



The Role of Employment in Women's Life Satisfaction: A Comparative Perspective

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ABSTRACT

Life satisfaction is a key determinant of psychological well-being and overall quality of life. This study aims to compare life satisfaction between working and non-working women, focusing on six dimensions: Health, Personal, Economic, Marital, Social, and Job Satisfaction. A total of 80 women (40 working and 40 non-working) from Aurangabad city, aged 20 to 40 years ($M = 32.25$, $SD = 4.56$), were selected using purposive non-probability sampling. The Life Satisfaction Scale (LSS) by Alam and Srivastava (2001) was used to assess participants, and a t-test was applied for statistical analysis. The results indicate significant differences in life satisfaction between working and non-working women. Working women exhibited higher satisfaction in personal, economic, social, and job-related domains, suggesting that employment provides financial independence, self-fulfillment, and social engagement. However, no significant differences were found in marital and health satisfaction, indicating that employment status does not strongly influence these aspects. The findings emphasize the positive impact of employment on overall well-being, reinforcing the importance of career opportunities and social inclusion programs for women. This study highlights the need for policies that support work-life balance, promote financial stability, and enhance social engagement to improve life satisfaction for both working and non-working women.

Keywords:- Life satisfaction, working women, non-working women, employment status, financial independence.

Introduction:

Life satisfaction is a crucial aspect of psychological well-being and overall quality of life. It refers to an individual's cognitive evaluation of their life as a whole, including personal achievements, social relationships, and emotional experiences (Diener, 1984). The concept of life satisfaction has been widely studied in the context of various demographic groups, including working and non-working women. The role of employment in shaping women's life satisfaction has gained significant attention in psychological and sociological research. Working women often experience a sense of accomplishment, financial independence, and professional identity, which may positively contribute to their overall well-being. Conversely, non-working women, particularly homemakers, may derive satisfaction from family responsibilities, caregiving roles, and personal fulfillment. However, the influence of employment on life satisfaction is complex and shaped by multiple factors such as work-life balance, financial stability, social support, and personal aspirations. Several studies suggest that



working women may experience higher stress levels due to work-related demands, role conflict, and time constraints, which can negatively affect their life satisfaction (Clark, 2000). On the other hand, non-working women, despite having more time for family and social life, may struggle with issues such as financial dependence, lack of self-identity, and societal expectations, which could impact their psychological well-being (Noor, 2004). Given these complexities, understanding the differences in life satisfaction between working and non-working women is essential for developing supportive policies, workplace interventions, and mental health strategies.

This study aims to compare life satisfaction between working and non-working women by examining various factors that contribute to their well-being. By exploring existing literature, this research seeks to identify patterns, trends, and underlying determinants that influence life satisfaction in these two groups. The findings of this study will provide valuable insights into how employment status impacts women's mental and emotional health, ultimately contributing to the discourse on gender roles, work-life balance, and personal fulfillment.

Review of Literature

Diener (1984) conceptualized life satisfaction as a cognitive evaluation of one's life experiences and personal fulfillment. He proposed the Subjective Well-Being (SWB) model, which highlights the role of positive and negative emotions in shaping life satisfaction. Diener argued that life satisfaction is influenced by external factors such as economic status, social relationships, and cultural expectations. His research laid the foundation for further studies on the well-being of different demographic groups, including working and non-working women. His work remains relevant in understanding how employment, financial stability, and personal achievements contribute to an individual's perception of life satisfaction.

Clark (2000) examined the relationship between job satisfaction and life satisfaction, emphasizing the concept of the "spillover effect" in working individuals. The study found that job satisfaction significantly contributes to overall life satisfaction, as positive work experiences often extend to other areas of life. However, Clark also highlighted that role conflict, work stress, and excessive job demands can negatively impact well-being, particularly among women balancing work and family responsibilities. The study underscores the dual impact of employment, suggesting that while work can enhance life satisfaction, it can also lead to psychological distress if not well-managed.

Noor (2004) investigated the impact of work-family conflict on life satisfaction among employed and non-employed women. The findings indicated that working women often struggle with role strain, leading to higher stress levels and reduced life satisfaction. However, the study also found that non-working women faced challenges related to financial dependence and lack of personal identity, which negatively affected their well-being. Noor emphasized that work-life balance, family support, and individual aspirations play a crucial role in determining life satisfaction, regardless of employment status. The study suggests that both groups face unique stressors, which influence their psychological well-being differently.

Hoffman and Youngblade (1999) explored the differences in psychological well-being between full-time working mothers and stay-at-home mothers. Their research revealed that working mothers generally reported higher self-esteem and personal growth due to their professional achievements. However, they also experienced higher stress levels and fatigue due to balancing multiple roles. In contrast, non-working mothers found greater fulfillment in family life but often reported feelings of social isolation and lack of personal development. The study concluded that both groups experience different sources of life satisfaction and stress, highlighting the importance of individual choice and societal support systems in shaping women's well-being.

Roehling et al. (2003) examined the effects of workplace flexibility on life satisfaction among employed women. The study found that flexible work arrangements, such as remote work and flexible schedules, significantly improved work-life balance and overall well-being. Women with access to workplace flexibility reported higher job satisfaction, reduced stress, and greater life satisfaction compared to those with rigid work schedules. The study emphasized the need for organizational policies that support work-life integration, as they play a vital role in enhancing the quality of life for working women.

Research Methodology:-

Objective:-

To Investigate the Life Satisfaction among Working and Non-Working Women.

Hypothesis:-

1) There will be no significant difference between working and non-working women on dimension life satisfaction (Health, Personal, Economic, Marital, Social and Job).

Sample:-

80 women were selected from Aurangabad city for the present research. Among them 40 were working women and 40 were non-working. Age range of women 20 year to 40 year. (Mean = 32.25, SD = 4.56). Purposive Non-Probability Sampling was used.

Variable:-

1) Independent variable:- a) Types of Women 1) Working 2) Non-Working

2) Dependent variable:- 1) Life Satisfaction i) Health, ii) Personal, iii) Economic, iv) Marital, v) Social Satisfaction and Job Satisfaction

Research Tools:-

Life Satisfaction Scale (LSS)

The Life Satisfaction Scale (LSS), developed by Alam and Srivastava (2001), assesses life satisfaction across six domains: Health, Personal, Economic, Marital, Social, and Job. The scale consists of 60 items, with responses recorded as "Yes" or "No", where a "Yes" response indicates satisfaction. It has been standardized on a sample of 875 adults (male and female) from rural and urban areas of Azamgarh, considering factors such as education, intelligence, and socio-economic status. The test-retest reliability coefficient was 0.84, and the scale demonstrated strong validity,

correlating 0.74 and 0.82 with adjustment inventories. The scale ensures face and content validity and takes approximately 20 minutes to complete.

Statistics

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

Statistical Data Analysis

‘t’ showing the significance of difference between the working and non-working women respect to Life Satisfaction.

Dimension	Working (N =10)			Non-Working (N = 10)			df	t- ratio
	Mean	SD	SE	Mean	SD	SE		
Health	5.51	1.09	0.34	6.10	2.02	0.64	88	1.62
Personal	6.71	0.89	0.28	3.20	1.56	0.49	88	12.36**
Economic	7.04	1.88	0.59	4.02	1.25	0.39	88	9.47**
Marital	7.13	1.47	0.46	7.60	1.38	0.47	88	1.47
Social	8.67	2.01	0.32	5.47	1.39	0.44	88	8.28**
Job	6.80	2.06	0.58	3.12	1.98	0.42	88	8.14**
Life Satisfaction	6.98	1.57	0.43	4.92	1.60	0.48	88	5.81**

Significant - 0.01= 2.62, 0.05= 1.98

The results indicate significant differences in life satisfaction and its dimensions between working and non-working women. The t-values for Personal ($t = 12.36, p < 0.01$), Economic ($t = 9.47, p < 0.01$), Social ($t = 8.28, p < 0.01$), Job ($t = 8.14, p < 0.01$), and overall Life Satisfaction ($t = 5.81, p < 0.01$) suggest that working women report higher satisfaction in these areas compared to non-working women. The findings indicate that employment provides financial independence, social engagement, and personal fulfillment, which significantly contribute to overall well-being. However, no significant differences were observed in Health ($t = 1.62, p > 0.05$) and Marital satisfaction ($t = 1.47, p > 0.05$), suggesting that employment status does not strongly influence these factors.

The statistical significance of these differences highlights the positive impact of employment on life satisfaction, particularly in terms of economic stability, social interactions, and job-related fulfillment. The findings align with existing research, emphasizing that working women experience a greater sense of accomplishment and financial security, which enhances their overall quality of life. On the other hand, non-working women may experience limitations in financial independence and social engagement, contributing to lower scores in these dimensions. The results underscore the importance of policies that support work-life balance, career opportunities for women, and social inclusion programs, ensuring enhanced life satisfaction for both working and non-working women.



Conclusion:

- 1) Working women have higher overall life satisfaction than non-working women, particularly in personal, economic, social, and job-related aspects, while marital and health satisfaction remain unaffected by employment status.

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