

"The Well-Being Impact: Examining the Effects of Physical and Mental Well-being on Women's Job Performance"

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Abstract

Purpose of the Study: In today's world, working women are crucial to society and have a multitude of roles, impacting the workforce, economy, and global advancement of countries. Several research studies have demonstrated the harmful consequences of job-related stress on the physical and mental health of working women. This study made an effort to investigate both aspects. Martin Seligman's PERMA Model, a well-being theory, serves as the study's theoretical basis. The researchers designed the study's conceptual framework.

Objective: The aim of this study is to determine how working women's mental and physical well-being affects their ability to perform their jobs.

Materials and Methods: A descriptive and analytical study design was chosen, and the snowballing sampling approach was applied. The RAND 36-Item Health Survey (SF-36), Warwick-Edinburgh the Mental Wellbeing Scale and the Short Version of the Self-Assessment Scale of Job Performance are used to collect data from faculty members of Arts and Science Colleges in Vellore District. The sample size for the study is 184. The Friedman test and the multiple regression test were used to investigate the hypotheses.

Result: The Standardized coefficient of multiple regression, Energy (0.484), is the most important factor that influences the job performance of working women. Based on the mean rank of the Friedman test, 'I've been experiencing optimism for the future.' scored the highest value (4.63). Based on the standardized coefficient of multiple regression, physical well-being (0.565) is the most vital factor that influences job performance, followed by the mental well-being (0.360) of working women.

Conclusion: It is evident that Physical and mental well-being are critical determinants impacting job performance among working women. Academic institutions need to prioritize and invest in faculty members' well-being.

Keywords: Working Women, Well-being, Job Performance

1. INTRODUCTION

Working women have an important and complex role in today's society, making substantial contributions to the workforce, economy, and overall national advancement. The history of working women is a story of resilience, determination, and societal transformation. For centuries, women's roles, particularly in India, were often confined to domestic duties, and they had limited access to formal employment opportunities. However, various social and economic factors, including two World Wars and the feminist movement, gradually opened doors for women in the workforce. Today, Indian working women form a substantial and dynamic part of the nation's labour force. They have made significant strides across various sectors, including technology, healthcare, education, finance, and government. Their

contributions are integral to the nation's economic growth and development, as well as its aspiration to become a global economic powerhouse.

Health is defined as a condition of general well-being in which an individual's physical, mental, and social qualities are balanced and working optimally. According to WHO estimates, India has a disability-adjusted life year (DALY) burden of 2443 per 100,000 population. Between 2012 and 2030, mental health problems are expected to cost the economy 1.03 trillion USD in lost economic production. Based on worldwide comparative statistics from 2010, 23% of adults and 81% of teens (ages 11–17) do not meet the WHO's global recommendations for physical activity for health. In India, women accounted for the biggest proportion of cases of mental health disorders in the year October 2021, with percentages for stress and anxiety disorders of 39% and 30%, respectively (Statista.com). The four pillars of physical health are exercise, good nutrition, relaxation and sleep, which lead to healthy living. The physical well-being of working women is vital as it influences their energy levels, focus, productivity and overall quality of life. Mental health encompasses an individual's emotional, psychological, and social well-being. It includes a person's ideas, feelings, and behaviors, among other facets of their existence. Mental well-being is a fundamental aspect of overall health, extending beyond the mere absence of mental disorders. As the multifaceted part played by working women, physical and mental well-being contribute a major role to job performance.

2. THEORETICAL BACKGROUND OF THE STUDY

This study is based on PERMA- Model well-being theory developed by Martin Seligman. The author explained that the model of well-being is comprised of five elements: positive emotions, relationships, engagement, meaning, and achievements. The formation of positive emotions contributes to people's wellbeing and flourishing because they help to establish a variety of resources, including physical, psychological, emotional, and social ones. These resources help people become more resilient and enhance their overall well-being. When a person's level of ability or strength equals the degree of difficulty of the activity or challenge, they are "engaged." Thus, it is crucial that people harness their strongest character traits in order to achieve engagement, which makes the idea of engagement far more appealing than simply "being happy." Relationships are extremely important for humans since difficulties in relationships and social interactions have a significant impact on people's well-being. There is an essential human tendency to search for meaning in our lives and an essential need for our being and/or self-worth. A sense of achievement necessitates that an individual set objective, work toward achieving those goals, master the task, and have self-motivation and purpose to achieve them.

3. REVIEW OF LITERATURE

3.1 Physical Well-being

Ntoumani et al. (2005) stated in their study that there was a substantial relationship between exercise and better physical self-perception and satisfaction, as well as a relationship between exercise and better job satisfaction that was mediated by increased enthusiasm at work. Verbrugge (1983) showed that elements including jobs, marriage, and children have a favourable effect on women's physical and mental health. Veromaa (2017) stated that work involvement is positively correlated with aspects relating to both physical and mental health. A woman worker's physical and emotional well-being is essential to her personal life, the industry's output, and the community's general well-being (Russo, 2011). Abdin et al. (2018) study results showed that walking, yoga, and exercise interventions enhance wellbeing.

3.2 Mental Well-being

According to Jain and Gunthey (2001), working women have difficulty adopting adequate coping mechanisms to handle their dual duties. They feel more tense, anxious, or depressed. Herman (1992) found that women who experience issues in their families and places of employment tend to have poor mental health. Tiwary (2003) observed that women who work as office workers and teachers are in better overall health than women who remain at home. One could claim that working women experience a better degree of personal liberty and financial stability. These women's mental health might have benefited from it. Sahoo and Rath's (2002) stated that working women displayed more psychological wellbeing than non-working women. They contend that the independent financial foundation offered by employment provides women with a greater sense of competition, more power in marriage, and a bigger role in decision-making. Suman and Chatterjee (2015) stated that women should receive some benefits, such as flexibility in scheduling their jobs in the workplace.

Their psychological well-being will be taken care of if the workload is reduced. According to Rastogi and Kashyap (2001), married workers who work in teaching, nursing, and clerical positions have a substantial negative link between their mental health and work-related stress. Women who work outside the home must undergo numerous social readjustments, which can exacerbate stress, anxiety, and psychological health (Warr & Parry, 1982).

Kirkcaldy and Martin (2000) reported that nursing staff who were younger reported better mental health and older staff reported greater stress. Kandel et al. (1985) stated that working women find it very challenging to manage multiple responsibilities at once because each role comes with a unique set of pressures and effects at work. Working women's mental health is negatively impacted by these role tensions in a number of ways. Dudratra and Jogsan (2012) found in their study that, compared to working women, non-working women have better mental health. There is rising evidence to support the notion that stress at work affects working women's mental health (Fergusson, 2013).

3.3 Job Performance

Judge et al. (2001) Job satisfaction appears to play a vital role in sustaining good health, reducing disease, and improving job performance. According to H.L. Kaila's research, women who have several responsibilities suffer from high levels of stress that lead to poor job satisfaction and absenteeism from work. Workplace stress is a contributing factor to working women's mental health (Fergusson 2010). Oliveira et al. (2022) The link between poor mental health and decreased productivity (i.e., absenteeism and presenteeism) was extensively demonstrated. Poor mental health is typically characterised by depression and/or anxiety. Aquino et al. (2020) Jobs in private sector organisations are extremely stressful and demanding, which has a severe influence on employees' mental health. The performance of employees in private sector organisations, both local and MNCs, is directly influenced by their psychological well-being.

An investigation by Wright and Bonett (2007) found that employees with superior psychological well-being received higher performance ratings. Organisational structures have a significant impact on employee health and wellbeing in the workplace, according to contemporary research in the fields of psychological well-being and performance (Usman 2017). Workplace stressors in the private sector have a detrimental effect on mental health, which lowers employees' psychological wellbeing (Parslow 2004).

4 CONCEPTUAL MODEL OF THE STUDY

Based on a literature review, the study identified three variables: physical well-being, mental well-being and job performance. The independent variables are physical well-being and mental well-being. The dependent variable is job performance.

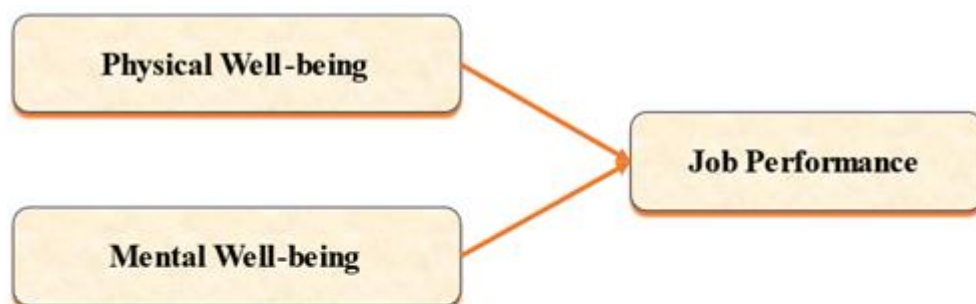


Figure No. 1 Conceptual Model of the Study

4.1 Research Questions

- How does one measure physical well-being based on job performance?
- What are the ways to measure mental well-being?
- How does physical and mental well-being affect job performance?

4.2 Objectives of the Study

- To measure the physical well-being of working women on the job performance.
- To assess the mental well-being of working women.
- To study the impact of the physical and mental well-being of working women on job performance.

4.3 Hypotheses of the Study

Based on objectives, the study framed the following hypotheses:

H₀₁: There is no significant impact of the physical well-being of working women on job performance.

H₀₂: There is no significant difference in the mean rankings for working women's mental well-being.

H₀₃: There is no significant impact of the physical and mental well-being of working women on job performance.

5 RESEARCH METHODOLOGY

The study is based on a descriptive and analytical research design. The researchers chose the snowball sampling method. The RAND 36-Item Health Survey (SF-36), Warwick-Edinburgh the Mental Wellbeing Scale and the Short Version of the Self-Assessment Scale of Job Performance are used to collect data from faculty members of Arts and Science Colleges in Vellore District. The sample size of the study is 184 people. The questionnaire was circulated in a WhatsApp group and requested to be shared with others who belong to the same stream. Multiple regression test and the Friedman test are applied to examine the hypotheses. Cronbach's alpha test was calculated to measure the instrument's internal consistency and reliability. All the factors of physical well-being, mental well-being and job performance have Cronbach values above 0.70, which is higher than the minimum acceptable threshold value (Hair et al., 2010). Hence, the tool considered for the study is reliable.

6 ANALYSIS AND INTERPRETATION

Table No. 1 Demographic Profile of the Respondents

Demographic Factors	Categories	Frequency	Percentage
Educational Qualification	Master's Degree	60	32.61
	Master's Degree with M.Phil	59	32.00
	Master's Degree with Ph.D.	44	23.90
	Master's Degree with M.Phil and Ph.D.	21	11.41
Age Group (in Years)	Below 30	46	25.00
	31-40	55	29.89
	41-50	61	33.15
	Above 51	22	11.96
College Category	Self-financing	82	44.57
	Aided	41	22.28
	Government	61	33.15

The total number of respondents for this study is 184. Out of that, 32.61 percent of respondents hold a master's degree of educational qualification. 33.15 percent of respondents are 41–50 years of age. 44.57 percent of respondents are working in self-financing Arts and Science colleges in Vellore District.

6.1 Analysis of Physical Well-Being on Job Performance:

To analyse the first objective, a multiple regression test was adopted to measure the physical well-being on job performance of working women. The dependent variable is job performance; the independent variables are Physical activity (X_1), Body pain (X_2), Role limitations because of physical health problems (X_3), Role restrictions due to personal or emotional issues (X_4), Emotional well-being (X_5), Social interaction (X_6), Energy (X_7), and Perceptions of general health (X_8).

H₀₁: There is no significant impact of the physical well-being of working women on job performance.

Multiple R value 0.879

R Square value 0.773

F Value 74.599

P Value <0.001

The degree of correlation between the actual and predicted values of job performance is evaluated by the multiple correlation coefficient, which stands at 0.879. It suggests that there is a strong and positive correlation between the eight independent variables and job performance. The sample regression plane with eight independent variables accounts for 77.3 percent of the variation in job performance, according to the R square value of 0.773. This result is highly significant at the one percent level.

Table 2 Variables in the Multiple Regression Analysis – Physical Well-being on the Job Performance

Variables	Unstandardized co-efficient	SE of B	Standardized Co-efficient	t value	P value
Constant	0.016	0.174		0.094	0.925
X_1	0.293	0.084	0.282	3.473	0.001
X_2	0.256	0.053	0.235	4.829	<0.001
X_3	0.211	0.068	0.195	3.124	0.002
X_4	0.246	0.130	0.244	1.887	0.049
X_5	0.448	0.199	0.436	2.256	0.025
X_6	0.134	0.048	0.139	2.783	0.006
X_7	0.495	0.169	0.484	2.931	0.004
X_8	0.376	0.080	0.370	4.687	<0.001

The multiple regression equation is

$$Y = 0.016 + 0.293 X_1 + 0.256 X_2 + 0.211 X_3 + 0.246 X_4 + 0.448 X_5 + 0.134 X_6 + 0.495 X_7 + 0.376 X_8$$

When all other factors are held constant, the X_1 coefficient of 0.293 shows the partial impact of physical activity on job performance. The projected positive sign implies that such an effect is beneficial, with job performance increasing by 0.293 for every unit increase in physical activity. Likewise, every independent variable has a significant impact on the dependent variable.

Based on the standardized coefficient, Energy (0.484) is the most important factor that influences job performance. The next important variable is emotional well-being, and other variables of physical well-being have also influenced the dependent variable, but they have a lesser impact value.

6.2 Mental Well-Being of Working Women

In order to assess the significance of the difference in the mental well-being of working women, the Friedman test was applied.

H₀₂: There is no significant difference in the mean rankings for working women's mental well-being.

Table 3 Friedman Test

Criteria to Measure Mental Well-being	Mean Rank	Chi-Square Value	P Value
I've been experiencing optimism for the future.	4.63	56.414	<0.001**
I've been experiencing utility.	3.71		
I've been feeling stress-free.	3.77		
I've been handling issues effectively.	3.83		
I've been having clear thoughts.	4.08		
I've been experiencing a sense of closeness with others.	3.76		
I've been able to form my own opinions about concerns.	4.21		

The null hypothesis is rejected at the 1% level of significance since the P-value is less than 0.01. It is determined that working women's mean ratings of their mental health differ significantly from one another. Based on mean rank, 'I've been experiencing optimism for the future.' scored the highest mean rank (4.63), the second highest score for 'I've been able to form my own opinions about concerns.' (4.21), and the last mean rank scored for 'I've been experiencing utility.' (3.71).

6.3 Analysis of Physical and Mental Well-Being on Job Performance:

To analyse the third objective, a multiple regression test was adopted to measure the physical and mental well-being on job performance of working women. The dependent variable is job performance, and the independent variables are Physical well-being (X₁) and Mental well-being (X₂).

H₀₃: There is no significant impact of the physical and mental well-being of working women on job performance.

Multiple R value 0.836

R Square value 0.699

F Value 209.728

P Value <0.001

The multiple correlation coefficient of 0.836 measures the degree of relationship between the actual and projected values of job performance. It suggests that there is a strong and positive correlation between the two independent factors and job performance. The R square value is 0.699, indicating that the sample regression plane with two independent variables accounts for 69.9 percent of the variation in job performance, and the R square value is highly significant at the one percent level.

Table 4 Variables in the Multiple Regression Analysis – Physical and Mental Well-being on the Job Performance

Variables	Unstandardized co-efficient	SE of B	Standardized Co-efficient	t value	P value
Constant	0.032	0.161		0.199	0.842
X ₁	0.587	0.054	0.565	10.928	<0.001
X ₂	0.371	0.053	0.360	6.962	<0.001

The multiple regression equation is

$$Y = 0.032 + 0.587 X_1 + 0.371 X_2$$

When all other factors are held constant, the partial impact of physical well-being on job performance is represented by the X_1 coefficient of 0.587. According to the expected positive sign, job performance would increase by 0.587 for every unit increase in physical well-being. This indicates that there will be a favourable influence. When all other factors are held constant, the partial impact of mental health on job performance is represented by the X_2 coefficient of 0.371. The expected positive sign suggests that there would be a positive influence and that, for every unit improvement in mental well-being, job performance would rise by 0.371.

Based on the standardized coefficient, physical well-being (0.565) is the utmost important factor affecting job performance. The next factor that impacts job performance is mental well-being (0.360).

7. MANAGERIAL IMPLICATIONS AND CONCLUSION

The study examined the physical and mental well-being on job performance of female faculty members working at Arts and Science College, Vellore District, Tamil Nadu. Based on a literature review, the researcher has chosen the variables of physical well-being, mental well-being, and job performance. The study identified eight independent variables of physical well-being that affect job performance. Based on the standardised coefficient of multiple regression test, the 'Energy' independent variable is mostly influencing the variable on job performance. From the mean rank of the Friedman test, 'I've been experiencing optimism for the future' scored the highest mean rank of mental well-being among the faculty members. Another notable result revealed from the multiple regression test is that physical well-being is the most influential variable on job performance, followed by mental well-being. The study supports the earlier studies of Sharma and Joshi (2016), who stated that the strongest predictor of job performance is subjective psychological well-being. Employees with better PWB had higher performance ratings, based on a study by Verbeeten (2008). Currie (2001) reported that employee performance significantly increases if he is psychologically and physically well.

The physical well-being of faculty members is crucial not only for their individual health and well-being but then again also for the overall health of academic institutions. A physically healthy faculty member is better equipped to meet the demands of their profession, provide a positive example to students, and contribute to the overall success and stability of the academic community. The study suggests that the management of academic institutions has to provide physical activity initiatives by offering gym facilities with enough time to do so, conducting regular surveys to gauge the well-being of faculty members, and making improvements and collaborations with local health professionals to provide on-site health and wellness services.

Physical and mental well-being are inextricably linked, and improving physical health can benefit mental health. Involving in consistent physical activity, maintaining a healthy lifestyle, and paying attention to one's physical health can have a positive ripple effect on mental health, helping faculty members better cope with the challenges and demands of their academic careers while fostering a sense of overall well-being.

Limitations of the Study

This study has not focused on how demographic variables influence the physical and mental well-being and job performance of working women.

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