

Gender Differences: Impact of Work Stress on Emotion Regulation

Moon Verma^{1*}, Dr. Niti Shukla²

ABSTRACT

Aim: The research aim is to find the gender differences in the impact of work stress on emotion regulation and relationship between the two variables. **Methodology:** A sample size of 125 (Male - 99, Female - 26), Postgraduates, aged between 22 to 36 was taken and independent t-test, Pearson correlation and linear regression were applied using Statistical Package for the Social Sciences (SPSS) to find the results. **Result:** Independent sample t-test (Levene's test for equality of variance) represents the level of significance as 0.032 and 0.000 for work stress and emotion regulation respectively. The correlation between work stress and emotion regulation in males is 0.010 and in females it is 0.936. Furthermore, the significance level in regression is 0.010 and 0.936 in males and females respectively. **Conclusion:** This study concluded that there is a significant difference between male and female on their level of emotion regulation. A significant relationship between work stress and emotion regulation among males. However, there is no a significant relationship between work stress and emotion regulation in females. Work stress significantly predicted a negative correlation with emotion regulation in male and significantly predicted a positive correlation in female between the two variables.

Keywords: Gender Differences, Work Stress, Emotion Regulation

Stress
It is a state of physical, emotional or the physiological response to a stimuli. It can come from any event or thought that can makes anyone feel frustrated, angry, or nervous. Stress is the body's reaction to a challenge/demand. Stress can be negative or positive depending upon the duration and intensity one is exposed to. There are several symptoms of stress such as:

- Body-ache
- Chest pain or a feeling like your heart is racing
- Exhaustion or trouble sleeping
- Headaches, dizziness
- High blood pressure
- Muscle tension

¹B.A. + M.A. Clinical Psychology, Amity Institute of Psychology and Allied Sciences, Amity University, Uttar Pradesh

²Assistant Professor – I, Amity Institute of Psychology and Allied Sciences, Amity University, Uttar Pradesh

*Corresponding Author

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- Stomach problems

Occupational Stress

Occupational stress is a concern for both employees and employers because stressful job conditions are related to employees' emotional well-being, physical health, and job performance. Employees feel stress when they can't cope with pressures and other issues. Occupational stress can be managed by understanding what the stressful conditions at work are and taking steps to remediate those conditions. Employers should match demands to employees' skills and knowledge. For example, employees can get stressed if they feel they don't have the skills or time to meet tight deadlines. Providing planning, training and support can reduce pressure and bring stress levels down. Stress affects people differently, what stresses one person may not affect the another. Factors like skills and experience, age or disability may all affect whether an employee can cope. There are various causes of work-related stress such as –

- Long hours
- Heavy workload
- Changes within the organization
- Tight deadlines
- Changes to duties
- Job insecurity
- Lack of autonomy
- Boring work

Physical response to stress

Researches has shown when an individual appraises a situation as being stressful, the adrenal medulla releases the hormone adrenaline, which prepares the body for a fight or flight response. This increases heart, sweating, blood pressure, and breathing rates. The hypothalamus, which is a brain structure associated with emotional reactions, such as fear responds to stress by activating the pituitary gland, which in turn secretes adrenocorticotrophic hormone (ACTH) that activates the adrenal glands to release the hormone corticosteroid. Cortisol helps the body to maintain steady supplies of blood sugar.

When the stress response (flight/fight response) is activated. It is important to get it back to its baseline. Learning to relax can play a tremendous difference in alleviating stress. This can be achieved by activating the parasympathetic nervous system (PNS) of the autonomic nervous system (ANS) to elicit what Dr. Benson termed the relaxation response, which is a “physical state of deep rest that changes the physical and emotional responses to stress.” The relaxation response works in the opposite way of the fight-or-flight response. It lowers the stress hormone levels and lowers blood pressure.

Emotion Regulation

Every individual experience emotions both negative and positive. It is a part of our everyday lives but still for some individuals emotions can be overwhelming.

‘Emotion regulation’ is a term generally used to describe a person’s ability to effectively manage and respond to an emotional experience. People unconsciously use emotion regulation strategies to cope with difficult situations many times throughout each day. Most of us use a variety of emotion regulation strategies and are able to apply them to different situations in order to adapt to the demands of our environment.

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Some of these are healthy, some are not.

Healthy coping strategies, such as managing stress with a walking program, do not cause harm. They can help to diffuse strong emotions, often allowing for a greater understanding of what led to the emotional experience. On the other hand 'Emotion dysregulation' is the term used to describe an inability to regularly use healthy strategies to diffuse or moderate negative emotions. While all people occasionally use less than ideal emotion regulation strategies, individuals who regularly experience what feels like overwhelming, intense negative emotions are much more likely to rely on unhealthy strategies, like self-injury.

Strategies

There are 3 types of emotion regulation strategies: attentional control, cognitive reappraisal, and response modulation.

Having better emotion regulation strategies to handle your emotions has numerous benefits. Individuals who practice emotional regulation tend to cope better with life's stressors and are more resilient. They have better- coping strategies and distress tolerance. Emotion regulation is a protective factor against depressive symptoms and anxiety disorders. Furthermore, kids who can regulate their emotions tend to be more flexible in their thinking and have better focus, impulse control, and problem-solving skills. These benefits have a ripple effect leading to increased confidence, emotional well-being, and overall happiness.

The development of emotion regulation is a dynamic process that changes over the course of second, minute, hours, days, and years, and also between different situations and context (heller & Casey, 2016).

There are two type of emotion regulation: implicit and explicit. (Etkin et al., 2015: Gyurak, Gross, & Etkin, 2011) The implicit emotion regulation is an effortless process which does not require one's conscious awareness. They are reflexive and are executed with an individual's non-conscious goals either to maintain the affective homeostasis or in response to changing unpredictable events. Also, Implicit emotion regulation can be expressed in more explicit or conscious mental processes. In contrast to implicit emotion regulation, explicit emotion regulation is defined as deliberate and effortful attempts to consciously changes one's emotional state. There are various strategies of explicit emotion regulation such as situation selection, distraction, cognitive reappraisal, and suppression. The cognitive reappraisal strategy for regulation of explicit emotions comprises of series of subprocesses (Ochsner & Gross, 2005, 2008) In order successfully reappraise an emotional stimulus, one must (1) selectively attend to the features of an emotion arousing stimulus that are amenable to being re- framed, (2) mentalize in order to monitor one's changing emotional state, (3) maintain multiple reappraises in working memory, and (4) select appropriate reappraisals while inhibiting inappropriate ones. (João F. Gusassi Moreira & Jennifer A. Silvers). Generally there are two broad variants of reappraisal: Distancing and reinterpretation (McRae, Ciesilski, & Gross, 2012; Ochsner et al., 2004; Ochsner, Silvers, & Buhle, 2012).

Distancing involves imagining that one is further away from an emotional stimulus, either physically or temporally, or by adopting a more objective stance to reduce the affective significance of said stimulus. Reinterpretation involves reframing the cause or outcome of an emotional stimulus so as to alter one's emotions state.

Emotion regulation process do not always fall into neatly binarised divisions. In real life, regulation responses often occur along a continuum between the implicit and explicit, or

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between the conscious and the unconscious. (Gyuruak et al., 2011; Toole & Rothermund, 2011)

Attentional control involves focusing one's attention away from an emotion-eliciting stimulus. Studies on attentional control have focused primarily on responses to pain and have found that various methods of shifting attention or distraction (simply being asked to "think of something else") diminish the averseness of pain (Tracey et al., 2002). Cognitive reappraisal involves reframing the problem or thinking about it in a different way. This has been explored in various ways including asking participants to imagine a context in which an emotional event or experience would be neutral (Ochsner et al., 2002), in which it retreats into the distance (Davis et al., 2011), and in which the participants act as objective, scientific observers without being emotionally involved (Goldin et al., 2008).

Cognitive appraisal (also called simply 'appraisal') is the subjective interpretation made by an individual to stimuli in the environment. It is a component in a variety of theories relating to stress, mental health, coping, and emotion. It is most notably used in the transactional model of stress and coping, introduced in a 1984 publication by Richard Lazarus and Susan Folkman. In this theory, cognitive appraisal is defined as the way in which an individual responds to and interprets stressors in life. A variety of mental disorders have been observed as having abnormal patterns of cognitive appraisal in those affected by the disorder. Other work has detailed how personality can influence the way in which individuals cognitively appraise a situation. The reframing of stimuli and experiences, called cognitive reappraisal, has been found "one of the most effective strategies for emotion regulation." Expressive suppression is the intentional reduction of facial expression of an emotion. It is a component of emotion regulation.

Expressive suppression is a concept "based on individuals' emotion knowledge, which includes knowledge about the causes of emotion, about their bodily sensations and expressive behavior, and about the possible means of modifying them" In other words, expressive suppression signifies the act of masking facial giveaways (see facial expression) in order to hide an underlying emotional state (see affect). In fact, simply suppressing the facial expressions that accompany certain emotions can affect "the individual's experience of emotion" According to a 1974 study done by Kopel and Arkowitz, repressing the facial expressions associated with pain actually decreased the experience of pain in participants. However, "there is little evidence that the suppression of spontaneous emotional expression leads to decrease in emotional experience and physiological arousal apart from the manipulation of the pain expressions.

REVIEW OF LITERATURE

Correlation between stress and emotion regulation

Richardson (2017) conducted a research on emotion regulation in the context of daily stress: impact on daily affect. The main finding of this study was a significant cross-level interaction of daily stress and suppression on daily positive affect where individuals high in suppression experienced lower positive affect on days of high stress than days of low stress. This suggests that suppression may not be detrimental in low stress situations when emotion regulation is less important, but negatively impacts positive affect during high stress. These results point to the importance of considering emotion regulation in the context of stressful life events.

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McLean (2017) conducted research on emotions and emotion regulation and post-traumatic stress disorder. There is evidence showing that each of these negative emotions and emotion regulation difficulties are related to the severity of PTSD stemming from various trauma types. In contrast, much less is known about the temporal relationship between these features and PTSD. Also, studies have found that treatments for PTSD often lead to improvements in these negative emotions and in emotion regulation difficulties, but how these features impact the efficacy of various PTSD treatments is less clear.

Pascual, Conjero, & Etxebarria (2016) conducted a research on coping strategies and emotion regulation in adolescents: Adequacy and gender differences. Participants were 762 adolescents aged between 16 and 18. To assess coping strategies, an adaptation of the Responses to Stress Questionnaire was used. The correlational analyses revealed significant positive correlations between the three indexes and the coping strategies generally considered to be positive, and significant negative correlations between the indexes and coping strategies generally considered to be negative. The results also revealed that girls and boys tend to use different coping strategies.

Prakash, Hussain, & Schirda (2015) conducted a research on the role of emotion regulation and cognitive control in the association between mindfulness disposition and stress. Fifty older adults and fifty young adults were recruited for the study and completed self-report measures assessing mindfulness disposition, perceived stress, and emotional regulation. Their findings reveal the role of enhanced emotional regulation abilities as a potential factor associated with the stress-reducing capacity of dispositional mindfulness.

Kinner, Het, & Wolf (2014) conducted a research on emotion regulation: exploring the impact of stress and sex. Seventy two healthy men and women were either exposed to a stressor or a control condition. Stress caused an increase in blood pressure and higher subjective stress ratings. An increase in cortisol was observed in male participants only. In contrast to controls, stressed participants were less effective in distracting themselves from the emotional pictures. The results further suggest that in women stress enhances the ability to decrease negative emotions. These findings characterize the impact of stress and sex on emotion regulation and provide initial evidence that these factors may interact.

Raio, Orederu, & Plazzolo (2013) conducted a research on cognitive emotion regulation face the stress test. Participants first underwent fear-conditioning, where they learned that one stimulus (CS+) predicted an aversive outcome but another predicted a neutral outcome (CS-). Cognitive regulation training directly followed where participants were taught to regulate fear responses to the aversive stimulus. The next day, participants underwent an acute stress induction or a control task before repeating the fear-conditioning task using these newly acquired regulation skills. The results suggest that stress markedly impairs the cognitive regulation of emotion and highlights critical limitations of this technique to control affective responses under stress.

Goodman, Rietschel, & Hatfield (2013) conducted a research on stress, emotion regulation and cognitive performance: the predictive contributions of trait and State relative frontal EEG alpha asymmetry. Results implicate state-specific relative left frontal lobe activity as having an adaptive role in the regulation of emotion during cognitive challenge, but only under conditions of sufficient stress.

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Galhardo & Matos (2013) conducted a study on the Mediator Role of Emotion Regulation Processes on Infertility-Related Stress. The objective of this study is to investigate gender differences regarding the mediator role of self-compassion and self-judgment on the effects of external shame, internal shame, dyadic adjustment, on infertility-related stress. One hundred and sixty-two women and 147 men with a primary infertility diagnosis completed the following set of self-report measures: Others as Shamer, Experience of Shame Scale, Dyadic Adjustment Scale, Self- Compassion Scale, and Fertility Problem Inventory. Path analyses results revealed that in women self-compassion fully mediated the effect of internal shame on infertility-related stress and partially mediated the effect of dyadic adjustment on this variable, while external shame had only a direct effect. In men self-judgment fully mediated the effect of external and internal shame on infertility-related stress. Dyadic adjustment had only a direct effect on infertility-related stress. In conclusion, there is a distinct role of self-compassion and self-judgment on the relationship between shame and infertility-related stress in men and women.

Wang & Saudino (2011) conducted a research on emotion regulation and stress. The research suggests that individuals vary in their ability to regulate emotions and cope with stress, and these abilities may differ across age. The factors that influence individual differences in emotion regulation and stress coping. They suggest that behavioral genetic designs may be an important avenue for future research. Such research would indicate the extent to which variation in emotion regulation and stress are due to genetic and/or environmental influences and further the extent to which common genetic and/or environmental factors explain the links between emotion regulation and stress.

Gender difference in relationship between stress and emotion regulation

Langer, Stock, & Otto (2020) conducted research on acute stress improves the effectivity of cognitive emotion regulation in men. They investigated the impact of acute stress on different emotion regulation strategies in men and women. N = 118 healthy participants were subjected to the Trier Social Stress Test or a control condition after which they completed an emotion regulation paradigm, requiring them to regulate their emotions in response to negative pictures using reappraisal or distraction. Stress reduced arousal and increased valence and success ratings for reappraisal in men, whereas no significant stress effects were found in women.

Moreover, stressed men displayed a significant expansion of pupil diameter during reappraisal suggesting enhanced cognitive regulatory engagement, which ultimately may have led to better emotion regulation outcomes. Cortisol secretion positively correlated with subjective reappraisal success in men, suggesting a glucocorticoid- driven mechanism that may promote emotion regulatory performance in the aftermath of stress.

Mayorga, Bakhshaie, & Zvolensky (2018) conducted a research on acculturative stress, emotion regulation, and affective symptomatology among Latino/a college students. A sample of 448 Latino/a college students (Mage = 20.67 years, SD = 1.96; 78.3% female) were recruited from a southwestern public university through an online, self-report survey. The findings suggest the potential clinical utility of assessing and targeting acculturative stress and difficulties in emotion regulation in the treatment of depression and anxiety problems among Latino/a college students.

Monteiro, Balogue, & oratile (2014) conducted a research on managing stress: the influence of gender, age and emotion regulation on coping among University students in Botswana.

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Sixty-four males and 64 females, ranging in age from 18 to 29 years completed the Difficulty in Emotion Regulation Scale and the Coping Strategy Inventory. There was a unique finding that non-acceptance of emotional responses, a type of emotion suppression, was positively correlated with problem solving, cognitive restructuring, expressing emotion, social support, problem avoidance and wishful thinking coping strategies. Cultural context and implications for student well-being and university support are discussed.

Hoeksema, & Aldao (2011) conducted a research on gender and age differences in emotion regulation strategies and there is relationship to depressive symptoms. Women were more likely than men to report using several different emotion regulation strategies, and these gender differences were significant even after statistically controlling for gender differences in depressive symptoms. Use of most strategies decreased with age, with two exceptions: (1) use of suppression increased with age for women but not for men and (2) use of acceptance did not decrease with age for women. Use of maladaptive strategies was associated with more depressive symptoms in all age groups and both genders, yet, the use of adaptive strategies generally was not related to lower levels depressive symptoms across groups.

Zlomke, & Hahn (2009) conducted a research on cognitive emotion regulation strategies: gender differences in association to worry. The sample was 1080 young adults. Results of the study provide tentative support for differential cognitive emotion regulation strategies between gender as a vulnerability to increased worry and potentially GAD. Specifically, males and females significantly differed in the endorsement of use of rumination, putting problems into perspective and blaming others as cognitive emotion regulation strategies.

Rationale

There are not too many studies focusing on the gender differences in the impact of work stress on emotion regulation in Indian population. Due to the pandemic everyone is working from home which in turn lead to increase in working hours and work pressure which eventually impacts the emotional state of mind of an individual hence the other variable of the study is emotion regulation.

METHODOLOGY

Aim

The research aims to find the relationship and the impact of work stress on emotion regulation among male and female.

Objective

- To see the effect of work stress on emotion regulation in male and female.
- To see the relationship between work stress and emotion regulation in male and female.

Hypothesis

- To see the difference between male and female on their level of emotion regulation.
- There would be a positive/negative relationship between work stress and emotion regulation among males
- There would be a positive/negative relationship between work stress and emotion regulation among females.
- Work stress will significantly predict the emotion regulation of male.
- Work stress will significantly predict the emotion regulation of female.

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Design

The research design is Quantitative

Sample

The sample size is 125 (Male-99, Female-26), Postgraduates, aged between 22 to 36.

Variables

Independent: Work stress Dependent: Emotion regulation

Description of tools

Work Stress Questionnaire (Revised Version) (WQS)

Author of the tool- Holmgren (2008)

Total number of items- 21

Response scale- 4 pointer Likert scale - yes always, yes rather often, no seldom, no never.

Reliability- test retest reliability of WSQ is 0.74

Validity- WSQ validity is 62.6

Purpose- Early identification of individuals at risk of being sick-listed due to work-related stress.

Scoring key- 1 (no, never) to 4 (yes, always)

The Emotion Regulation Questionnaire (ERQ)

Author of the tool- Gross and John (2003)

Total number of items- 10

Item number 1,3,5,7,8,10 make up the cognitive Reappraise facet. Item number 2,4,6,9 make up the Expressive Suppression facet.

Response scale- 7 pointer Likert scale Reliability- test retest reliability of ERQ is 0.78

Validity- ERQ validity is 60.3

Purpose- It assess habitual use of two commonly used strategies to alter emotion: cognitive reappraisal and expressive suppression.

Scoring key- 1 (strongly disagree) to 7 (strongly agree)

Procedure

To study the gender differences and correlation between work stress and emotion regulation work stress questionnaire (revised version) and the emotion regulation questionnaire were used for respective variables. A google form was created containing both the questionnaires and its link was circulated to people falling in the inclusion criteria. The research was conducted on a sample of 125 Indian individuals out of which 99 were males and 26 were females working in corporate sector aged between 22 to 36 years. After collecting the responses the data was run into SPSS and result table and graphs were formulated based on the results obtained.

Statistical analysis

Independent t-test for finding the gender differences.

Pearson Correlation to assess the relationship between the two variables i.e. work stress and emotion regulation.

Linear Regression to check whether the independent variable i.e. work stress can predict the dependent variable i.e. emotion regulation.

RESULTS

Table 1: Independent t-test

1.1 Group statistics of t-test

	GENDER	N	Mean	Std. Deviation	Std. Error Mean
WORK STRESS	Female	26	94.50	17.535	3.439
	Male	99	90.54	13.267	1.333
EMOTION REGULATION	Female	26	37.50	5.819	1.141
	Male	99	39.01	3.370	0.339

1.2 Independent sample t-test (Levene's Test for Equality of Variances)

		F	Sig.	t	df
WORK STRESS	Equal variance assumed	4.685	0.032	1.264	123
	Equal variance not assumed			1.075	32.892
EMOTION REGULATION	Equal variance assumed	14.551	0.000	-1.717	123
	Equal variance not assumed			-1.269	29.540

*. Levene's test is significant at the 0.05 level

1.3 t-test for Equality of Means

	Sig. (2-tailed)	Mean Difference	Std. Error Difference
WORK STRESS	0.209	3.965	3.138
	0.209	3.965	3.688
EMOTION REGULATION	0.089	-1.510	0.880
	0.214	-1.510	1.190

1.4 95% Confidence Interval of the Difference

	Lower	Upper
WORK STRESS	-2.246	10.175
	-3.540	11.469
EMOTION REGULATION	-3.251	0.231
	-3.943	0.923

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Figure 1 This bar graph represents gender differences in the impact of work stress on emotion regulation.

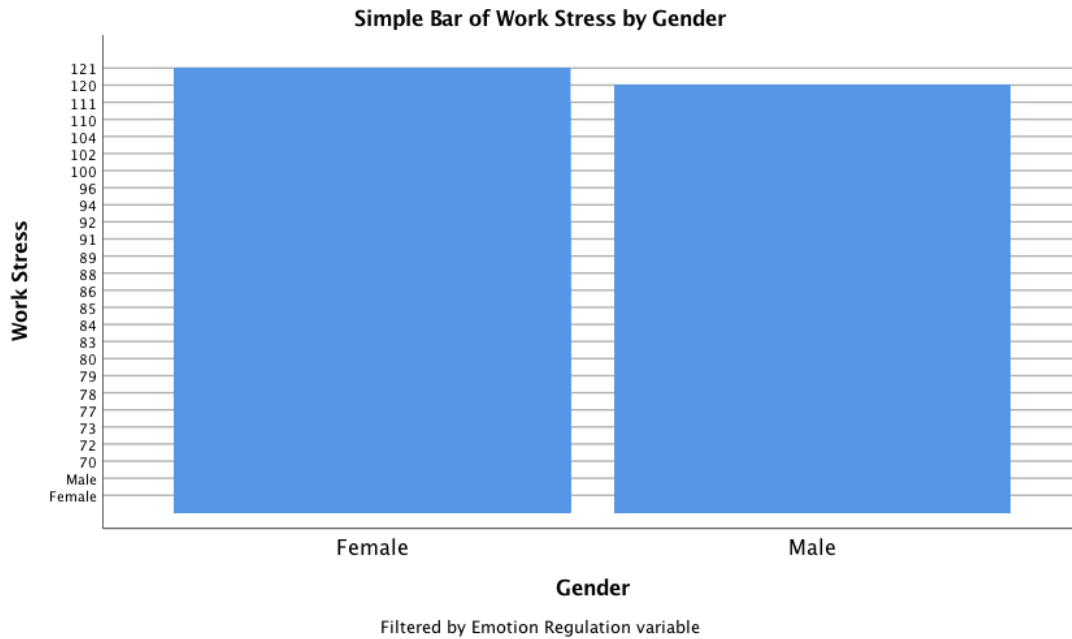


Table 2: Pearson Correlation

2.1 Correlation between work stress and emotion regulation among male

		Work Stress	Emotion Regulation
Work Stress	Pearson Correlation	1	-0.256*
	Sig. (2 - tailed)		0.010
	N	99	99
Emotion Regulation	Pearson Correlation	-0.256*	1
	Sig. (2 - tailed)	0.010	
	N	99	99

*. Correlation is significant at the 0.05 level (2 - tailed)

2.2 Correlation between work stress and emotion regulation among Female

		Work Stress	Emotion Regulation
Work Stress	Pearson Correlation	1	0.017
	Sig. (2 - tailed)		0.936
	N	26	26
Emotion Regulation	Pearson Correlation	0.017	1
	Sig. (2 - tailed)	0.936	
	N	26	26

*. Correlation is significant at the 0.05 level (2 - tailed)

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Figure 2 Scatterplot representing correlation of emotion regulation and work stress.



Table 3: Linear Regression

3.1 Work stress and emotion regulation in male

3.1.1 Descriptive Statistics

	Mean	Std. Deviation	N
Emotion Regulation	39.01	3.370	99
Work Stress	90.54	13.267	99

3.1.2 Correlations

Emotion Regulation		Work Stress	
Pearson Correlation	Emotion Regulation	1.000	-.256
	Work Stress	-.256	1.000
Sig. (1-tailed)	Emotion Regulation	.	.005
	Work Stress	.005	.
N	Emotion Regulation	99	99
	Work Stress	99	99

3.1.3 Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.256 ^a	.066	.056	3.274

a. Predictors: (Constant), Work Stress

b. Dependent Variable: Emotion Regulation

3.1.4 ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	73.054	1	73.054	6.814	.010 ^b
	Residual	1039.936	97	10.721		
	Total	1112.990	98			

a. Dependent Variable: Emotion Regulation

b. Predictors: (Constant), Work Stress

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3.1.5 Coefficients^a

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	95.0% Confidence Interval for B		
						Lower Bound	Upper Bound	
1	(Constant)	44.902	2.281		19.685	.000	40.375	49.429
	Work Stress	-.065	.025	-.256	-2.610	.010	-.115	-.016

a. Dependent Variable: Emotion Regulation

3.1.6 Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.09	40.22	39.01	.863	99
Residual	-8.305	10.085	.000	3.258	99
Std. Predicted Value	-2.221	1.397	.000	1.000	99
Std. Residual	-2.537	3.080	.000	.995	99

a. Dependent Variable: Emotion Regulation

Figure 3 Histogram representing regression in males.

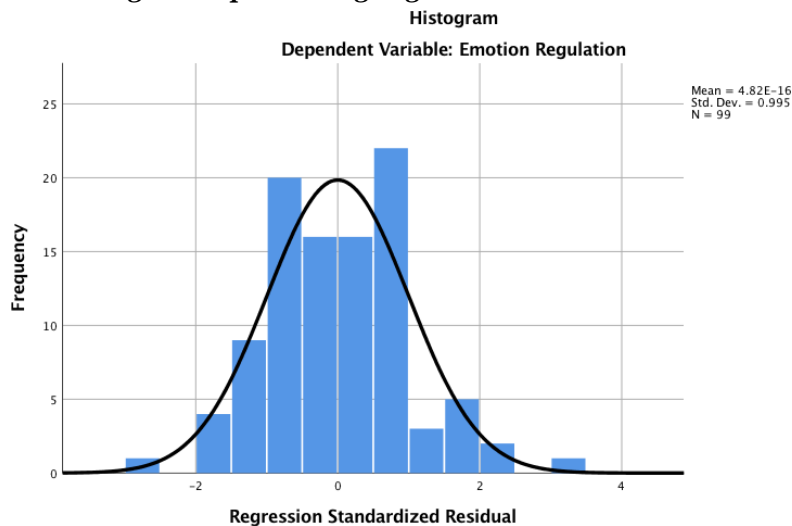
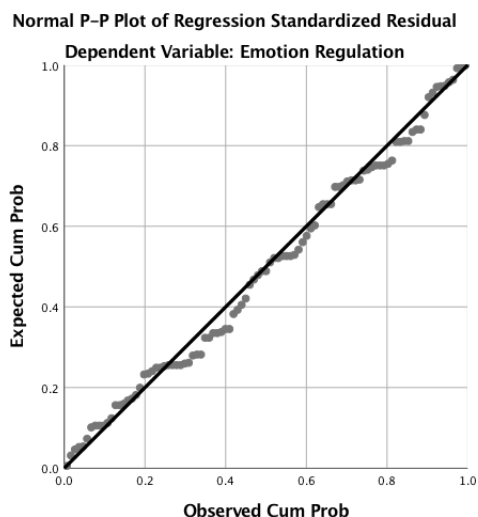
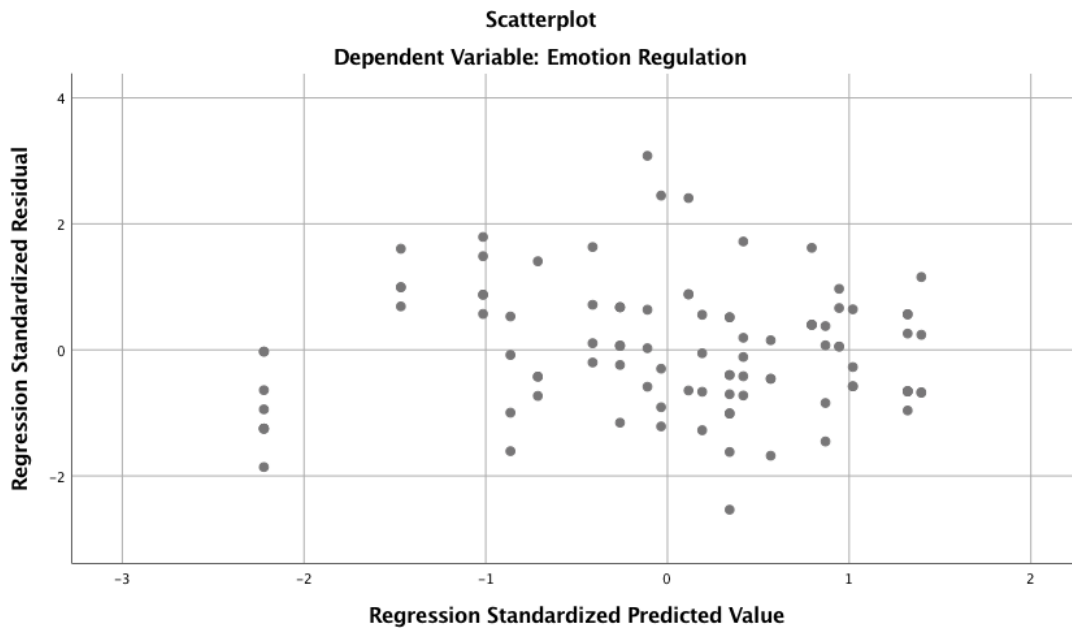


Figure 4 This is a graphical representation of normal P-P plot of regression residual in males.



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Figure 5 This is a scatterplot of regression in male in which dependent variable is emotion regulation and independent variable is work stress.



3.2 Work stress and emotion regulation in Female

3.2.1 Descriptive Statistics

	Mean	Std. Deviation	N
Emotion Regulation	37.50	5.819	26
Work Stress	94.50	17.535	26

3.2.2 Correlations

Pearson Correlation	Emotion Regulation	1.000	.017
	Work Stress	.017	1.000
Sig. (1-tailed)	Emotion Regulation	.	.468
	Work Stress	.468	.
N	Emotion Regulation	26	26
	Work Stress	26	26

3.2.3 Model Summary^b

Model R	R Square	Adjusted R Square	Std. Error of the Estimate
1 .017 ^a	.000	-.041	5.938

a. Predictors: (Constant), Work Stress

b. Dependent Variable: Emotion Regulation

3.2.4 ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.235	1	.235	.007	.936 ^b
	Residual	846.265	24	35.261		
	Total	846.500	25			

a. Dependent Variable: Emotion Regulation

b. Predictors: (Constant), Work Stress

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3.2.5 Coefficients^a

Model	B	Unstandardized Coefficients	Std. Error	Standardized Coefficients		Sig.	95.0% Confidence Interval for B	
				Beta	t		Lower Bound	Upper Bound
1	(Constant)	36.977	6.506		5.684	.000	23.551	50.404
	Work Stress	.006	.068	.017	.082	.936	-.134	.145

a. Dependent Variable: Emotion Regulation

3.2.6 Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.36	37.65	37.50	.097	26
Residual	-13.442	7.514	.000	5.818	26
Std. Predicted Value	-1.397	1.511	.000	1.000	26
Std. Residual	-2.264	1.265	.000	.980	26

a. Dependent Variable: Emotion Regulation

Figure 6 This is a histogram of regression in female.

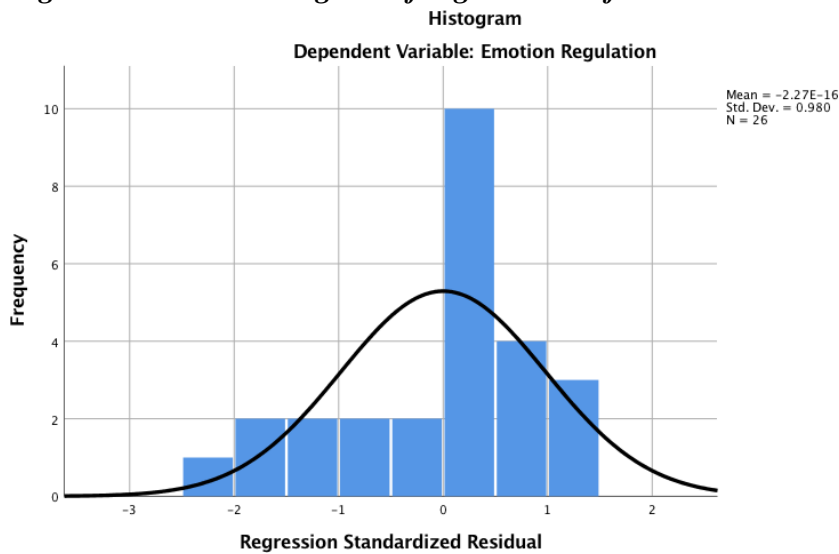
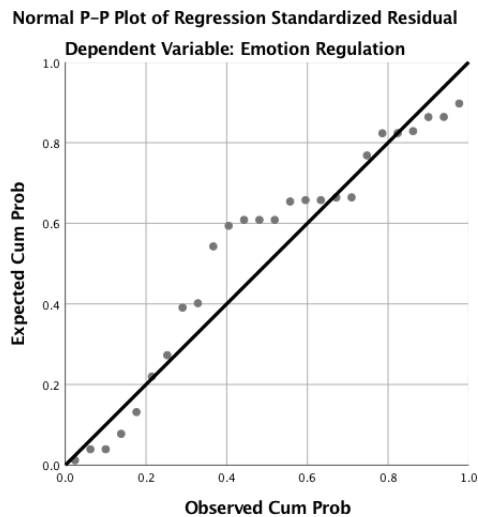
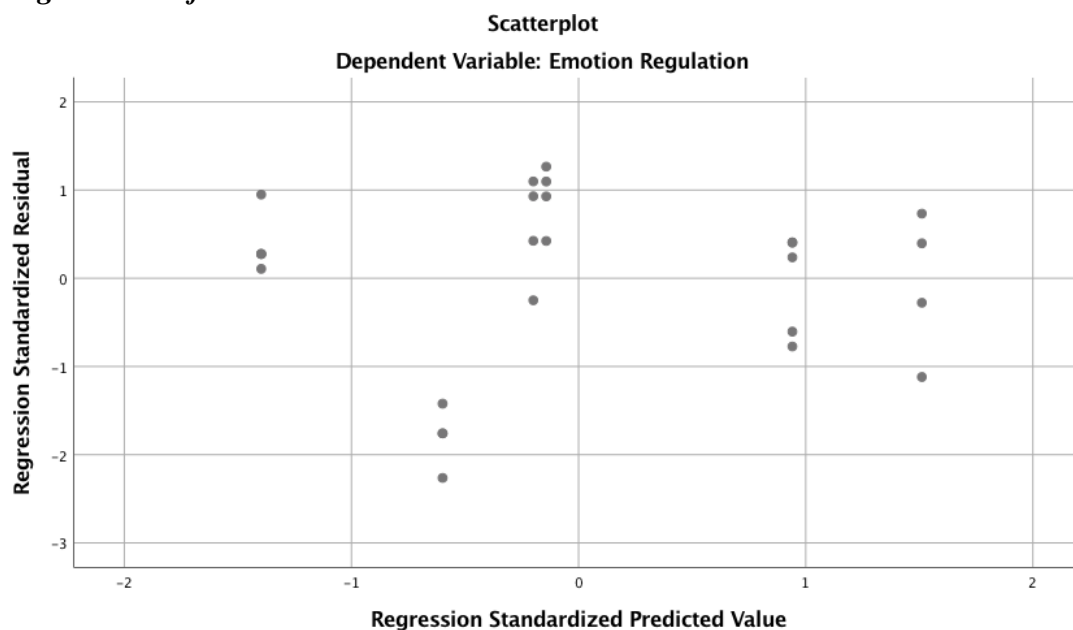


Figure 7 This is a graphical representation of normal P-P plot of regression residual in female.



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Figure 8 This is a graphical representation of regression between work stress and emotion regulation in females.



DISCUSSION

The aim of the research was to assess the gender differences in the impact of work stress on emotion regulation and the relationship between both the variables (work stress and emotion regulation) in Indian working population.

Occupational stress is a concern for both employees and employers because stressful job conditions are related to employees' emotional well-being, physical health, and job performance. Employees feel stress when they can't cope with pressures and other issues. Occupational stress can be managed by understanding what the stressful conditions at work are and taking steps to remediate those conditions. Employers should match demands to employees' skills and knowledge. For example, employees can get stressed if they feel they don't have the skills or time to meet tight deadlines. Providing planning, training and support can reduce pressure and bring stress levels down. Stress affects people differently, what stresses one person may not affect the another. Factors like skills and experience, age or disability may all affect whether an employee can cope. There are various causes of work-related stress such as long hours, heavy workload, tight deadlines, job insecurity, etc.

Every individual experience emotions both negative and positive. It is a part of our everyday lives but still for some individuals emotions can be overwhelming.

Emotion regulation is a term generally used to describe a person's ability to effectively manage and respond to an emotional experience. People unconsciously use emotion regulation strategies to cope with difficult situations many times throughout each day. Most of us use a variety of emotion regulation strategies and are able to apply them to different situations in order to adapt to the demands of our environment. Some of these are healthy, some are not.

There are 3 types of emotion regulation strategies: attentional control, cognitive reappraisal, and response modulation. Having better emotion regulation strategies to handle your emotions has numerous benefits. Individuals who practice emotional regulation tend to cope

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better with life's stressors and are more resilient. They have better- coping strategies and distress tolerance. Emotion regulation is a protective factor against depressive symptoms and anxiety disorders. Furthermore, kids who can regulate their emotions tend to be more flexible in their thinking and have better focus, impulse control, and problem-solving skills. These benefits have a ripple effect leading to increased confidence, emotional well-being, and overall happiness. The development of emotion regulation is a dynamic process that changes over the course of second, minute, hours, days, and years, and also between different situations and context.

People unconsciously use emotion regulation strategies to cope with difficult situations many times throughout each day. Most of us use a variety of emotion regulation strategies and are able to apply them to different situations in order to adapt to the demands of our environment. Some of these are healthy, some are not. Healthy coping strategies, such as managing stress with a walking program, do not cause harm. They can help to diffuse strong emotions, often allowing for a greater understanding of what led to the emotional experience.

There are various researches while provides a better understanding such as, Richardson (2017) conducted a research on emotion regulation in the context of daily stress: impact on daily affect. The main finding of this study was a significant cross- level interaction of daily stress and suppression on daily positive affect where individuals high in suppression experienced lower positive affect on days of high stress than days of low stress. This suggests that suppression may not be detrimental in low stress situations when emotion regulation is less important, but negatively impacts positive affect during high stress. These results point to the importance of considering emotion regulation in the context of stressful life events.

Langer, Stock, & Otto (2020) conducted research on acute stress improves the effectivity of cognitive emotion regulation in men. They investigated the impact of acute stress on different emotion regulation strategies in men and women. N = 118 healthy participants were subjected to the Trier Social Stress Test or a control condition after which they completed an emotion regulation paradigm, requiring them to regulate their emotions in response to negative pictures using reappraisal or distraction. Stress reduced arousal and increased valence and success ratings for reappraisal in men, whereas no significant stress effects were found in women.

Moreover, stressed men displayed a significant expansion of pupil diameter during reappraisal suggesting enhanced cognitive regulatory engagement, which ultimately may have led to better emotion regulation outcomes. Cortisol secretion positively correlated with subjective reappraisal success in men, suggesting a glucocorticoid- driven mechanism that may promote emotion regulatory performance in the aftermath of stress.

Furthermore, through independent t-test the results suggest that there is a significant difference between the impact of stress on emotion regulation in male and in females as the levene's test is significant at 0.05 level.

After applying correlation it is found that there is a negative relationship between stress and emotion regulation among males and a positive relationship between stress and emotion regulation among females.

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In regression analysis it is found that stress significantly predicted the emotion regulation of male as it is significant at 0.05 level whereas stress did not significantly predicted the emotion regulation of female.

Hypothesis 1: To see the difference between male and female on their level of emotion regulation.

Table 1.2 Independent sample t-test (Levene's Test for Equality of Variances) depicts the significance level of work stress and emotion regulation are 0.032 and 0.000 respectively, both of which are less than 0.05 level of significance and hence there is a significant difference between male and female in their level of stress and emotion regulation.

Hypothesis 2: There would be a positive/negative relationship between work stress and emotion regulation among males.

Table 2.1 Correlation between stress and emotion regulation among Male depicts that there is a positive significant linear correlation between work stress and emotion regulation in males as the sig. (2 tailed) level of stress and emotion regulation is 0.010 which is equal to 0.01 level.

Hypothesis 3: There would be a positive/negative relationship between work stress and emotion regulation among females.

Table 2.2 Correlation between stress and emotion regulation among Female depicts that there is no significant linear correlation between work stress and emotion regulation in females as the sig. (2 tailed) level of stress and emotion regulation is 0.936 which is greater than 0.01 level.

Hypothesis 4: Work stress will significantly predict the emotion regulation of male.

Table 3.1.3 Model Summary depicts that is predicting but not accounting for the huge amount as the R square value is even less than 10% that is 6.6% (0.066).

Table 3.1.4 Anova table is telling that the correlation of 0.066 is statistically significant as the significance level is less than / equal to 0.01 (0.01) also Table 3.1.2 Pearson Correlation is indicating that the data is statistically significant at the sig. (1 tailed) level as 0.005 which is less than 0.01 and hence it is providing strong evidence in favour of the hypothesis.

Table 3.1.5 Unstandardized coefficients (B) implies that stress is negatively correlated with emotion regulation.

Hypothesis 5: Work stress will significantly predict the emotion regulation of female.

Table 3.2.3 Model Summary depicts that is predicting but not accounting for any amount as the R square value is equal to 0 that is 0.0% (0.000).

Table 3.2.4 Anova table is telling that the correlation of 0.000 is not statistically significant as the significance level is greater than 0.01 (0.936) also Table 3.2.2 Pearson Correlation is indicating that the data is not statistically significant at the sig. (1 tailed) level as 0.468 which is greater than 0.01 and hence it is providing absence of evidence against the hypothesis.

Table 3.2.5 Unstandardized coefficients (B) implies that stress is positively correlated with emotion regulation.

CONCLUSION

The research was conducted to see the gender differences in the impact of work stress on emotion regulation, the relationship of work stress and emotion regulation. t-test, correlation, and regression were used on the data collected by 25 to 35 years old Indian working population (N=125) through google forms. The questionnaire used were The work stress questionnaire (revised version) and The emotion regulation questionnaire. The statistical analysis showed that the research was significant as there is a gender difference in the impact of work stress on emotion regulation and there is a positive correlation between work stress and emotion regulation in males however provides no significant linear correlation between work stress and emotion regulation in females which are the major implications of this study.

The research reaches its end as an exploratory venture into understanding the gender differences along with the relationship. Certain questions which can be probed by future readers and researchers interested would be to understand the impacts with a relatively larger sample and cultural differences. While the reason I chose working population was because the due to pandemic the work load and the overall stress both has increased which is eventually hampering the emotional state of employees.

Limitations of the study:

- Since the questionnaire was administered online, rapport formation could not be formed with the participants. Also, the respondent could not seek for any clarification if there was any doubt or confusion in the item.
- The factor of social desirability could not be monitored and the sample size was relatively small and hence can not be generalized for the general population.
- The data was collected from the employees of one company hence the results could vary if the data is collected from other companies with different age range.

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Conflict of Interest

The author(s) declared no conflict of interest.

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