyone feels loss in their own unique manner, and emotions of sadness can continue for several weeks, months, or even years at a time. It is critical to have the support of friends, family, or someone you can confide in and who you can talk to when you need to.
- Domestic and family violence: When you feel insecure, helpless, or terrified as a result of the behaviour of someone close to you, you are experiencing domestic and family violence. Domestic and family abuse behaviours can include the following, according to Lifeline: Actual harm includes threats of self-harm or physical injury, destroying items, injuring pets, and other acts of violence. Controlling your social environment includes where you go and who you see. Stalking is defined as persistent threatening or harassing behaviour, such as following someone or sending them an excessive number of phone calls, messages, or emails. Humiliation, put-downs, and blaming are all examples of emotional and psychological injury. In financial terms, this means having rigid or unjust control over money. Name-calling, shouting, and other forms of verbal abuse, sexual assault, rape, spiritual or cultural habits or decisions that are domineering are also included. In addition to physical attacks, non-physical types of assault can be just as harmful. If you are feeling disrespectful, unable to be yourself, frightened to dispute or bargain for what you want, this might be an indication of domestic and family violence in your relationship.
- Bullying: Bullying occurs when a person is subjected to frequent and purposeful verbal, physical, and/or social behaviour that results in bodily and/or psychological injury to the victim. Bullying may happen to anybody, at any time, and in any place. The activity can take place at schools, at home, at work, in online social media venues, through text messaging, or through email. Bullying is defined as follows under Australia's official definition of bullying for schools: When someone abuses their authority in a relationship by repeated verbal, physical, and/or social behaviour, they are causing bodily and/or psychological injury to themselves and others. It might entail someone or a group abusing their position of authority over one or more individuals. Bullying can occur in person or on the internet, and it can be evident (overt) or concealed (covert) from the victim (covert). Bullying, in any form or for any cause, can have long-term consequences for people who are bullied as well as onlookers and witnesses. Bullying does not include isolated instances, such as disagreements or fights between equals, whether in person or on the internet.
- Alcohol and drugs: According to **WHO**: “Health is a state of complete physical, Mental and social wellbeing and not merely the absence or infirmity”.

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An important implication of the above definition is that mental health is more than just the absence of mental disorder or disabilities. Mental Health is a state of well-being in which an individual realises his or her own abilities to cope up with normal stressors of life, can work productively and is able to contribute to his or her community.

What is Working Women and Working Mother?

In India and all over the world now right to equal opportunities with regard to employment for men and women are open. Due to the modern facilities housewives are spared of lot of household chores and are participating in job and offices more. Also, the need of economic status and limited budget has given opportunity to seek job by the families more than before. We see good number of women working in majorly all the sectors now a days be it a doctor, an engineer, food or courier delivery person, police and so on.

Women who are working in exchange of salary outside the house is **Working Women** (could be married or single). In this study we are talking about women working who are married and are taking care of the household work as well.

And, when a woman gives birth to a child and is required to get back to her office and also to take responsibilities towards household chores and raising their children are labelled as **Working Mother**.

Even after the equal right to opportunities the difference in the working men and women can be seen. And when it especially comes to working mother not just the salary is hardly incrementing but the work opportunities also start vanishing.

The growing competition, demand at work along with managing home efficiently or so-called balance life pressure is affecting working mothers to a great extent physically and mentally. This conflict between motherhood and professional growth is leading to even quitting working for some.

Because long-term, chronic health issues typically first appear and worsen throughout middle age, it is especially important to examine the connections between women's career paths and their health during this time in their lives (Read & Gorman 2009). The hazards to women's health, such as the incidence of chronic diseases, the severity of depression, and the onset of disability, are greater than those to men's (Denton et al. 2004; Read and Gorman 2009). Gendered patterns of labor force involvement and family formation shape a mother's life by dictating when she is most likely to go to college, start a family, and enter the workforce (Moen 2001; Moen & Chermack 2005). Differences in the timing and frequency of these transitions between men and women suggest that cumulative advantages and disadvantages may play a role in these interactions, potentially limiting the ability of certain women to maintain stable, full-time work.

This study found that women of all races, marital statuses, and stages of life experienced similar good effects from paid labor on their health. Women who are employed full-time are less likely to report an increase in physical limits than their part-time and jobless colleagues (Pavalko & Smith 1999; Ross & Mirowsky 1995). When compared to those who are jobless or underemployed, people who are employed full-time, especially in a skilled occupation, have higher levels of self-esteem, self-efficacy, and personal control, and enjoy more economic stability and improved health (Link, Lennon, & Dohrenwend 1993; Ross & Mirowsky 1995). Because of their many responsibilities at home and in the workplace,

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mothers often have less experience, make less money, and occupy less powerful positions than their male counterparts and non-mothers (Stone 2007; Budig & England 2001).

But few studies have examined the long-term health implications of women's job paths, particularly part-time employment or employment that is interrupted by unemployment—defined here as involuntary time spent out of the workforce while looking for work—over the course of a lifetime. The advantages of part-time employment are unlikely to be comparable to those of full-time employment. Mothers who work part-time may face unique health hazards, including irregular work hours, increased workplace strain, and a lack of access to health insurance, all of which can lead to worse self-rated health (Kim et al. 2008; Broom et al 2006). However, it is unclear whether it is part-time job or individual traits that are the most important factors in this connection to consider. Although women who work part-time report lower health than women who work full-time, most of this disparity may be explained by individual, family, and job variables, such as spousal employment, occupational sector, job satisfaction, and length of employment (Kleiner & Pavalko 2010).

For women, the relationship between unemployment and bad health has received very less attention. Unemployment and women's well-being have been studied for a long time, but few research have used longitudinal or nationally representative data to study these correlations. Furthermore, it is unclear if women who experience repeated periods of unemployment are at a disadvantage when compared to women who work part-time jobs. Perhaps frequent periods of unemployment, similar to part-time employment, placing employees in an insecure work environment put pressure on their health (Dooley, Prause & Ham-Rowbottom 2000).

Ross and Mirowsky (1995) found that women who do not work for a living had poorer physical and mental health than women who do work for a living, and that stay-at-home moms have the combined burden of caring and domestic work, both of which are linked with poor health (Bird & Ross 1993; Pavalko and Woodbury 2000). However, it is not obvious if the lack of paid employment, or characteristics of the mothers themselves, or a combination of the two, are the most significant predictors of the correlations between job routes and health in middle age for this group of moms.

Stress

In today's world almost every person is facing some or the other tension due to hectic and comparative lifestyle. When a person is unable to cope up with such a situation then leads to the emotional and physical challenge that affects the mental health and appears in the form of anger, frustration, desperation, hopelessness etc.

A state of mental or physical strain is called stress. It might be triggered by anything that makes you feel anxious, annoyed, or furious.

Stress is the physiological response to a demanding situation. Stress may be helpful in small doses, such when it prompts you to take action that keeps you safe or helps you finish a project on time. However, long-term stress can be detrimental to health.

One of the most common human emotions is stress. Physical and mental stress are the two main types.

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To explain what we mean by "acute stress," we say that: This stress response is temporary and will quickly go away. This is the sensation one experiences while suddenly applying the brakes, arguing with one's spouse, or skiing down a steep slope. It helps you deal with perilous situations more effectively. You could feel the same way if you try something very exciting or novel. At some time in their life, everyone feels overwhelmed by stress.

Prolonged or chronic stress. A stress reaction that lasts for a longer period of time is considered to be more effective. You can be suffering from chronic stress if you can't seem to get ahead financially, are in an unhappy relationship, or are having trouble at work. All types of stress that last for more than a few weeks or months are included in the category of chronic stress. It's possible that chronic stress may become so normalized in your routine that you'll stop seeing it as an issue. As an option, you could develop health problems if you don't learn to handle your stress well.

Stress And Your Personal Health

When you are stressed, your body responds by producing certain hormones. These chemicals drive your brain to become more alert, your muscles to stiffen, and your heart rate to rise and fall. In the short term, these reactions are beneficial since they can assist you in dealing with the stressful circumstance that has arisen. This is your body's technique of defending itself against harm.

When you are suffering from chronic stress, your body remains on high alert even when there is no threat. Over time, this increases your chance of developing health concerns such as:

- High blood pressure is a medical condition.
- Heart disease is a medical condition that affects the heart.
- Diabetes\Obesity
- Depression or anxiety are two different things.
- Skin conditions such as acne or eczema are common.
- Menstrual issues are a common occurrence.

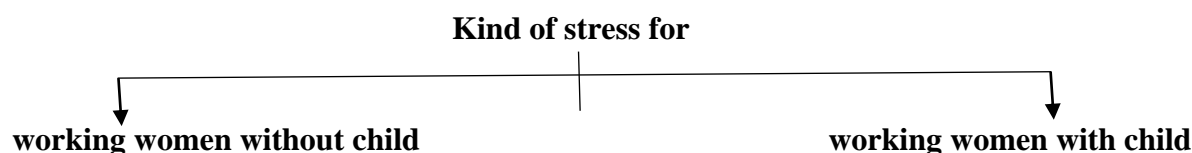
In the event that you already have a health problem, continuous stress might exacerbate it.

Significance of Excessive Stress

Stress can manifest itself in a variety of physical and emotional manifestations. It is possible that you are not aware that these symptoms are caused by stress. Here are some indications that you may be suffering from stress:

- Diarrhea or constipation are two symptoms of a gastrointestinal disorder.
- Forgetfulness
- Aches and pains that occur frequently
- Headaches
- Lack of energy or concentration
- Problems with one's sexuality
- Stiff jaw or a stiff neck
- Tiredness
- Having difficulty sleeping or sleeping excessively
- Use of alcoholic beverages or the use of medicines to relax
- Weight loss/ gain

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Kind of stress for working women without child:

Women are very competitive in today's world and are growing in every domain. However, the work and income of the women in many families are still not allowed but they must complete their education for social status. This leads to the deprivation in women to explore the working culture and their abilities around, which grows an inferiority complex in women.

And when women are working, their income and job is not given a priority or the importance, are assigned an inferior status relative to men's job. Therefore, their income is considered as an "additional income" or 'help' and their hard work and effort is devalued and that is how women feel inferior to the role and contribution to the family. If we want a count in how many Indian family men are comfortable taking the household responsibilities and is letting women to be the main source of income? I see none!

Working women are being encountered with stressors like discrimination at work, stereotype which lead to limited occupational opportunities and lack of career progress.

Women working are expected to deliver 100% at their jobs and at home. Working women comes under the considerable strain and tension being tossed between her dominant role as an employee and an efficient housewife. Such women are high on stress as they have to finish their work in limited time.

Kind of stress for working women with child/working mothers

- Here we are talking about working women who have additional responsibilities of raising their child apart from earning money and household chores and they face more severe level of stress.
- Many women after child birth have no other option but to quit their job in order to stay at home for their children. This leaves the conflict between guilt and frustration in mothers along with a feeling of fear due to gap in their job which reflects in their resume and a pressure to take child care responsibilities.
- Working women with child and with career-oriented mind deals with a lot of challenges in decision making as to how to balance work and children. For which they even sacrifice their goal in professional life and get ready to pick part time or flexi time work where they can meet both child care and income need which doesn't last for long as they lose interest in that profession which may lead to fatigue for some.
- Working women with child may also face lot of guilt feeling and fear of leaving their children to a set up like day care due to safety concerns and which becomes the greatest of the reasons for distraction in their performance at workplace. As we all know that day care is not a very reliable place to be dependent on.
- And in few cases, if a child is being taken care by grandparents, then also a mother is expected to meet the expectation at the end of the day as a price to their absence. She has no escapism from the illness of elder and children, parent teacher meeting, picking and dropping the child to the school, completion of homework to preparation

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of project and examination followed by being available for the family affairs and functions.

- Her fear with respect to the consequences due to her absence like physical, emotional and social development of the child, marital relationships, household safety. This ongoing demand of meeting the family and career goal not just only leaves the effect on her mind but also on her body, such women may get prone to blood pressure and heart disease early.

Variables

In this research the variables taken are 'child birth' as independent variable and 'mental health' as dependent variable. Here, I will present the comparison between mental health of working women and working mother and put some light on effects on mental health of women after child birth.

Controlled variables

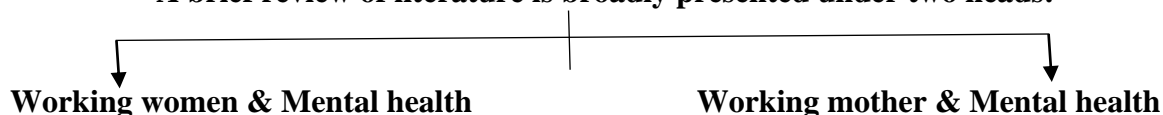
Race-ethnicity, nativity, family of origin SES (social economy status) (1=respondent's mother did not complete high school; 1=respondent did not live with two married parents), educational attainment in years (centered), employment status prior to pregnancy, work-limiting health conditions, marital status at first birth, teen pregnancy, and age at first birth are all controlled for at or before the child's birth (centered). Several variables associated with cumulative advantage that may have an impact on health at age 40 are included in our final model, such as the number of biological children, whether the mother completed additional education following her pregnancy (1=completes an additional year or more of education), net worth (logged and centered), employment status at age forty (1=no paid work, 1=salaried work, hourly work at age forty, lack of health insurance (1=uninsured), and marital status. Specifically, we account for mental health scores obtained at the age of 40 when developing predictive models, while physical health scores are used when developing predictive models of mental health (Read & Gorman 2009). Models of health prediction do not incorporate control factors from the selection equation that are not connected with health, such as early work obstacles, spousal work hours, career objectives or gender beliefs

REVIEW OF RELATED LITERATURE

The review of related literature is as important as any other component of research process. It involves the systematic identification, location and analysis of documents containing information related to the research problem. The major purpose of reviewing the literature is to determine the study already been done that relates to one's problem. Another important function of review is how it helps in planning the present work or the resources, and specific procedures and meaning instruments that have been opted for this work. Being familiar with previous research also facilitates interpretation of the results of the study. Finally, these reviews give information which can either support or challenge the conclusions of the investigator's research and therefore provide clues to later research.

Here I will be highlighting review of previous studies done on this topic so as to explore the research work further.

A brief review of literature is broadly presented under two heads:



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Working women and Mental health:

- Tilly & Scott (1978), Simonton (1998) studied the history of women's work focused on employment in order to earn additional income and to handle domestic activities also. Feminine specific jobs were also tagged like maid, nurse, midwife, teacher etc. in order to play both the roles effectively.
- Pah, L (1984), Wunder (1992) emphasized on cooperation between the working couple in order to be a strong economic backbone for the family, where female faces less struggle at home and a husband is cooperative and helpful at home. And due to which women were open to lot of opportunities.
- According to a study by Anker (1998) the occupation all across the world segregated as 'male' or 'female'. Female occupation is seen as less valuable and less paid as compare to male occupation.
- Skinner, W. & Herron, R.V (2020) in international encyclopedia of Human Geography (second edition) it was explored how care is naturalized as women work where she is expected to fulfil the demands and responsibilities towards their households, children, elderly parents, spouse along with efficient work place.

Women here are expected to do more emotional work and that too without any recognition. Today also gendered differences in care prevails.

Working mother and Mental health:

- Lee & Mitchell (1994) studied that birth of a child may act as a shock to a mother which may lead them to reevaluate their current job or to quit their jobs, which takes immense amount of toll on their mental health.
- Fine, D. Fagnani & Giovannini (2004) presented that the pressure of meeting the demand at workplace and expectations at home can become challenging for working mothers which often creates work family conflicts, especially when they don't have a choice to quit the job.
- On the other hand, Greenhaus & Powell (2006) & Grzywacz & Brass (2003) explored that woman can also be benefited by participating in multiple roles as the enrichment and the gains through job can improve the quality of life at home and reduce the stress and negative effects of conflicts happening.
- The study by Mak & Mudler (2000), Oldham, Hackman & Pearce (1976) mentioned that when the working mothers believe that their job is not at risk, they are able to meet the demand at work and home whereas if the working mother's mind is occupied with the fear of losing a job, then she would not be able to handle the situation at work and home which would lead to physical, interpersonal and psychological strain.
- Killien, Habermann, G.& Jarret (2001) commented on postpartum depression where working mothers face difficulty in balancing work and home are prone to this type of depression. This affects physical and mental health over time.
- Alva, M.& Viola (1956) Women's Two Roles- Home and work, London, Routledge and Paul K. Ltd. analysed the role conflict of a working mothers between her role as an employee and as a mother is almost universal as much as it can be traced in any and every community as a traditional concept in India especially.
- The studies of Mueller, I. (1940) 'Should mothers work' Social service review has tried to establish the sociopsychological consequences where he emphasizes that working mothers may make bad mothers hold no truth in fact working mothers may

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make good mothers and handle their home more efficiently as they are satisfied with what they are doing.

All the above studies have focused and supported working women and working mothers both.

Rationale of the Study

As we all know that equal educational and employment opportunities guaranteed by the constitution has been largely responsible for the changing roles of women in India. Every sector has women employee and women are playing significant role in the workplace to contribute economically, to meet the demand and to achieve their career goals along with children and household responsibilities. But at the same time their physical and mental health is being ignored by themselves and by the family members, in the lieu of thinking that women are meant to handle any conflict and pressure.

The physical and psychological toll on women's and mother's health is affecting them in the long run.

If any women are not capable of handling the pressure at either work or home, then she is asked to quit either of the responsibilities which may lead to the feeling of guilt and frustration among women and mothers.

This research is being done:

- To study the direct and indirect mental strain that working women and working mothers are facing due to conflict between work and home.
- For the better understanding of the work and home care responsibilities experience by working women and working mothers.
- How women feel that their job is considered inferior and how a mother feels when she has no other option but to quit her pre-decided goals (career) and to take the responsibility of her children at home.
- To study how they get exhausted with two roles but still has to go on, how they are coping up with the stressors they face on daily basis.
- To study the psychological wellbeing status of working women with child and without child.
- An attempt to be an eye opener on the strain that is being taken by the working women and working mother on their psychological health and an opportunity to seek timely help to have a balanced and happy life.

RESEARCH METHODOLOGY

The research design provides the details regarding what, where, when, how much and by what means enquiry is initiated. Every piece of research must be planned and designed carefully so that the researcher precedes a head without getting confused at the subsequent steps of research. The researcher must have an objective understanding of what is to be done, what data is needed, what data collecting tools are to be employed and how the data is to be statistically analyzed and interpreted. There are a number of approaches to the design of studies and research projects all of which may be equally valid. Research is a systematic attempt to obtain answers to meaningful questions about phenomenon or events through the application of scientific procedures. It an objective, impartial, empirical and logical analysis and recording of controlled observation that may led to the development of

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generalizations, principles or theories, resulting to some extent in prediction and control of events that may be consequences or causes of specific phenomenon. Research is a systematic and refined technique of thinking, employing specialized tools, instruments and procedures in order to obtain a more adequate solution of a problem than would be possible under ordinary mean. Thus, research always starts from question. There are three objectives of research factual, practical and theoretical, which gives rise to three types of research: historical, experimental and descriptive.

The design deals with selection of subjects, selection of data gathering devices, the procedure of making observations and the type of statistical analysis to be employed in interpreting data relationship”.

Research Problem: This research will aim at knowing the effects on mental health of a working women after having a child.

Objectives

- To examine the wellbeing of working women and working mother.
- To examine the effect of occupational stress on mental health of working women
- To find out the difference between the occupational stress and wellbeing of working women and working mothers.

Hypothesis

- There will be no significant difference between well-being of working women and working mothers.
- There will be significant relationship between the occupation stress and well-being of working women.
- There will be significant relationship between the occupational stress and well-being of working mother
- The will be significant difference between the occupational stress and well-being of working women and working mother.

Operational Definition

Below is the definition of the variable taken and the keywords:

Variables:

- Working women
- Working mother
- Mental Health

Keywords: working women, working mother and stressors.

Variable1- Working mother: Childbirth is a significant event in women’s life which leads to the transition of a womanhood to motherhood.

In this research the child birth refers to the time where a change in the life and wellbeing of a working women occurs after she gives birth to a child. What all changes she has to make in her life to accept the role of a mother. This is one variable which will influence/manipulate the other variable.

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Variable2-According to the World Health Organization (WHO), a person is said to be in a state of mental health if they are able to "realise his or her own potential, to cope with the usual demands of life, to work successfully and fruitfully, and to make a contribution to his or her community."

Keywords:

Working women: In this research working women is referred to working class women who is in paid employment outside the home and also takes care of the elderly people, spouse and rest of the household activities.

Working mother: In this research working mother is referred to working women who has a child or children and works outside the home for income and addition to which they take care of elders, spouse, raising their children and rest of the household activities.

Occupational Stress: Here stressor is referred to a situation where a person is unable to cope up with an event which affects her mental health and emotional health and leads to the feeling like fear, anger, hopelessness etc and affects overall wellbeing of a person. Occupational stress here is associated with stress at work.

Sample:

An attempt is made to target two groups:

1. Working women with child/working mother (experimental group).
2. Working women without child (control group).

Since the subject is the "effects on mental health of a working women after having a child", we will take the above two groups for comparison and study the effects on mental health of women after having a child.

The area of research is Dehradun City, Uttarakhand where 30 working women with child/working mothers (N=30) with age between 25 to 40(experimental group) and working women without child (N=30) with age between 25 to 40 control group from different work domain like schools, banks/insurance and private offices will be taken for this research.

I will use non-probability sampling technique where purposive sampling method will be used.

Inclusion: only those working women who are unmarried and working mothers who are married and have kids with age between 25 to 40 were included from the city Dehradun of Uttarakhand state.

Exclusion: Women above and below this age group are excluded. Women not from Dehradun are excluded.

Research Design

Research design is the method of conducting research and in this research since the data collection source will be primary data through consent form, demographic information sheet and questionnaire, so here I will be using survey research method.

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Tools

Survey research method will be used for this study and for which data will be collected through the following forms:

- **Consent Form:** Through the consent form the participant's consent will be taken for conducting the test on them, if they want to participate in this research and be part of it or not along with ensuring the confidentiality.
- **Demographic Information Sheet:** This form will be used to collect the personal demographic details such as name (if they want to), age, gender, educational qualification, occupation, since when they are married, how many kids and their age etc as per the research requirement.
- **PGI General Well Being Measure:** This is a good way to gauge the subject's overall health. "the subjective sensation of fulfilment, pleasure, satisfaction with life, experience, and one's function in the world of work," as well as "no discomfort, discontent, or anxiety etc" (Verma & Verma, 1989). It has 20 questions, and respondents should check () those that apply to how they've been feeling recently (past one month). An individual's score on a scale from 0 to 20 is determined by the number of checks they make. A better indicator of general happiness is a higher score on the PGI General Well Being Measure. Reliability estimated by the Kuder and Richardson formula 20 was 0.98.
- **OCI (Occupational stress index):** For Indian context, the occupational stress will be measured using well recognised and widely used occupational stress index (OCI) (Srivastava and Singh, 1981). In this questionnaire, there are total number of 46 items, each with five options: 1 for strongly disagree, 2 for disagree, 3 for agree, 4 for somewhat agree, 5 for strongly agree. The total score for this scale is used to recognize the level of occupation stress. The higher your stress level the higher score on this scale.
- **Data Analysis technique:** On the basis of the data collected Mean, Standard Deviation, Correlation and T-Test will be used, the data will be analysed using SPSS software.

Analysis and Interpretations

The relevance of data analysis and interpretation cannot be overstated. If the information is not correctly examined and comprehended, it is meaningless. It may be said that there are two main parts to every given research project: gathering data and analyzing it. When doing interpretation, it's important to keep in mind all the caveats associated with the data you're using. Data, no matter how accurate, complete, and up-to-date it is, is useless unless it has been thoroughly examined, categorized, tabulated, amended, and concluded upon logically.

Accuracy in data collection and careful instrument selection are essential to successful research, but so is an understanding of how to use statistical analysis to draw valid conclusions. The goal of data analysis is to derive meaning from data by examining patterns and outliers. Analyzing information include describing it, illustrating it, summarizing it, and evaluating it using statistical and/or logical methods.

In order to draw any inferences or draw any broad strokes from the data at hand, it must first be organized, analyzed, and interpreted. In order to create interpretations from the facts that are intrinsic to them and relevant to the topic at hand, the researcher must use both the objective material at his or her disposal and the researcher's own objective reactions. The term "interpretation" is used to describe the process of making inferences from the data

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available after an analytical and experimental investigation. In reality, it's an attempt to derive a more generalized interpretation from specific data. There are two main parts to the job of interpretation: (1) making an effort to create a thread of continuity across different studies by drawing connections between their findings, and (2) laying the groundwork for a set of explanatory notions.

Need of Interpretation

When reading study results, it is important to keep in mind that they are based on an abstract idea that requires interpretation in order to properly appreciate their significance. Insightful interpretation leads to the formation of hypotheses, which can in turn guide future research. Only via interpretation can a researcher give his findings their full value and ensure that their significance is understood by others.

When the findings of exploratory investigations are analyzed, hypotheses can be formulated for use in subsequent experimental studies.

The goal of this work is to use a variety of statistical techniques to analyze and interpret the data from the current study.

RESULT AND DISCUSSION

In the present study the main objective was to find the wellbeing of working women and working mother and how occupational stress impacts mental health of working women. So when the study was conducted on 30 women who had children and 30 women who didn't have children and then comparisons were drawn on the basis of their well-being, it was found that when t-test was conducted (figure 1) there is no significant difference between well-being of working women and working mothers, as the significant value is greater than 0.05 which made it clear that there is no significant difference and the first hypothesis is accepted.

→ T-Test

Group Statistics				
VAR00003	N	Mean	Std. Deviation	Std. Error Mean
wcwoc working women	30	9.2333	3.46095	.63188
working mother	30	13.6667	3.61351	.65973

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
wcwoc	Equal variances assumed	.808	.373	-4.853	58	.000	-4.43333	.91352	-6.26194	-2.60472
	Equal variances not assumed			-4.853	57.892	.000	-4.43333	.91352	-6.26202	-2.60465

Figure.1 T-Test of Working Women with and without Child

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→ Graph

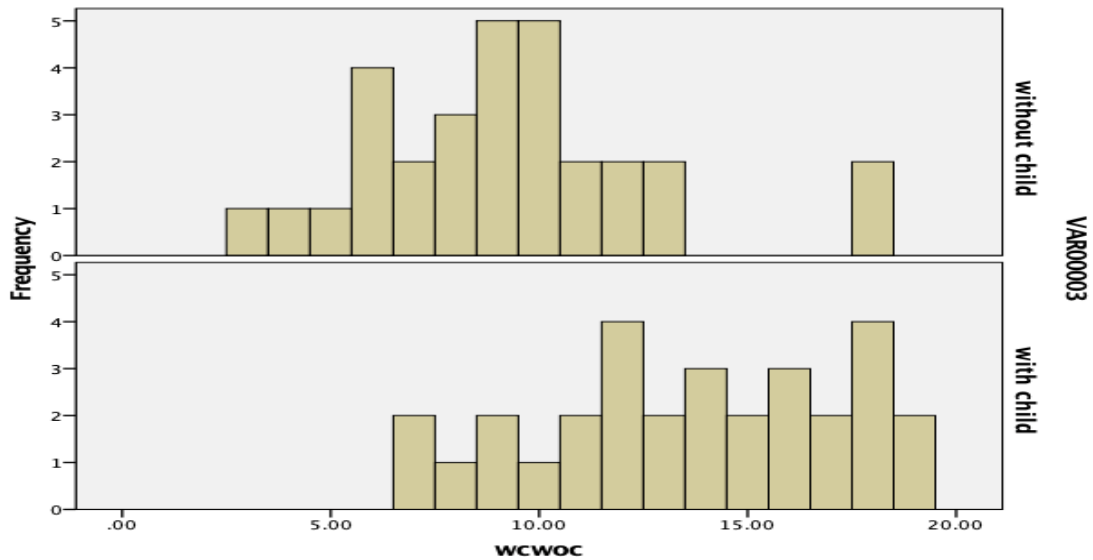


Figure 2 - Variation in the frequency of data

Histogram shows that there is variation in the frequency of data and there is no significant difference.

Further when correlation in SPSS was administered to see if there is any relationship between occupation stress and working women (without child) we found that there is a very strong correlation among these two at the 0.01 level of significance.

As result can be seen very clearly in the figure 2.

→ Correlations

		working women	Occupational working women
working women	Pearson Correlation	1	.772**
	Sig. (2-tailed)		.000
	N	30	30
Occupational working women	Pearson Correlation	.772**	1
	Sig. (2-tailed)	.000	
	N	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

Figure 3 - Correlations

As we moved forward, the analysis of data for our third hypothesis revealed that there was no correlation among variables occupation stress and working mothers, which led to rejection of our third hypothesis.

➔ **Correlations**

		working mother	occupational stress working mother
working mother	Pearson Correlation	1	-.162
	Sig. (2-tailed)		.429
	N	30	26
occupational stress working mother	Pearson Correlation	-.162	1
	Sig. (2-tailed)	.429	
	N	26	30

Figure 3.1- Correlation

When we conducted correlation among the occupation stress and wellness of both working women and working mother, we found that there is strong correlation among them at 0.01 level of significance.

➔ **Correlations**

[DataSet2]

		occupational stress index	wellbeing
occupational stress index	Pearson Correlation	1	.797**
	Sig. (2-tailed)		.000
	N	60	60
wellbeing	Pearson Correlation	.797**	1
	Sig. (2-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Figure 3.2- Correlation

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→ T-Test

Group Statistics					
wcwoc		N	Mean	Std. Deviation	Std. Error Mean
occupational stress index	working mother	30	167.4333	34.80159	6.35387
	working women	30	166.1333	31.31787	5.71784
wellbeing	working mother	30	13.6667	3.61351	.65973
	working women	30	13.8000	3.52723	.64398

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
occupational stress index	Equal variances assumed	.602	.441	.152	58	.880	1.30000	8.54783	-15.81033	18.41033
	Equal variances not assumed			.152	57.367	.880	1.30000	8.54783	-15.81436	18.41436
wellbeing	Equal variances assumed	.055	.816	-.145	58	.886	-.13333	.92193	-1.97878	1.71212
	Equal variances not assumed			-.145	57.966	.886	-.13333	.92193	-1.97881	1.71214

Figure 4- T-Test

CONCLUSION

The article examined wellbeing among the working women and working mothers. The results showed significant relationship among occupational stress and well-being of working women but, compared to the wellbeing of working mother and working woman, there was no significant difference. So far, the relationship between the variables, occupational stress and working mothers go, it was found that there was no relation among them. Strong correlation could be seen between occupation stress and wellbeing of both working women and working mother.

Findings of the study show that there is no significant difference between wellbeing of working women and mother. Occupational stress impacts working women without children more significantly than working mother. These findings and analysis will help us to understand, how child birth impacts working women, as also stress and mental well-being.

Educational Implications

- There are numerous implication which are diverse. The studies examining well-being in women are few and far between. So, this study will help in understanding the difference between the wellbeing of the working women and working mother.
- This study will help us to develop new perspectives about how we can move forward to reduce the occupation stress on working mother and working women to keep their well-being as the primary concern.
- This study will help pave the way to organizing of various workshops for women to make them aware about the well-being of working women and how occupational stress can be reduced and managed.
- This study can help in spreading an awareness and better understanding among families, friends and colleagues of the working mother and working women which will help promote well-being among women who have children and are working.

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Delimitation and limitation

Delimitation

- Study was focused on the working women and working mothers of the city Dehradun.
- Study was conducted targeting domains like schools, banks/insurance companies and private offices.
- Study was done targeting only women who are between the age of 25 to 40.

Limitation

- Area was limited given the pandemic situation.
- Data was not easily accessible, so the sample consisted of only 60 people, 30 working women and 30 working mothers.

Suggestion for further studies

- The sample size of this study is too small to allow for any meaningful extrapolation of its findings outside the city of Dehradun; nevertheless, future research can expand the geographic scope of its findings. In addition, the sample size was limited, therefore expanding it would improve the quality of future research.
- We've also shown that focusing on people's sense of well-being rather than just their material circumstances provide a clearer and complete picture of their lives at work and also as mothers.
- The documented differences in the health and happiness of working women, working mothers, and the effects of occupational stress pave the way for a multifaceted examination of the variable.
- While the results may provide some answers, they are likely to raise new questions that require investigation and will spur more study in this area.
- Despite the study's limitations, similar research including male participants from a variety of socioeconomic backgrounds is feasible.

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Conflict of Interest

The author(s) declared no conflict of interest.

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