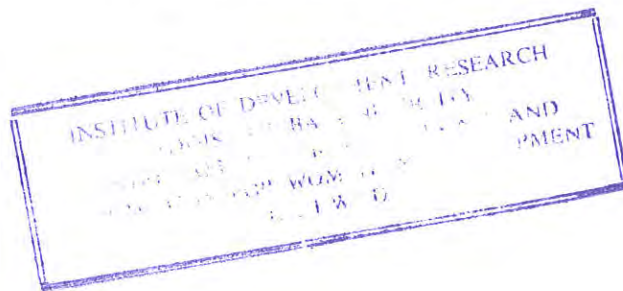


**ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES**

**OCCUPATIONAL STRESS, CONTROL AND
INCOME: THEIR RELATION WITH THE
PSYCHOLOGICAL WELL-BEING OF
EMPLOYED WOMEN**

BY:

TESHWAL ASHAGRIE



JUNE 2006

**OCCUPATIONAL STRESS, CONTROL AND INCOME:
THEIR RELATION WITH THE PSYCHOLOGICAL
WELL-BEING OF EMPLOYED WOMEN**

**A THESIS SUBMITTED TO THE SCHOOL OF GRADUATE STUDIES,
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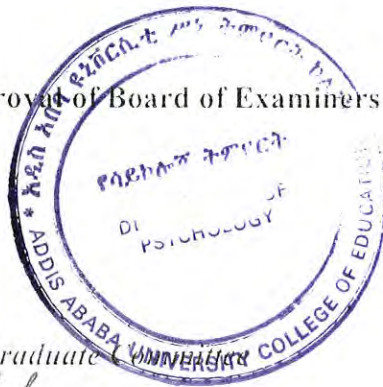
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ABSTRACT

The main objective of this study was to examine the relationship between occupational characteristics and psychological well-being of employed women. In light of this objective, 15 organizations, 18 occupation and 180 employed women were selected by convenient and pervasive sampling technique (150 for questioner and 30 for interview). In order to ensure fair representations of employed women, they were categorized based on their geographical location (20 from each sub-city). Quantitative analyses were used to analyze the data obtained through the questionnaires. To investigate the relationship correlations were performed. To explore the predictive power regressions analysis was used. To find out the group differences independent sample T-test was used. Alpha value of 0.01 was used for significance tests in this study. More over, all quantitative analysis were done using SPSS 12. The information from the interview was categorized in themes and analyzed using qualitative methods. Given our findings, it seems warranted that Stress has a negative and control has a positive significant relationship with the psychological well-being of employed women but not income. Among them, Control is a strong predictor of employed women's psychological well being. And ages, marital status, numbers of children and educational level have a relationship with psychological well-being of employed women. Among them, educational level is a strong predictor of employed women's psychological well being. There is also a difference in psychological well-being between married and un-married employed women i.e. married employed women have better psychological well-being than unmarried employed women .More over the coping mechanisms used by employed women are their own, not something they got from professional support.

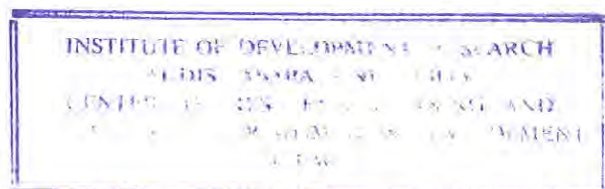


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CHAPTER ONE

INTRODUCTION

1.1. Background of the Study

In several studies, women generally report lower levels of psychological well-being than men. Average rates of clinical depression, for instance, are higher for women than for men (Blumenthal, 1994). The effect of paid employment on women's mental health, especially married women's levels of psychological distress, has been an ongoing interest for the past three decades. Results from some studies suggest that the effects of employment on married women's mental health are complicated by a host of factors such as family responsibility and job conditions (Lennon, 1994).

Traditionally, researchers have explored this issue by comparing the psychological well-being of wives who were full-time homemakers to those employed outside their homes. Lennon (1994), for example, found that housework is more physically demanding, whereas paid work involves more time pressures. In general, work conditions such as skill discretion, job demands, and trouble with subordinates lead to psychological distress and lower levels of job satisfaction and well-being (Barnett & Brennan, 1995).

Although these dimensions of work can impact women's psychological well-being, there is emerging consensus that autonomy, time pressure, physically demanding work, and intrinsic rewards are work conditions that manifest the strongest effects on women's psychological well-being (Karasek & Pugliesi, 1995). However, levels of psychological well-being were found to differ

among women themselves. Demographic characteristics such as income, age and marital status, for example, have been shown to explain the difference in well-being among women (Williams & Rucker, 1996). These and other factors that affect women's psychological well-being are discussed below.

The first variable that affects psychological well-being of women is stress. The reason for this is not one and definite. However, many researchers have found that being female is a source of stress for women that negatively impacts physical and psychological well-being (Billingsley, 1992, Franklin, 1998). Lennon and Rosenfield (1992) reported that employed married women with high job autonomy have fewer symptoms of distress than housewives and those employed women with little job autonomy. Moreover, it was found that work requiring physical effort was associated with higher levels of depressive symptoms.

Several of the more recent studies also compared the subjective work conditions of employed women to women who are full-time homemakers and the consequences these conditions create for psychological well-being (Lennon, 1994, Mays, Coleman & Jackson, 1996). The studies concluded that employed women and full-time homemakers have similar levels of psychological distress owing to their differential exposure to positive and negative dimensions of their working conditions (Lennon, 1994). It was also reported that, perceptions of gender-based discrimination affect patterns of job stress in the work environment of employed women (Mays, Coleman & Jackson, 1996).

Another factor that affects psychological well-being is control. Rosenfield (1989) argues that excessive work demands along with low levels of control over the work process affect employed women's

psychological well-being by decreasing their sense of control over their lives. Autonomy, the opportunity to use discretion in one's work activity (Lennon, 1994), for instance, is one dimension of control, which is frequently associated with lower levels of psychological distress.

In addition, a growing body of research revealed that control over work is an important job condition that is central to healthy psychological functioning. Moreover, employed African American women are concentrated in jobs where they have very little autonomy (St. Jean & Feagin, 1998). In probing this relationship, Riley and Keith (2001) identified that employed African American women with lower levels of job autonomy are less satisfied with their lives.

However, in Ethiopia, the predictive role of occupation related factors on women's psychological well-being has not yet been scrutinized in details. Thus, in an effort to better understand the factors that predict employed women's psychological well-being, this study examines the impact of occupation on the psychological well-being of employed women. Special focus was given to the most commonly identified factors in the literature: occupational stress, occupational control and occupational income.

1.2 Statement of the Problem

Some characteristics of a given occupation have their own impact (physical or psychological) on the well-being of employees. The physical well-being is easily observable whereas the psychological well-being is not easily observable. That is why; they do not give emphasis for psychological problems related to occupational and psychological problems which are not easily observable. However,

the psychological problems of a human being can bring diverse disasters. This is noticeable among employed workers-specially women. It is well known that women culturally look after their children. In addition, they are working in different organizations. Many researches show that women (who are working inside home as well as outside home) have more psychological problems than their males.

Similarly, some researchers have indicated that in working outside home, the two sexes do not face the same psychological problems-women have more problems than men do due to so many natural and social factors (e.g., physical unfitness, gender biased cultural influence etc) (Pugliesi, 1995). Furthermore, researchers found that there is dissimilarity in the degrees of occupation related psychological problems among women. (Wray & Mcnerney, 1994).

Some of the symptoms of psychological problems of employed workers are job dissatisfaction, employee turnover, absenteeism, reduced efficiency, alcoholism, "petty internal politics", bad or snap decisions, indifference and apathy, lack of motivation or creativity, illness and even death(suicide). These and others are serious problems of workers that emanate from factors that are related to occupational characteristics. (Hochschild,1989)

The major reason to conduct research on women's occupational and psychological problems is that work is still very much divided by sex. Women and men do very different works and are exposed to different risks of physical or psychological nature. At the same time, women culturally look after children and have the responsibility of the family. How can they handle the two different works? Although some researchers have investigated the issue, their focus was on comparison of the two sexes rather than examining the issue for

each sex separately (Dick & Biswas, 1995). These points initiated the researcher to conduct the current research.

The general objective of this study, therefore, is to examine the relationship between occupational characteristics and psychological well-being of employed women.

More specifically, the study aims at answering the following questions:

1. Do occupational characteristics have a significant relationship with psychological well-being of employed women? If so, which occupational characteristic is a strong predictor of employed women's psychological well being?
2. Do demographic factors have relationships with psychological well-being of employed women? If so, which demographic factor is a strong predictor of employed women's psychological well being?
3. Is there a significant difference in psychological well-being between married and unmarried employed women?
4. What coping mechanisms have been used by those who have reported a problem of psychological well-being?

1.3. Significance of the Study

The researcher hopes that this study will contribute a lot in the following ways:

1. It will give a hint for managers, administrators and leaders on how to manage employed women and enhance their psychological well-being.
2. It will provide helpful information for managers about the causes of psychological problems of employed women.
3. It will provide useful information for managers to reduce the exposure of employed women to psychologically harmful working conditions.
4. It will provide information for career counselors to treat employed women who have psychological problems in some ways due to occupation related strain.
5. There are no research papers done on the relationship between psychological well- being of employed women and occupational characteristics in Ethiopia. Therefore, the study may serve as a pinpoint and evoke more studies.

1.4 Delimitation of the study

The study is delimited to employed women in Addis Ababa. The choice is based on the assumption that most employed women are found in Addis Ababa. Besides, Addis Ababa is chosen for one can easily find many employed women in various occupations.

1.5. Limitation of the study

Although the sample was drawn from a number of different institutions and occupational types by using non probability sampling technique, it has a limitation of generalization.

1.6 Operational Definition:

Psychological Well-being refers to the extent to which one feels one has autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance as measured by Ryff's (1989) scale.

Occupational Stress: refers to stress that may result from performing disagreeable duties, working extra hours, lack of opportunity for advancement, lack of recognition for good work as measured by Turnage and Spielberger's(1991) scale .

Occupational control: refers to the extent to which one has occupational self- direction, autonomy, decisional attitude and discretion, and occupational direction, control and planning as measured by Spector's(1988) scale.

Employed Women: refers women who are working out-side their home to earn daily, weekly or monthly payment.

1.7. Review of Related Literature

This part aims at examining the literature pertinent to the issues that will be addressed in the present study. That is, the review will focus on issues that have either a direct or an indirect relation to the research questions.

An overview

In western societies, women live longer than men but have higher rates of acute and chronic illness (Verbrugge, 1989). The causes of this illness are not well scrutinized as much as they should be. Though some researchers relate the problem with work, studies witness mixed results, with some showing positive effects of employment and others showing no effects at all (Rosen field, 1989).

A growing number of researches has examined the effects of work, by classifying it into paid and unpaid work roles on women's health (Arber, 1991; Hall 1992) and arrived at different conclusions. Bates Gaston (1991) reviews studies, for instance, and indicate paid work has beneficial effects on the well-being of menopausal women. With respect to paid work, Hall (1992) identified that psychological job demands, social support and job hazards were related to psychosomatic strain for both men and women.

In another study, the average full-time homemaker work involves more autonomy, more routine, fewer time pressures, and less responsibility than the average employed wife report. Full-time housework does not vary as much as paid work in the amount of autonomy, physical effort, interruptions, and routine it entails. These differences in work activities between employed wives and homemakers have implications for well-being (Hunt & Annandale, 1993). This finding is a good witness that both might have an impact on the psychological well-being of women.

The past decades have witnessed an explosion of interest in understanding factors underlying health and well being in the workplace. Analyzing the British Health and lifestyle survey data for 2,497 women aged 18-59, indicated that the health of employed women was better than of housewives. This was most marked for women working part time and the differences were greatest among part time and permanent employed women with respect to psychological well-being (Vivienne et al, 1998).

In contrary to this result, occupation has a negative impact on the health of women. That is occupational stresses; control and income have been recognized as a major health issue in the United States and other industrialized nations (Christine & Patricia, 1998). To the best of his knowledge, the present researcher could not find studies conducted at local levels and this forced him to depend only on international studies.

MAJOR VARIABLES

Psychological well-being has been investigated to see if it is related with occupational characteristics (stress, control and income). The extent of psychological well-being differs from person to person. The people who are working in the same area may exhibit different psychological well-being. Since these variabilities may reflect their diverse age, educational level, number of children and marital status, several studies emphasized the importance of looking into each of these variables. The variables are classified into two major categories. They are occupational characteristics (stress, control and income) and demographic factors (educational level, marital status, number of children and age).

A.OCCUPATIONAL CHARACTERSTICS

Occupational characteristics have many in numbers. But in this review, it will focus on the relationship between stress, control and income with the psychological well-being.

1. STRESS

Major changes or life events were viewed as stressors, and then broadened to include physical, psychological, socio-economic and environmental problems (Holmes & Rahe, 1967). However, according to Angelow's (1983) study, among other aspects, the working environment has great impact on stress. The stress that comes due to the work varies between sexes (Davidson & Cooper, 1984). Accordingly female managers are subject to a greater number of work-related pressures compared to their male counterparts. These work-related pressures are the causes of stress (Fitter, 1987).

Stress has a relationship with health. Some argue that about 85% of health problems are stress-related (Chopra, 1990; Oehler et al. 1991; Collins et al., 1997). These health problems are manifested by lack of productivity due to staff conflicts, recruitment and retention problems, burnout, absenteeism, litigation and rapid staff turnover (Foxall et al. 1990).

A number of researchers' findings illustrate that there is no effective solution that equally solve the problem of all for some women thrive on stress and handle stressful situations fairly easily (McCubbin & McCubbin 1993). Others have difficulty adjusting to minor or major stressors, and some experience a 'pile-up' of stressors; while others say that social support outside the workplace was also important in so far as having a confiding relationship with a friend decreased health problems (Tyler & Ellison 1994).

Furthermore, women are of increased risk for developing stress related illnesses because of their emotional reactions to stressors, personality traits and coping styles (Ader et al. 1995; Dreher 1995; Eliot, 1995). Other studies have also revealed that the risk of ill health increases under condition of economic stress (Starrin et al.1995; Starrin & Lundberg, 1993). The experience of depression and anxiety is more closely associated with socialized gender role characteristic than with gender itself (Sanfilipo Mp. 1994).

Moreover, as our lives become more complex and chaotic, many women experience an overload of stressors that weaken their 'inner balance' and contribute to immuno-suppression and stress-related illnesses (Walters 1993, Thomas 1997). The findings indicated that the presence of occupational stress was related the psychological well-being of employed women.

2. CONTROL

Locus of control describes the extent to which people believe they influence events in their lives. Those with an internal locus of control perceive that they can manage situations with their decisions and behaviors where as those with an external locus of control believe that what happens to them is beyond their influence- such as a result of luck or fate (Rotter, 1966).

The types of control have relation with the health of a human-being. Theories of occupational health and performance have hypothesized that providing people control over their work serves to improve mental health, job satisfaction, and performance (Hackman & Lawler, 1971).

The most influential job-stress theory is Karasek's (1979) job demand control model, which links perceived control and stressors. The theory describes that there are two important elements involved in the job-stress process: control and demand (job stressors related to work tasks, such as workload and uncertainty about what should be done). In this model, control buffers the effects of demands, such as high-demand jobs lead to adverse reactions only among employees who have low control. One explanation of these first two effects of perceived control is the minimax principle.

In addition to this, the concepts of primary and secondary control (Rothbaum, Weisz, & Snyder, 1982) can help explain reactions to job stressors. Primary control is a direct action taken to affect the environment. Secondary control is action that affects one's own reaction to the environment.

Job control is defined here as a perceived ability to exert some influence over one's work environment in order to make it more rewarding and less threatening (Ganster, 1984). Studies on locus of control indicated that internals were more able than the external to maintain their sense of well-being in stressful situations (Elliott DJ, Trief PM, Stein N, 1986).

A growing body of literature revealed that control of work to be consequential for psychological functioning and well-being with the study of various dimensions of control, such as occupational self-direction (Kohn & Schooler, 1983), autonomy (Schwalbe, 1985), decision latitude and discretion (Karasek & Theorell 1990), and

occupational direction, control and planning (Link, Lennon & Dohrenwend, 1993). There has emerged a research consensus that

lack of control over work activities is detrimental for health, well-being and self-esteem (Frese, 1989; Karosek et al., 1988; Lennon & Rosenfield, 1992).

In addition, Bosma et al. (1997) showed that low levels of job control longitudinally predict new reports of coronary heart disease among London based civil servants. This function has been shown to be facilitated by a supervisor's accessibility emotional responsiveness, and attunement to the needs of the supervisee (Watkins, 1997). Moreover, women who enjoy a positive relationship with their partners are more likely to feel the benefits of the rewards of helping others and of support from their supervisors (Vivienne , 1998).

There is also literature that shows positive relationships between job control and outcomes centering on occupational health and productivity (Terry & Jimmieson; 1999). Perhaps, most importantly, superiors of employees should be more understanding and willing to provide emotional support to their subordinates that are under pressure to meet family demands (Cottrells, 2001). Perceptions of control may play an important role in emotions and short-term physical well-being (Paul E. Spector, 2002).

3. INCOME

The last factor of occupational characteristics, for this paper, is occupational income. Income has a relation with the psychological well-being of employed women. And unlike home makers, employed wives are paid for their work and studies have demonstrated that this income has important implications for psychological well-being (e.g., Rosenfield, 1989). It is not related only with psychological well-being but also with stress.

Poor pay and benefits, and greater perceived conflict between paid work and other parts of women's lives were all associated with more symptoms of malaise (Vivienne, 1998). Registered nurses with lower household incomes were also more likely to experience health problems and unexpectedly, those aged between 25 and 54 were more likely to report poorer health than those who were older (Vivienne, 1998). The findings indicated that income was related with the psychological well-being of employed women.

B. DEMOGRAPHIC FACTORS

Demographic factors have many in numbers. But in this review, it will focus on the relationship between marital status, number of children, educational level and age with psychological well-being.

1. MARITAL STATUS

Studies reported, married professional women, who felt they lacked authority, control and influence in their jobs, were associated with decreased marital functioning and satisfaction (Cooper, 1991; Reifman et al. 1991).

In order to solve the psychological problems, some researchers gave recommendations such as family roles reduced some employed women's vulnerability to psychological problems associated with low job rewards; and challenging jobs provided some protection the emotional problems that some mothers experience in relationships with their children (Barnett & Marshall, 1991).

Others opposed these solutions saying that women's tendency to attach much significance to the marriage and home related activities

made them susceptible to guilt and distress if they perceived that work commitments prevented them from meeting family demands (Duxbury & Higgins, 1991). In a nutshell, contemporary women's major stressors are related to their primary roles and of wife, mother and employee (Kenney & Anu, 2000).

2. NUMBER OF CHILDREN

Some researchers displayed that challenging jobs provided some protection from the emotional problems that some mothers experience in relationships with their children (Barnett & Marshall 1991). However, a proportional random sample of 1190 women registered nurses and 643 women registered practical nurses were used in order to check the relationship of number of children with the psychological well-being. One of the main differences between registered nurses (RNS) and registered practice nurses (RPNS) in variables associated with health is in relation to children; contrary to our expectations, having one to four children is linked with better health for RNS. RNS with 1-2 children and with 3-4 children had significantly better health than women with no children (Vivienne, 1998).

3. EDUCATIONAL LEVEL

Researchers bring into being the relationship of educational level with psychological well-being. Their results show that women with demanding family and job responsibilities, along with higher education and income, had higher psychological problem than less educated women despite their greater resources (Walters, 1993). Furthermore, educational levels are associated with one's perception of daily hassles, chronic ongoing problems and acute episodic events (McCain & Smith 1994; Cohen et al, 1995). With limited control over their work, lower incomes and lower educational qualifications, it is

no surprise that they saw their work as being 'dead-end', though the nurses who expressed least concern about being in a dead-end job reported better health (Vivienne, 1998).

Many contemporary scientists also believe that there is compelling evidence that a variety of mediating factors and personality traits influence psychological problem reactions and coping ability (Ader et al., 1995). The findings indicated that educational level was related with the psychological well-being of employed women.

4. AGE

Psychological well-being has another feature which varies with age. A convenience sample of 299 women aged between 18 and 66 years was used. And young women (18-29 years) reported high stressors, less healthy personality traits, and significantly more physical and emotional symptoms of health problems than middle-age and older women. (Gaston, 1991). And middle age women (30-45 years) had significantly more stressors than other women; but their healthy personality traits may have contributed to fewer health problems.

Moreover, older women (46-66 years) had the fewest stressors, highest healthy personality traits, and fewest symptoms of problems compared to other age groups. Young and middle-aged women were more stressed, juggling the multiple responsibilities and demands of their spouse, children, ageing parents, and their occupation, while trying to maintain their own inner balance, (Kenney & Anu, 2000).

SUMMARY

The foregoing review of past research reports has brought several points in light. First, it has shown that occupational characteristics have relation with psychological well-being of employed women. This psychological problem is act as a go-between by demographic factors like age, marital status, number of children and educational level. Furthermore, the results of different studies are not conclusive. Some are reporting a significant relationship in exposure to the psychological problems taking the variables in to consideration; while other report little or no significant relationship.

CHAPTER TWO

METHOD

The purpose of this study is to examine the relationships between occupational characteristics and psychological well-being of employed women. It also examines which occupational characteristic is a strong predictor of employed women's psychological well-being and explores the manifestations of problems of psychological well-being among employed women. It further tries to discover differences, if any, in psychological well-being between married and un-married employed women. Therefore, the study is a correlational type.

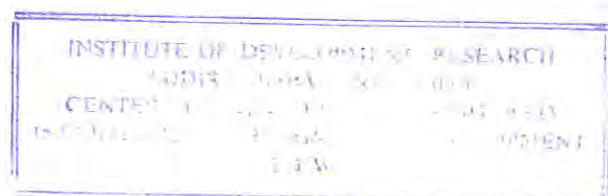
2.1 Sample and Sampling Techniques

2.1.1. Area sampling

The researcher used Addis Ababa city as a sampling area for there are many international, governmental, non-governmental and private organizations in the city. It was relatively easier to select as many women as is necessary for adequate sample size for many women work in these organizations.

2.1.2 Target population

As it has been mentioned above, governmental, non-governmental, international and private organizations have been included in the study. The researcher used convenient sampling method to select organizations from different spectrum. Thus



1. Two international organizations
2. Five governmental organizations
3. Three non-governmental organizations
4. Five private organizations have been selected for the study.

In order to ensure fair representations of organizations, they were categorized based on their geographical location. Totally, 15 organizations were selected from each sub-cities. However, in some sub-cities the number of organization would increased to two. This was because of the size of the organization that is; the 18 occupational types were not found in the organizations. But from the rest sub-cities took one from each. Before selecting respondents, employed women were categorized in to 18 different occupations. All these occupational categories have been included to have a better insight into the relationship between occupation and psychological well-being of employed women. The occupations included Teachers, Nurses, Lawyers, Political leaders, Managers, Programs coordinators. Engineers, Librarians, Secretaries, Accountants, File clerks, Tele workers, Tailors, Saleswomen, Couriers, Waitress, Guards, Daily laborers and Janitors.

These occupations were selected by using purposive sampling technique. This was done by simply listing the names of the occupations in which more female workers could be found.

2.1.3 Respondent sampling

The respondents were further categorized in to married and unmarried employed women.

In the sampling process, each occupational type had its own quota. Once this task was accomplished, every participant was selected using a convenient sampling method based on occupational type. From each sub-cities took 18 respondents. Overall, the researcher selected 180 respondents. In brief, the sample has the following profile (see table 1).

Table 1 Samples profile

	Occupations	Inter-national organization	Governmental organization	Non-governmental organization	Private organization	Total
1	Managers	1	3	1	3	8
2	Political leaders	0	8	0	0	8
3	Coordinators	1	4	1	3	9
4	Teachers	1	3	2	3	9
5	Nurses	2	2	2	2	8
6	Lawyers	1	3	2	2	8
7	Engineers	0	3	1	3	7
8	Accountants	2	3	2	3	10
9	Librarians	1	3	1	3	8
10	Secretaries	1	3	1	3	8
11	Janitors	1	3	1	2	7
12	Tele-workers	1	3	1	3	8
13	Sales-women	1	3	2	3	9
14	Couriers	1	3	1	3	8
15	Waiters	1	3	1	3	8
16	Guards	1	3	1	3	8
17	Daily workers	0	4	1	4	9
18	Registrars	1	4	2	3	10
	Total	17	61	23	49	150

In addition to the above 150 respondents, the researcher had also interviewees with the following 30 participants:

1. Ten ----- Interviewees (employed women selected from diverse organizations working as managers, political leaders, and coordinators)
2. Ten ----- Interviewees (employed women drawn from different women associations).
3. Ten ----- Interviewees (employed women drawn from diverse organizations working as employees).

Overall the number of respondents was 180 (150 filled the questionnaires and 30 were interviewed). Also the number of married women and of unmarried women is 140. The rest tens were divorced and lost their husband by death.

2.2 Variables

In order to investigate the relationship of psychological well-being with occupational characteristics, major factors such as stress, control and income were considered. In addition, demographic factors such as age, education, marital status and number of children were considered.

2.2.1. Dependent variable

The dependent variable is psychological well-being.

2.2.2. Independent variable. The independent variables are:

1. Occupational stress.
2. Occupational control.
3. Occupational income.
4. Age
5. Educational level
6. Marital status
7. Number of Children

2.3 Instruments

The researcher used a scale/questionnaire and semi-structured interview to gather data from the selected employed women.

The questionnaire/scale comprises questions that help obtain information regarding psychological well being, stress and control. The psychological well being scale that was adapted from the scale developed by Ruff (1989) was used to measure the dimension of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life and self acceptance. The total numbers of items were 68 and the maximum and the minimum score was 340 and 68 respectively. Also the nature of the scale was Lickart. The scoring was done directly and inversely. Regarding reliability of the scale reports indicate that the internal consistency coefficient ranges from 0.83 to 0.91 (Ruff, 1989).

There are a number of instruments currently available to measure occupational stress (Cohen, Kessler, & Gordon, 1995). For this study, the Job Stress Survey (JSS) (Turnage & Spielberger, 1991) was utilized. The instrument asks the subjects to rate the amount of stress (intensity) associated with each of 30 potential stressful events. . Also the type of the scale was Lickart. The scoring was done directly and inversely. The maximum and the minimum score was 150 and 30 respectively. Higher scores represent higher levels of stress. The reliability of the scale reports indicate that the internal consistency alphas ranging from 0.71 to 0.93.

The control scale was adapted from the scale developed by Spector (1988) to measure work locus of control. The scale items could be external items of locus of control. The scoring was done directly and

inversely. And the external locus of control maximum and minimum score was 70 and 14 respectively. Also the type of the scale was Lickart. With regard to the reliability of the scale reports indicate that the internal consistency coefficient ranges from 0.81 to .90(Spector, 1988).

In addition to the questionnaire, the researcher developed and used a semi-structured interview. The interview was with 10 items. The items in the interview were checked by three professionals in the area of psychology for their content validity.

2.4 Pilot Testing of Instruments

The translated version of the psychological well being, stress and control scales were evaluated by three Amharic and English language professionals. In order to check the translated versions had similarity with the original one, and clarity. And together with them we developed the final translated version. The total items of psychological well-being, stress and control were 68, 29 and 16 respectively.

Then the three scales (translated in to Amharic) were pilot tested on 36 employed women in Addis Ababa. The employed women who took part in the piloting were selected through a convenient sampling method. That is to say each occupation was represented by two participants.

Chronbach alpha was used to analyze the reliability of the instruments.

The purpose of the testing was to collect data that would be used to select the best items. It was also used to find out if the wording, instructions and response categories of the instruments as a whole were clear and comprehensible for respondents. Face-to-face

contacts with all respondents was held and while providing the questionnaire to them, they were told to note down any ambiguous word, phrase, or sentence. As soon as they finished, discussion was held with them and many of them expressed their feelings about the items and pointed out items that are not clear to them and that were repetitive. Based on the comment they gave, we modify the items in order to make it clear. Finally, the responses of the pilot group were subjected to item analysis and then correlations of items indices were examined. Correlations of items with the overall total were computed. There was a considerable variation in the item-test correlations.

Following Ebel's (1986) suggestion, for the purpose of the present study, the criterion value for the correlation of an item index was set at $r=0.30$. Accordingly, items with coefficient 0.30 or above were accepted. Based on these coefficient 38 items from psychological well-being, 9 items from stress and 2 items from control scale were rejected.

The computation yielded reliability coefficient of 0.861, 0.786 and 0.723 for psychological well-being, stress and control scales, respectively. (See the Appendix 1, 2, 3) Furthermore, one question was asked twice but phrased differently in the questionnaire to determine the internal consistency of responses.

The content validity of the instruments is claimed on several grounds. Firstly, the formulated psychological well-being, stress and control items were evaluated by three professionals in the field from the psychology department of AAU.

2.5 Procedures of Data Collection

The final survey was carried out from March 1 to April 3, 2006. The procedures that were followed in administering the questionnaires, interviews are as follows:

- The researcher gave training for 5 data collectors for one day on the purpose of the research, ethics in data collection, how to gather data and how to record information. Then the researcher and the assistants collected the data in groups from the selected organizations.
- Each assistant interviewed two respondents.
- First, respondents were selected to fill in the questionnaire and have interview.
- Second, questionnaires were distributed to the selected respondents and a non-inductive elaboration of the instruction contained in the questionnaire was given.
- Next, respondents were requested to complete the questionnaire in their office so that they could get much time to complete.
- Finally, tape-recorders were used by the researchers during the interview sessions.

2.6 Method of Data Analysis

Quantitative analyses were used to analyze the data obtained through the scales.

First, correlations were performed to investigate the relationship of occupational stress, control and income with psychological well-being. Correlations were executed as well in order to investigate the relationship of psychological well-being with demographic factors.

Second, regression analysis was used to explore the predictive power of occupational stress, control and income to psychological well-being. In addition, regression analysis was employed to find out the predictive power of demographic factors to psychological well-being.

Third, independent sample t-test was used to find out the group differences of the three occupational characteristics and psychological well-being of married and unmarried women.

In addition, descriptive statistics (means and standard deviations) were computed for the total sample for each independent variable. Alpha value of 0.01 was used for significance tests in this study. All quantitative analyses were run using SPSS 12.

Finally, the information from the interview was categorized in themes and analyzed using qualitative methods.

CHAPTER THREE

RESULTS

The major objective of the present study is to look at if there is a significant relationship between occupational characteristics and psychological well-being of employed women. It also investigated which work-related feature is a strong predictor of employed women's psychological well-being and explored the manifestations of the problems of the psychological well-being among employed women. Attempts were further made to discover if there was a difference in psychological well-being of married and un-married employed women.

Initially, 210 participants were selected to fill in questionnaires (n=180) and to give interviews (n=30). However, among the 180 participants who filled in the questionnaire, the data from 30 participants were not included in the analysis due to incomplete responses (n=17) or for they did not return the questionnaires (n=13). Thus, 150 participants completed the questionnaire. The analyses of the data obtained from these respondents are presented under each research question as follows.

Table 2.Descriptive Statistics (N=150)

Variables	Mean	Std. Deviation
Age	2.31	.66
Marital status	1.64	.73
Number of Children	1.53	.61
Educational level	2.61	.74
Income	2.38	.71
Psychological well-being	98.56	31.92
Stress	59.13	29.36
control	50.51	13..10

3.1. Do occupational characteristics have a significant relationship with the psychological well-being of employed women? If so, which occupational characteristic is a strong predictor of employed women's psychological well being? In order to answer this research question, correlation coefficients and linear regression were examined.

Table,3 Summary of the Correlation Analysis Results (Dependent variable = psychological well-being)

Occupational characteristics	Psychological well-being
Income	-.043
Stress	-.512**
Control	.862**

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

The results indicated statistically significant negative relationships between psychological well-being and stress ($r = -.512$, $N=150$, $p < .01$) and statistically significant positive relationships between psychological well-being and control($r = .862$, $N=150$, $p < .01$). However, the relationship between psychological well-being with income ($r = .04$, $N=150$, $p > .05$) was not significant.



Table4. Summary of the Linear Regression Analysis Results
(Dependent variable = psychological well-being)

variables	R	R Square	Adjusted R Square	Std. Error of the Estimate
Control	.862	.744	.742	16.22
Control & stress	.874	.764	.761	15.60

As shown in Table 4, the result indicated that control has a stronger predictive power (R Square = .744, N=150, $p < .01$) than stress. Though significant, the proportion of variance in psychological well-being that was accounted for by stress (R Square = .20, N=150, $p < .01$) was relatively small.

3.2. Do demographic factors have a relationship with psychological well-being of employed women? If so, which demographic factor is a strong predictor of employed women's psychological well being? In an attempt to answer this question, Pearson's product moment correlations were computed. The results are shown in table 4 below.

Table 5 Inter correlations of psychological well-being with demographic variables (N=150)

Demographic variable	Psychological well-being
Marital status	.789**
Number of children	.639**
Educational level	.722**
Age	.320**

** $p < .01$ (2-tailed)

As can be seen from table 5, all demographic variables have a statistically significant relationship with psychological well-being. The magnitude of the relationship was large for educational level, number of children, and marital status. Then magnitude of the relationship of age and psychological well-being, although significant, was small.

Table 6. Summary of Linear Regression Analysis Results
(Dependent variable = psychological well-being)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Age	-1.070	2.509	-.022	-.427	.670
Marital status	3.899	2.878	.089	1.355	.178
Number of Children	17.396	3.673	.332	4.736	.000
Educational level	22.322	2.859	.518	7.807	.000

**R Square=.698

As shown in Table 6, the result indicated that educational level has a stronger predictive power (Beta = .52, N=150, $p < .01$) than number of children. Though significant, the proportion of variance in psychological well-being that was accounted for by number of children (Beta = .33, N=150, $P < .01$) was relatively small. However, the proportion of variance in psychological well-being that was accounted for by marital status (Beta = .09, N=150, $P > .05$) and age (Beta = -.02, N=150, $P > .05$) was not significant.

3.3. Is there a difference in psychological well-being between married and un-married employed women?

In order to answer this research question, independent sample t-test was used. The results indicated significant difference between married and unmarried employed women ($t = -19.686$, $N=140$, $p < .01$). Examination of the mean scores for the two groups show that the psychological well-being of married employed women (58.75) is better than that of unmarried employed women (32.51).

3.4. What coping mechanisms have been used by those who have reported a problem of psychological well-being?

To explore the coping mechanisms that were employed by employed women, an indepth analysis of the data obtained through the interviews were carried out. Consequently, six common themes emerged from the data. These included socialization through leisure and leisure-generated social support, deflecting psychological well-being problems-inducting thoughts through leisure engagement, feeling rejuvenated through leisure, humour/laughter, spiritual coping and problem-focused coping. Each is presented as follows.

- A. *Socialization through leisure and leisure-generated social support.* One of the common coping themes involved through interactions in this context. For example, spending time with their families and friends was an important way of coping with psychological well-being problems for employed women.
- B. *Deflecting psychological well-being problems-inducting thoughts through leisure engagement:* All women shared the view that engaging in leisure has provided a positive, alternative focus

- to help deflect thinking about psychological well-being problems in their lives.
- C. *Feeling rejuvenated through leisure*: employed woman valued the importance of leisure as a means of getting re-charged or feeling rejuvenated.
 - D. *Humour/laughter*: Humour or laughter was another coping mechanism shared by employed woman. As one women explained, “the way I handle it [psychological well-being problem] is with humour”.
 - E. *Spiritual coping*: Prayer and spirituality as a means of mitigation of psychological well-being problems appeared to be of particular meaning and value to some of the employed woman. In describing this perspective, one woman noted, “Prayer is important; I consciously learned or I’m learning how to set it aside, covered with the umbrella of the fact that I’ve just placed myself in God’s hands and everything’s fine.’
 - F. *Problem-focused coping*: A final common theme was the use of various problem-focused coping strategies that did not appear to be directly associated with leisure. Specifically (a) setting boundaries/compartmentalizing,(b)organizing/setting priorities/planning, and (c) leaving work at the office (not taking work home). These were used specifically to deal directly with psychological well-being problem.

In sum, all the above coping mechanisms were mentioned by the majority of interviewed women (85%). The respondents also indicated that the coping mechanisms were their own, not something they got from professional support.

CHAPTER FOUR

DISCUSSION

The results found in the previous chapter are discussed and related with the available previous researches done.

4.1. The Relationship between Occupational characteristics and psychological well-being among employed women

The present study shows that there are negative statistically significant relations between psychological well-being and stress and positive statistically significant relations between psychological well-being controls. These results are congruent with results of other. (Lennon, 1994; Barnett & Brennan, 1995; Karasek & Pugliesi, 1995; Riley & Keith, 2001). The findings by these researchers indicated that stress and control are related with psychological well-being.

Stress and psychological well-being

Accordingly, the relationship between work stress and psychological well-being would only be more clearly established if other relevant factors were also taken into account. On the contrary, the negative relationship between work stress and psychological well-being is reported by Boey (1991). However, one may consider that employed women who were more anxious and depressed tended to perceive a higher level of work stress. That work stress in employed women had an adverse effect on their psychological well-being is corroborated by participants.

According to this result, occupational stress has an impact on the psychological well-being of employed women. It may be pointed out that the content of work consists of both quantitative pressures (e.g. work over load) and qualitative demands (e.g. work beyond capacity). These two aspects were shown to be associated with a number of physiological and psychological complaints (see Hingley, 1987 & Cooper, 1982).

According to the role theory, when the behavior expected of an individual is inconsistent, she may be dissatisfied and perform less effectively if the stress remains unresolved (Kahn, 1964).

In addition, employed women who are working extra hours with out payment and lack of opportunity for advancement may be one cause of stress and this may lead to the psychological well-being problem.

Moreover, employed women who are working in different organizations may force to perform disagreeable duties and lack of recognition for good work. This may based on the culture that we have that is “ *minem set betawek bewend yalke*” this means males are omnipotent, they know every thing but not females. Also as in the proverb of our society indicated” *yeahiya kendam; yeset lebam yelem*” this means females don’t have wisdom. Even if it happens it is a miracle. This thought and practice maybe the cause of stress and that can affect psychological well-being of employed women.

Control and psychological well-being

Regarding occupational control, it has an impact on the psychological well-being of employed women. According to the result, control of work to be consequential for psychological functioning and well-being with the study of various dimensions of

control, such as occupational self-direction (Kohn & Schooler, 1983), autonomy (Schwalbe 1985), decision latitude, and discretion (Karasek & Theorell, 1990), and occupational direction, control and planning (Link, Lennon, & Dohrenwend, 1993).

There has emerged a research consensus that lack of control over work activities is detrimental for health, well-being and self-esteem (see also Frese 1989; Karasek et al., 1988; Lennon & Rosenfield 1992).

When we are talking about occupational control, it is obvious as we are talking about supervisors, role models and the like. West's (1991) indicates that all the team leaders in his occupation were men, which indicate a relative lack of female mentors in senior positions in many organizations. This may be the one cause of psychological problem of employed women. In addition, Conflict between personal and organizational goals may be as being a significant source of pressure. Similar findings of lower job satisfaction and higher reported job pressure are reported by Judge (1994).

Moreover, employed women if they don't have occupational self-direction, autonomy, decisional attitude and discretion, and occupational direction, control and planning, they may encounter psychological well-being problem.

By the same token, when we compare the effects of the two independent variables, occupational control is more dominant. This refers psychological well-being of employed women may be affected by different factors. That is to say, if the employed women don't have occupational self-direction, they will develop dependency. This may lead to stress. In addition, if the supervisor is hard worker, has an

interest to give support for his employees, the well-being of the employed women who are found under him, will be good. The reverse also may be true.

4.2. The Relationship between demographic factors and psychological well-being among employed women

The psychological well-being score of employed women was examined in line with their age, education, marital status and number of children. The four demographic factors are found to have a statistically significant relationship.

Age and psychological well-being

Regarding age the finding indicates that, age has a significant relationship with the psychological well-being of employed women. However, the present study only shows that there is a relationship in general for it is out of the objective of the research; and the data in each age category is not proportional so it is impossible to compare the result by using ANOVA. The result displays that when the age increase, the psychological well-being also enhanced. This result is supported by the finding of Kenney and Bhattacharjeems (2000). This may be because younger employed women had significantly more daily hassles and overall stressors. That was probably related to their multiple roles and responsibilities. With these multiple roles, younger employed women may be more stressors related to managing home responsibilities.

In addition to being overburdened with responsibilities, younger aged women may tend to be less assertive, yet had more trust and love than other women. Thus, they may have met their family's needs and neglected their own.

However, psychological well-being will improve when the age increases (Hibbard & Pope, 1993) for the old-aged women may not be concerned about the quality of and maintaining, their marriage than their spouses, and they may not carry a great burden of childcare and household responsibilities. They may have high assertiveness as well.

Educational level and psychological well-being

Regarding education the finding indicates that when the educational level increases, the health of psychological well-being also increases. This finding is contrary with past research result of Walters (1993). That is, women with demanding family and job responsibilities, along with higher education and income, had higher stress levels than less educated women, despite their greater resources.

This research finding also shows that the educational level has positive impact on the psychological well-being. This is may be because the course and the knowledge they had got through each level of education could have helped them how they keep their well-being. Moreover, may be, when the educational level of some one increases, at the same time the situation, feature and type of the occupation will change. The findings of this research shows, educational level is the dominant demographic variable than others. This is may be age has relationship with marital status. This means marriage highly dependent on age. Again, educational level has

relation with age, when educational level increase at the same time age will increase. This may be the cause that educational level is the dominant predictor of psychological well-being.

Number of children and psychological well-being

Regarding number of children the finding indicates that when the number of children increases, the psychological well-being will improve. The result is contrary with some other past findings of Vivienne (1998). This could be women are trying to juggle the constant demands of their spouse, children and ageing parents, along with their occupation, while trying to maintain their own health.

According to the result, married women, who have more number of children, have better psychological well-being than who have no or one or two children. This finding seems to be unexpected especially for employed married women who have more number of children for there is a widely held assumption that employed married women with no or some numbers of children were expected to have better psychological well-being than those with many children. This may be the children will take a house responsibility. Especially females have a responsibility to prepare food, to fetch water and caretaking of elderly parents. This may give time to rest for employed women.

4.3. The difference between married and un-married employed women in psychological well-being

There is significant difference among married and unmarried employed women in psychological well-being. The psychological well-being of married employed women is better than the unmarried ones. This result is supported by Barnett and Marshall (1991) research finding. This result also is contradictory to the findings of Duxbury (1991) which argues that women's tendency to attach much significance to the marriage and home-related activities also made them susceptible to guilt and distress if they perceived that work commitments prevented them from meeting family demands. Moreover, contemporary women's major stressors are related to their primary roles and responsibility of wife, mother and employee. Women's perceptions of their husband/partners emotional support and assistance with housework and childcare have a major effect on their health. (Cooper, 1991, Reifman et al. 1991).

However, the finding of this research shows married women have better psychological health. Perhaps this is because married employed women have a chance to forget the occupational things when they come back to their home. It may also be due to lack of time to be alone because of the responsibility they have in their home. This is supported by studies that reported social support serves to buffer the negative effects of work stress (Constable, 1986, Cottingham, 1987).

In addition, healthy personality traits that may affect women's health are hardiness, assertiveness, ability to love, trust, and confiding in others. Unhealthy traits such as the need for control, perfection, or lack of self confidence, may diminish their health.

4.4. The coping mechanisms used by those who have reported a problem of psychological well-being

The results found from the interviewees indicated that the methods they used at the time of psychological problems were reported below. *Socialization through leisure and leisure-generated social support*: one of the common coping themes involved through interactions in this context. Spending time with their families and friends, for instance, was an important way of coping with psychological well-being problems for employed women.

This included talking to their spouse, being with friends (e.g., “dining out with friends”) and spending time with their children or grandchildren. One employed women noted: “I have a husband who’s willing to listen to me and have the courage. I spend time with hobbies with friends who are not in my line of work.”

Having a network of friends and family with whom to talk, socialize, and have fun had the benefit of solving psychological well-being problems-coping benefits for employed women. As one women noted, “You use different strategies and part of that is a good network of friends and colleagues.” Another emphasized, “Of the leisure activities that I actually use to reduce psychological well-being problems most are the ones I do with other people.”

Deflecting psychological well-being problems-inducting thoughts through leisure engagement, all women shared the view that engaging in leisure provided a positive, alternative focus to help deflect thinking about psychological well-being problems in their lives. In describing this notion, a woman noted, “I like things to keep my mind occupied. In the summer I like to garden-anything that

keeps my mind off of work. Same with reading, you're consumed." The idea of leisure as a useful means for diverting thoughts about psychological well-being problems was linked by some participants to the social benefits of leisure. One woman suggested, "Getting together with friends, going out, going to movies, after work takes your mind off things, you're talking, and you're having fun with people." Similarly, another woman suggested, "With the dog running, you get excited, it is in fact a psychological well-being problems relief, because I don't think about anything else when I'm doing it."

Feeling rejuvenated through leisure, women valued the importance of leisure as a means of getting re-charged or feeling rejuvenated. In speaking of leisure travel, one woman noted, "I get recharged when we go away three times a year to one of the resorts", while another women suggested that playing tennis "always rejuvenates" her. Likewise, one woman considered getting "re-charged" as a major motivation for her "get-away trips." These findings are consistent with another aspect of leisure palliative coping (Iwasaki & Mannell, 2000) in which leisure provides opportunities for getting renewed perspective and energy and feeling refreshed.

Humour/laughter. Humour or laughter was another psychological well-being problems-coping method shared by employed women. As one women explained, "The way I handle it [psychological well-being problems] is with humour. I love to laugh at myself and the other people around me," while another women described, "Laughter. It's incredible. When you can laugh instead of cry, it makes all the difference." Other participants indicated, "Humour, I use it on all my friends and clients, whatever they quite love it and they do the same for me. You put it in a role or a context and their reaction is priceless."

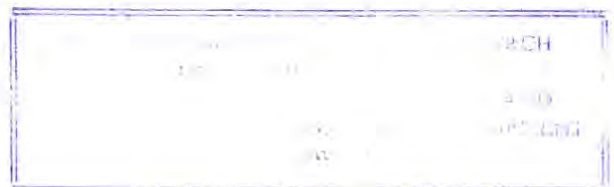
The intentional use of humour and laughter could be viewed as a problem-focused approach to stress coping. Specifically, deliberately finding positives in the midst of stressful encounters is a problem-focused approach in dealing with stress. This positive reinterpretation or reframing has been identified as an important coping strategy that possesses both problem-focused and emotion-focused aspects (Carver, Scheier, & Weintraub, 1989). Turning negatives into positives, being optimistic, and having hope about life, are all effective coping approaches that incorporate humour and laughter. Supporting this contention, Kleiber et al. (2002) suggested that leisure could buffer the impact of negative life events by generating optimism about the future, while Hutchinson et al. (2003) found that “personally meaningful, enjoyable leisure activities served as a source of motivation to sustain ongoing efforts to cope [by] offering hope and optimism”.

Spiritual coping: Prayer and spirituality as a means of mitigation psychological well-being problems appeared to be of particular meaning and value to some of employed women managers. In describing this perspective, one woman noted, “Prayer is important, I consciously learned or I’m learning how to set it aside, covered with the umbrella of the fact that I’ve just placed myself in God’s hands and everything’s fine.” Likewise, one woman suggested, “The only thing that helped me was my religious background. You can always say a prayer and it will make a difference.” In the midst of feeling stress in their lives, some employed women made it a priority to set aside time and space for being spiritual.

This finding is consistent with Heintzman and Mannell’s (2003) notion of spiritual functions of leisure that may “serve as coping

strategies to ameliorate the negative influence of time pressure” and possible psychological well-being problems in general. They identified possible spiritual functions of leisure such as sacrilization and sense of place. Sacrilization refers to “the use of leisure for nurturing the spiritual dimension of life, and use of leisure to provide the time and space to develop spirituality,” while the sense of place refers to “the tendency to use leisure as an opportunity to encounter places of settings that enhance spiritual well-being”

Problem-focused coping: A final common theme was the use of various problem-focused coping strategies that did not appear to be directly associated with leisure. Specifically mentioned were: (a) setting boundaries/compartmentalizing, (b) organizing/setting priorities/planning, and (c) leaving work at work place (not taking work home). These were used specifically to deal directly with psychological well-being problem. For example, as one women described “It’s the whole strategy of ‘is this mine or not? Can I draw a boundary here? Can I do something about it?’ Similarly, one woman spoke of “separating home life from work life,” while another woman suggested, “I’ve learned to compartmentalize things and just leave them. I just make a note, I’m going to deal with it tomorrow and shove it in my briefcase, and then I forget about it.” With respect to organization, one woman described, “My desk is organized and I’m not taking work home any more. I am setting priorities. I don’t live to work; I work to live,” Another woman also said “making sure that people that work with you know your priorities as well.” In addition, one woman suggested, “Sometimes at work psychological well-being problems, it takes just 10 minutes to sit down, take a break, think about what you’re doing, get a little plan, organize things a little better and that relieves [psychological well-being problems] a lot.”



These strategies were considered life-survival techniques used to manage psychological well-being problem. Although these techniques are not directly associated with leisure, some of the leisure-specific coping methods discussed previously seem to have some elements of problem-focused coping. By using effective leisure-specific coping techniques, employed women gain renewed energy and perspective to better implement direct problem-focused methods as well. Deflecting psychological well-being problems-inducing thoughts through leisure, feeling rejuvenated through leisure, doing something for oneself in leisure (i.e., leisure as personal space), and humor and laughter, for example, seem to contain problem-focused elements, and/or to positively influence the use of more direct coping approaches.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATION

5.1. SUMMARY

The purpose of this study is to examine the relationship between occupational characteristics and psychological well-being of employed women. In accordance with this major goal, four main questions were formulated to be answered at the completion of the study.

These questions were:

1. Do occupational characteristics have a significant relationship with the psychological well-being of employed women? If so, which occupational characteristic is a strong predictor of employed women's psychological well being?"
2. Do demographic factors have a relationship with psychological well-being of employed women? If so, which demographic factor is a strong predictor of employed women's psychological well being?
3. Is there a difference in psychological well-being between married and un-married employed women?
4. What coping mechanisms have been used by those who have reported a problem of psychological well-being?

To answer these questions the study was delimited to be done in Addis Ababa. Overall the number of respondents was one hundred eighty (180). The respondents were conveniently selected from ten sub-cities of Addis Ababa. Also, an attempt was made to review related findings of previous research works.

In order to secure relevant data that help answer the set questions, the researcher used a scale/questionnaire and semi-structured interview.

Quantitative analyses were used to analyze the data obtained through the scales. To investigate the relationships of occupational stress, control and income with psychological well-being correlations were performed. Also, in order to investigate the relationship of psychological well-being with demographic factors correlations were performed. Second, to explore the predictive power of occupational stress, control and income as well as demographic factors to psychological well-being, regression analyses were done.

Next, to find out group differences in the occupational stress, control and income to psychological well-being of married and unmarried women independent sample T-test was used. In addition, preliminary statistics (mean and standard deviation) were computed for the total sample for each independent variable. Alpha value of 0.01 was used for almost all significant tests in this study.

The information from the interview was categorized in themes and analyzed using qualitative methods. Given our findings, it seems warranted that Stress has a negative and control has a positive significant relationship with the psychological well-being of employed women but not income. Among them, Control is a strong predictor of employed women's psychological well being. And ages, marital status, numbers of children and educational level have a relationship with psychological well-being of employed women. Among them, educational level is a strong predictor of employed women's psychological well being. There is also a difference in psychological well-being between married and un-married employed women i.e. married employed women have better psychological well-being than unmarried employed women .More over the coping mechanisms used by employed women are their own, not something they got from professional support.

5.2. CONCLUSION

Based on the analyses of data obtained from the various data gathering instruments, the following might be concluded:

1. Stress has a negative and control has a positive significant relationship with the psychological well-being of employed women but not income. Among them, Control is a strong predictor of employed women's psychological well being.
2. Age, marital status, number of children and educational level have a relationship with psychological well-being of employed women. Among them, educational level is a strong predictor of employed women's psychological well being.
3. There is a difference in psychological well-being between married and un-married employed women.
4. The coping mechanisms used by employed women are: Socialization through leisure and leisure-generated social support, Deflecting psychological well-being problems-inducting thoughts through leisure engagement, Feeling rejuvenated through leisure, Humour/laughter, Spiritual coping, and Problem-focused coping.

5.3. RECOMMENDATION

Based on the findings of the study, the following recommendations are forwarded as possible solutions to the problem investigated.

1. Supervisors may consider as major problem for women in the work area is performing disagreeable duties, working extra hours, lack of opportunity for advancement, lack of recognition for good work and absence of role models in jobs so that there have to give an opportunity for women to have an exposure to make judgments about job requirements and performance based on specific female job incumbent and working with females. This way, the effect of stress they may encounter in the work place may be reduced to a minimum.
2. Supervisors may have to consider control of work to be consequential for psychological functioning and well-being so that give a chance of occupational self-direction, autonomy, and decision latitude and discretion, and occupational direction, control and planning for employed women. This way, the impact of control they may encounter in the work place may be increase to a maximum.
3. Managers should preparing a special workshop and create a chance of upgrading educational level for their employed women, by contacting with governmental, nongovernmental, international and private organizations.

4. The problems of psychological well-being of employed women may be a reflection of the impact of the organizational system, its administrators, and the nature of task. In order to maintain and enhance the psychological well-being of employed women apart from a stable and balanced distribution of workload stress associated with poor working conditions, organizational constraints, and interpersonal conflicts need to be seriously looked into.

5. Organizations should include in their structure the career counseling service that leads by professionals in the area. This will make the coping mechanisms used by employed women something scientific they got from professional support.

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APPENDICES

APPENDIX 1

Psychological well-being Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
Item 1	101.2333	218.944	.849
Item 2	101.9333	218.823	.853
Item 3	101.4000	225.076	.854
Item 4	101.2667	218.409	.848
Item 5	102.0333	218.792	.849
Item 6	102.2333	240.806	.866
Item 7	101.3667	221.689	.853
Item 8	102.1000	226.783	.859
Item 9	101.4333	222.668	.853
Item 10	102.0333	214.102	.848
Item 11	102.7333	233.306	.861
Item 12	101.2333	219.633	.850
Item 13	101.4000	215.076	.847
Item 14	102.1333	229.499	.857
Item 15	101.5333	238.533	.864
Item 16	101.8667	217.913	.851
Item 17	101.9667	228.654	.858
Item 18	101.8333	223.385	.853
Item 19	103.5333	245.016	.868
Item 20	101.4333	223.495	.853
Item 21	101.7333	222.754	.854
Item 22	103.1000	252.507	.873
Item 23	102.0333	236.447	.861
Item 24	101.8333	234.420	.862
Item 25	102.0667	227.237	.858
Item 26	103.6667	253.402	.873
Item 27	101.8667	219.568	.853
Item 28	102.3000	234.286	.865
Item 29	102.2333	228.599	.860
Item30	102.9333	225.582	.857

Psychological well-being Items Reliability Statistics

Cronbach's Alpha	N of Items
.861	30

APPENDIX 2

Stress Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
Item 1	59.8667	111.982	.793
Item 2	60.6667	94.299	.749
Item 3	60.8667	111.085	.797
Item 4	60.8333	100.557	.771
Item 5	60.1333	101.016	.770
Item 6	60.1000	105.128	.777
Item 7	60.7333	97.582	.760
Item 8	60.3333	104.713	.776
Item 9	60.2667	106.478	.782
Item 10	59.9000	96.300	.764
Item 11	59.8667	101.775	.771
Item 12	60.1667	112.971	.793
Item 13	61.5000	107.569	.784
Item 14	61.3000	100.838	.768
Item 15	59.2333	112.323	.790
Item 16	60.8000	102.441	.777
Item 17	60.8000	99.062	.771
Item 18	61.8667	104.257	.772
Item 19	60.8333	105.868	.781
Item 20	59.8667	111.982	.794
Item 21	59.4000	110.041	.784

Stress items Reliability Statistics

Cronbach's Alpha	N of Items
.786	21

APPENDIX 3

Control Item-Total Statistics

	Scale Mean if Deleted	Scale Variance if Item Deleted	Cronbach's Alpha if Item Deleted
Item 1	36.8000	50.924	.728
Item 2	36.2667	55.582	.743
Item 3	36.8667	54.602	.736
Item 4	37.1333	40.120	.645
Item 5	37.7000	46.838	.680
Item 6	35.3333	54.713	.722
Item 7	37.4000	51.766	.727
Item 8	37.4333	45.702	.671
Item 9	37.6333	48.723	.715
Item 10	35.1333	55.568	.725
Item 11	38.0000	51.310	.704
Item 12	37.7000	48.148	.696
Item 13	36.6000	49.421	.713
Item 14	37.8333	47.247	.681

Work locus of control Item Reliability Statistics

Cronbach's Alpha	N of Items
.723	14



APPENDIX 4

Addis Ababa University School of Graduate Studies Department of Psychology

Instruction:

The general objective of this study is to examine the relationship between occupational characteristics and psychological well-being of employed women. This questionnaire is meant to gather information on the aspect of psychological well-being of employed women. Based on the data, it will be attempted to see if there is relationship among occupational characteristics and psychological well-being of employed women. The following set of questions deal with how you feel about yourself and your life. Please remember that there is no right or wrong answers. Your genuine responses will be essential to accomplish the purpose of this research. In addition to this, be sure that the information you give will not be used for other purpose, without your consent. I hope we will be honest. Thank you in advance!

Personal information:

1. **Age** -----
2. **Family status** -----
3. **Number of children** -----
4. **Educational level** -----
5. **Monthly in come** -----
6. **Field of practice** -----
(Your current occupation)

	Circle the number that best describes your present agreement or disagreement with each statement.	Strongly Disagree	Disagree	undecided	Agree	Strongly Agree
1	Sometimes I am pressed to change the way I act or think to be more like those around me.	1	2	3	4	5
2	I feel good when I think of what I've done in the past and what I hope to do in the future.	1	2	3	4	5
3	When I look at the story of my life, I am pleased with how things have turned out.	1	2	3	4	5
4	In general, I feel that I continue to learn more about myself as time goes by.	1	2	3	4	5
5	In general, I feel confident and positive about myself.	1	2	3	4	5
6	I enjoy personal and mutual conversations with family members or friends.	1	2	3	4	5
7	I tend to worry about what other people think of me.	1	2	3	4	5
8	I am quite good at managing the many responsibilities of my daily life.	1	2	3	4	5
9	Being happy with myself is more important to me than having others approve of me.	1	2	3	4	5
10	I like most aspects of my personality.	1	2	3	4	5
11	If I were unhappy with my living situation, I would take effective steps to change it.	1	2	3	4	5
12	I made some mistakes in the past, but I feel that all in all everything has worked out for the best.	1	2	3	4	5
13	I generally do a good job of taking care of my personal finances and affairs.	1	2	3	4	5
14	In my view, people of every age are able to continue growing and developing.	1	2	3	4	5
15	It seems to me that most other people have more friends than I do.	1	2	3	4	5
16	With time, I have gained a lot of insight about life that has made me a stronger, more capable person.	1	2	3	4	5

17	For the most part, I am proud of who I am and the life I lead.	1	2	3	4	5
18	People would describe me as a giving person, willing to share my time with others.	1	2	3	4	5
19	I have confidence in my opinions, even if they are contrary to the general consensus.	1	2	3	4	5
20	I am good at juggling my time so that I can fit everything in that needs to be done.	1	2	3	4	5
21	I have a sense that I have developed a lot as a person over time.	1	2	3	4	5
22	I am an active person in carrying out the plans I set for myself.	1	2	3	4	5
23	I do not enjoy being in new situations that require me to change my old familiar ways of doing things.	1	2	3	4	5
24	Some people wander aimlessly through life, but I am not one of them.	1	2	3	4	5
25	I sometimes feel as if I've done all there is to do in life.	1	2	3	4	5
26	I am not the kind of person who gives in to social pressures to think or act in certain ways.	1	2	3	4	5
27	I find it difficult to really open up when I talk with others.	1	2	3	4	5
28	I find it satisfying to think about what I have accomplished in life.	1	2	3	4	5
29	My friends and I sympathize with each other's problems.	1	2	3	4	5
30	I have been able to build a home and a lifestyle for myself that is much to my liking.	1	2	3	4	5

Scale of Occupational stress

	Circle the number that best describes your present agreement or disagreement with each statement	very low	low	medium	high	very high
1	Working extra hours	1	2	3	4	5
2	Lack of opportunity for advancement	1	2	3	4	5
3	Having to take on new or unfamiliar duties	1	2	3	4	5
4	Fellow workers not doing their job	1	2	3	4	5
5	Inadequate support from District manger	1	2	3	4	5
6	Dealing with crisis situation	1	2	3	4	5
7	Getting appreciation when doing good	1	2	3	4	5
8	Inadequate or poor quality equipment	1	2	3	4	5
9	Having to take on increased responsibility	1	2	3	4	5
10	Difficulty getting along with District Manger	1	2	3	4	5
11	Making critical on-the-spot decisions	1	2	3	4	5
12	Lack of participation in policy- making decision	1	2	3	4	5
13	Inadequate compensation	1	2	3	4	5
14	Competition for business success and personal growth	1	2	3	4	5
15	Frequent interruptions	1	2	3	4	5
16	Frequent changes from boring to demanding activities	1	2	3	4	5
17	Excessive paperwork	1	2	3	4	5
18	Meeting deadlines	1	2	3	4	5
19	Insufficient personal time (e.g. coffee break]	1	2	3	4	5
20	Covering work for an employee	1	2	3	4	5
21	Work initiation	1	2	3	4	5

Occupational control scale

Key:

SDA = Strongly Disagree **UD = Undecided** **SA=Strongly Agree**

DA = Disagree

AG = Agree

	Circle the number that best describes your present agreement or disagreement with each statement.	S D A	D A	U D	AG	SA G
1	A job is what you make of it.	1	2	3	4	5
2	On most jobs, people can pretty much accomplish whatever they set out to accomplish	1	2	3	4	5
3	If you know what you want out of a job, you can find a job that gives it to you	1	2	3	4	5
4	Getting the job you want is mostly a matter of luck	1	2	3	4	5
5	Making money is primarily a matter of good fortune	1	2	3	4	5
6	Most people are capable of doing their jobs well if they make the effort	1	2	3	4	5
7	In order to get a really good job, you need to have family members or friends in high places	1	2	3	4	5
8	Promotions are usually a matter of good fortune	1	2	3	4	5
9	When it comes to landing a really good job, who you know is more important than what you know	1	2	3	4	5
10	Promotions are given to employees who perform well on the job	1	2	3	4	5
11	To make a lot of money you have to know the right people	1	2	3	4	5
12	It takes a lot of luck to be an outstanding employee on most jobs	1	2	3	4	5
13	Most employees have more influence on their supervisors than they think they do	1	2	3	4	5
14	The main difference between people who make a lot of money and people who make a little money is luck	1	2	3	4	5

Interview questions

1. Stress is prevalent in our every day lives because many people feel stressed. In thinking about your occupation what does stress mean to you?
 - A. It stresses a negative factor in your life. If so explain how it is negative.
 - B. Is stress a positive factor in your life. If so in what ways it is positive.
2. What are the things that contribute to stress in your life?
 - A. How does this work, does one thing contribute to stress more than others or does the combination of many things contribute to stress?
 - B. Do you have any particular health concerns that contribute to your feelings of stress can you tell us more about this?
 - C. Besides possible health concerns is there anything else that adds to your feeling of stress?
3. What are the ways or strategies that you use to help you deal with stress in your occupation?
 - A. How would you describe your typical way of coping with stress in your life/occupation?
 - B. What role, if any, does leisure play in helping you deal with stress.
 - C. Would your thoughts change if you were thinking about vacations and/or holidays (alone and /or with other people)?
4. All things considered, what could you say is the major causes of stress in your occupation?
5. Of all the ways of dealing with stress that we have talked about, which have you found to be most useful or effective in your life?

6. Is there any thing about stress and coping that we haven't talked about that you would like to raise?
7. Control is prevalent in our Occupation .in thinking about your occupation what does control mean to you?
 - A. Is control a negative factor in your occupation? If so explain how it is negative.
 - B. Is control a positive factor in your occupation? If so, in what ways it is positive.
8. What is it about control that makes it good or bad?
9. Income is prevalent in our every day lives because many people use it. In thinking about your occupation, what does income mean to you?
 - A. is income a negative factor in your life? If so explain how it is negative?
 - B. is income a positive factor in your life? If so in what ways it is positive.
11. What do you want to say at the end?

APPENDIX 5

በአዲስ አበባ ዩኒቨርሲቲ
በድህረ ምረቃ ትምህርት ቤት
የሳይኮሎጂ ትምህርት ክፍል

መመርያ፤

የዚህ ጥናት ዋና አላማ በስነ ልቦና ጤንነት እና በስራ ባህርያት መካከል ያለውን ግንኙነት መፈተሽ ነው። ይህ መጠይቅ በስራ አለም ካሉ ሴቶች ላይ መረጃ ለመሰብሰብ ይረዳል። መረጃውም በስራ ባህርያትና በስነ- ልቦና ጤንነት መካከል ግንኙነት ካለ ያሳያል። የሚከተሉት ጥያቄዎችም እነዚህን መሠረት ያደረጉ ናቸው። እባክዎ!! ትክክል ወይም ስህተት የሚባል መልስ እንደሌለ ያስታውሱ። የእርስዎ ግልፅ የሆነ መልስ የጥናቱን አላማ ከግብ ለማድረስ በጣም አስፈላጊ ነው። ከዚህ በተጨማሪም ያለ እርሶ ፈቃድ የሚሰጡት መረጃ ለሌላ አላማ እንደማይውል እርግጠኛ ይሁኑ። ግልፅ እንደሚሆኑ ተስፋ አደርጋለሁ።

በጣም አመሰግናለሁ

የግል መረጃ

- 1. እድሜ _____
- 2. የጋብቻ ሁኔታ _____
- 3. የልጆች ቁጥር _____
- 4. የት/ት ደረጃ _____
- 5. የወር ገቢ _____
- 6. የስራ ልምድ _____
(አሁን ባሉበት ስራ) _____
- 5. የሚሰሩበት ሞያ _____

	የእርሶን መስማማትን ወይም አለመስማማትን ይበልጥ የሚገልፁለትን ቁጥሮች በእያንዳንዱ 9. ነገር ስር ያክብቡ	በጣም አልስማማም	አልስማማም	ለመወሰን ያስቸግራል	እስማማለሁ	በጣም እስማማለሁ
1.	ከዚህ በፊት የሰራሁትን መልካም ነገር ሳስታውስ እና ወደፊትም ጥሩ እንደምሰራ ሳስብ ደስታ ይሰማኛል።	1	2	3	4	5
2.	የራሴን የህይወት ታሪክ ዞር ብዬ ሳየው በነገሮች ሁሉ ደስተኛ ነኝ።	1	2	3	4	5
3.	በአጠቃላይ በራስ የመተማመንና የአዎንታዊ ስሜት አለኝ	1	2	3	4	5
4.	ከቤተሰብ አባላትና ከጓደኞቼ ጋር የርስ በርስ ውይይት ያስደስተኛል	1	2	3	4	5
5.	በዕለት ተዕለት ህይወቴ ውስጥ ብዙ ሃላፊነቶችን በመወጣት ረገድ በጣም ጥሩ ነኝ	1	2	3	4	5
6.	አንዳንድ ጊዜ በዙሪያዬ ያሉ ሰዎችን ለመምሰል ስል አስተሳሰቤን ወይም ተግባራን እንድቀይር እገደዳለሁ።	1	2	3	4	5
7.	አብዛኛውን ባህሪዬን /ሰብእናዬን/ እወደዋለሁ።	1	2	3	4	5
8.	በአለፉት ጊዜያት ስህተቶችን ብሰራም ሁሉንም ነገር የሰራሁት ለተሻለ ነገር ነው።	1	2	3	4	5
9.	በአጠቃላይ እድሜዬ በጨመረ ቁጥር ስለ ራሴ መማርን እደምቀጥል ይሰማኛል።	1	2	3	4	5
10.	በአጠቃላይ የግል ገንዘቤንና ጉዳዩን ከክፉ ነገሮች ሁሉ ለመጠበቅ የሚያስችል ጥሩ ስራ ሰርቻለሁ።	1	2	3	4	5
11.	ሌሎች ሰዎች እኔ ካሉኝ ጓደኞች የበለጠ ጓደኛ እንዳላቸው ይሰማኛል።	1	2	3	4	5
12.	ከህይወት ያገኘሁት ልምድ በጣም ጠንካራ እና ችሎታ ያለው እንደሆነ አስችሎኛል	1	2	3	4	5
13.	በምመራው ህይወትና በማንነቴ በጣም እኮራለሁ።	1	2	3	4	5
14.	ሰዎች ጊዜዎን ለሌሎች ለማካፈል ፈቃደኛ ነኝ ይሉኛል	1	2	3	4	5
15.	አብዛኛው ሰው ከያዘው አቋም ጋር ሀሳቤ ባይስማማም እንኳን በሀሳቤ ሙሉ እምነት አለኝ	1	2	3	4	5
16.	ሰዓቴን በመቆጣጠር ረገድ ጥሩ ስለሆንኩኝ ከማንኛውንም ሰው ጋር አብራ መስራት እችላለሁ።	1	2	3	4	5
17.	በአንድ ጊዜ ብዙ ስራዎችን መስራት እችላለሁ የሚል ስሜት አለኝ።	1	2	3	4	5
18.	እራሴ ያስቀመጥኩትን እቅድ ለመተግበር ፈጣን ሰው ነኝ።	1	2	3	4	5
19.	የድሮ አሰራራን እንድለውጥ ስለሚያስገድደኝ በአዲስ አሰራር ውስጥ መግባት አያስደስተኝም።	1	2	3	4	5

20.	ምንም እንኩዋን አንዳንድ ሰዎች የህይወት አላማ ባይኖራቸውም እኔ ግን ከእነርሱ አንድ አንዱ አይደለሁም።	1	2	3	4	5
21.	እኔ በማህበረሰቡ ግፊት የማስብና የምንቀሳቀስ ሰው አይደለሁም	1	2	3	4	5
22.	ከሌሎች ጋር በማወራበት ጊዜ ነገሮችን ግልፅ ማድረግ አስቸጋሪ ይሆንብኛል።	1	2	3	4	5
23.	እኔም ሆነ ጓደኛዬ ከሌሎች ሰዎች ችግር ጋር እራሳችንን እናዋህዳለን።	1	2	3	4	5
24.	በህይወቴ ስለፈፀምኳቸው ነገሮች ማሰብ እርካታን ይሰጠኛል።	1	2	3	4	5
25.	ከገቢዬ አንጻር የአኗኗር ዘይቤዬንና የቤተሰቤን ፍላጎት የማጣጣም አቅም አለኝ።	1	2	3	4	5
26	ሌሎች ሰዎች ስለ እኔ ምን እንደሚያስቡ ያስጨንቀኛል።	1	2	3	4	5
27	ሌሎች ከሚፈጥሩልኝ ደስታ ይልቅ እኔ በራሴ የምደሰተው ይበልጣል።	1	2	3	4	5
28	በአኗኗር ሁኔታዬ ደስተኛ ባልሆን ኖሮ ውጤታማ የሆኑ የሰው ጥደታዎችን እወስድ ነበር።	1	2	3	4	5
29	በእኔ አመለካከት በየትኛውም የእድሜ ክልል ውስጥ ያሉ ሰዎች በአእምሮና በተክለ ሰውነት እድገት መቀጠል ይችላሉ።	1	2	3	4	5
30	አንዳንድ ጊዜ በህይወት ውስጥ መስራት የሚገባኝን ነገር በሙሉ የሰራሁ መስሎ ይሰማኛል።	1	2	3	4	5

	ከጭንቀት ጋር የተያያዙ ክስተቶች	በጣም ዝቅተኛ	ዝቅተኛ	መካከለ ኛ	ከፍተኛ	በጣም ዝቅተኛ
1	ለብዙ ሰዓታት የመስራት አጋጣሚ	1	2	3	4	5
2	የማደግ አድልዎ	1	2	3	4	5
3	ያለመዱትን ሥራ የመስራት ሁኔታ	1	2	3	4	5
4	ስራቸውን የማይሰሩ ሰዎችን የመከታተል ልምድ	1	2	3	4	5
5	በቂ የሆነ ድጋፍ ከቅርብ አለቅዎ የማግኘት ሁኔታ	1	2	3	4	5
6	አስቸጋሪ በሆኑ ነገሮች ላይ የመወያየት ልምድ	1	2	3	4	5
7	ጥሩ ሲሰሩ ምስጋና የማግኘት ሁኔታ	1	2	3	4	5
8	የመገልገያ ዕቃዎች አቅርቦታ ብቃት	1	2	3	4	5
9	ከአቅም በላይ ኃላፊነትን የመቀበል ሁኔታ	1	2	3	4	5
10	የቅርብ አለቃን በፈለጉት ጊዜ የማግኘት አጋጣሚ	1	2	3	4	5
11	በመስራቤትዎ ላይ ያሉት አመለካከት	1	2	3	4	5
12	በውሳኔ አሰጣጥ ላይ ሚዛናዊነት	1	2	3	4	5
13	በፖሊሲ ውሳኔዎች ላይ የመሳተፍ አጋጣሚ	1	2	3	4	5
14	የሚያገኙት ማካካሻ ብቃት	1	2	3	4	5
15	በስራዎ ውጤታማ ለመሆንና ለማደግ የመወዳደር ፍላጎትዎ	1	2	3	4	5
16	ከሚሰለጉ ወደ ማይሰለጉ ስራ የመለወጥ አጋጣሚ	1	2	3	4	5
17	የወረቀት ላይ ስራ ብዛት	1	2	3	4	5
18	የስብሰባ ቀኖች ብዛት	1	2	3	4	5
19	የምሳ ፣ የሻይ እረፍት	1	2	3	4	5
20	የሌሎች ሰዎችን ስራ የመሸፈን ሁኔታ	1	2	3	4	5
21	የስራ ተነሳሽነትዎ	1	2	3	4	5

	የሚከተሉት ጥያቄዎች በሰራዊ ላይ ያሉትን አጠቃላይ እምነት የሚመለከቱ ናቸው።	በጣም አልስማማም	አልስማማም	ለመውሰን ያስቸግራል	እስማማለሁ	በጣም እስማማለሁ
1	ሥራ ማለት ለእርሶ አሁን እየሰሩት ያለው ሥራ ማለት ነው።	1	2	3	4	5
2	ሰዎች ሊሰሩ ያቀዱትን ስራ የመስራት አቅም አላቸው	1	2	3	4	5
3	ከአንድ ሥራ ምን ማግኘት እንዳለብሽ ካወቅሽ ያንን ፍላጎትሽን ሊያሟላልሽ የሚችል ስራ ማግኘት ትችያለሽ	1	2	3	4	5
4	የሚፈልጉትን ሥራ ማግኘት በአብዛኛው የዕድል ጉዳይ ነው።	1	2	3	4	5
5	ገንዘብ ማግኘት በመጀመሪያ ደረጃ የጥሩ ዕድል ጉዳይ ነው።	1	2	3	4	5
6	ብዙ ሰዎች ጥረታቸው ከታከለበት ስራቸውን በሚገባ መስራት ይችላሉ።	1	2	3	4	5
7	በጣም ጥሩ ስራ ለማግኘት ከፍተኛ ቦታ ላይ ያለ ዘመድ ወይም ጓደኛ ያስፈልግሃል	1	2	3	4	5
8	እድገት ብዙውን ጊዜ የጥሩ ዕድል ጉዳይ ነው።	1	2	3	4	5
9	ጥሩ ስራ ለማግኘት ከሞያዊ እውቀት ይልቅ ሰውን ማወቅ ይጠቅማል	1	2	3	4	5
10	ስራቸውን በጥሩ ሁኔታ ለሚሰሩ ሰዎች እድገት ይገባቸዋል	1	2	3	4	5
11	ብዙ ገንዘብ ለማግኘት ትክክለኛ ሰውን ማወቅ ያስፈልጋል	1	2	3	4	5
12	በብዙ ሥራዎች ላይ ተመራጭ ሰራተኛ ለመሆን ዕድል ያስፈልጋል	1	2	3	4	5
13	ሰራተኞች አስበውት ከሚሰሩት ይልቅ የተቆጣጣሪዎቻቸውን ሐሳብ ለመፈጸም የሚያደርጉት ጥረት ይበልጣል	1	2	3	4	5
14	ብዙ ገንዘብም ትንሽ ገንዘብም በሚያገኙ ሰዎች መካከል ያለው ልዩነት የዕድል ብቻ ነው።	1	2	3	4	5

የቃለ መጠይቅ ጥያቄዎች

1. ጭንቀት በየዕለት ህይወታችን ውስጥ የተለመደ ነው። ምክንያቱም ብዙ ሰዎች የጭንቀት ስሜት አላባቸውና። እርሶም አሁን ያሉበትን የስራ ህይወት እያሰቡ ለእርሶ ጭንቀት ማለት ምን ማለት እንደሆነ ቢነግሩን?
 - ሀ. በእርሶ ህይወት ውስጥ ጭንቀት አሉታዊ ገፅታ አለው ?ካለው እንዴት አሉታዊ እንደሆነ ቢያብራሩልን?
 - ለ. በእርሶ ህይወት ውስጥ ጭንቀት አዎንታዊ ገፅታ አለው? ካለው እንዴት አዎንታዊ እንደሆነ ቢያብራሩልን?
 - ሐ. ጭንቀትን አዎንታዊና አሉታዊ ገፅታ እንዲኖረው ያደረገው ምን ነው?
2. በእርሶ ህይወት ውስጥ ለጭንቀት አስተዋጽኦ የሚያደርጉት ነገሮች ምንምን ናቸው?
 - ሀ. ለጭንቀት መንስኤ አንድ የተወሰነ ነገር ነው ወይስ የተለያዩ ነገሮች ጥምረት ነው?
 - ለ. ተለይቶ የታወቀ ለጭንቀት መንስኤ ሊሆን የሚችል የጤና ችግር አለብዎ? ካለ ትንሽ የሚሉት ነገር ቢኖር?
 - ሐ. ከጤና ችግር ወጣ ብለን ሌላ ለጭንቀት መንስኤ ናቸው ብለው የሚያስባቸው ነገሮች ካሉ ቢገልፁልን ?
3. ከጭንቀት ለመላቀቅ የሚጠቀሙት መንገድ ምን አይነት ነው?
 - ሀ. ከጭንቀት የመላቀቂያ መንገድን እንዴት ይገልፁታል?
 - ለ. መዝናናት ጭንቀቱን በመቀነስ ረገድ የሚያደርገው አስተዋጽኦ አለ?
 - ሐ. ስለ እረፍትና የበዓል ቀናት ሲያሰቡ ምን ይሰማዎታል? (ብቻዎትን ወይም ከሌሎች ጋር)
4. በህይወትዎ ለጭንቀት መነሻ አይነተኛ ምክንያት ነው ብለው የሚያስቡትን ቢገልፁልን?
5. አስቀድመን ከጠቀስናቸው ከጭንቀት የመላቀቂያ መንገዶች ለእርሶ በጣም የተሻለ ሆኖ ያገኙት የትኛው ነው?
6. ስለ ጭንቀትና መላቀቂያ መንገዶቹ መነሳት አለበት ብለው የሚያስቡት ነገር ካለ?

7. ቁጥጥር በዕለት ተዕለት ስራችን ውስጥ የተለመደ ነገር ነው። በመሆኑም እርሶ ስለ ስራዎ እያሰቡ ፣ ቁጥጥር ማለት ለእርሶ ምን ማለት እንደሆነ ቢገልፁልን?
- ሀ. በእርሶ ስራ ውስጥ ቁጥጥር አሉታዊ ገፅታ አለው? ካለው እንዴት እንደሆነ ቢያብራሩልን?
 - ለ. በእርሶ ስራ ውስጥ ቁጥጥር አዎንታዊ ገፅታ አለው? ካለው እንዴት እንደሆነ ቢገልፁልን?
 - ሐ. ቁጥጥርን አዎንታዊና አሉታዊ ገፅታ እንዲኖረው የሚያደርጉት ነገሮች ምንድን ናቸው።
8. የቁጥጥርን አሉታዊ ገጽታ ለመቀየር ምን አይነት መንገድ ነው የሚከተሉት? አዎንታዊውንስ ባለበት ለማቆየት?
9. ገቢ በዕለት ተዕለት ህይወታችን ውስጥ የተለመደ ነገር ነው። ምክንያቱም ብዙዎቻችን የምንሰራው ለእርሱ ነውና! እርስዎም ስለ ስራዎ በማሰብ ገቢ ማለት ለእርሶ ምን ማለት እንደሆነ ቢገልጹልን?
- ሀ. በሰራዎ ላይ ገቢ አሉታዊ ገፅታ አለው? ካለው ቢያብራሩልን?
 - ለ. በሰራዎ ላይ ገቢ አዎንታዊ ገፅታ አለው? ካለው በምን መልኩ እንደሆነ ቢገልፁልን ?
 - ሐ. ገቢን በሰራዎ ላይ አሉታዊና አዎንታዊ ገፅታ እንዲኖረው የሚያደርጉ ነገሮች ምን ምን ናቸው ?
10. በመጨረሻ የምትሉት ነገር ካለ?

Declaration

I the undersigned, declare that this thesis is my original work, has not been presented for a degree in any other University and that all sources of materials used in this thesis have been duly acknowledged.

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Date: June ____, 2006