

## LIFE SATISFACTION AMONG WORKING AND NON WORKING WOMEN

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### ABSTRACT

The present study was conducted to measure the life satisfaction among working and non working women. Satisfaction with Life Scale (SWLS) developed by Ed Diener and colleagues (1984) consisting 5 items was administered to the sample of (N=100) of different organizations and living areas of Islamabad and Faisalabad. The sample was divided into two categories 50 working women and 50 non-working women, out of which 25 working and 25 non working from Faisalabad, 25 working and 25 non working from Islamabad were taken. t-test was computed for the statistical analysis of the data. All hypotheses were significant at  $P < .05$  level. Findings indicate that there was significant difference between working and non-working women regarding their positive well being.

**Keyword:** Life Satisfaction, Working women, Non-working women.

### INTRODUCTION

Satisfaction with life formerly focused on who is happy, whether the one who is a married, wealthy, spiritual individual or other. Temperament and personality appear as powerful factors, influencing people's well being (Diener, Suh, Lucas, & Smith, 1999). The aim of the current study was to find out the life satisfaction among working and non working women.

People might be satisfied with one aspect of their life and not the other; it was pointed out that some people may be particularly unhappy with the particular domain of life and relatively satisfied with other domains. In addition individual might be satisfied with more domains of their lives and still be dissatisfied overall because of the impact of the particular domain (Diener, 1984).

Objective life circumstances or living conditions refer to the objective physical and social characteristics of an area of life whose effects on life satisfaction are cognitively mediated (Michalos, 1991). People will feel more satisfied when they perceive that their standards of fulfillment have been met and less satisfied when they have not been met (Diener, Suh, Lucas, & Smith, 1999).

Subjective well-being is a combination of positive affects (in the absence of negative affect) and the general life-satisfaction (i.e., subjective appreciation of life rewards). The term subjective well-being often is used as a synonym for happiness. Well being involves our experience of pleasure and our appreciation of life's rewards (Diener, 1984). Life satisfaction is often considered a desirable goal, where correct actions lead individual to the well-being (Myers, 1992).

There is sample evidence to support any of the premises that women who are employed are more satisfied than women who are homemakers (Ferree, 1976), or that employed women do not differ from homemakers in their level of satisfaction (Wright, 1978), or that homemakers are more satisfied than women who are employed (Hall, & Francine, 1973).

Kahneman (1999) argued that people in good circumstances may be objectively satisfied than people in bad circumstances. Laboratory studies also demonstrate that satisfied and dissatisfied react differently to the same stimuli. Rusting and Larsen (1997) demonstrated that extraverted individuals (those who appear to react more strongly to rewards) respond more intensely to positive than to negative pictures in laboratory situation.

Ferree (1976) and earlier studies by other authors have argued that women with jobs outside the home are generally happier and more satisfied with their lives than are full time housewives. Evidence from six large national surveys conducted by the University of Michigan and the National Opinion Research Center between 1971 and 1976 consistently fails to support this hypothesis. It was concluded that both work outside the home and fulltime housewifery have benefits and costs attached to them; the net result is that there is no consistent or significant differences in patterns of life satisfaction between the two groups.

A Survey of Modern Living, examined self-esteem, psychological well-being, and physical health of 389 women (206 employed outside the home and 183 homemakers). Results indicate that working women had higher self-esteem and less psychological anxiety than homemakers. Working women also reported better physical health than homemakers (Coleman, & Antonucci, 1976).

*Multiple Classification Analyses on responses from 946 women explained, that full-time homemakers are more dissatisfied with their lives than women employed outside the home. Homemakers who had wanted a career were more personally dissatisfied than homemakers who had never wanted a career. The career-oriented homemakers were the ones who expressed greater personal dissatisfaction than employed women (Townsend & Patricia, 2002).*

A sample were used to examine differences in attitudinal variables and self-concept between full-time homemakers ( $N=485$ ) and women employed outside of the home ( $N=354$ ). The homemakers held more conservative values and a more traditional view of women's roles, reported experiencing a more supportive family life, expressed lower self-esteem, and were less dissatisfied than women who work outside the home. Women who are employed outside the home rated themselves as more aggressive, ambitious, and intelligent than did homemakers. The discussion focuses on the surprising finding that the women who work outside the home were more dissatisfied than homemakers (Joseph & Sandvik, 1982).

Paper analyses research on the impact of work on mothers' health a survey was conducted of a representative sample of working and non-working mothers in Tehran in 1998 ( $N=1065$ ,

710 working mothers, and 355 non-working mothers). Four main explanatory factors were examined (personal well-being, socio-demographic, work and work-related, and social-life context variables) alongside a range of mental and physical health outcome variables. Unlike in the West, where women's paid work is generally associated with better health, statistically significant differences between working and non-working women were not found in Tehran. It is argued that this is a result of the counter-balance of the positive and negative factors associated with paid work, such as increased stress on one hand and self-esteem on the other. Iranian society's particular socio-cultural climate has contributed to this finding, with its dominant gender-role ideology; the priority and extra weight placed on women's traditional roles as wives and mothers, and the remarkably influential impact of husbands' attitudes on women's health (Ahmad, 2009).

### **Hypotheses**

1. There would be significant difference on score of life satisfaction scale among working and non-working women of Faisalabad.
2. There would be significant difference on score of life satisfaction scale among working and non-working women of Islamabad.

## **METHOD**

### **Participants**

For the current study, a sample consisted of one hundred women (N=100) was selected from different areas of Faisalabad and Islamabad. The sample was further divided into two categories fifty working women 25 participants from Faisalabad and 25 from Islamabad) and fifty non working women 25 participants from Faisalabad and 25 participants from Islamabad. Participants were selected by convenience sampling from different working areas like schools, Govt. offices, banks and from residential areas. A comparative research design (between group design) was used to compare the two groups of working and non working women.

### **Inclusion & Exclusion**

The age range of participants was from 20 to 60 years. The minimum educational level of the participants was matriculation and they were selected from different socioeconomic backgrounds. Such working women are excluded who run home business.

### **Operational Definition**

#### **Life satisfaction**

Here in this study life satisfaction is operationally defined as the scores obtained by Satisfaction with Life Scale by Ed Diener and colleagues in 1984.

#### **Working women**

Working women are referred to those women, who go outside the home and earn some reasonable money.

#### **Non-working women**

Non working women are referred to those women who lived at home all the time and look after their families.

### **Measures/ Tools**

#### **Satisfaction with Life Scale**

The Satisfaction with Life Scale (SWLS) is a measure of life satisfaction developed by Ed Diener and colleagues in 1984. Life satisfaction is one factor in the more general construct of subjective well being. Theory and research from field outside of rehabilitation have suggested that subjective well being has at least three components, positive affective appraisal, negative affective appraisal and life satisfaction. The SWLS was developed using classical test construction approaches to both select an initial item pool and subsequently narrow the instrument to five items that inquire about respondents' overall assessment of their lives. Generally the cognitive appraisal involved in measuring life satisfaction is believed to require a comparison by individuals between the current status of their lives and self-defined expectations regarding what they would like their lives to be. This comparison may be in relation to a self-defined ideal, to other people, or to one's own past.

The SWLS does not measure satisfaction with specific domains of life (e.g., family, employment, and income). Combining domain-specific ratings to attain a global indication of life satisfaction has been criticized for assuming that individuals place equal value on all life areas. Summing or other weightings imposed by the instrument lose the subjective valence of the domains.

### **Procedure**

100 participants were taken as the research participants in which 50 were working women and 50 were non working women, out of which 25 working and 25 non-working from Faisalabad, 25 working and 25 non-working from Islamabad were taken. Participants were selected through convenience sampling from different working areas like schools, government offices, banks and from residential areas. Satisfaction with life Scale was administered to check the level of life Satisfaction among working and non working women. In order to avoid any hurdle in data collection permission letter given by the Head of the Department was shown to the authorities of the Govt. officials, banks and institutions so that the process of data collection might be carried out smoothly.

Verbal consent was taken from the participants and they were given brief description about the purpose of the data collection and were assured that the data collected from them will only be used for research purpose and will be kept confidential.

### **Statistics**

t-test was used for the statistical analysis of data.

### **RESULTS**

The present study is aimed to determine the life satisfaction among working and non working women. For this purpose a sample consisted of one hundred women (N=100) is selected from different organizations of Islamabad and Faisalabad, sample is divided n=50 working and n=50 non-working women, out of which 25 working and 25 non-working from Faisalabad,

25 working and 25 non-working from Islamabad were taken. Satisfaction with Life Scale (SWLS) by Ed Diener and colleagues (1984) is administered to check the level of satisfaction; t-test is used to find out the statistical significance of the two groups of working and non-working women of Islamabad and Faisalabad and the results are given here in the form of table for different hypothesis respectively. There were two main hypotheses were formulated for the study while doing statistical analysis of data some good results were also found which are also given in the form of tables below.

**Table 1:** *Life Satisfaction among Working & Non working women of Faisalabad. (N = 50)*

Group	Mean	S.D	df	t-test	p
Working (N=25)	29.00	1.915	48	6.445	.000
Non working (N=25)	22.20	4.916		6.445	

Results indicates that life satisfaction in working women of Faisalabad is high than that of non-working women of Faisalabad.

**Table 2:** *Life Satisfaction among working and non working women of Islamabad. (N = 50)*

Group	Mean	S.D	df	t-test	p
Working (N=25)	22.76	4.503	48	-4.555	.000
Non working (N=25)	27.80	3.215		-4.555	

Results indicates that life satisfaction in working women is low than that of non-working women of Islamabad.

## DISCUSSION

Pakistan is a developing state, new trends, new topics and new discussions are arising in the society for the progress in all circles of life. With the passage of time, numbers of trends have changed. In the past women preferred to spend their life at home and devoted themselves for their families. Their main aim was to help their children for their better future. Many people believe that women have to live in home and fulfill only domestic responsibilities even a bunch of women also in the favor of this school of thought. Twenty first century brought many changes in the lifestyles of human beings, now both husband and wife have started earning in order to fulfill their needs and enjoy the luxuries of life as well. The status of women in Pakistan seems to be varied considerably across classes, regions, and the rural/urban divide due to uneven socioeconomic development and the impact of tribal, feudal, and capitalist social formations on women's lives.

Most of the researches done on the comparison of job satisfaction among men and women, but the life satisfaction have not been extensively focused by the researchers in Pakistan. Main focus of this research was to investigate life satisfaction among working and non working women of two cities Islamabad and Faisalabad, as Islamabad is a developed city and Faisalabad is an underdeveloped city. Both cities have different trends, lifestyles, living standards and weather conditions that affect the residents of these cities. Doing job is a new trend in women of Pakistan as it is difficult for women to manage home and work both at the same time. This study helps to assess the satisfaction with life in working and non working

women within the cities of Islamabad and Faisalabad. For that purpose a sample consisted of one hundred women (N=100) was selected from different organizations and living areas of Islamabad and Faisalabad, sample was consisted n=50 working and n=50 non-working women, out of which 25 working and 25 non-working from Faisalabad, 25 working and 25 non-working from Islamabad were taken. Satisfaction with Life Scale (SWLS) was administered to check the level of satisfaction; t-test was used to find out the statistical significance of the life satisfaction of the sample.

It was hypothesized that working women of Faisalabad are more satisfied as compared to the non working women and when the groups are compared within the city of Faisalabad there is a significant difference between two groups, as the table No. 1 shows, that the working women of Faisalabad are more satisfied than nonworking women. It seems that, the working women have positive reaction towards lives and try to develop healthy patterns of adjustment and dealing with their lives. The working women are aware of their right of autonomy and decision making that strengthen their behavior and empower their satisfaction. Besides all this doing job enables women to earn money and enjoy those luxuries of life that a non-working women can only dream of. When they go outside for the job they have to face different kind of circumstances that make them stronger and enable them to manage in bitter condition in a better way. Moreover, the working women are often seem to be emotionally sound, patient, cooperative and deal stressors more appropriately than that of non-working women.

When the comparison was made within the city of Islamabad between working and non working women, it seems that non working women of Islamabad are more satisfied with their life than working women of Islamabad. Table No. 2 indicates that life satisfaction in non working women of Islamabad is high than that of working women of Islamabad. One reason can be that non working women of Islamabad are having more liberty, better facilities of life as working ladies have, because they have strong economical background, this thing makes the group of non working women more relaxed and satisfied.

Although the pay package of government and private sector employees is almost same in Islamabad and Faisalabad, but Faisalabad is not an expensive city so working women utilize their money in better way and fulfills their requirements easily, so former feel gratification what they have and what they earn and this varying thing leads them to tranquility. Morin and Taylor (2009) found that, ever since in big towns people live lives quite desperately. Suburbanites are significantly more satisfied with their communities than those who are the residents of cities, big towns, and this study is supporting the current hypothesis that the working women of urban areas are more satisfied because they have more sense of contentment.

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