

## **Influence of Gender and Working Area on Quality of Work Life and Mental Health among Employees**

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### **ABSTRACT**

The present study is aimed to study the influence of gender and working area of the employees on their quality of work life and mental health. Total 480 employees were selected for the study in which 240 employees were working in Shivaji University, Kolhapur and 240 employees were working in Mumbai University, Mumbai. They were equally distributed on the basis of gender and working area. Quality of work life was measured by 'Quality of Work Life Scale' (QWL) which is constructed by Dhar, Dhar and Roy (2011) and mental health was measured by Mithila Mental Health Status Inventory (MMHSI) by Anandkumar and Thakur (1984). Data was analyzed through descriptive statistical technique and Multivariate analysis of variance (MANOVA). Result revealed that gender and working area significantly influence on quality of work life of the employees. However, gender also significantly influence on egocentrism and social non-conformity of the employees. Additionally, working area significantly influence on employees alienation. Results were discussed on the basis of above fact and previous literature.

**Keywords:** *Gender, Working area, Quality of Work Life and Mental Health*

Quality of Work Life (QWL) has emerged as one of the most important aspect of job that makes certain long term association of the employees with the organization. QWL always leads to positive atmosphere and attempts to satisfy the higher order needs of employees. Quality of work leads to an atmosphere that encourages and improving their skill and good interpersonal relations.

### ***Quality of Work Life (QWL)***

The term 'quality of work life' refers to the favorable or unfavorable aspect of the job environment for people working in the organization (Davis, 1972). According to Srivastava and Kanpur (2014) quality of work life is the existence of a certain set of organizational conditions or practices. It is a degree to which members of a work organization are able to satisfy personnel needs through their experience in the organizations. Richard E. Walton explained quality of work in term adequate and fair compensation, safe and healthy working conditions, opportunity to use

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and develop human capacities, opportunity for career growth, social integration in the work place, constitutionalism in the work organizations, work and quality of life and social relevance of work. Nadler and Lawler (1983) point out that “Quality of work life is a way of thinking about people, work and organizations, its distinctive elements are (i) a concern about the impact of work on people as well as on organizational effectiveness, and (ii) the idea of participation in organizational problem-solving and decision making”. The overriding purpose of quality of work life is to change the climate at work so that the human-technological-organizational interface leads to a better quality of work life (Luthans, 1995). Quality of work life is viewed as that umbrella under which employees feel fully satisfied with the working environment and extend their wholehearted cooperation and support to the management to improve productivity and work environment.

### ***Mental Health***

A several experts coated the importance of mental health in our life activities. mental health is an effective determinant for individuals integrated personality and balanced behavior and it is identified on the basis of individuals adjustment with self, others and environment. Mental health includes human productivity and proper functioning of mind and body. Mental health becomes a key interest of the experts in several disciplines.

A lot of distinct approaches regarding mental health were reported by the experts. Mental health is a sound mental condition or a state of psychological well-being or freedom from mental diseases (Schwartz et al., 1968). Keyes (2002) placed one distinct approach with respect to mental health. In his notion he claimed that mental health can be seen as a continuum, having different values. Generally mental wellness is viewed as a positive attributes, such that a person can reach enhanced level of mental health. This definition of mental health highlights emotional well-being, the capacity to live a full and creative life, and a flexibility to deal with life’s inevitable challenges. According to World Health Organization (2006) mental health is a state of well-being in which every individual understand his or her own strengths and weaknesses, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. There is no single definition or meaning or application of mental health which is agreed by all experts. There are several explanations of mental health which try to explain different approaches, definitions, meanings and uses of mental health even in a single context it may be used in many different ways.

Quality of work life and mental health is attributed by a lot of variables, however, in the present study it is seen that how these factors are attributed by gender and working area of the employee.

### ***Quality of Work Life and related factors***

A lot of variables are associated with quality of work life, which have either influence on quality of work life or influenced by quality of work life. Some representative previous studies are

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presented here: Doble and Supriya (2010) reported that organizational efforts at providing a supportive work environment are appreciated as they go a long way towards enhancing work-life balance. Bolhari et al. (2011) conducted a study to investigate the relationship between quality of work life and gender and suggest that there is no significant relation was approved between them. Tabassum and Jahan (2011) aims to make a comparative learning of the existing quality of work life between the males and female employees. The study reveals that significant difference between male and female employees with respect to quality of work life. Indumathi and Selvan (2013) studied a perception on quality of work-life among male and female employees in the information technology companies. It is found that compare to male, female employees are greatly affected in the quality of work life factors such as stress, social integration and communication at the work place. Latkovic, Popovska and Popovski (2013) studied quality of work life of Macedonian managers. They compare the quality of work life among public and private sector and argued that quality of work is related with work environment i.e. public and private sector.

### ***Mental health and its Connections***

From previous studies it shows that a lot of variables are related with mental health, some of them are presented here: Bornel and Montsre (2004) conducted a study to compare the mental health among male and female adolescents and demonstrate that there is a significant difference between male and female students in mental health. Probst et al. (2006) argued that rural populations experience more adverse living circumstances than urban populations, but the evidence regarding the prevalence of mental health disorders in rural areas is contradictory. It was observed that the prevalence of depression is slightly but significantly higher in residents of rural areas compared to urban areas, possibly due to differing population characteristics. Bhatt (2013) demonstrate the significant difference in emotional stability and depressive level between male and female participants. Anjum and Aijaz (2014) deliberate to study the influence of gender on feeling of security-insecurity of participants. The author of the study verified that female participants experience more insecure feelings than males. Acharya (2015) conducted a study to assess the influence of gender on mental health and demonstrated that gender differences were significantly related to mental health however, the interaction effect of gender and area was not influence on mental health.

## **OBJECTIVES**

1. To study the effect of gender on quality of work life among the employees.
2. To study the influence of employees working area on their quality of work life.
3. To study the effect of gender on mental health (egocentrism, alienation, expression, emotional un-stability and social non-conformity) of the employees.
4. To study the influence of working area on mental health (egocentrism, alienation, expression, emotional un-stability and social non-conformity) of the employees.

***Hypotheses***

1. Gender will be significantly effect on quality of work life of the employees.
2. Quality of work life will be significantly influenced by employees working area.
3. Gender will be significantly effect on mental health (egocentrism, alienation, expression, emotional un-stability and social non-conformity) of the employees.
4. Employees working area will be significantly influence on their mental health (egocentrism, alienation, expression, emotional un-stability and social non-conformity).

**METHOD**

***Participants:***

In the present investigation 480 employees were selected for the study in which 240 employees were working in Shivaji University, Kolhapur and 240 employees were working in Mumbai University, Mumbai. They were equally distributed on the basis of gender i.e. 240 were male and 240 were female employees. They were selected on the basis of their job hierarchy. Employees having all job positions such as class I, class II, class III, etc. were incorporated in the sample. Propositional random sample method was employed for the data collection. The age of the adolescents ranged from 18 to 25 years. They have diverse range of the experience.

***Tools:***

**a. Quality of Work Life (QWLS):** This scale was constructed by Dhar, Dhar and Roy (2011). It has been designed to wide group of age for the measurement of quality of work life of the employees. The scale consists of 45 items having five point rating scale namely: ‘Strongly Disagree’, ‘Disagree’, ‘Not Sure’, ‘Agree’, and ‘Strongly Agree’. The scale measures four dimensions namely; i) Productivity, ii) Work-life Balance, iii) Human Relations, and iv) Learning Organizations. The reliability of the test is 0.89. The scale is validated against the external criteria. Hence the test has adequate psychometric properties.

**b. Mithila Mental Health Status Inventory (MMHSI):** To measure the mental health of University of personnel the researcher is planning to use Mithila Mental Health Status Inventory (MMHSI) by Anandkumar and Thakur (1984). This scale contains five subscale namely; i) Egocentrism, ii) Alienation, iii) Expression, iv) Emotional Un-stability and v) Social Non-Conformity. High score on Mithila Mental Health Status Inventory is indicative of ‘poor mental health’. The reliability index of Mithila Mental Health Status Inventory (MMHSI) is calculated by split half method and it is found 0.90 and by the test-retest method is 0.87. The Mithila Mental Health Status Inventory (MMHSI) has adequate content validity.

***Procedure:***

With prior consent of the head of the University and head of the respected department, researcher meet to employees in their work place and measures were given to them. They were requested to record their responses freely as per the test instructions on separate answer sheets. Finally, they were thanked for their cooperation. Individual testing approach was employed to collect the data.

**RESULT AND DISCUSSION**

In the present study gender and working area treated as independent demographic variables. They are divided into two levels; hence 2X2 factorial design was employed to see the influence of gender and working area on quality of work life and mental health.

**Table 1: Intergroup comparisons (Descriptive Statistics) for quality of work life**

DV	IV		Gender	
			Male	Female
QWL	Working Area	SU	M=95.14 (& SD=13.79)	M=100.69 (& SD=12.61)
		MU	M=102.55 (& SD=09.68)	M=102.76 (& SD=10.79)

(Note: N=120 in each inter-groups)

The first objective of the study was to study the effect of gender on quality of work life among the employees. It was hypothesized that gender will be significantly effect on quality of work life of the employees. Table 1 show the mean value for female is higher than that of male employees. Again in table 2 summary of table show the main effect for gender has significant influence on quality of work life (F=7.12, df=1 & 476, p < 0.01). The studies conducted by Tabassum and Jahan (2011) and Indumathi and Selvan (2013) are supported to conclusion drawn in the present investigation in this regard. This conclusion is in the line of the first hypothesis.

**Table 2: Summary two-way analysis of variance (ANOVA) for the effect of Gender and Working area on Quality of work life**

Source	SS	df	MS	F	Sig.
Gender (A)	994.752	1	994.752	7.12**	.008
Working area (B)	2693.269	1	2693.269	19.27**	.000
A X B	856.002	1	856.002	6.12**	.014
Within (Error)	66539.875	476	139.790		
Total	71083.898	479			

Second objective of the study was to study the influence of employees working area on their quality of work life. In this regard it was assumed that quality of work life will be significantly influenced by employees working area. Table 1 show the mean value for employees working in Mumbai University is higher than the employees working in Shivaji University, Kolhapur. Again in table 2 summary of table show the main effect for working area has significant influence on quality of work life (F=19.27, df=1 & 476, p < 0.01). The study conducted by Popovska and Popovski (2013) is supported to conclusion drawn in the present investigation. This conclusion is also in the line of the second hypothesis.

**Table 3: Intergroup comparisons (Descriptive Statistics) for mental health sub-factors**

DV	IV		Gender	
			Male	Female
EG	Working Area	SU	M=32.47 (& SD=3.85)	M=33.69 (&SD=4.27)
		MU	M=32.32 (& SD=3.05)	M=34.19 (&SD=2.85)
AL	Working Area	SU	M=29.88 (& SD=4.22)	M=30.23 (& SD=3.95)
		MU	M=28.03 (& SD=4.97)	M=27.58 (& SD=4.04)
EX	Working Area	SU	M=29.69 (& SD=3.88)	M=30.52 (&SD=6.43)
		MU	M=30.92 (& SD=2.72)	M=30.83 (&SD=3.42)
EU	Working Area	SU	M=29.72 (& SD=3.88)	M=31.34 (& SD=3.58)
		MU	M=30.30 (& SD=3.14)	M=29.78 (& SD=3.73)
SNC	Working Area	SU	M=30.99 (& SD=4.71)	M=33.52 (& SD=4.18)
		MU	M=30.25 (& SD=3.39)	M=33.18 (& SD=3.78)

(Note: N=120 in each inter-groups) and (Abbreviations: QWL-Quality of work life, EG-Egocentrism, AL-Alienation, Ex-Expression, EU-Emotional un-stability, SNC-Social non-conformity, SU-Shivaji University & MU-Mumbai University)

Table 4 depicts that the summary of multivariate analysis of variance (MANOVA). The third objective of the study was to study the effect of gender on mental health. However the sub-factors of the mental health namely egocentrism, alienation, expression, emotional un-stability and social non-conformity were considered for the analysis. It was hypothesized that gender will be significantly influence on mental health (egocentrism, alienation, expression, emotional un-stability and social non-conformity) of the employees. Table 4 shows gender has significant influence on egocentrism ( $F=22.74$ ,  $df=1$  &  $476$ ,  $p < 0.01$ ) and social non-conformity ( $F=54.44$ ,  $df=1$  &  $476$ ,  $p < 0.01$ ). However, alienation, expression and emotional un-stability does not influenced significantly by gender. This conclusion partially accepts with respect to third hypothesis.

**Table 4: Summary of Multivariate analysis of variance (MANOVA) showing effect of gender and working area on mental health**

Source	DV	SS	df	MS	F	Sig.
<b>Gender (A)</b>	EG	286.75	1	286.75	<b>22.74**</b>	<b>.000</b>
	AL	.352	1	.352	.020 NS	.887
	EX	16.50	1	16.50	.875 NS	.350
	EU	35.75	1	35.75	2.77 NS	.097
	SNC	891.07	1	891.07	<b>54.44**</b>	<b>.000</b>
<b>Working area (B)</b>	EG	3.852	1	3.85	.30 NS	.581
	AL	609.75	1	609.75	<b>34.83**</b>	<b>.000</b>
	EX	71.302	1	71.30	3.78 NS	.052
	EU	29.50	1	29.50	2.28 NS	.131
	SNC	35.21	1	35.21	2.15 NS	.143
<b>(A X B)</b>	EG	12.35	1	12.35	.98 NS	.323
	AL	19.60	1	19.60	1.12 NS	.291
	EX	24.75	1	24.75	1.31 NS	.253
	EU	137.60	1	137.60	<b>10.65**</b>	<b>.001</b>
	SNC	4.8	1	4.8	.29 NS	.588
<b>Within</b>	EG	6002.37	476	12.61		
	AL	8333.02	476	17.51		
	EX	8979.39	476	18.86		
	EU	6147.04	476	12.91		
	SNC	7790.78	476	16.37		
<b>Total</b>	EG	6305.33	479			
	AL	8962.73	479			
	EX	9091.95	479			
	EU	6349.89	479			
	SNC	8721.87	479			

Final objective of the study was to study the influence of working area on mental health (egocentrism, alienation, expression, emotional un-stability and social non-conformity) of the employees. It was hypothesized that employees working area will be significantly influence on their mental health (egocentrism, alienation, expression, emotional un-stability and social non-conformity). In table 4 it is seen that working area does not significantly influence on egocentrism, expression, emotional un-stability and social non-conformity. However, working area significantly influence on only one sub-factor of mental health namely alienation (F=34.83, df=1 & 476, p < 0.01). This conclusion also partially accepts.

Again only one interaction effect i.e. gender X working area (AXB) significantly influence on emotional un-stability (F=10.65, df=1 & 476, p < 0.01). However, remaining sub-factors of the mental health does not significantly attributed by such interaction.

## CONCLUSIONS

1. Gender significantly influence on quality of work life of the employees.
2. Quality of work life significantly influenced by working area of the employees.
3. Gender significantly influence on egocentrism and social non-conformity of the employees.
4. Working area significantly influence on employees alienation.

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