

**IMPACT OF SOCIAL SUPPORT ON THE RELATIONSHIP
BETWEEN STRESS AND WELLBEING AMONG
FEMALE TEACHERS IN PAKISTAN**

SHAZIA KAZI

UNIVERSITI TEKNOLOGI MALAYSIA

IMPACT OF SOCIAL SUPPORT ON THE RELATIONSHIP BETWEEN STRESS
AND WELLBEING AMONG FEMALE TEACHERS IN PAKISTAN

SHAZIA KAZI

A thesis submitted in fulfilment of the
requirements for the award of the degree of
Doctor of Philosophy (Management)

Faculty of Management
Universiti Teknologi Malaysia

SEPTEMBER 2016

DEDICATION

To my beloved Parents, Siblings and Spouse.

ACKNOWLEDGEMENT

Thanks to ALLAH, the Most Gracious and the Most Merciful, All praise and glory are to Almighty Allah who gave me the courage and patience to accomplish this research. Without his help and mercy, this wouldn't be possible.

I would like to express my deepest gratitude towards my supervisor, Assoc. Prof. Dr. Ishak Bin Mad Shah for his enormous guidance, encouragement, unconditional support and valuable comments during the research and writing of this thesis. His attention and technical expertise were key elements to my success.

I am whole heartedly thankful to my husband (Suhail Kazi) for giving me the unlimited support and being patience during my studies. His cooperation and love made this work possible.

My sincere appreciation also extends to Dr. Imran Qureshi and Dr. Anwar Khan for their generous cooperation and help on related matters during this research. I am also thankful to my elder brother (Dr. Abdul Ghafoor Kazi) for his continuous encouragement and emotional support that I needed most in time of stress during research. Last but not least, I would like to give appreciations to my parents and younger brother (Safiullah Kazi) for giving the unlimited support and prayers. Their prayers and love made this work possible.

ABSTRACT

In recent years, attention given to stress research has been rapidly increasing. However, research on the experiences of stress and role of social support in the lives of female teachers has not received considerable attention in Pakistan. Therefore, this study investigated the problem of stress and its effects on the wellbeing of female teachers. Initially, the levels of stress and wellbeing were measured according to individual differences among female teachers, followed by an examination of the relationship between stress and wellbeing. Finally, the moderating effect of social support was determined. To investigate this relationship, a comprehensive research framework was developed by employing the transactional model of stress and coping. 379 Pakistani public higher secondary school female teachers were chosen as respondents for this study. A cross-sectional survey was carried out to collect data on the levels of stress and wellbeing which were measured using the mean scores. One-Way ANOVA was undertaken to compare the stress and wellbeing levels according to demographic characteristics. The relationship between stress and wellbeing was analysed using Pearson correlation coefficient and multiple regression analysis. In addition, a hierarchical multiple regression analysis was utilised to examine the moderating effect of social support on the relationship between stress and wellbeing. The results of the current study revealed that the respondents experienced high levels of stress and low levels of wellbeing. The stress was negatively related with wellbeing. Collectively, stress dimensions explained 43.7% of the variance in their wellbeing. For the moderating effect, social support from family and friends significantly moderated the relationship between stress and wellbeing. The findings of this study will be significant to administrators and policy makers in enhancing their understanding of the overall nature of stress and its negative effects on the wellbeing and role of social support needed for the well-being of female teachers. As a conclusion, this study contributes to the research in the field of organisational psychology and studies on stress, wellbeing and social support.

ABSTRAK

Kebelakangan ini, tumpuan terhadap penyelidikan berkaitan tekanan telah meningkat dengan mendadak. Walau bagaimanapun, kajian tentang pengalaman tekanan dan peranan sokongan sosial dalam kehidupan guru wanita masih belum mendapat perhatian sewajarnya di Pakistan. Oleh itu, kajian ini mengkaji masalah tekanan dan kesannya ke atas kesejahteraan guru wanita. Di peringkat permulaan, tahap tekanan dan kesejahteraan telah diukur mengikut perbezaan individu dalam kalangan guru wanita dan diikuti dengan pengujian hubungan antara tekanan dengan kesejahteraan. Akhirnya, kesan penyederhana terhadap sokongan sosial ditentukan. Dalam kajian ini, satu rangka struktur kajian yang komprehensif telah dibangunkan menggunakan model transaksi tekanan dan kendalian. Sejumlah 379 guru wanita dari sekolah menengah tinggi awam Pakistan telah dipilih sebagai responden kajian ini. Kaji selidik keratan rentas telah dijalankan untuk mengumpul data tahap tekanan dan kesejahteraan yang mana telah diukur dengan menggunakan purata skor. ANOVA Satu-Hala telah digunakan untuk membandingkan tahap tekanan dan kesejahteraan berdasarkan ciri-ciri demografi. Hubungan antara tekanan dan kesejahteraan telah dianalisis menggunakan keefisienan korelasi Pearson dan analisis regresi pelbagai. Selain itu, analisis regresi pelbagai hierarki telah digunakan untuk mengkaji kesan penyederhana sokongan sosial ke atas hubungan antara tekanan dan kesejahteraan. Dapatan kajian menunjukkan bahawa responden mengalami tahap tekanan yang tinggi dan tahap kesejahteraan yang rendah. Tekanan didapati mempunyai hubungan yang negatif dengan kesejahteraan. Keseluruhannya, dimensi tekanan menjelaskan 43.7% varian dalam kesejahteraan mereka. Bagi kesan penyederhana, sokongan sosial dari keluarga dan rakan didapati secara signifikan menyederhanakan hubungan antara tekanan dan kesejahteraan. Dapatan kajian ini berguna kepada pentadbir dan pembuat polisi dalam meningkatkan kefahaman mereka mengenai keadaan keseluruhan tekanan dan kesan-kesan negatifnya ke atas kesejahteraan dan peranan sokongan sosial yang diperlukan untuk kesejahteraan guru wanita. Sebagai kesimpulan, kajian ini memberi sumbangan kepada penyelidikan dalam bidang psikologi organisasi dan kajian-kajian ke atas tekanan kesejahteraan dan sokongan sosial.

TABLE OF CONTENTS

CHAPTER	TITLE	PAGE
	DECLARATION	ii
	DEDICATION	iii
	ACKNOWLEDGEMENTS	iv
	ABSTRACT	v
	ABSTRAK	vi
	TABLE OF CONTENTS	vii
	LIST OF TABLES	xi
	LIST OF FIGURES	xiii
	LIST OF ABBREVIATIONS	xiv
	LIST OF APPENDICES	xv
1	INTRODUCTION	1
	1.1 Introduction	1
	1.2 Background	1
	1.3 Problem Statement	4
	1.4 Purpose of the Study	9
	1.5 Research Questions	9
	1.6 Research Objectives	10
	1.7 Significance of the Study	10
	1.8 Scope of the Study	11
	1.9 Operational Definitions	12
	1.9.1 Stress	12
	1.9.2 Wellbeing	13
	1.9.3 Social Support	13
	1.10 Organization of Thesis	14

2	LITERATURE REVIEW	15
2.1	Introduction	15
2.2	Stress	15
2.3	Symptoms and Causes of Stress	18
2.3.1	Depression	19
2.3.2	Mania	19
2.3.3	Anger	20
2.3.4	Anxiety	22
2.4	Effects of Stress	23
2.5	Concept of Wellbeing	26
2.5.1	Psychological Wellbeing	27
2.5.2	Research on Wellbeing	27
2.5.3	Key Outcomes of Employee Wellbeing	28
2.6	Social Support	29
2.6.1	Perceived vs. Received Social Support	31
2.6.2	Social Support and Social Relationships	32
2.6.3	Personal Social Support	33
2.6.4	Work-based Social Support	33
2.6.5	Phenomenon of Social Support	34
2.7	Theoretical Foundation of the Study	37
2.8	Role of Demographic in Stress, Wellbeing and Social Support Network	40
2.9	Stress and Wellbeing	41
2.10	Social Support as a Moderator between Stress and Wellbeing	44
3	METHODOLOGY	48
3.1	Introduction	48
3.2	Research Design	48
3.3	Unit of Analysis	50
3.4	Population and Parameters of Interest	50
3.5	Sampling Procedure	52
3.6	Data Collection Procedure	56
3.7	Data Analysis Technique	58

3.8	Pilot Study	61
3.9	Reliability Analysis (Main Study)	63
3.10	Summary	64
4	DATA ANALYSIS	68
4.1	Introduction	68
4.2	Preliminary Analysis	68
4.2.1	Data Normality and Linearity	69
4.2.2	Multicollinearity	71
4.2.3	Homoscedasticity and Outliers	73
4.3	Characteristics of Respondents	74
4.4	Exploratory Factor Analysis	74
4.4.1	Exploratory Factor Analysis for the variables of Study	75
4.5	Level of Stress	80
4.5.1	Level of Stress According to Demographic Characteristics	81
4.5.1.1	Level of Stress According to Age	82
4.5.1.2	Level of Stress According to Marital Status	83
4.5.1.3	Level of Stress According to Education Level	85
4.6	Level of Wellbeing	86
4.6.1	Level of Wellbeing According to Demographic Characteristics	86
4.7	Relationship between Stress and Wellbeing	88
4.8	Moderating Impact of Social Support on the Relationship between Stress and Wellbeing	90
4.8.1	Moderating Impact of Family Support on the Stress-Wellbeing Relationship	91
4.8.2	Moderating Impact of Friends Support on the Stress-Wellbeing Relationship	97
4.9	Summary	103

5	DISCUSSION AND CONCLUSION	105
5.1	Introduction	105
5.2	Overview of the Study	105
5.3	Level of Stress among Female Teachers	106
5.4	Level of Wellbeing among Female Teachers	107
5.5	Relationship between Stress and Wellbeing	108
5.6	Moderating Impact of Social Support on the Relationship between Stress and Wellbeing	109
5.7	Implications of the Study	111
5.8	Research Limitations and Future Recommendations	113
5.9	Conclusion	114
	REFERENCES	115
	Appendices A-D	146-168

LIST OF TABLES

TABLE NO.	TITLE	PAGE
1.1	Stress among working women	2
1.2	Higher secondary schools(H.S.S)and female teachers	12
2.1	Categories of social support	30
2.2	Constructs of the transactional model of stress and coping	39
2.3	Research studies on relationship between stress and wellbeing	43
2.4	Research studies on social support	46
3.1	Number of higher secondary schools and female teachers	51
3.2	Divisions, Districts and Number of Talukas in Sindh Province	53
3.3	Public higher secondary schools and number of female teachers	54
3.4	Reliability of Mirrashdi's instrument	56
3.5	A 5-level mean score scale	59
3.6	Number of items in original scale and in current scale	62
3.7	Cronbach's alpha coefficient (Pilot study)	63
3.8	Cronbach's alpha coefficient (Main study)	63
3.9	Summary of research methodology	65
4.1	Correlation between variables	72
4.2	Tolerance and VIF values of variables	72
4.3	Characteristics of the respondents	74
4.4	KMO and Bartlett's test	75
4.5	Principal component analysis for study variables	76
4.6	Rotated Component Matrix	77
4.7	Variance and item loading for the factors of study	80
4.8	Mean scale to measure stress	81
4.9	Level of Stress	81
4.10	ANOVA for Age	82

4.11	ANOVA for level of stress according to marital status	83
4.12	Tukey test multiple comparisons	84
4.13	ANOVA for level of stress according to education level	85
4.14	Scale to measure wellbeing	86
4.15	Level of wellbeing	86
4.16	ANOVA for level of wellbeing according to demographic characteristics	87
4.17	Tukey test multiple comparisons	87
4.18	Correlation between stress, dimensions of stress and wellbeing	88
4.19	Regression analysis (Model Summary)	89
4.20	Stress dimensions and wellbeing (Coefficients)	90
4.21	Level of agreement on social support measures	90
4.22	Moderating effect of family support on the relationship between anger and wellbeing	92
4.23	Moderating effect of family support on the relationship between anxiety and wellbeing	94
4.24	Moderating effect of family support on the relationship between mania and wellbeing	95
4.25	Moderating effect of family support on the relationship between depression and wellbeing	96
4.26	Moderating effect of friends support on the relationship between anger and wellbeing	98
4.27	Moderating effect of friends support on the relationship between anxiety and wellbeing	100
4.28	Moderating effect of friends support on the relationship between mania and wellbeing	101
4.29	Moderating effect of friends support on the relationship between depression and wellbeing	102

LIST OF FIGURES

FIGURE NO.	TITLE	PAGE
2.1	Framework of the study	47
3.1	Multistage sampling procedure	55
4.1	Regression standardized residual histogram of stress and wellbeing	70
4.2	Normal probability plot of regression standardized residual of stress and wellbeing	70
4.3	Scatter plot of stress and wellbeing	71
4.4	Scatter plot of stress and wellbeing	73
4.5	Two way interaction effect of (Anger*Family)	93
4.6	Two way interaction effect (Anxiety*Family)	94
4.7	Two way interaction effect (Depression *Family)	97
4.8	Two way interaction effect (Anger*Friends)	99
4.9	Two way interaction effect (Depression*Friends)	103

LIST OF ABBREVIATIONS

ACTU	-	Australian Confederation of Trade Union
ADDS	-	Affective Disturbance and Distress Scale
AEPAM	-	Academy of Educational Planning and Management
ANOVA	-	Analysis of Variance
DV	-	Dependent Variable
EFA	-	Exploratory Factor Analysis
H.S.S	-	Higher Secondary School
IV	-	Independent Variable
KMO	-	Kaiser-Meyer-Olkin
NIOSH	-	National Institute of Occupational Safety & Health
PCA	-	Principal Component Analysis
PSS-Fa	-	Perceived Social Support-Family
PSS-Fr	-	Perceived Social Support-Friends
SEMIS	-	Sindh Education Management Information System
VIF	-	Variance Inflation Factor

LIST OF APPENDICES

APPENDIX	TITLE	PAGE
A	Research Questionnaire	146
B	Histograms and Normal P-P plots for All Models of Study	154
C	Scatter Plots for All Models of Study	163
D	Modifications in Measurement Scales (Family/friends)	168

CHAPTER 1

INTRODUCTION

1.1 Introduction

Chapter one, initially presents detailed background and problem statement of the study, which is followed by the research purpose, questions, objectives, significance and scope of the study. This chapter has been closed by presenting operational definitions used in the study and organization of thesis.

1.2 Background

In recent years, many studies have been conducted to understand problems experienced by working women and most of them indicate that working women suffer from psychological and physical ailments due to stress caused by the struggle to balance both domains of life i.e. work and family. Pinky (2009) found higher level of frustration in working women than non-working women. Working married women were more stressed due to unfinished tasks, forcefully doing disliked activities and lack of sleep. On the other hand, non-working married women were more stressed due to fatigue and non-involvement in decisions by family. Working women encountered more problems at home and at the workplace (Manas & Mubeen, 2011). Joan (2010) reported that 90% of American working mothers are under high stress. Demerouti (2004) claimed that in general 70% of working women experience high levels of stress which affect their wellbeing. Table 1.1 shows the research on the experience of work stress among working women.

Table 1.1: Stress among working women

Research	Work Stress
Joan , 2010	90 %
Demerouti, 2004	70%
NIOSH, 2001	60%
Smith, 2000	500,000

A study addressing the family and psychosocial health status reveals that about 36% of married working women, out of the total sample reported family responsibilities and day-to-day tension affecting their mental health. Moreover, about 56% women, in the same study, reported work-family conflict and mental tension at their workplace (Singh & Singh, 2005). This failure of managing both domains results in a work-family conflict which is associated with decreased physiological health (Major *et al.*, 2002; Frone, 2000; Stephens *et al.*, 1997) and lower levels of wellbeing.

Working women have also been found to suffer from high levels of stress compared to males (Fotinos and Cooper, 2005; Gentry *et al.*, 2007). Lim and Teo (1996) discovered that female IT personnel in Singapore significantly suffered from more stress due to work interface factors compared to their male co-workers. Conflicts between professional and parental roles are especially stressful for the female spouse (Martins *et al.*, 2002). According to Simon (1995), men and women have a different meaning of work and family roles. She interviewed 40 employed married parents. The results indicated that men viewed work and family roles as interdependent. Therefore, they did not report negative consequences (e.g., Work-family conflict and distress) from combining both roles. On the other hand, women perceived work-family roles as independent. Therefore, while performing one role they could not perform the other role and reported more distress.

In a comparative study among non-working and working women, it was observed that working respondents were significantly more stressed due to non-allowance by the family to make decisions independently (mean score 0.73) and struggle to please others (mean score 1.28) as compared to non-working women

(mean score 0.68 and 1.10). Working women were also stressed due to unfinished task and forcefully performing disliked activities. Physiological factors, such as fatigue and bodily problems also contribute to stress levels. In a separate study, working women reported more physical stress due to work overload (Mean M= 1.04) and lack of sleep (M=1.05) compared to non-working respondents (Work overload M=0.91) and (lack of sleep M=0.88). On an average, women experienced more physio-psychological stressors (Kamla, 2006). The stress of work causes anxiety and depression among women resulting in difficulties in looking after their home and family as the results of a study conducted in the Punjab province of Pakistan indicated that non-working married women were better adjusted and didn't feel depression and stress in their married life as compared to working married women (Hashmi *et al.*, 2007).

In addition, various studies conducted in Eastern and Western countries indicate that stress caused by work is universal (Liu, 2007) and it may also cause cardiovascular diseases, asthma, migraines (Gwyther, 1999), gastrointestinal problems, substance abuse, hypertension and mental disorders such as depression, anger, burnout (Krohe, 1999), sprains and strains, carpal tunnel syndrome, tendonitis, and other musculoskeletal disorders account for more than half (52%) of the injuries and illnesses suffered by female workers, as compared to 45% for male workers (NIOSH, 2001).

Despite the above fact, in these days, many women are joining the workforce and maintaining a home at the same time. This dual responsibility with multiple roles puts a huge burden on their shoulders. As a result, stress in managing manage both domains negatively affects their wellbeing. Thus, it is important to find out the level of stress and wellbeing among working women as they play a significant role in the household activities of their families and the happiness of their family depend on them to a great extent. Therefore, this study intends to identify the level of stress and wellbeing among female teachers and the impact of social support on the relationship between stress and wellbeing in a Pakistani cultural context. This is because aforementioned working conditions for women in Pakistan might cause stress for female teachers.

1.3 Problem Statement

Nowadays, many women are joining the workforce either because of economic necessity or due to personal preferences as they feel a need to justify their roles and manage the demands of career and family. Research on this subject presents different results for different countries. For instance, studies conducted in Western societies indicate a positive association between marriage, parenthood, employment and health outcomes as they provide individuals with financial resources and social support that positively affect psychological wellbeing and physical health (Linda, 2000; Mirowsky, 2003). Waris (2008) conducted a survey on working women and found that 61.5% respondents' perceived working status as better than non-working status and according to 52.5% of the respondents' financial benefits outweigh disadvantages of the job. Harshpinder (2006) found that non-working women were more stressed than working women due to fatigue and their non-involvement in decision making in a family. Employed women experienced better health compared to full-time homemakers as the work environment offers opportunities to build confidence, self-esteem and provides social support for the wellbeing of isolated individuals (Annandale & Hunt, 2000). According to (Lucia, 2004; Waldron *et al.*, 1998), employment has beneficial effects on health for unmarried women but little or no effect for married women. On the other hand, the benefits of work for mothers' health are restricted to those working part-time (Artazcoz *et al.*, 2001; Bartley, *et al.*, 1992).

In contrast, other findings indicate that working women face severe stressful situations (Hashmi *et al.*, 2007) as they need to fulfill the duties of a faithful wife, a sacrificing mother, an obedient daughter-in-law and at the same time they struggle to become committed, dynamic and competitive career women (Parveen, 2009). As Pinky (2009) found a higher level of frustration in working women ($M= 101.03$) than non-working women ($M= 93.03$). It is because working women were more stressed due to unfinished task, forcefully doing disliked activities, improper sleep, struggling to please others and non-allowance by the family to take decisions independently. Daily hassles and job pressure also contributed to anxiety in dual career women in India (Aleem & Danish, 2008). A study addressing the family and psychosocial

health status reveals that about 36% percent of working women reported family responsibilities and day-to-day tension affecting their wellbeing. Moreover, about 56% percent women, in the same study, reported work-family conflict and high-stress levels at their workplace (Singh & Singh, 2005). Hashmi *et al.* (2007) indicated that non-working married women were better adjusted and didn't feel depression and stress in their married life as compared to working married women. On average working women experienced more psychological and physiological stress (Harshpinder, 2006).

As for wellbeing, an increase in women's participation in the labor force over the past few decades have led to increased interest in the effects of employment on women's wellbeing. Women employment has been investigated as either beneficial or detrimental to women's psychological wellbeing. A balanced pattern of daily occupations and lifestyle positively contribute to working women's psychological wellbeing (Srimathi, 2010). Various reasons for employment either for monetary gains or personal satisfaction affects the wellbeing of employed women. For example, among African-American professional women, it was found that the attainment of multiple degrees, the establishment of professional careers, achieving financial independence and the availability of coping resources were major factors that increased psychological wellbeing (Williams, 2006). Varma and Dhawan (2006) indicated that Indian women exhibited high levels of wellbeing. In their study, the dimension of family group support contributed more to well being. Srimathi (2010) examined the level of psychological wellbeing among women employed in different professions (industries, hospitals, banks and educational institutions). Results revealed that female employees working in industries had the least psychological wellbeing (M=193.73), followed by women working in health organizations (M=200.32). Female employees working in banks had a medium level of psychological wellbeing scores (M=217.48) and female teachers had the highest psychological wellbeing scores (M=231.51). Sahu and Rath (2003) examined efficacy-wellness linkage among working and nonworking women from urban areas of Orissa and found a positive and significant correlation between self-efficacy and wellbeing in all cases. The study also explored that strong involvement in work enhances women's wellbeing.

However, other studies indicate that dual responsibility (at home and workplace) consumes double energy, time and intellectual resources which, result in confusion, tension and frustration (Gani *et al.*, 2010), guilt (Iwasaki, 2004), anger (Saxena, 2009), anxiety (Mukkhupadhah, 1997), depression (Dudhatra & Jogsan, 2012) and these are associated with decreased psychological wellbeing (Major *et al.*, 2002; Allen, 2000; Frone, 2000; Stephens *et al.*, 1997; Beatty, 1996; Thomas and Ganster, 1995). Findings of the above mentioned studies are contradicting because those are conducted in different countries and cultures where respondents may have different beliefs, preferences, values, and environments. This is supported by Talat (2011) and Mirowsky (2003) whereby according to them culture shapes personalities. Therefore, causes or sources of stress, wellbeing, coping strategies, the response and level to particular sources of stress may vary across cultures.

Nevertheless, provision of social support may positively contribute to the wellbeing of working women in all the contexts. In this regard, studies indicate that social support from family and friends increase the level of wellbeing and decrease stress among women. To illustrate, studies on the relationship between stress, social support, and psychological well-being (Malinauskas, 2010; Ryska & Yin, 1999) and a number of researchers (Ahern & Lohr, 1997; Reed & Giacobbi, 2004) have found that stress has a negative effect and social support from personal and professional resources have a positive effect on physio-psychological wellbeing. Therefore, people having social support from both domains perform better and feel more satisfied with all aspects of their life. Further, support from friends and family appear to be particularly important to employed women as the high levels of social support reduces the negative effects of work-family conflict and stress on women's psychological health (Uchino, 2004; Dona & Berry, 1994; Sasao & Chun, 1994). In some studies there has been evidence of the stress-buffering effect of social support, that is, an interaction between social support and stress such that social support has more impact on psychological adjustment under conditions of high stress (Hamarat *et al.*, 2001; Rees & Freeman, 2007, 2009). Therefore, working women may rely on social support provided through various relationships, developed in both their personal and professional roles, to achieve work-family balance as social support has positive consequences for improving health, reducing stress, and mitigating work-family conflict (Cutrona and Russell, 1994; Deelstra *et al.*, 2003).

In Pakistan, the basic role of women is to manage household activities besides pleasing their husband and in-laws. In this society, women from their childhood learn to be homemakers and men learn to be breadwinners in a family. This cultural training often makes women skilled only in handling household tasks. For this reason, going out to seek paid jobs becomes an additional burden for women as they are responsible for most household chores. Avais (2014) conducted a study among teachers, doctors, nurses, and sales representatives in Sukkur, Pakistan. Results indicated that the majority (66%) of respondents from all professions were stressed as they were not able to give proper attention and time to their home/family which is expected by the society. Ghazala (2015) pointed out different factors that are responsible for stress among female teachers, doctors, and bankers in Pakistan. After conducting a survey and a detailed analysis of interviews, she found that unsupportive families, negative attitudes of people, decreased social life and unequal distribution of responsibilities among men and women are major factors causing stress. According to her, the consequences of these stress factors negatively affect women's health and as a result, they experience high blood pressure, depression, frustration, and anxiety. Riffat (2014) conducted a study in Karachi (Pakistan) to examine the psychological ill-being in married working women (teachers, beauticians, and health care assistants) as compared to non-working married women. Results of the study revealed that after coming home from work, about 92% of working women were responsible for preparing meals, 72% were involved in dusting/cleaning, 38 % were responsible for washing clothes and 70% were responsible for washing dishes. Approximately, 22 % received assistance from maids and husbands of only 18% of women were cooperative in this regard. Criticism over daily work and routine was faced by 46% of working women. Most of them (58%) were not financially supported at all or given insufficient money for daily expenses. About 38 % found time to take rest. As a consequences of the above mentioned factors, married working women significantly reported more somatic complaints ($t=2.00$, $df = 98$, $p < 0.048$), social dysfunction ($t= 2.31$, $df = 98$, $p < 0.023$), anger ($t = 2.10$, $df = 98$, $p < 0.038$) and hostility ($t=2.27$, $df = 98$, $p < 0.025$) than non-working married women. However, working and non-working married women did not significantly differ on the variables of insomnia ($t= 0.773$, $df = 98$, $p < 0.441$) and depression ($t = 0.709$, $df = 98$, $p < 0.375$).

Parveen (2009) determined the comparison using the degree of occupational stress as experienced by married and single female teachers in Hyderabad, Pakistan. The sample consisted of 90 single and 90 married female teachers, who responded using the occupational stress scale (Sohail & Khanum, 2000). The higher level of occupational stress among participants was explained in terms of traditional trends, demands of society, roles and responsibilities assigned to them. According to the results, married female teachers experienced a higher level of overall occupational stress ($M=157.66$) as compared to single female teachers ($M=82.27$). In contrast, the mean values of married teachers on the subscales; Inter-Role Distance ($M=33.21$), Role Expectation Conflict ($M=31.84$) and Role Overload ($M=32.72$) were dominant as compared to the mean score of single teachers on subscales; IRD ($M=20.15$), REC ($M=18.38$) and RO ($M=20.13$). Higher scores of married female teachers indicated that they had difficulty to balance work and family. Also, their perception and other people's expectations from them were inconsistent which caused stress. It is because married female teachers experienced more pressure aside from work in the form of home management and dealing with husbands/in-laws and boss at the workplace. Moreover, a wide variety of factors have been described as being associated with stress in teaching, such as teaching pupils who lack motivation, maintaining discipline, time pressures and workload, coping with change, being evaluated by others, dealings with colleagues, self-esteem and status, administration and management, role conflict and ambiguity, and poor working conditions (Al-Fudail, 2008; Kyriacou, 2001).

The results of the above studies indicate that female teachers in Pakistan encounter different problems such as lack of social support, attitudes of the society, prejudice and non-recognition which with regard to their status and role in the economic life may adversely affect their wellbeing due to stress. Therefore, it is important to find out the level of stress and wellbeing among female teachers in Pakistan. Furthermore, research in Pakistan has mainly focused on the personal issues such as family and income utilization problems (Rakshanda, 2005), marital adjustment, stress and depression (Hashmi *et al.*, 2007), the impact of working status on the lives of working women (Waris, 2008) and psychological ill-being (Riffat, 2014).

The relationship between stress and wellbeing, particularly, among female teachers has not been given considerable attention. Similarly, there has been a neglect of social support as a moderator in the studies. Previous researchers have defined stress and wellbeing in various ways and used different tools to measure these variables, each definition depending on their particular interests at the time (Ghazala, 2015; Avais, 2014; Riffat, 2014; Parveen, 2009). However, the current study aims at measuring stress having symptoms of anger, anxiety, depression and mania among female teachers. Moreover, previous studies have been conducted among married / unmarried working women. However, the current study has included four groups of female teachers (single, married, divorced, widow) to identify the stress and wellbeing of female teachers extensively. According to Ghazala (2015) and Parveen (2009), stress among working women in Pakistan needs a great deal of research and particularly there is a lack of research aimed at exploring the stress of female teachers. Therefore, the present study aims to identify the level of stress and wellbeing as well as explore the relationship between stress and wellbeing with the social support from family and friends as a potential moderating variable among female teachers in Pakistan.

1.4 Purpose of the Study

The purpose of current study was to identify the level of stress and well-being among female teachers and to examine the relationship between stress and well-being. Further, the moderating impact of social support on the relationship between stress and well-being was also determined in the Pakistani cultural context. In order to investigate this relationship, transactional model of stress and coping was utilized.

1.5 Research Questions

The following research questions comprise the core of this research

Q1: What is the level of stress among female teachers? Does demographic make any difference on the level of stress among female teachers?

Q2: What is the level of wellbeing among female teachers? Does demographic make any difference on the level of wellbeing among female teachers?

Q3: What is the relationship between stress and wellbeing among female teachers?

Q4: What is the impact of social support on the relationship between stress and wellbeing among female teachers?

1.6 Research Objectives

The following objectives comprise the core of this study:

- i. To measure the level of stress among female teachers and to measure differences in the levels of stress according to demographic characteristics.
- ii. To measure the level of wellbeing among female teachers and to measure differences in the levels of wellbeing according to demographic characteristics.
- iii. To examine the relationship between stress and wellbeing among female teachers.
- iv. To examine the moderating impact of social support (family/friends) on the relationship between stress and wellbeing.

1.7 Significance of the Study

This study contributes in terms of research related to social support, stress and wellbeing by measuring the level of stress and wellbeing among female teachers and the role of social support as a moderator. The current study also provides significant theoretical contribution by employing and validating the transactional model of stress. The transactional model of stress (Folkman and Lazarus, 1984) emerged from the psychological approach towards stress and it focuses on the transaction between a person and his/her environment. A transaction between a person and his/ her environment is stressful only when it is evaluated by the person

as a type of harm, threat, or challenge to that person's wellbeing (Lazarus, 1978; Cohen, 1984). Many researchers (Jan, 2010; Al-Fudail, 2008; Gareth, 2007; Arikewuyo 2004) have implemented the transactional model of stress in studies conducted among teachers, students, and patients. However, results are inconsistent when it comes to the validation of the transactional model of stress. Besides that, little attention has been paid to the concept of wellbeing as an outcome of the stress and also with social support as a moderator among female teachers, especially, in the context of Pakistan.

The findings of the study will be useful to the school management and government of Pakistan in understanding the overall level of stress and its negative effects on the wellbeing of female teachers. They can also obtain insights into the role of social support in enhancing the female teachers' sense of wellbeing. Hence, the school management and government can launch programs particularly to help the female teachers. The current study is useful in knowledge enhancement in the field of organization behavior, human resource management, and psychology especially in the context of female teachers in Pakistan. The current study is also helpful in understanding the role of social support in order to reduce stress and improve wellbeing among female teachers in Pakistan.

1.8 Scope of the Study

The scope of the current study comprises of female teachers in public sector education in Pakistan. Currently, the overall public sector education system is using services of 0.69 million teachers while six years earlier the system had the services of 0.65 million teachers, indicating that over this time period, 4.39% percent more teachers are added to the system. Female teachers comprise 57% percent of the total force in schools of Pakistan. The number of female teachers has also increased during the period. A very significant increase in percentage i.e. 36.86% percent for female teachers has been observed over the time (Pakistan education statistics, 2013-2014). This indicates that women are employed more in the education sector, as compared to any other sector of the economy in Pakistan. Thus, this study selected

the education sector and female teachers as respondents, especially the education level i.e. higher secondary. The higher secondary schools in Pakistan usually include grades 11 and 12 or grades 6 to 12. There are total 1,521 public higher secondary schools in Pakistan, which are geographically located in the eight administrative units/regions. These administrative units were considered as clusters and a simple random sampling technique was then used on clusters to choose one cluster to include in the current study. There are many ways to obtain a simple random sample. For the purpose of the current study, lottery method was used and Sindh was selected. A total of 2,890 female teachers are employed in Sindh. Table 1.2 shows the scope of the study. A total of 19,804 female teachers are employed in public higher secondary schools, all over Pakistan. The scope of the current study comprises of these teachers.

Table 1.2: Higher secondary schools (H.S.S) and female teachers

Region	Public Sector	
	Number of H.S.S	Female teachers
Sindh	294	2,890
Balochistan	05	246
Punjab	661	10546
Khyber Pakhtunkhwa	425	4146
Islamabad Capital Territory	56	1,089
Azad Jammu Kashmir	54	732
Gilgit Baltistan	09	49
FATA	17	106
Total	1,521	19,804

1.9 Operational Definitions

1.9.1 Stress

For this study stress is defined as the experience of unpleasant, negative emotions such as anger, anxiety, mania and depression (Samuel, 2010). The

Affective Disturbance and Distress Scale (Harrell & Mayers, 1996) was used to assess overall psychological distress. The current study measured stress on the basis of four dimensions among working women. These dimensions are anxiety, anger, mania, and depression. The sample items include: “I felt like there was no point or purpose in my life” (Depression), “I couldn’t stop worrying about things” (Anxiety), “I had temper outbursts, yelling and screaming at others” (Anger), “I had a low energy level, were easily worn out” (Mania).

1.9.2 Wellbeing

Wellbeing has been defined as one's perceived sense of wellbeing pertaining to feelings about one's self, one's life and one's relationships. The 25 item scale of Well-Being Inventory-Revised (Harrell, 1996) was used to measure an individual's perceived sense of positive well-being. Sample items include: “I am content and satisfied with my life”, “I am in a good mood and cheerful”, “I have enjoyment and fun in my life”.

1.9.3 Social Support

The definition of social support utilized in this study is perceived social support, referring to a person's perception of the supportive value of social interactions either in general or specific context. This study evaluated the social support from family and friends that can be defined as one's perception that her needs for support are fulfilled by friends and family. The perceived social support family-scale and perceived social support friend scale by Procidano & Heller (1983) was used for this study. The sample items of the scale include “My family gives me the moral support I need”, “My family is sensitive to my personal needs”, “My friends give the moral support I need”, “My friends enjoy hearing about what I think”.

1.10 Organization of Thesis

This thesis is organized into five chapters. Each chapter begins with a brief introduction to the chapter, which is followed by the main body of the chapter. A brief outline of thesis contents is given below:

Chapter One is the introduction, which has presented the background and problem statement, followed by the research purpose, questions, objectives, significance, and scope of the study. Operational definitions of variables are also presented in this chapter.

Chapter Two has covered the review of related literature on stress, social support, and wellbeing. At the end of the chapter, research framework is developed and hypotheses are stated.

Chapter Three has explained the methodology of the study by presenting the research design, followed by population and sampling. Further, data collection tools and procedure, data analysis process is discussed in detail. Later, validity and reliability of data are discussed. Finally, the chapter has been ended by giving a summary of major findings of the study.

Chapter Four has presented detailed data analysis. The inferential statistical technique like Hierarchical Multiple Regression is used to test hypotheses related to moderating effect. The chapter has been ended by giving a summary of major findings of the study.

Chapter Five has discussed the findings of the study, followed by implications of the study. The chapter has been ended with research limitation, future recommendation and the overall conclusions derived from the research.

REFERENCES

- Amoran O.E., Lawoyin T.O., Oni O.O. (2008). Risk factors associated with mental illness in Oyo State, Nigeria: A Community based study. *Annals of General Psychiatry*, 4(19).
- Abbey, A., Abramis, D.J. Caplan, R.D. (1985). The effect of different sources of social support and interpersonal conflict on emotional well being. *Journal of Basic and Applied Social Psychology*, 6, 111-129.
- Abbey, A., Andrews, F.M., Halman, L.J. (1991). The importance of social relationship for infertile couple's well-being. *Journal of Personality and Social Psychology*, 68 (3), 455-469.
- Abdallah D., Ogbeide D.O. (2002). Prevalence of mental illness among Saudi adult primarycare patients in Central Saudi Arabia. *Saudi Medical Journal*, 23(6), 721-724.
- ACTU. (2000). *Stop stress at work: a guide for workers*. ACTU – OHS Unit.
- Ahern, D. K., & Lohr, B. A. (1997). Psychosocial factors in sports injury rehabilitation. *Clinics in Sports Medicine*, 16(4), 755-766.
- Ainsworth, M. D. S. & Bowlby, J. (1991). An ethological approach to personality development. *American Psychologist*, 46(4), 333-341.
- Aleem, S., & Danish, L. (2008). Marital satisfaction and anxiety among single and dual career women. *Journal of the Indian Academy of Applied Psychology*, 34, 141-144.
- Al-Fudail, M., & Mellar, H. (2008). Investigating teacher stress when using technology. *Computers & Education*, 51(3), 1103-1110.
- Al-Hussami, R.N.M. (2008). A study of nurses' job satisfaction: The relationship organizational commitment, perceived organizational support, transactional leadership, transformational leadership and level of education. *Eur. J. Sci. Res.*, 22, 286-295.

- Allen TD, Bruck CS, Sutton.M. (2000). Consequences associated with work to family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, 5(2), 278-308.
- Allen, T. (2001). Family-supportive work environments: the role of organizational perceptions. *Journal of Vocational Behavior*, 58, 35-414.
- Allen, T.D. & Finkenkelstein, L.M. (2003). Beyond mentoring: Alternative sources and functions of developmental support. *Career Development Quarterly*, 51 (4), 355-346.
- Amaratunga, D., Baldry, D., Sarchar, M. & Newton, R. (2002). Quantitative and qualitative research in the built environment: application of mixed research approach. *Work Study*, 51(1), 17-31.
- Anderson B, Li X, Nahas Z, Kozel FA, George MS. (2004). Can left prefrontal TMS be used as a maintenance treatment for bipolar depression? *Depress Anxiety*,(2),98-100.
- Annandale, E., and Hunt, K. (2000). *Gender Inequalities in Health*, Buckingham, Open University Press.
- Antonucci, T.C. & Jackson J.S. (1990). The role of reciprocity in social support. In *Social Support: an Interactional View* (Sarason B.R., Sarason I.G. & Pierce G.R. eds), Wiley, New York, 173–209.
- Antony MM, Roth D, Swinson RP, Huta V, Devins GM. (1998). Illness Intrusiveness in individuals with panic disorder, obsessive-compulsive disorder, or social phobia. *Journal of Nervous and Mental Disease*, 186(3), 5-311.
- Arikewuyo, M. O. (2004). Stress management strategies of secondary school teachers in Nigeria. *Educational Research*, 46, 195-207.
- Artazcoz, Borrella, Benachb.(2001).Gender inequalities in health among workers: the relation with family demands. *Journal Epidemiol Community Health*, 55, 639-647.
- Arun Kumar and S.K. Srivastava. (2007). A study of occupational stress and coping strategies among working women in relation to their feeling of well-being. *Global Journal of Business Management*, 1(2), 43-54.
- Auslander, G. and Litwin, H. (1991). Social networks, social support and self ratings of health among the elderly. *Journal of Aging and Health*, 3(4), 493-510.
- Australian Bureau of Statistics. (2008). *National Survey of Mental Health and Wellbeing: Summary of Results* (4326.0), Canberra, ABS

- Avais, Muhammad Abdullah and Wassan, Aijaz Ali and Shah, Saeedah. (2014). A Case Study on Problems of Working Women in City Sukkur. *Academic Research International*, 5(2).
- Bakker, A. B., & Demerouti, E. (2007). The job demands-resources model: State of the art. *Journal of Managerial Psychology*, 22, 309–328
- Bakker, A. B., & Oerlemans, W. G. M. (2011). Subjective well-being in organizations. In K. Cameron & G. Spreitzer (Eds.), *The Oxford handbook of positive organizational scholarship* (pp. 178–189). New York, NY: Oxford University Press
- Bakker, A. B., Schaufeli, W. B., Leiter, M. P., & Taris, T. W. (2008). Work engagement: An emerging concept in occupational health psychology. *Work & Stress*, 22(3), 187-200.
- Balogun, S.K. (1997). “Social Support, Coping Behaviour and Psychopathology: A Model and an Empirical Test on VVF Victims”, *Nigerian Journal of Clinical and Counselling Psychology* 3(1), 46-55.
- Barnett, R. and Rivers, C. (1996). *She Works/He Works: How Two-Income Families are Happier, Healthier, and Better-off*, Harper, San Francisco, CA.
- Baron, R., Kenny, D. (1986). The moderator-Mediator variable distinction in social psychological research: Conceptual, strategic and statistical considerations. *Journal of Personality and Social Psychology*, 51(6), 1173-1182.
- Bartley, M., Popay, J., Et Plewis, I. (1992). Domestic conditions, paid employment and women’s experience of ill-health. *Sociology of Health and Illness*, 14, 313-343.
- Beatty, C. A. (1996). The stress of managerial and professional women: Is the price too high? *Journal of Organizational Behavior*, 17, 233–251.
- Beck, A. T., Steer, R. A., Ball, R., & Ranieri, W. F. (1996). Comparison of Beck Depression Inventories-IA and-II in psychiatric out patients. *Journal of personality assessment*, 67(3), 588-597.
- Becker, P. and Moen, P. (1999). Scaling back: dual-earner couples work-family strategies. *Journal of Marriage and the Family*, 61 (4), 995-1007.
- Beigel, A., & Murphy, D. L. (1971). Assessing clinical characteristics of the manic state. *American Journal of Psychiatry*, 128(6), 688-694.
- Beilin LJ, Puddey IB, Burke V. (1999). Lifestyle and hypertension. *American Journal of Hypertension*, 12 (9), 34–45.

- Bell, A. S., Rajendran, D., & Theiler, S. (2012). Job stress, wellbeing, work-life balance and work-life conflict among Australian academics. *Sensoria: A Journal of Mind, Brain & Culture*, 8(1), 25-37.
- Bennet K.M., Smith P.T., Hughes G.M. (2005). Coping, depressive feelings and gender differences in late life widowhood. *Aging and Mental Health*, 9(4), 348–353.
- Berkman, L. F., & Syme, S. L. (1979). Social networks, host resistance, and mortality: A nine year follow-up study of Alameda County residence. *American Journal of Epidemiology*. 109, 186-204
- Berkowitz, L. (1999). Anger in . Daldleish, T. and Power, M. (Eds). *Handbook of Cognition and Emotion*. England: John Wiley & Sons Ltd
- Bernstein, C. (2014). The relationship between patterns of sex role identity, work stress, social support and wellbeing in South African female managers (Doctoral dissertation).
- Berrios, GE .(2004). "Of mania". *History of Psychiatry*, 15 (57), 105–124.
- Beyond Blue. (2015). Depression and Anxiety Disorders in Women. Fact Sheet: 13. <http://resources.beyondblue.org.au/prism/file?token=BL/0671>
- Bharti. (2010). Emotional Profile and Need for Achievement of the Only Child of Working and Non- working Mothers. *Indian Journal of Social Science Research*, 7 (1), 77-82.
- Bhogle, S., & Prakash, I. J. (1995). Development of the psychological well-being (PWB) Questionnaire. *Journal of Personality and Clinical studies*, 11, 5-10.
- Biernat, M. and Wortman, C. (1991). Sharing of home responsibilities between professionally employed women and their husbands. *Journal of Personality and Social Psychology*, 60(6), 844-860.
- Bijl, R. V., Ravelli, A., & van Zessen, G. (1998). Prevalence of psychiatric disorder in the general population: results of The Netherlands Mental Health Survey and Incidence Study (NEMESIS). *Social Psychiatry and Psychiatric Epidemiology*, 33, 587–595.
- Blazer, D. G. (1982). Social support and mortality in an elderly community population. *American Journal of Epidemiology*, 115, 684-694
- Blomkvist V, Eriksen CA, Theorell T, Ulrich R, Rasmanis G. (2005). Acoustics and psychosocial environment in intensive coronary care. National Institute for Psychosocial Factors and Health, Stockholm, Sweden.

- Bonney, J., Kelley, M. and Levant, R. (1999). A model of fathers' behavioral involvement in child care in dual-earner families. *Journal of Family Psychology*, 13 (3), 401-415.
- Bosma, H., Peter, R., Siegrist, J., Marmot, M., (1998). Two alternative job stress model and the risk of coronary heart disease. *American Journal of Public Health*, 88, 68-74.
- Bouchard, C., Blair, S. N., & Haskell, W. (2006). Physical activity and health. *Human Kinetics*.
- Bowlby, J. (1969). *Attachment and Loss. Attachment*. New York: Basic Books.
- Breik, W.D., Daoud, F.S. (2009). Effects of participation in the workforce on the physical and psychological well being of working women: A comparative study on working and non-working women in Amman, Jordan. *Journal of social science*, 37(2), 115-154.
- Bruhn, J.G. & B.U. Philips. (1987). A Developmental Basis for Social Support. *Journal of behavioural Medicine*, 10(3), 213-229.
- Bryman, A. and Bell, E. (2007). *Business Research Methods*, 2nd ed., Oxford: Oxford University Press.
- Bültmann, U. (2012). Long working hours are associated with incident depressive and anxiety symptoms in women. *Evidence Based Mental Health*, 15(3), 58-58.
- Bures, A. and Henderson, D. (1995). The effects of spousal support and gender on worker' stress and job satisfaction: a cross national investigation of dual career couples. *Journal of Applied Business Research*, 12 (1), 2-9.
- Buunk, B. and Verhoeven, K. (1991). Companionship and support at work: a microanalysis of the stress-reducing features of social interaction. *Basic and Applied Social Psychology*, 12 (3), 243-58.
- Cannon. (1932). *The wisdom of the body*, 2nd Edition, 1939, Norton Pubs, New York.
- Cannon. (1929). *Bodily changes in pain, hunger, fear, and rage*. New York: Appleton-Century-Crofts.
- Caplan, R. D. (1983). Person-Environment fit: Past, present and future. In: C. L. Cooper (Ed.), *Stress research* (pp. 35-78). New York: Wiley.
- Casey, L., & Mathews, R. (2011). *Stress and wellbeing in Australia in 2011: a state-of-the-nation survey*.
- Caskey, Erin, "Gender Differences in Antecedents to Academic and Personal Well-

- Being in Urban Youth: What Is the Role of Social Support?" (2009).
Dissertations. Paper 227
- Cassidy, F., Forest, K., Murry, E., & Carroll, B. J. (1998). A factor analysis of the signs and symptoms of mania. *Archives of General Psychiatry*, 55, 27–32.
- Cavana, R., Delahye, B.L. & Sekaran, U. (2001). *Applied Business Research: Qualitative and Quantitative methods*, Wiley, Milton, Australia.
- Cesana, G., Sega, R., Ferrario, M., Chiodini, P., Corrao, G., & Mancina, G. (2003). Job strain and blood pressure in employed men and women: a pooled analysis of four northern Italian population samples. *Psychosomatic medicine*, 65(4), 558-563.
- Chang, C. S. & Chang, H. H. (2007). Effects of internal marketing on nurse job satisfaction and organizational commitment: example of medical centers in Southern Taiwan. *Journal of Nursing Research*, 15(4), 265-274.
- Chang, E.C. (1998). Does dispositional optimism moderate the relation between perceived stress and psychological well-being? A preliminary investigation. *Personality and Individual Differences*, 25, 233-240.
- Chaplin, T. M., Cole, P. M. & Zahn-Waxler, C. (2005). Parental socialization of emotion expression: Gender differences and relations to child adjustment. *Emotion*, 5(1), 80–88.
- Chen, CC., David, AS., Nunnerley, H. (1995). Adverse life events and breast cancer: case-control study. *Br Med.*, 311, 1527-1530.
- Choi, G., and Ward, J. (2006). Occupational Stress, Job Satisfaction, Physical/Psychological Well-being, Intent to Quit and Supervisor/Co-worker Support.
- Ciairano, S., Menna, P., Molinar, R., & Sesito, L. A. (2009). The relationships between perceived stress for the future coping strategies in times of social uncertainty: A study of Italian adolescents. *Journal of Psychology and Counselling*, 1(1), 5-18.
- Clark, D., & McGillivray, M. (2007). *Measuring human well-being: key findings and policy lessons*. UNU-WIDER.
- Cobb, S. (1976). Social support as a moderator of life stress. *Psychosomatic Medicine*, 38, 300-314.
- Cohen, J. (1988). *Statistical Power Analysis for the Behavioral Sciences*: L. Erlbaum Associates.

- Cohen, S. & Wills, T.A. (1985). Stress, social support, and the buffering hypothesis.
- Cohen, S. (1980). After effects of stress on human performance and social behavior: A review of research and theory. *Psychological Bulletin*, 88, 82-108.
- Cohen, S. (2004). Social relationships and health. *American Psychologist*, 59, 676-684.
- Cohen, S., & McKay, G. (1984). Social support, stress and the buffering hypothesis: A theoretical analysis. In A. Baum, S. E. Taylor, & J. E. Singer (Eds.), *Handbook of psychology and health* (pp. 253-267). Hillsdale, NJ: Erlbaum.
- Cohen, S., Kessler, R. C., & Gordon, L. U. (1997). *Measuring stress: A guide for health and social scientists*. New York: Oxford University Press.
- Coker, D. (2004). Race, Poverty, and the Crime-Centered Response to Domestic Violence A Comment on Linda Mills's Insult to Injury: Rethinking Our Responses to Intimate Abuse. *Violence Against Women*, 10(11), 1331-1353.
- Cole, D. C., Ibrahim, S., Shannon, H. S., Scott, F. E., and Eyles J. (2002). Work and Life Stressors and Psychological Distress in the Canadian Working Population. *Chronic Diseases in Canada*, 23(3), 1-17.
- Connerley, M. L., Wu, J., & Connerley, M. L. (2015). *Handbook on Well-Being of Working Women*.
- Contrada, R. J. (1994). Personality and anger in cardiovascular disease: Toward a psychological model. In A.W. Siegman & T.W. Smith (Eds.), *Anger, hostility, and the heart* (pp. 149–171). Hillsdale, NJ: Erlbaum
- Cooper / Pamela S. Schindler. (2006). *Business Research Methods*. McGraw-Hill International Edition.
- Cooper, C.L. Liukkonen, P., & Cartwright, S. (1996). *Stress Prevention in the Workplace: Assessing the Costs and Benefits for Organizations*. Dublin, Ireland: European Foundation for the Improvement of Living and Working Conditions.
- Cox, T., & Mackay, C. J. (1981) A transactional approach to occupational stress. In: E. N. Corlett and J. Richardson (eds) *Stress, Work Design and Productivity*. Wiley & Sons, Chichester.
- Coyne, J. C., & DeLongis, A. (1988). Going beyond social support: The role of social relationships in adaptation. *Journal of Consulting and Clinical Psychology*, 54. 454-460.

- Cutrona, C. E., Cole, V., Colangelo, N., Assouline, S. G., & Russell, D. W. (1994). Perceived Parental Social Support and Academic Achievement: An Attachment Theory Perspective. *Journal of Personality & Social Psychology*, 66(2), 369-378.
- Cutrona, C.E. (1996). Social support in couples: Marriage as a resource in times of stress. Thousand Oaks, CA; Sage.
- Cyranowski, J. M., Frank, E., Young, E., & Shear, M. K. (2000). Adolescent onset of the gender difference in lifetime rates of major depression: A theoretical model. *Archives of General Psychiatry*, 57, 21–27.
- Dahlen, E.R. and Deffenbacher, J.L. (2001). Anger management. In Lyddon, J.W. (Eds). *Empirically supported cognitive therapies: Current and future applications*. Springer
- Dakof, G. A., Taylor, S. E. (1990). Victims Perceptions of social support: What is helpful from whom? *Journal of Personality and Social Psychology*, 58, 80-89.
- Dean, A, & Lin, N. (1977). The stress-buffering role of social support. *The Journal of Nervous and Mental Disease*. 165, 403-417.
- Deci, EL, & Ryan, RM. (2008). Hedonia, eudaimonia, and well-being: An introduction. *Journal of Happiness Studies*, 9, 1–11.
- Deelstra, Janna T., Maria C. W. Peeters, Wilmar B. Schaufeli, Wolfgang Stroebe, Fred R. H. Zijlstra, and Lorenz P. van Doornen. (2003). Receiving Instrumental Support at Work: When Help is not welcome. *Journal of Applied Psychology*, 88, 324–331.
- Deffenbacher, J.L., Oetting, E.R., Lynch, R.S. and Morris, C.D. (1996).The expression of anger and its consequence. *Behaviour Research Therapy*. 34, (7). 575-590
- Dehle, C., Larsen, D., & Landers, J. E. (2001). Social support in marriages. *American Journal of Family Therapy*, 29(4), 307-324.
- Demaray, M. K., & Malecki, C. K. (2002). Critical levels of perceived social support associated with student adjustment. *School Psychology Quarterly*, 17, 213–241.
- Demerouti, E., Bakker, A. B., & Bulters, A. J. (2004). The loss spiral of work pressure, work-home interference and exhaustion: Reciprocal relations in a three-wave study. *Journal of Vocational Behavior*, 64(1), 131-149.

- Demerouti, E., Bakker, A. B., Jonge, J. D., Janssen, P., & Schaufeli, W. B. (2001). Burnout and engagements at works as a function of demands and control. *Scandinavian Journal of Work, Environment & Health*, 27, 279–286.
- Depue, R. A., & Iacono, W. G. (1989). Neurobehavioral aspects of affective disorders. *Annual Review of Psychology*, 40, 457–492.
- Deshpande, R. C. (2013). Stress among Working Women with Special Reference to Banking, IT and Education Sector in Gujarat. In Proceedings of “Strategies for Sustainability and Growth in Economic Downturn”. *International Business Research Conference, IES Management College and Research Centre Bandra, Mumbai*.
- Dewe, P. J., O'Driscoll, M. P., & Cooper, C. L. (2010). *Coping with work stress: A review and critique*. John Wiley & Sons.
- Diener, E. (1984). Subjective wellbeing. *Psychological Bulletin*, 95, 542–575.
- Diener, E. (2000). Subjective well-being: The science of happiness and a proposal for a national index. *American Psychologist*, 55, 34-43.
- Diener, E., Oishi, S., & Lucas, R. E. (2003). Personality, culture, and subjective well-being: Emotional and cognitive evaluations of life. *Annual Review of Psychology*, 54, 403–425.
- Dona, G., & Berry, J. (1994). Acculturation attitudes and acculturation stress of Central American refugees. *International Journal of Psychology*, 29, 57–70.
- Ducharme, L. and Martin, J. (2000). Unrewarding work, coworker support, and job satisfaction: a test of the buffering hypothesis. *Work and Occupations*, 27 (2), 223-43
- Dudhatra, R. R., & Jogsan, Y. A. (2012). Mental Health and Depression among Working and Non-Working Women. *International Journal of Scientific and Research Publications*, 2(8), 1-3.
- Dunkel-Schetter, C. & Bennett, T.L. (1990). 'The Availability of Social Support and its Activation in Times of Stress', in I.G. Sarason, B.R. Sarason & G.R. Pierce (eds) *Social Support: An Interactional View*. New York: Wiley.
- Dunkley, D. M., Blankstein, K.R., Halsall, J., Williams M., Winkworth, G. (2000). The Relation between Perfectionism and Distress: Hassles, Coping, and Perceived Social Support as Mediators and Moderator. *Journal of Counseling Psychology*, 47(4), 437-453.

- Easterby-Smith, M., Thorpe, R. and Lowe, A. (2002) *Management Research: An Introduction*, 2nd ed., London: Sage.
- Easterlin, R. A. (2003). Building a better theory of well-being.
- Eddie Harmon-Jones, Lyn Y. Abramson, Jonathan Sigelman, Amanda Bohlig, Michael E. Hogan, and Cindy Harmon-Jones. (2002). Proneness to Hypomania/Mania Symptoms or Depression Symptoms and Asymmetrical Frontal Cortical Responses to an Anger-Evoking Event. *Journal of Personality and Social Psychology*, 82(4), 610–618.
- Edwards, K., Hershberger, P., Russell, R., & Markert, R. (2001). Stress, negative social exchange, and health symptoms in university students. *Journal of American College Health*, 50, 2.
- Eisenberg, L (1979). A friend, not an apple, a day will keep the doctor away. *American Journal of Medicine*, 66, 551-565.
- Eleni Moustaka, Theodoros C Constantinidis. (2010). Sources and effects of Work - related stress in nursing. *Health Science Journal*, 4(4).
- Emmons, R. A., & Paloutzian, R. F. (2003). The psychology of religion. *Annual Review of Psychology*. 54(1), 377-402.
- European Foundation for the Improvement of Living and Working Conditions.(2000). *Third European Survey on Working Conditions*. Dublin, Ireland.
- Fasoranti O.O., Aruna J.O.(2007). A Cross-Cultural Comparison of Practices Relating to Widowhood and Widow-Inheritance among the Igbo and Yoruba in Nigeria. *Journal of World Anthropology: Occasional Papers*, 3(1), 53–73.
- Fatima, K., Khalid, S., Ahmed, F., & Malik, S. (2013). Postpartum Depression among Working and Non-Working Women. *Indus International Institute*, 37.
- Fay, D., & Sonnentag, S. (2002). Rethinking the effects of stressors: A longitudinal study on personal initiative. *Journal of Occupational Health Psychology*, 7, 221–234.
- Fisher, C. D. (2010). Happiness at work. *International Journal of Management Reviews*, 12, 384–412.
- Fitness, J. (2002). Anger in the workplace: an emotional script approach to anger episodes between workers and their superiors, co-workers and subordinates. *Journal of Organisational Behaviour*. 21, 147-162.

- Fleury, J., & Lee, S. M. (2006). The social ecological model and physical activity in African American women. *American Journal of Community Psychology*, 37(1), 129–140.
- Folkman, S., Lazarus, R. S. (1988). The impact of daily stress on health and mood: Psychological and social resources as mediators. *Journal of Personality and Social Psychology*, 54, 486-495.
- Fotinos-Ventouratos, R. and Cooper, C. (2005). The Role of Gender and Social Class in Work stress, *Journal of Managerial Psychology*, 20(1), 14–23.
- Frankenhauser. (1991). "The psychophysiology of workload, stress, and health: Comparison between the sexes". *Annals of Behavioral Medicine*, 13, 197 – 204.
- Frazier, P.A., Tix, P.A., Barron, K.E. (2004). Testing moderator and mediator effects in counseling psychology research. *Journal of Counseling Psychology*, 51, 115-134.
- Frone, M. R. (2000). Interpersonal conflict at work and psychological outcomes: Testing a model among young workers. *Journal of Occupational Health Psychology*, 5(2), 246-255.
- Frone, M. R. (2000). Work–family conflict and employee psychiatric disorders: The national co-morbidity survey. *Journal of Applied Psychology*, 85, 888–895.
- Gage, M. G., & Christensen, D. H. (1991). Parental role socialization and the transition to parenthood. *Family Relations*, 332-337.
- Gani, A., & Ara, R. (2010). Conflicting worlds of working women: findings of an exploratory study. *Indian Journal of Industrial Relations*, 46(1).
- Ganster, D. C , & Victor, B. (1988). The impact of social support on mental and physical health. *British Journal of Medical Psychology*, 61, 17-36.
- Gareth J. Treharne, Antonia C. Lyons, David A. Booth and George D. Kitas. (2007). Psychological well-being across 1 year with rheumatoid arthritis: Coping resources as buffers of perceived stress. *British Journal of Health Psychology*, 12(3), 323-345.
- Gentry, L., Chung, J., Aung, N., Keller, S., Heinrich, K., & Maddock, J. (2007). Gender differences in stress and coping among adults living in Hawaii. *Cal Journal Health Promotion*, 5, 89-102.
- Ghazala, K., Dania, A. (2015). Stress in Pakistani Working Women. *International Journal of Culture, Society and Development*, 5, 58-64.

- Gibson, D.E. and Barsade, S.G. (1999). *The Experience of anger at work: Lessons from the chronically angry*. Yale School of Management.
- Glanz, K., Rimer, B.K. & Lewis, F.M. (2002). *Health Behavior and Health Education. Theory, Research and Practice*. San Francisco: Wiley & Sons.
- Glomb, T.M. and Hulin, C.L. (1997). Anger and gender effects in observed supervisor-subordinate dyadic interactions. *Organisational Behaviour and Human Decision Processes*. 72, (3). 281-307
- Goff, S., Mount, M. and Jamison, R. (1990). Employer-supported child care, work-family conflict, and absenteeism: a field study. *Personnel Psychology*, 43, 793-809
- Goldberger, L. (1985). Comments on stress conceptualization and stress research. In: A. Eichler, M. Silverman, & D. M. Pratt (Eds.), How to define and research stress (pp.71-79). *American Psychiatric Press*.
- Goodwin, F. K., & Jamison, K. R. (1990). *Suicide, in manic-depressive illness*. New York.
- Gordon, J., Beatty, J. and Whelan-Berry, K. (2002). "The midlife transition of professional women with children". *Women in Management Review*, 17 (7), 328-241
- Gordon, J.R. and Whelan-Berry, K.S. (2004). "It takes two to tango: an empirical study of perceived spousal/partner support for working women". *Women in Management Review*, 19 (5), 260-273.
- Grandey, A.A., Tam, A.P. and Brauburger, A.L. (2002). Affective states and traits in the workplace: Diary and survey data from young workers. *Motivation and Emotion*. 26, (1). 31-55
- Grau, R., Salanova, M. and Peiro, J.M. (2001). Moderator Effects of Self-efficacy on Occupational Stress. *Psychology in Spain*, 5(1), 63-74.
- Gravel, Ronald; Béland. (2005). The Canadian Community Health Survey: Mental Health and Well-Being. *Canadian Journal of Psychiatry*, 50(10), 9-573.
- Gray, C.D., & Kinner, P.R. (2012). *IBM SPSS Statistics 19 Made Simple*: Taylor & Francis.
- Greller, .M, Parson, C.K., & Mitchell, D. (1992) Additive effects and beyond: Occupational stressors and social buffers in a police organization. In J.C. Quick, L. R. Murphy, & J.J. Hurrell, Jr. (Eds.), *Stress and well being at work*. Washington, D.C.: American Psychological Association.

- Griva, K., & Joekes, K. (2003). UK teachers under stress: Can we predict wellness on the basis of characteristics of the teaching job? *Psychology and Health*, 18(4), 457–471.
- Gurung, R. A. R. (2006). *Health Psychology: A Cultural Approach*. San Francisco: Wadsworth.
- Gwyther, G. (1999). “Stress for success”. *Management Today*. London
- Hair, J. F., Black, Jr. W.C., Babin, B. J., Anderson, R. E. & Tatham, R. L. (2006). *Multivariate Data Analysis*. 6th, PEARSON Prentice Hall, USA.
- Hair, J.F, & Anderson, R.E. (2010). *Multivariate data analysis*: Prentice Hall Higher Education.
- Haller, M., & Hadler, M. (2005). Is the nation state overtaken? Considerations and facts over the meaningful unit and/or analysis plane in international comparative research. *Angewandte Sozialforschung*, 23, 2004-2005.
- Hamarat, E., Thompson, D., Zabucky, K. M., Steele, D., Matheny, K. B., & Aysan, F. (2001). Perceived Stress and Coping Resource Availability as Predictors of Life Satisfaction in Young, Middle-Aged, and Older Adults. *Experimental Aging Research*, 27(2), 181-196.
- Harasankar Adhikari.(2012). Anxiety and Depression: Comparative Study between Working and Non-Working Mothers. *Global Journal of Human Social Science, Sociology, Economics & Political Science*, 2 (12).
- Haraszti, R. Á., Purebl, G., Salavecz, G., Poole, L., Dockray, S., & Steptoe, A. (2014). Morningness–eveningness interferes with perceived health, physical activity, diet and stress levels in working women: A cross-sectional study. *Chronobiology international*, 31(7), 829-837.
- Harmon-Jones, E., Abramson, L. Y., Sigelman, J., Bohlig, A., Hogan, M. E., & Harmon-Jones, C. (2002). Proneness to hypomania/mania symptoms or depression symptoms and asymmetrical frontal cortical responses to an anger-evoking event. *Journal of personality & social psychology*, 82(4), 610.
- Harrell, S. P. & Myers, H. F. (1996). Affective Disturbance and Distress Scale (ADDS). Unpublished manuscript.
- Harrell, S. P. (1996). Well-Being Inventory- Revised (WBI-R). Unpublished manuscript, California School of Professional Psychology, Los Angeles.
- Harshpinder. (2006). Physiological and Psychological Stressors among Working and Non Working Women. *Journal of Human Ecology*, 20(2), 121-123.

- Hashmi, HA., Khurshid M, Hassan I. (2007). Marital Adjustment, Stress and Depression among Working and Non-Working Married Women. *Internet Journal of Medical Update*, Jan-Jun; 2(1),19-26.
- Hauksdóttir, A., McClure, C., Jonsson, S. H., Ólafsson, Ö., & Valdimarsdóttir, U. A. (2013). Increased stress among women following an economic collapse—a prospective cohort study. *American journal of epidemiology*, 347.
- Helen Achat, Ichiro Kawachi, Celia Byrne, Sue Hankinson and Graham Colditz (2000). A prospective study of job strain and risk of breast cancer. *International Journal of Epidemiology*. 29, 628-662.
- Heller, K. (1979). The effects of social support: Prevention and treatment implications. In: A. P. Goldstein & P. H. Kanfer (Eds.), *Maximizing treatment gains*. New York: Academic Press.
- Heller, K., Price, R. & Hogg, J. (1990). The role of social support in community and clinical interventions. In Sarason, b., Sarason, I. & Pierce, G. (Eds.), *Social support: An interactional view* (482-507). New York: Wiley and Sons.
- Henry, J.P. & Stephens, P.M. (1977) *Stress, health and social environment*. Springer, Berlin.
- Hinkle, L. (1974). The concept of "stress" in the biological and social sciences. *International Journal of Psychiatry in Medicine*, 5, 355-357.
- Hinton, R., & Earnest, J. (2010). Stressors, Coping, and Social Support among Women in Papua New Guinea. *Qualitative Health Research*, 20, 224-238.
- Hodgson, C., & Simoni, J.M. (1995). Graduate student academic and psychological functioning. *Journal of college student development*, 36, 244-253.
- Hoel, H. & Cooper, C.L. (2000) Working with victims of workplace bullying. In H.Kemshall & J.Pritchard (Eds) *Good Practice in Working with Victims of Violence*. (101-118). London: Jessica Kingsley Publishers.
- House, J. S. (1981). *Work stress and social support*. Reading, Mass: Addison-Wesley.
- House, J.S, Landis, K. R.& Umberson, D.(1988). Social relationships and health, *Science*, 241, 540-547.
- Hudson, S., and O'Regan, J. (1994). Stress and the Graduate Psychology Student. *Journal of Clinical Psychology*, 50, 973-977.
- Huppert, FA (2009). Psychological well-being: Evidence regarding its causes and consequences. *Applied Psychology: Health and Well-Being*, 1, 137-164.

- Hussey, J. and Hussey, R. (1997) *Business Research - A Practical Guide for Undergraduate and Postgraduate Students*, London: McMillan Business.
- Huston, A. C. & Aronson, S. R. (2005). Mothers' time with infant and time in employment as predictors of mother-child relationships and children's early development. Child development, University of Texas, Austin.
- Ilies, R., Aw, S. S., & Pluut, H. (2015). Intra-individual models of employee well-being: What have we learned and where do we go from here?. *European Journal of Work and Organizational Psychology*, 1-12.
- Ilies, R., Fulmer, I. S., Spitzmuller, M., & Johnson, M. D. (2009). Personality and citizenship behavior: The mediating role of job satisfaction. *Journal of Applied Psychology*, 94, 945-959
- Imai H, Nakao H, Tschia M, Kuroda Y, Katoh T. (2004). Burnout and work environments of public health nurses involved in mental health care. *Occupational Environment Med*, 61, 764-768.
- Iwasaki, Y., Mackay, K.J., & Ristock J. (2004). Gender-based analyses of stress among professional managers: An exploratory study. *International Journal of Stress Management*, 11(1), 56-79.
- Jacobson, D.E. (1986). Types and timing of social support. *Journal of Health and Social Behavior* 27, 250-264.
- Jahn, E., Thompson, C. and Kopelman, R. (2003). Rationale and construct validity evidence for a measure of perceived organizational family support (POFS): because purported practices may not reflect reality. *Community, Work, and Family*, 6 (2), 123-40.
- Jan C. Townsend. (2010). The moderating role of social support on the relationship of perceived stress and life satisfaction of psychology graduate students.
- Janet, C. Gornick & Marcia K. Meyers. (2005). Families That Work: Policies for Reconciling Parenthood and Employment. 79-80.
- Jayendra A. Jarsaniya. (2014). A study of depression and psychological well-being among adult and aged women. *International Journal of Commerce, Management and Technology*, 2(4), 32-36.
- Joan, C. (2010). The Three Faces of Work-Family Conflict.
- Johan. H. Anderson. (2009). Impact of work, health and health beliefs on new episodes of pain related and general absence-taking in non-working & working moms. *Scand J Publication*, 37(6), 569 -576.

- Jonge, J. de., & Kompier, M. A. J. (1997). A critical examination of the demand-control-support model from a work psychological perspective. *International Journal of Stress Management*, 4, 235–258.
- Joseph, S., & Pullappally, T. J. (2010). A study on the psycho-social problems of institutionalized elderly with reference to Bhopal. *BSSS Journal of social work*, 2, 65.
- Kagan, A., & Levi, L. (1974). The concept of normality. Male-female roles and relationships. In: Len, O. (ed) *Society, stress and disease*. New York: Oxford University Press.
- Kahn, R. L., Byosiere, P.B., (1992). Stress in organizations. In: Dunnette, M.D., Hough, L.M. (Eds.), *Handbook of Psychology. Consulting Psychologists Press, Palo Alto, CA*, 592.
- Kaiser. (1974). An Index of Factorial Simplicity. *Psychometrika*, 39(1), 31–36.
- Kalmijn, M., & Monden, C. W. (2006). Are the Negative Effects of Divorce on Well-Being Dependent on Marital Quality? *Journal of marriage and family*, 68(5), 1197-1213.
- Kaltiala-Heino, R., Rimpela, M., Rantanen, P., & Laippala, P. (2001). Adolescent: The role of discontinuities in life course and social support. *Journal of Affective Disorders*, 64(2-3), 155-166.
- Kamla,(2006). Physiological and Psychological Stressors among Working and Non Working Women. *J. Hum. Ecol.*, 20(2), 121-123.
- Kaplan, R. M. (1985). Social support and social health: Is it time to rethink the WHO definition of health. In: I.G. Sarason and B.R. Sarason (Eds.), *Social support: Theory. research and applications*. Martinus Nijhoff, Dordrecht.
- Karlsen, B., & Bru, E. (2002). Coping styles among adults with type 1 and type 2 diabetes. *Psychology, Health & Medicine*, 7(3), 245-259.
- Kasl, S. V. (1996). Theory of stress and health. In: C. L. Cooper (Ed.), *Handbook of stress. medicine, and health* (pp.14-80). Boca Raton, Florida: CRC Press.
- Kate, N. (1998), “Two careers, one marriage”, *American Demographics*, 20 (4), 28.
- Katherine Shear, Marylene Cloitre, Daniel Pine., Jerilyn Ross, MS. (2005). *Anxiety Disorders in Women*.
- Kesebir, P., & Diener, E. (2008). In pursuit of happiness: Empirical answers to philosophical questions. *Perspectives on Psychological Science*, 3, 117–125.

- Keyes, C. L. M. (1998). Social well-being. *Social psychology quarterly*, 121-140
- Keyes, C.L.M. (2002). The Mental Health Continuum: From Languishing to Flourishing in Life. *Journal of Health and Social Behavior*, 43(2), 207-222.
- Keyes, K. M., Hatzenbuehler, M. L., Alberti, P., Narrow, W. E., Grant, B. F., & Hasin, D. S. (2008). Service utilization differences for Axis I psychiatric and substance use disorders between white and black adults. *Psychiatric Services*, 59(8), 893-901.
- Kiecolt-Glaser, J.K., McGuire, L., Robles, T.F., & Glaser, R. (2002). Psychoneuroimmunology: Psychological influences on immune function and health. *Journal of Consulting and Clinical Psychology*, 70, 537-547.
- Kiran Rao, Mridula Apte and D. K. Subbakrishna. (2003). Coping and Subjective Wellbeing in Women with Multiple Roles. *International Journal of Social Psychiatry*, 49, 175.
- Kittel, F., & Leynen, F. (2003). A study of work stressors and wellness/health outcomes among Belgian school teachers. *Psychology and Health*, 18 (4), 501–510.
- Kraepelin, E. (1921). Manic depressive insanity and paranoia. *The Journal of Nervous and Mental Disease*, 53(4), 350.
- Kram, K. and Isabella, L. (1985). Mentoring alternatives: the role of peer relationships in career development. *Academy of Management Journal*, 28(1), 34-110.
- Krohe, James Jr.(1999). "Workplace Stress," *Across the Board*, 36(2).
- Krumrei, E. J., Mahoney, A., & Pargament, K. I. (2009). Divorce and the divine: The role of spirituality in adjustment to divorce. *Journal of Marriage and Family*, 71(2), 373-383.
- Kyriacou, C. (2001). 'Teacher Stress; directions for future research'. *Educational*
- Lambert, M., Naber, D., Karow, A., Huber, C. G., Köhler, J., Heymann, J., & Schimmelmann, B. G. (2009). Subjective wellbeing under quetiapine treatment: Effect of diagnosis, mood state, and anxiety. *Schizophrenia research*, 110(1), 72-79.
- LaRocco, J. M., House, J. S., & French, J. R. P. (1980). Social support, occupational stress, and health. *Journal of Health and Social Behavior*, 21, 201-218.

- Lazarus, R. & Launier, R. (1978). Stress-related transactions between person and environment. In L. A. Pervin & M. Lewis (Eds.) *Perspectives in interactional psychology*. (pp.287-327), New York: Plenum.
- Lazarus, R. S. & Folkman, S. (1984). *Stress, appraisal and coping*. New York: Springer.
- Lazarus, R. S. & Folkman, S. (1986). Stress as Rubric. In: A. Eichler, M. Silverman, & D. M. Pratt (Eds.), *How to define and research stress* (pp.49-53). *American Psychiatric Press*.
- Lazarus, R. S. (1981). Little hassles can be hazardous to health. *Psychology Today*, 15, 58-62.
- Leena Ala-Mursula, Jussi Vahtera, Anne Lima, Tana Pentti and Mika Kivimaki.(2005). Employee work time control moderates the effects of job strain and effort-reward imbalance on sickness absence: 10-town study. *Journal of Epidemiology and Community Health*, 59, 851-857.
- Lennart Levi.(1990). Occupational Stress, Spice of Life or Kiss of Death?. Department of Stress Research/WHO Psychosocial Centre, Karolinska Institute, Stockholm, Sweden, 45 (10), 1142-1145.
- Levinson D. J., Darrow, C. (1978). *The Seasons of a Man's Life*: Ballantine Books
- Lim, V. K., & Teo, T. S. (1996). Gender differences in occupational stress and coping strategies among IT personnel. *Women in Management Review*, 11(1), 20-28.
- Lin, N., Simeone R.S., Ensel W.M. & Kuo W. (1979). Social support, stressful life events, and illness: a model and an empirical test. *Journal of Health and Social Behavior*, 20, 108–119.
- Lin, N., Ye, X., & Ensel, W. M. (1999). Social support and depressed mood: A structural analysis. *Journal of Health and Social Behavior*, 40(4), 344-359.
- Linda Waite and Maggie Gallagher. (2000). *The Case for Marriage: Why Married People Are Happier, Healthier, and Better Off Financially* (New York: Doubleday)
- Liu, C., Spector, P. E., & Shi, L. (2007). Cross-national job stress: a quantitative and qualitative study. *Journal of Organizational Behavior*, 28, 209-239.
- Liu. (2007). Perceived stress, depression and food consumption frequency in the college students of China seven cities. *Physiology & Behavior*, 92, 748-754.

- Lucia Artazcoza, Carme Borrella, Joan Benachb, Imma Cortesa, Izabella Rohlfs. (2004). Women, family demands and health: the importance of employment status and socio-economic position. *Social Science & Medicine*, 59, 263–274
- Luo, L. (1999). Work motivation, job stress and employees' well-being. *Journal of Applied Management Studies*, 8, 61-72.
- MacQueen, G. M., Young, L. T., Robb, J. C., Cooke, R. G., & Joffe, R. T. (1997). Levels of functioning and well-being in recovered psychotic versus nonpsychotic mania. *Journal of affective disorders*, 46(1), 69-72.
- Major, V. S., Klein, K. J., & Ehrhart, M. G. (2002). Work time, work interference with family, and psychological distress. *Journal of Applied Psychology*, 87, 427–436.
- Malecki, C. K. & Demaray, M. K. (2006) Social support as a buffer in the relationship between socioeconomic status and academic performance. *School Psychology Quarterly*, 21(4), 375-395.
- Malhotra, N.K. (1999). *Marketing Research: An Applied Orientation*. (3rd ed.). New Jersey: Prentice-Hall, Inc.
- Malinauskas R. (2010). The associations among social support, stress, and life satisfaction as perceived by injured college athletes. *Social Behavior and Personality*, 38(6), 741-752.
- Malinauskiene, T. Theorell, R. Grazuleviciene, R. Malinauskas and A. Azaraviciene (2004). Low job control and myocardial infarction risk in the occupational categories of Kaunas men, Lithuaniaa. *Journal of Epideiniol. Community Health*, 58, 131-135.
- Malinckrodt, B., & Leong, F. T. L. (1992). Social support in academic programs and family environments: Sex differences and role conflict for graduate students. *Journal of Counseling and Development*, 70, 716-723.
- Manas, G. M., & Mubeen. (2011). Dual Responsibility of Degree College Lecturers in Gulbarga City. *International Referred Research Journal*, 2(4), 24-29.
- Manzoor, R. (2002). An article on *The Role of Women in the Trade Unions and Struggle of the PTUDC* in Lahore.
- Martins, L.L., Eddleston, K.A., & Veiga, J.F. (2002). Moderators of the relationship between work family conflict and career satisfaction. *Academy of Management Journal*. 45, 399-409.

- Mason, J. W. (1975). A historical view of the stress field. *Journal of Human Stress*, 1 22-35.
- McGrath, J. D. (1970). *Social and psychological factors in stress*. New York: Holt, Rinehart and Winston.
- Mirowsky John, Ross Catherine. (2003). *Social Causes of Psychological Distress*. New York: Aldine de Gruyter.
- Moeini, B., Shafii, F., Hidarnia, A., Babaii, G. R., Birashk, B., & Allahverdipour, H.(2008). Perceived stress, self-efficacy and its relations to psychological well-being status in Iranian male high school students. *Social Behavior and Personality: An International Journal*, 36(2), 257-266.
- Mohanth N, Begum FA (2011) Geriatric depression, loneliness and psychological well-being: Roll of age and gender. *Indian Journal of Psychology and Mental Health*, 5, 53-61.
- Mohd. Awang, I., M.F. Dollard, and A.H. Winefield. (2010). Lay theory explanations of occupational stress: the Malaysian context. *Cross cultural Management: an International Journal*, 17(2), 135-153.
- Mohsen Tavakol, Reg Dennick. (2011). Making sense of Cronbach's alpha. *International Journal of Medical Education*, 2, 53-55.
- Moraes, J.A; Swan, J.A. & Cooper, C.L. (1993) A study of occupational stress among government white-collar workers in Brazil using the occupational stress indicator. *Stress Medicine*, 9, 91-104.
- Moreau M., Valente F., Mak R., Pelfrene E., De Smet P., De Backer G., Kornitzer M. (2003). Occupational stress and incidence of sick leave in three sectors of activity of the Belgian workforce: the stress study. *Arch Public Health*, 61, 101-125.
- Morris, J.E. and Long, B.C. (2002). Female Clerical Workers' Occupational Stress: The Role of Person and Social Resources, Negative Affectivity and Stress Appraisals. *Journal of Counselling Psychology*, 49(4), 395-410.
- Mukkhupadhah, S. (1997). Working Status and Health: A study of middle class Calcutta Women. *The Indian Journal of Social Work*, 57(2), 327- 336.
- Mushtaq, R., Shoib, S., Dar, M. M., Shah, T., Mushtaq, S., & Singh, R. M. (2014). Quality of life and wellbeing in patients receiving electroconvulsive therapy: a study from Kashmir.

- Muurlink, O., & Poyatos Matas, C. (2011). A higher degree of stress: academic wellbeing in higher education, 60.
- Nelson, N.G., Dell'Oliver, C., Koch, C., & Buckler, R. (2001). Stress, coping, and success among graduate students in clinical psychology. *Psychological Reports*, 88, 759-767.
- Németh, A., Lampek, K., Domján, N., Betlehem, J. (2013). The well-being of Hungarian nurses in a changing health care system. *South Eastern Europe Health Sciences Journal*, 3 (1), 8-12.
- Netemeyer, R., Bearden, W., & Sharma, S. (2003). *Scaling Procedure: Issues and Applications*. Sage, London.
- Neto, F. (2015). Revisiting correlates of socio-sexuality for men and women: The role of love relationships and psychological maladjustment. *Personality and Individual Differences*, 83, 106-110.
- New York Reuters Health. (2005). *American Journal of Psychology*.
- Newcomb, M.D. (1990). What structural equation modeling can tell us about social support. In B.R. Sarason, I.G. Sarason, & G.R. Pierce (Eds), *Social Support: An Interactional View* (Pp. 26-63). New York: Wiley.
- NIOSH (National Institute of Occupational Safety and Health). (2001). *Health Report*.
- Ohayon, M. M., & Schatzberg, A. F. (2002). Prevalence of depressive episodes with psychotic features in the general population. *American Journal of Psychiatry*, 159, 1855–1861.
- Olstad, R, Sexton, H, & Sogaard, A. J. (2001). The Finnmark Study. A prospective population study of the social support bugger hypothesis, specific stressors and mental distress. *Social Psychiatry and Psychiatric Epidemiology*, 36(12), 582-589.
- Oxford Textbook of Psychopathology. (1999). Millon T, Blaney PH, Davis R, editors. New York: Oxford University Press.
- Pallant, J. (2010). *SPSS Survival Manual: A step by step guide to data analysis using SPSS*: McGraw-Hill Education.
- Parkes, K.R. (1990). Coping, negative affectivity and the work environment: Additive and interactive predictors of mental health. *Journal of Applied Psychology*, 75,399-409.

- Parveen, N. (2009). Investigating occupational stress among married and unmarried working women in Hyderabad city. *Bahria Journal of Professional Psychology*, 5, 21-37.
- Peter, L Alfredsson, N Hammar, J Siegrist, T Theorel and P Westerholm (1998). High effort, low reward, and cardiovascular risk factors in employed Swedish men and women: baseline results from the WOLF study. *Community Health*, 58, 540-547.
- Pickering, T. (1997). The effects of occupational stress on blood pressure in men and women. *Acta Physiol Sc and Suppl*, 8,125-640.
- Pinky. (2009). A comparative study of frustration among working and non- working women. *International Research Journal*, 2(5), 446-448
- Post, R. M., Rubinow, D. R., Uhde, T. W., Roy-Byrne, P. P., Linnoila, M., Rosoff, A., & Cowdry, R. (1989). Dysphoric mania: clinical and biological correlates. *Archives of General Psychiatry*, 46(4), 353-358.
- Preacher, K. J., Rucker, D. D., & Hayes, A. F. (2007). Addressing moderated mediation hypotheses: Theory, methods, and prescriptions. *Multivariate Behavioral Research*, 42, 185-227.
- Procidano, M.E., & Heller, K. (1983). Measurers of perceived social support from friends and from family: Three validation studies. *American Journal of Community Psychology*, 11, 1-24.
- Punch, K.F. (2005). Introduction to Social Research: Quantitative and Qualitative Approaches, (2nd ed.). London:SAGE Publications.
- Rakshanda Maqssod, Bushra CH., Qamar Zia and Asghar Cheema,. (2005). Problems of employed women at Faisalabad, Pakistan. *Journal of Agriculture and Social Sciences*, 1(3), 245-247.
- Ratliff-Crain, J., & Baum, A. (1990). Individual differences and health. Gender, coping and stress. In H. S. Friedman (Ed.), *Personality and disease*, 226–253. New York: Wiley
- Ratliff-Crain, J., & Baum, A. (1990). Individual differences and health. Gender, coping and stress. In H. S. Friedman (Ed.), *Personality and disease*, 226–253. New York: Wiley
- Rayle, A.D. (2005). Adolescent gender differences in mattering and wellness. *Journal of Adolescence*, 28, 753–763.
- Reddy P.A. Problems of Widows in India. New Delhi: Sarup; 2004.

- Reed, S., & Giacobbi, P. R., Jr. (2004). The stress and coping responses of certified graduate athletic training students. *Journal of Athletic Training*, 39(2), 193-200.
- Rees, T., & Freeman, P. (2007). The effects of perceived and received support on self-confidence. *Journal of sports sciences*, 25, 1057-1065.
- Rees, T., & Freeman, P. (2009). Social support moderates the relationship between stressors and task performance through self-efficacy. *Journal of Social and Clinical Psychology*, 28, 244-263.
- Reifman, A., Biemat, M. & Lang, E.L. (1991). Stress, social support, and health in married professional women with small children. *Psychology of Women Quarterly*, 15, 3, 431-445.
- Rietveld, T., & Van Hout, R. (1993). *Statistical techniques for the study of language and language behaviour*. Walter de Gruyter.
- Riffat Sadiq, Amena Zehra Ali. (2014). Dual Responsibility: A Contributing Factor to Psychological Ill-being in Married Working Women. *Academic Research International*, 5(2), 300-308.
- Ruth Derdikman-Eiron, Marit S. Indredavik, Grete H. Bratberg, Gunnar Taraldsen, Inger Johanne Bakken and Matthew Colton. (2011). Gender differences in subjective well-being, self-esteem and psychosocial functioning in adolescents with symptoms of anxiety and depression: Findings from the Nord-Trøndelag health study. *Scandinavian Journal of Psychology*, 52, 261–267.
- Ryan, R. M., & Deci, E. L. (2001). On happiness and human potentials: A review of research on hedonic and eudaimonic well-being. *Annual Review of Psychology*, 52, 141-166.
- Ryff, C. D. (1989). Happiness is everything, or is it?: Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology*, 57(6), 1069-1081.
- Ryff, C. D., & Singer, B. (1998). The contours of positive human health. *Psychological Inquiry*, 9(1), 1-28.
- Ryska, T. A., & Yin, Z. (1999). Testing the buffering hypothesis: Perceptions of coach support and pre-competitive anxiety among male and female high school athletes. *Current Psychology*, 18(4), 381-393.
- Sahoo, S., Hoda, S. A., Rosai, J., & DeLellis, R. A. (2001). Cytokeratin 19 Immunoreactivity in the Diagnosis of Papillary Thyroid Carcinoma A Note of Caution. *American journal of clinical pathology*, 116(5), 696-702.

- Sahu, F .M., & Rath, S. (2003). Self efficacy and well being in working and non working women. *Psychology and Developing Societies*, 15, 187-198.
- Salami, S.O. & Ogundokun, M.O. (2009). Emotional intelligence and self-efficacy as predictors of academic performance. *Perspectives in Education*, 25(3), 175-185.
- Salami, S.O. and Awolusi S.O. (2000). The Relationship between Job Satisfaction and Occupational Stress among Workers in Poverty Alleviation Programmes. *Journal of Educational focus*, 3(1), 92-98.
- Salami, S.O.(2007). Relationship between Work-family Conflicts and Work Attitudes among Secondary School Teachers in Southwest Nigeria. *European Journal of Scientific Research*, 18(3), 551-560
- Samuel O. Salami. (2010). Occupational stress and well-being: emotional intelligence, self efficacy, coping, negative affectivity and social support as moderators. *The Journal of International Social Research*, 3(12).
- Sandler, . N., & Barrera, M. (1984). Toward a multi method approach to assessing the effects of social support. *American Journal of community Psychology*, 12 (1), 37-52.
- Sanne, B., Mykletun, A., Dahl, A. A., Moen, B. E., & Tell, G. S. (2005). Testing the job demand-control-support model with anxiety and depression as outcomes: The Hordaland health study. *Occupational Medicine*, 55, 463–473.
- Sarason, B. R., Shearin, E. N., Pierce, G. R., & Sarason, I. G. (1987). Interrelations of social support measures: Theoretical and practical implications. *Journal of Personality and Social Psychology*, 52, 813-932.
- Sarason, I.G., Levine, H.M., Basham, R.B., & Sarason, B.R. (1983). Assessing Social Support: The Social Support Questionnaire, *Journal of Personality and Social Psychology*, 44, 127-139.
- Sasao, T., & Chun, C.A. (1994). After the Sa-i-gu (April 29) Los Angeles riots: Correlates of subjective well-being in the Korean-American community. *Journal of Community Psychology*, 22, 136–152.
- Saxena, A., & Saxena, A. (2012). *International journal of management research and review*.
- Scannell D. E. Women's adjustment to widowhood. (2003). Theory, research, and interventions. *J Psychosoc Nurs Ment Health Serv*, 41(5), 28–36.

- Segrin, C., Hanzal, A., & Donnerstein, C. (2007). Social skills, psychological well-being, and the mediating role of perceived stress. *Anxiety, Stress & Coping*, 20(3), 321-329
- Sekaran, U. (2003). *Research Methods for Business. A Skill Building Approach* (4th ed.). Singapore: John Wiley & Sons, Inc.
- Self, D.R., Holt, D.T. and Schaninger, W.S. (2005). Work-group and organizational support: a test of distinct dimensions. *Journal of Occupational & Organizational Psychology*, 78 (1), 133-40.
- Selye, H. (1950). *The physiology and pathology of exposure to stress*. Montreal: Acta.
- Selye, H. (1974). *Stress without distress*. Philadelphia: Lippincott.
- Selye, H. (1956). *The stress of life*. New York: McGraw-Hill.
- Shah, N. (2009). *Determinants of Employee Readiness for Organizational Change*. Unpublished PhD, Brunel University London.
- Sharma, S., R. Durand, and O. Gur-arie. (1981). Identification and Analysis of Moderator Variables. *Journal of Marketing Research*, 18, 291-300.
- Shaughnessy, Eugene B. Zechmeister and Jeanne S. Zechmeister. (2006). *Research Methods in Psychology*. McGraw-Hill International Edition.
- Shpancer, N., Melick, K. M. & Sayre, P. S. (2006). Quality of care attributions to employed versus stay-at-home mothers. *Early Child Development and Care*, 176, 183-193.
- Shumaker S.A. & Brownell A.(1984). Towards a theory of social support: closing conceptual gaps. *Journal of Social Issues*, 40, 11–36.
- Shumaker, S.A., & Hill, D.R. (1991). Gender differences in social support and physical health. *Health Psychology*, 10, 102-111.
- Simon, R.W. (1995). Gender multiple roles and mental health. *Journal of Health and Social Behavior*, 36, 182-194.
- Singh, M., & Singh, G. (2005). A Study on Family and Psychosocial Health Status of Middle-Aged Working Women of Varanasi City. *The Internet Journal of Third World Medicine*, 3(2).
- Siu, O. (2002). Occupational Stressors and Well-being among Chinese Employees: The Role of Organizational Commitment. *Applied Psychology: An International Review*, 51(4), 527-544.

- Siu, O., Spector, P.E., Cooper, C.L., Lu, L. & Yu, S. (2002). Managerial stress in greater China: The direct and moderator effects of coping strategies and work locus of control. *Applied psychology: An International Review*, 51(4), 608-632.
- Skok, A., Harvey, D., & Reddihough, D. (2006). Perceived stress, perceived social support, and wellbeing among mothers of school-aged children with cerebral palsy. *Journal of Intellectual & Developmental Disability*, 31(1), 53-57.
- Smith, A. (2000). The scale of perceived occupational stress. *Occupational Medicine*, 50, 294-298.
- Snapp, M.B. (1992). Occupational Stress, Social Support and Depression among Black and White Professional-Managerial Women. *Women and Health*, 18, 41-79.
- Sohail, T., Khannum, T. (2000). Occupational Stress Scale Development. *Pakistan Journal of Psychology*, 31, 53-66.
- Sokoya, G.O., Collings, S.J., & Muthukrishna, N. (2005). Exploring the complexities of gender roles and psychological wellbeing in farm-families: Implications for agricultural extension, management and research. *South African Journal of Agricultural Extension*, 34(1), 122-135.
- Sonnentag, S., & Frese, M. (2003). *Stress in organizations*. John Wiley & Sons, Inc.
- Spielberger, C. D., & Sarason, I. G. (Eds.). (2013). *Stress And Emotion: Anxiety, Anger, & Curiosity*. Taylor & Francis.
- Spielberger, C. D., Vagg, P. R., & Wasala, C. F. (2003). Occupational stress: Job pressures and lack of support. In J. C. Quick, & L. E. Tetrick (Eds.), *Handbook of occupational health psychology* (pp. 185-200). Washington, DC: American Psychological Association.
- Srimathi, N. L., and Kiran Kumar, S. K. (2010). Psychological Well being of Employed Women across Different Organisations. *Journal of the Indian Academy of Applied Psychology*, 36(1), 89-95.
- Stansfeld, S. A., Fuhrer, R., Shipley, M. J., & Marmot, M. G. (1999). Work characteristics predict psychiatric disorder: Prospective results from the Whitehall II Study. *Occupational Environmental Medicine*, 56, 302-307.
- Stecker, T. (2004). Well-being in an academic environment. *Medical Education*, 38(5), 465-478.

- Stephens, M. A. P., Franks, M. M., & Atienza, A. A. (1997). Where two roles intersect: Spillover between parent care and employment. *Psychology and Aging*, 12, 30–37.
- Steptoe, A., Deaton, A., & Stone, A. A. (2015). Subjective wellbeing, health, and ageing. *The Lancet*, 385(9968), 640-648.
- Storksen, I., Roysamb, E., Moum, T. & Tambs, K. (2005). Adolescents with a childhood experience of parental divorce: A longitudinal study of mental health and adjustment. *Journal of Adolescence*, 28(6), 725–739.
- Sukhodolsky, D.G., Golub, A, and Cromwell, E.N. (2001). Development and validation of the anger rumination scale. *Personality and Individual Differences*, 31, 689-700.
- Sunkyung, J., & Kim, B. (2004). Nursing and health care management and policy predictors of life satisfaction of Korean nurses. *Journal of Advanced Nursing*, 48, 152-156.
- Tabachnick, B. G., & Fidell, L. S. (2007). *Using multivariate statistics* (5th ed.). Upper Saddle River, NJ.: Pearson International.
- Talat, A., Bahaudin, G., Naseem, H. (2011). Stress Perceptions of Working Adult Pakistanis and Americans. *International Journal of Business and Social Science*, 2 (5),32-40.
- Tanzer, N. K., Sim, C. Q. E., & Spielberger, C. D. (1996). Experience, expression, and control of anger in a Chinese society: The case of Singapore. In: C. D. Spielberger, I. G. Sarason, J. M. T. Brebner, E. Greenglass, P. Laungani & A. M. O’Roark (Eds), *Stress and Emotion: Anxiety, Anger, and Curiosity* (Vol. 16, pp. 51-65). Washington, DC.: Taylor & Francis
- Taris, T. W., & Schreurs, P. J. G. (2009). Well-being and organizational performance: An organizational-level test of the happy-productive worker hypothesis. *Work & Stress. An International Journal of Work, Health & Organisations*, 23, 120–136.
- Tejal, N. (2010). Psychological well-being. A study of place of residence for gender and age among aged people. *Indian Journal of Psychology and Mental Health*, 4, 145-149.
- Terry, D.J. and Nielsen, M. and Perchard, L. (1993). Effects of Work Stress on Psychological Well-being and Job Satisfaction: The Stress-buffering Role of Social Support. *Australian Journal of Psychology*, 45(3)168-175.

- Theodori, G. L. (2001). Examining the Effects of Community Satisfaction and Attachment on Individual Well-Being. *Rural sociology*, 66(4), 618-628.
- Thoits, P. (1991). *Gender differences in coping with emotion distress: The social context of coping*. New York: Plenum.
- Thomas, L. T., & Ganster, D. C. (1995). Impact of family supportive work variables on work– family conflict and strain: A control perspective. *Journal of Applied Psychology*, 80, 6–15.
- Tilden, V.P., Nelson C.A. & May B.A. (1990). The IPR inventory: development and psychometric characteristics. *Nursing Research*, 39, 337–343
- Tina Mirrashidi. (1999). Integrating Work and Family: Stress, Social Support and Well-being among Ethnically Diverse Working Women. *California School of Professional Psychology, Los Angeles*
- Trivedi, J. K., Sareen, H., & Dhyani, M. (2009). Psychological Aspects of Widowhood and Divorce. *Sana Monographs*, 7(1), 37–49.
- Turner, Frankel, & Levine (1983). Social support: conceptualization, measurement, and implications for mental health. *Research in Community and Mental Health*, 3, 67-111.
- Tyrer, S., & Shopsin, B. (1982). Symptoms and assessment of mania. In E. S. Paykel (Ed.), *Handbook of affective disorders* (pp. 12–23). New York: Guilford Press.
- Uchino, B. N. (2004). *Social Support and Physical Health: Understanding the Health Consequences of Relationships*. New Haven, CT: Yale University Press.
- Üstün, T. B., Ayuso-Mateos, J. L., Chatterji, S., Mathers, C., & Murray, C. J. (2004). Global burden of depressive disorders in the year (2000). *The British journal of psychiatry*, 184(5), 386-392.
- Van Der Doef, M. and S. Maes. (2002). Teacher-specific quality of work versus general quality work assessment: A comparison of their validity regarding burnout, psychosomatic well-being and job satisfaction. *Anxiety, Stress and Coping*, 15(4), 327-344.
- Van Der Doef, M., & Maes, S. (1999). The job demand-control (-support) model and psychological well-being: A review of 20 years of empirical research. *Work & Stress*, 13, 87–114.
- Varma, R., & Dhawan, N. (2006). Psycho-Social factors and mental health of contemporary Indian women. *Psychological Studies*, 51,171-177

- Vaux A. (1992). Assessment of social support. In *The Meaning and Measurement of Social Support* (Veiel H.O.F. & Baumann U. eds), Hemisphere, New York, 193–216.
- Vinokur, A.D. & Van Ryn, M. (1993). Social support and undermining in close relationships: Their independent effects on the mental health of unemployed persons. *Journal of Personality and Social Psychology*, 65, 350-359.
- Wainwright, D. & Calnan, M. (2002) *Work Stress: The Making of a Modern Epidemic*. Buckingham: Open University Press.
- Waite, L. (2000). Trends in Men's and Women's Well-Being in Marriage. *The ties that bind: Perspectives on marriage and cohabitation*, 368.
- Wakefield, S., & Elliott, S. J. (2000). Environmental risk perception and well-being: effects of the landfill siting process in two southern Ontario communities. *Social Science & Medicine*, 50(7), 1139-1154.
- Waldron, I., Weiss, C. C., & Hughes, M. E. (1998). Interacting effects of multiple roles on women's health. *Journal of Health and Social Behaviour*, 39(3), 216–236.
- Waris, Q. (2008). Impact of Working Status on Their Lives: A Survey of Working Women at a Teaching Hospital in Karachi, Pakistan. *Pakistan Journal of Medical Sciences*, 24(3), 506–11.
- Watve, V., & Raju, N. N. (2015). Women Mental Health: Reflections from India. *Indian journal of psychiatry*, 57(6), 197.
- Webb, J.R. (2008). *Understanding and Designing Market Research*: Thomson Learning.
- Weiss, R. S. (1974). The provision of social relationships. In *Doing Unto Others*. (Rubin Z. ed.), Prentice-Hall, Englewood Cliffs, New Jersey, 17–26.
- Weissman, D., & Descartes, R. (1996). *Discourse on the Method: And, Meditations on First Philosophy*. Yale University Press.
- Wethington, E., Kessler, R.C. (1986). Perceived support, received support and adjustment to stressful life event. *Journal of Health and Social Behavior*, 27, 78-89.
- Wilcox, V.L., S. Kasl, and L.F. Berkman. (1994). Social Support and Physical Disability in Older People after Hospitalization: A Prospective Study. *Health Psychology*, 13,170-179.

- Wilks, S. E. (2008). Resilience amid academic stress: The moderating impact of social support among social work students. *Advances in social work*, 9, 106-125.
- Williams, N. R. (2006). The influence of intimate relationship on the psychological well being of African, American professional women. Dissertation Abstracts International. Section B: The Sciences and Engineering, 66 (8), 4539.
- Williams, S., Wissing, M.P., Rothmann, S., & Temane, Q.M. (2010). Self-efficacy, Work, and Psychological Outcomes in a Public Service Context. *Journal of Psychology in Africa*, 20(1), 43-52.
- Wilson, M. G., DeJoy, D. M., Vandenberg, R. J., Richardson, H. A., & McGrath, A. L. (2004). Work characteristics and employee health and well-being: Test of a model of healthy work organization. *Journal of Occupational and Organizational Psychology*, 77, 565–588
- Winnubst, J. A. M., Marcelissen, F. H. G., & Kleber, R. J. (1982). Effects of social support in the stressor-strain relationship: A Dutch sample. *Social Science and Medicine*, 16, 1-17.
- Wissing, M. P., & Van Eeden, C. (2002). Empirical clarification of the nature of psychological well-being. *South African Journal of Psychology*, 32(1), 32-44.
- Wittchen HU, Hoyer J. (2001). Generalized anxiety disorder: Nature and course. *Journal of Clinical Psychiatry*, 62, 15-21.
- Wittchen HU, Lieb R, Wunderlich U, Schuster P. (1999). Comorbidity in primary care: presentation and consequences. *Journal of Clinical Psychiatry*, 60, 29-38.
- Wittchen, H. U., Essau, C. A., von Zerssen, D., Krieg, J. C., & Zaudig, M. (1992). Lifetime and six-month prevalence of mental disorders in the Munich follow-up study. *European Archives of Psychiatry and Clinical Neuroscience*, 241, 247–258.
- Wong D, Leung S, So C, Lam D. (2001). Mental health of Chinese nurses in Hong Kong: The roles of nursing stresses and coping strategies. *Online Journal of Issues in Nursing*, 5(2).
- World Health Organization Report. (2001).
- Wright, T. A., & Bonett, D. G. (2007). Job satisfaction and psychological well-being as non additive predictors of workplace turnover. *Journal of Management*, 33, 141–160.

- Yahaya, A., N. Yahaya, K. Arshad, J. Ismail. (2009). Occupational stress and its effects towards the organization management. *Journal of Social Science*, (5), 390-397.
- Yau, S. Y., Xiao, X. Y., Lee, L. Y. K., Tsang, A. Y. K., Wong, S. L., & Wong, K. F. (2012). Job stress among nurses in China. *Applied Nursing Research*. 25(1), 60-64.
- Zachariah, R. (2009). Social support, life stress, and anxiety as predictors of pregnancy complications in low-income women. *Research in nursing & health*,32(4), 391-404.
- Zahn-Waxler, C., Shirtcliff, E. A. & Marceau, K. (2008). Disorders of childhood and adolescence: Gender and psychopathology. *Annual Review of Clinical Psychology*, 4, 275–303.
- Zikmund, W.G. (1997). *Business Research Methods*, Orlando, Florida: The Dryden Press.