



A STUDY ON PSYCHOLOGICAL WELL-BEING AWARENESS IN THE WORKPLACE FOR WOMEN IN EDUCATIONAL INSTITUTION AT TRICHY

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Abstract:

The present study examines psychological well-being awareness, workplace environment support, and family responsibilities among women employees. The study analyzes the relationship between selected demographic and job-related variables such as age, nature of job, and marital status. Primary data were collected using a structured questionnaire and analyzed through the Chi-square test. The findings reveal that there is no significant association between age and psychological well-being awareness, nature of job and workplace environment support, and marital status and family responsibilities. The study concludes that women employees experience similar levels of well-being and responsibilities irrespective of demographic or job differences, emphasizing the need for inclusive workplace well-being initiatives.

Keywords: Women Employees, Psychological Well-being Awareness Workplace Environment Support, Emotional Health, Family Responsibilities, Chi-square Analysis

1. INTRODUCTION

Psychological well-being is crucial for worker productivity, job satisfaction, and overall organizational effectiveness in today's workplaces. Due to job demands, dual roles, and gender-specific stressors, female employees face particular emotional and workplace challenges, especially in educational institutions. This study examines the degree of psychological well-being. According to earlier research, employees' feelings, ideas, and experiences at work are strongly correlated with psychological well-being. Higher levels of well-being are associated with increased productivity, better health, and greater job and personal satisfaction. According to research, people who have a work-life balance are better able to manage their personal and professional obligations, which benefits mental health. Stress, burnout, low job satisfaction, and decreased wellbeing are the outcomes of a poor work-life balance. According to some studies, work pressure primarily affects well-being when it disrupts work-life balance, but it also increases stress and fatigue. Well-being is enhanced by flexible work schedules, supportive work environments, and control over work demands. Work-life balance has a greater impact on psychological well-being than work pressure alone, according to the literature. Being aware among women employed in educational institutions, looks at how aspects of the workplace environment affect their mental health, and pinpoints gender-related issues that have an impact on wellbeing. An online survey created with Google Forms is used to gather data, allowing for effective and organized data collection across various workplace profiles. The results of this study will help comprehend the psychological health of female educators and provide useful information for institutional interventions.

A. PROBLEM STATEMENT:

Mental health is a key factor that affects how delighted, productive, and effective an organization is. In educational institutions, female employees often experience heightened work pressure stemming from academic obligations, administrative burdens, and work–life imbalance. Despite growing discussions on mental health, the level of awareness regarding psychological well-being among women working in educational institutions remains inadequately explored. Limited institutional support systems, gender-specific challenges, and lack of structured mental health initiatives may further affect their emotional health and workplace performance. There is a significant need to understand how women perceive psychological well-being in their workplace and the factors influencing their awareness. This study addresses this gap by examining psychological well-being awareness among women employees in educational institutions to provide insights for effective organizational interventions.

B. THE OBJECTIVES OF THE STUDY:

- To understand how well-informed female employees are about psychological health in educational institutions.
- To analyze the correlation between emotional health awareness and certain aspects of the workplace environment.
- To ascertain the psychological obstacles associated with gender that women encounter in educational environments.
- To find out how women employees perceive the effects of work-life balance on their psychological health.
- To recommend strategies for improving women's workplace relationships and awareness of psychological well-being in educational institution.

2. LITERATURE REVIEW

1. International journal of applied social science(2024) Work-life balance and Mental health: A study on working women SEEMA RANI Guru Nanak college, Sri Muktsar sahib (Punjab) India

Previous studies show that working women face work–family conflict due to multiple responsibilities at home and the workplace. Greenhaus et al. (2001) noted that family involvement increases this conflict because of traditional gender roles. Michel et al. (2011) found that family stress negatively affects job performance and mental health. Sinha (2017) highlighted that managing multiple roles leads to psychological stress when social support is inadequate. Sorensen and Verbrugge (1987) reported that continuous work pressure adversely affects women's physical and mental well-being. Overall, the literature emphasizes that supportive work environments and work–life balance are essential for women's psychological well-being.

2. International journal of health science(2022) Mental health with work life balance of working women MANVI SHARMA ,DR. SURBHI KAPUR , Haryana India

Sharma and Kapur (2022) examined the relationship between work–life balance and employees' mental health. The study found that role conflict, long working hours, and high work pressure negatively affect psychological well-being. Poor work–life balance leads to increased stress, anxiety, emotional exhaustion, and low job satisfaction. These factors reduce employee productivity and overall organizational effectiveness. Employees unable to manage personal and professional roles are more prone to burnout and depression. The study emphasizes that organizational support is essential for maintaining emotional stability, job engagement, and quality of life.

3. International Journal of Social Science & Interdisciplinary Research(2012), occupational mental health of school and college teachers k. MANIKANDAN. Associate Professor Department of Psychology, University of Calicut Calicut University Kerala, India

Earlier research indicates that teaching is a highly demanding profession that significantly affects teachers' mental health. Heavy workloads, role overload, job dissatisfaction, and pressure from parents, students, and institutions contribute to increased stress. Crow and Crow emphasized that effective teaching requires emotionally stable and well-adjusted teachers. Baba et al. reported that work-related stress and lack of social support lead to burnout and poor mental health. Machiko-Nagai et al. found that job dissatisfaction and lack of leisure time worsen mental health, particularly among female teachers. Overall, studies highlight that both personal and professional factors influence teachers' mental health, underscoring the need for a supportive institutional environment.

4. Advances in Social Science, Education and Humanities Research(2020), Psychological Well-Being: The Impact of Work-Life Balance and Work Pressure, Kiky D.H. Saraswati, Daniel Lie

Earlier research indicates that employees' feelings, thoughts, and experiences at work are closely linked to psychological well-being. Higher levels of well-being are associated with increased productivity, better health, and greater job and personal satisfaction. Studies show that maintaining a healthy work-life balance helps individuals manage personal and professional responsibilities effectively, thereby supporting mental health. In contrast, poor work-life balance leads to stress, burnout, low job satisfaction, and reduced well-being. Although work pressure contributes to stress and fatigue, its impact on well-being is greater when it disrupts work-life balance. Overall, the literature suggests that work-life balance has a stronger influence on psychological well-being than work pressure alone.

3. METHODOLOGY

A. Research design:

The purpose of this research, which uses a descriptive research design, is to characterize and assess the degree of psychological well-being awareness among female employees of educational institutions. This study is a good fit for descriptive research since it aims to comprehend respondents' attitudes, perceptions, and current circumstances without changing any of the variables. The design facilitates the methodical collection of information about the work environment, work-life balance, and gender-related issues affecting awareness of psychological well-being.

B. Population of the study:

The population of the study consists of women employees working in educational institutions, including schools, colleges, and higher educational institutions. The respondents include teaching and non-teaching staff who are currently employed and have sufficient exposure to workplace conditions.

C. Sample size:

85 female employees of particular educational institutions provided data for the study. 85 questionnaires were distributed and each response was deemed complete and appropriate for analysis. Therefore, 85 respondents make up the study's final sample size. The sample size is deemed sufficient for a descriptive study that evaluates women employees' awareness of psychological well-being and associated workplace factors.

D. Sampling Technique:

Convenience sampling, a non-probability technique, was used in the study to choose participants based on their availability and willingness to take part. This method is frequently used in descriptive studies on awareness and perceptions and was deemed appropriate due to time constraints and ease of data collection.

E. Tools for data analysis:

The data collected was employed for analysis by percentage analysis, mean scores, and graph representation. Statistical analysis techniques such as MS Excel are utilized to explain the data and arrive at valid conclusions.

4. DATA ANALYSIS AND INTERPRETATIONS

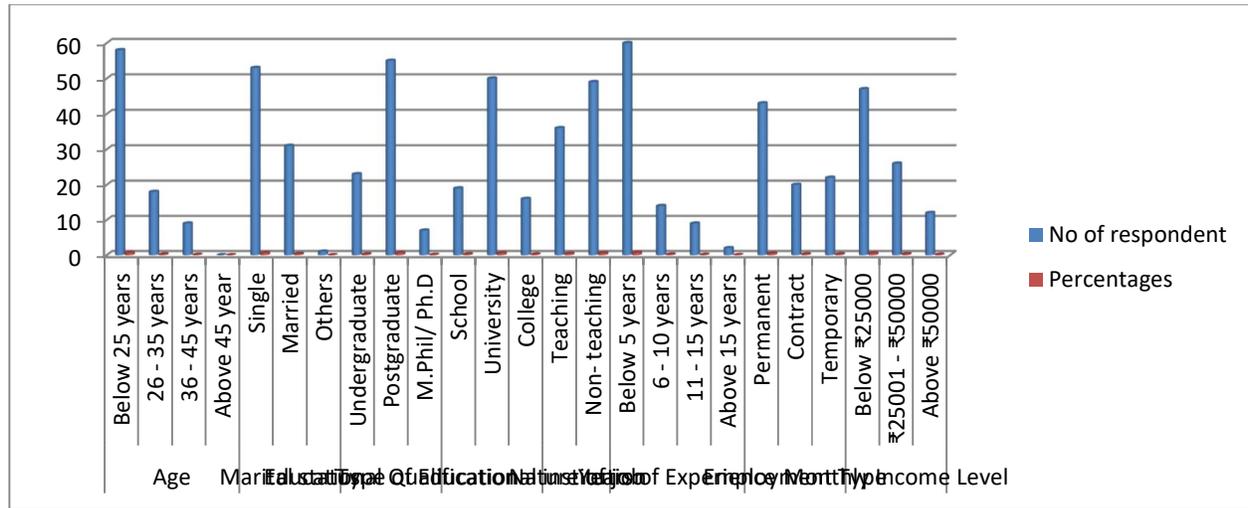
5.1 Percentage analysis, 5.2 Chi-square test

5.1 Percentage analysis:

Table-5.1.1

DEMOGRAPHIC PROFILE

Particulars		No of respondent	Percentages
Age	Below 25 years	58	68.20%
	26 - 35 years	18	21.20%
	36 - 45 years	9	10.60%
	Above 45 year	0	0.00%
Marital status	Single	53	62.40%
	Married	31	36.50%
	Others	1	1.20%
Educational Qualification	Undergraduate	23	23.10%
	Postgraduate	55	64.70%
	M.Phil/ Ph.D	7	8.20%
Type of Educational institution	School	19	22.40%
	University	50	58.80%
	College	16	18.80%
Nature of job	Teaching	36	42.40%
	Non- teaching	49	57.60%
Years of Experience	Below 5 years	60	70.60%
	6 - 10 years	14	16.50%
	11 - 15 years	9	10.60%
	Above 15 years	2	2.40%
Employment Type	Permanent	43	50.60%
	Contract	20	23.50%
	Temporary	22	25.90%
Monthly Income Level	Below ₹25000	47	55.30%
	₹25001 - ₹50000	26	30.60%
	Above ₹50000	12	14.10%



(fig: 5.1.1)

Interpretation:

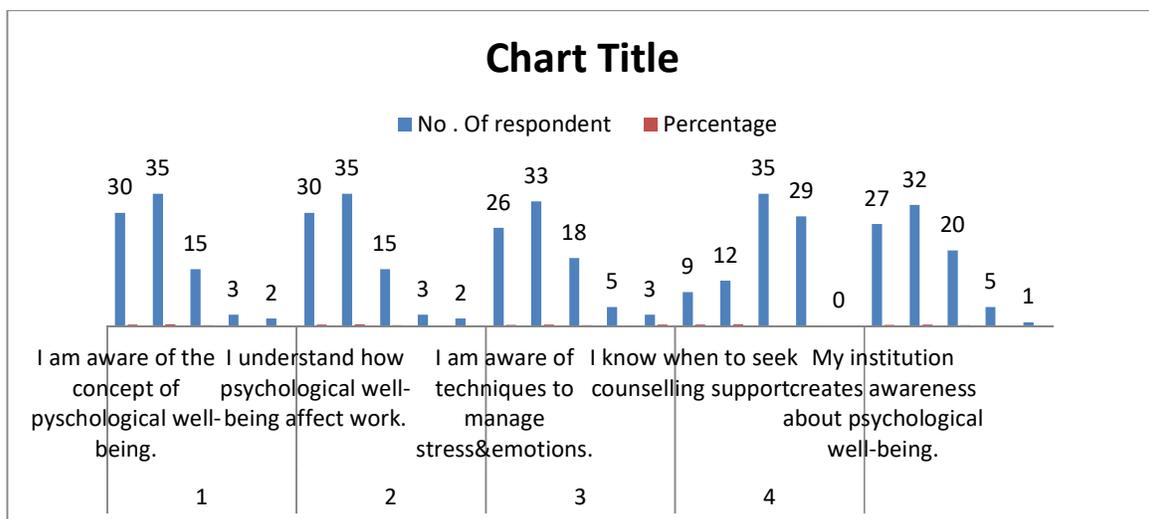
1. In terms of age, the majority of responders (68.20%) are under 25, with 21.20% falling into the 26–35 age range. This suggests that young women who work in educational institutions make up the majority of the study's participants.
2. The majority of participants appear to be single women, with 62.40% of respondents being single and 36.50% being married. In terms of educational background, the majority of respondents (64.70%) are postgraduates, with undergraduates coming in second at 23.10%. This suggests that the respondent group is highly qualified.
3. Regarding the nature of educational institution, 58.80% of the respondents were employed in universities, followed by schools (22.40%) and colleges (18.80%). Regarding the nature of job, 57.60% were non-teaching staff, and 42.40% were teaching staff.
4. Notably, 70.60% of the respondents have less than five years of work experience; this points to the early careers of the working professionals. In addition, on employment type, 50.60% are permanently employed while the remainder of the respondents are either on contract or temporary. Lastly, on monthly income, 55.30% of the respondents earn less than ₹ 25,000 and 30.60% earn between ₹ 25,001-₹ 50,000, which shows a moderate income level among the respondents.
5. In total, the demographic information provided shows that the study represents mainly young qualified women employees who are working in educational establishments with limited work experience, which makes it suitable for examining awareness about psychological well-being.

Table- 5.1.2

Psychological well being awareness

No.	Particulars		No. Of respondent	Percentage
1	I am aware of the concept of psychological well-being.	Strongly agree	30	35.30%
		Agree	35	41.20%

		Neutral	15	17.60%
		Disagree	3	3.50%
		Strongly agree	2	2.40%
2	I understand how psychological well-being affect my work performance.	Strongly agree	30	35.30%
		Agree	35	41.20%
		Neutral	15	17.60%
		Disagree	3	3.50%
		Strongly agree	2	2.40%
3	I am aware of techniques to manage stress& emotions.	Strongly agree	26	30.60%
		Agree	33	38.80%
		Neutral	18	21.20%
		Disagree	5	5.90%
		Strongly agree	3	3.50%
4	I know when to seek counselling support.	Strongly agree	9	34.10%
		Agree	12	41.20%
		Neutral	35	14.10%
		Disagree	29	10.60%
		Strongly agree	0	0.00%
5	My institution creates awareness about psychological well-being.	Strongly agree	27	31.80%
		Agree	32	37.60%
		Neutral	20	23.50%
		Disagree	5	5.90%
		Strongly agree	1	1.20%



(fig: 5.1.2)

Interpretation:

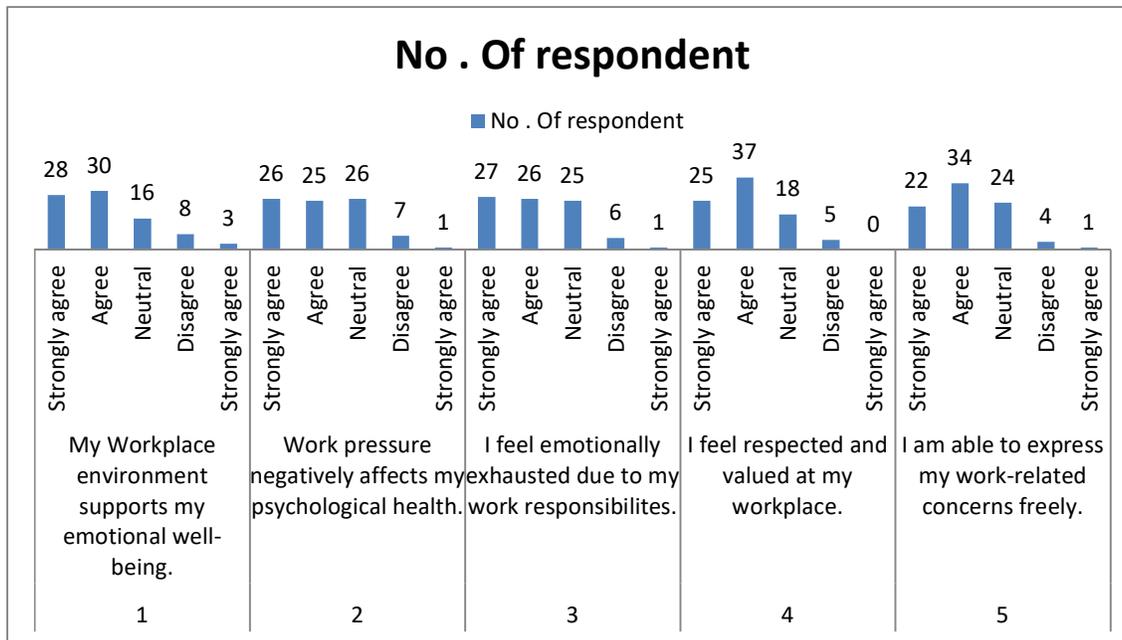
1. The degree of awareness of psychological well-being among women employees in educational institutions. Regarding the degree of awareness of the concept of psychological well-being, it was found that most of the respondents agreed (41.20%) and strongly agreed (35.30%), indicating a high degree of awareness among the respondents. Only a few respondents indicated a small degree of lack of awareness.
2. With regard to the understanding of the relationship between psychological well-being and performance at work, most of the respondents agreed (41.20%) and strongly agreed (35.30%). The implication here, therefore, is that women employees have been aware of the relationship between psychological well-being and performance at work.
3. Regarding awareness of methods to manage stress and emotions, a substantial number of respondents agreed (38.80%) and strongly agreed (30.60%). However, a moderate number of respondents remained neutral (21.20%), indicating the need for further awareness and training programs.
4. With regard to awareness of when to seek counselling support, the majority of the respondents indicated neutral (41.20%) and disagreeing responses, indicating a lack of clarity and uncertainty about professional psychological support services among women employees.
5. Finally, regarding institutional efforts, the majority of respondents agreed (37.60%) and strongly agreed (31.80%) that their institutions are creating awareness about the importance of their well-being. It is important to note, however, that a significant number of respondents did not agree with the statement.
6. From the findings, it is clear that although women employees have reached a good level of awareness regarding psychological well-being and its effects in the workplace, there is a need to improve the level of awareness regarding stress management techniques and counseling services in educational institutions.

Table- 5.1.3

WORKPLACE ENVIRONMENT & EMOTIONAL HEALTH

No.	Particulars		NO. of respondent	Percentage
1	My Workplace environment supports my emotional well-being.	Strongly agree	28	32.90%
		Agree	30	35.30%
		Neutral	16	18.80%
		Disagree	8	9.40%
		Strongly agree	3	3.50%
2	Work pressure negatively affects my psychological health.	Strongly agree	26	30.60%
		Agree	25	29.40%
		Neutral	26	30.60%
		Disagree	7	8.20%
		Strongly agree	1	1.20%
3	I feel emotionally exhausted due to my work responsibilities.	Strongly agree	27	31.80%
		Agree	26	30.60%
		Neutral	25	29.40%
		Disagree	6	7.10%

		Strongly agree	1	1.20%
4	I feel respected and valued at my workplace.	Strongly agree	25	29.40%
		Agree	37	43.50%
		Neutral	18	21.20%
		Disagree	5	5.90%
		Strongly agree	0	0.00%
5	I am able to express my work-related concerns freely.	Strongly agree	22	25.90%
		Agree	34	40.00%
		Neutral	24	28.20%
		Disagree	4	4.70%
		Strongly agree	1	1.20%



(fig 5.1.3)

Interpretation:

1. The current research was conducted to examine the employees' perceived emotional well-being, work pressure, emotional exhaustion, respect, and freedom to voice their concerns. It is revealing from the findings that besides the presence of favorable organizational aspects, the employees also experienced psychological problems of note.
2. On the emotional well-being in the workplace question, a majority of the respondents, comprising 68.2%, either strongly agreed or agreed with the notion that their environment in the workplace was suitable for their emotional well-being. However, 18.8% had a neutral opinion on the question, while 12.9% did not agree with the notion in any way.
3. With regards to work pressure, it was found that 60% of the respondents strongly agreed or agreed that their psychological health is negatively affected by work pressure. It was also found that 30.6% remain

neutral with regards to this particular parameter. This reveals that work pressure is an influencing factor affecting the psychological well-being of employees.

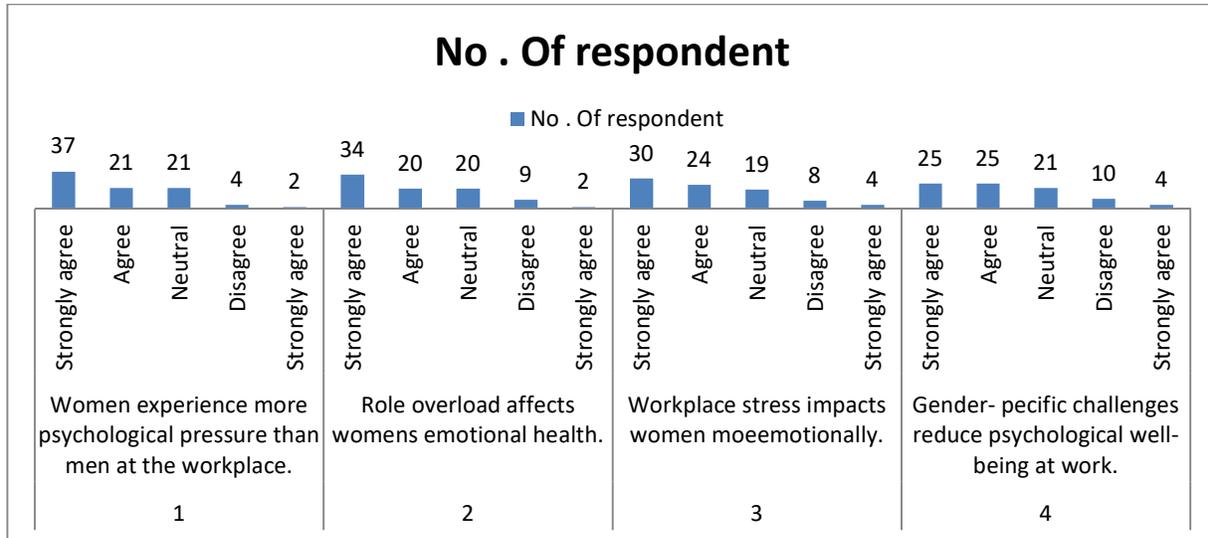
4. Regarding the emotional exhaustion variable, the findings reveal that a majority of the respondents, 62.4%, reported feeling emotionally exhausted because of work responsibilities. The high percentage of agreement indicates the presence of emotional fatigue among the workers, which might be due to the demands of workload, role stress, or prolonged pressure at work.
5. Regarding respect and value at work: 72.9% of the total respondents perceived respect and value at their workplace, while only 5.9% expressed disagreement. This is indicative of a rather good organizational culture with regard to interpersonal relations and employee recognition.
6. Finally, the freedom to express work-related anxieties was viewed positively by the majority, as 65.9% agreed or strongly agreed with the statement. Nonetheless, as many as 28.2% showed a neutral opinion, which indicates that while communication channels may exist, some employees are still uncomfortable expressing their anxieties openly.
7. Overall, the findings suggest that while the working environment is largely characterized by respect and support, there is considerable work pressure and emotional exhaustion. This would, therefore, imply the need for organizational interventions focusing on workload management, psychological support, and stress-reduction strategies with the intention of enhancing overall employees' well-being.

Table- 5.1.4

GENDER-RELATED PSYCHOLOGICAL CHALLENGES

No.	Particulars		No. Of respondent	Percentage
1	Women experience more psychological pressure than men at the workplace.	Strongly agree	37	43.50%
		Agree	21	24.70%
		Neutral	21	24.70%
		Disagree	4	4.70%
		Strongly disagree	2	2.40%
2	Role overload affects women emotional health.	Strongly agree	34	40.00%
		Agree	20	23.50%
		Neutral	20	23.50%
		Disagree	9	10.60%
		Strongly disagree	2	2.40%
3	Workplace stress impacts women emotionally.	Strongly agree	30	35.30%
		Agree	24	28.20%
		Neutral	19	22.40%
		Disagree	8	9.40%
		Strongly disagree	4	4.70%
4	Gender- specific challenges reduce psychological well-being at work.	Strongly agree	25	29.40%
		Agree	25	29.40%

	Neutral	21	24.70%
	Disagree	10	11.80%
	Strongly agree	4	4.70%



(fig: 5.1.4)

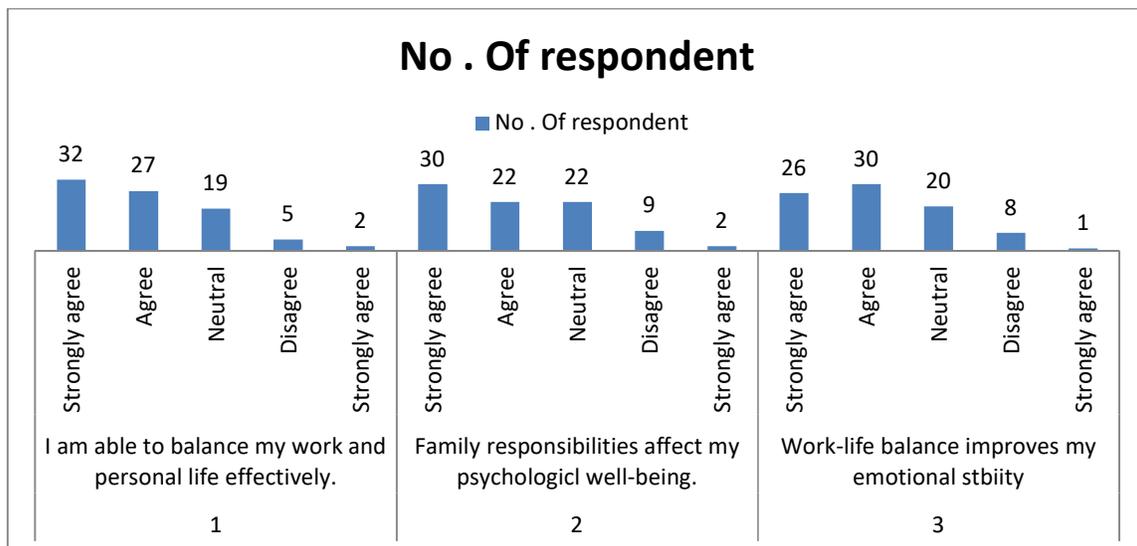
Interpretation:

1. The findings that are presented in the current section are based on the perceptions of the people regarding the gender-based psychological challenges that are faced by women while working. Overall, the findings of the study presented above clearly depict that there is a strong agreement concerning the perceptions that women face higher psychological pressure in the workplace.
2. In regards to psychological pressure, a large majority of respondents, ie, 68.2 percent, either strongly agreed or agreed that women face significantly higher psychological pressures compared to men in the workplace. In other words, 24.7 percent simply expressed a neutral form of response, while merely 7.1 percent expressed a disagreeing viewpoint.
3. Overall, with regard to the effect that the phenomenon of overload generates on the emotional well-being of women employees, 63.5% greatly agreed or agreed with the proposed statement, while 23.5% were neutral on the matter, with 13.0% demonstrating a high level of disagreement. This suggests that the phenomenon in question plays a major role in the emotional well-being of women employees because of the dual roles that women assume in the workplace.
4. In regards to workplace stress, the results have shown that a large number of respondents (63.5%) agreed and strongly agreed that women were affected emotionally due to stress in the workplace. Although the level of neutrally held views was 22.4% among the total responding population, only a lower level or 14.1% disagreed with the statement.
5. Moreover, findings concerning gender-associated concerns pointed out that “58.8 percent of participants strongly agreed or agreed that gender-associated concerns decrease psychological well-being in relation to work settings.” On the other hand, “24.7 percent of participants showed a neutral position regarding gender-associated concerns; 16.5 percent revealed their viewpoint regarding gender-associated concerns as a matter of disagreement.” This points out that gender-associated concerns have an impact on women's psychological well-being in relation to their work setting.

Table-5.1.5

WORK-LIFE BALANCE & WELL-BEING

No.	Particulars		No . Of respondent	Percentage
1	I am able to balance my work and personal life effectively.	Strongly agree	32	37.60%
		Agree	27	31.80%
		Neutral	19	22.40%
		Disagree	5	5.90%
		Strongly agree	2	2.40%
2	Family responsibilities affect my psychological well-being.	Strongly agree	30	35.30%
		Agree	22	25.90%
		Neutral	22	25.90%
		Disagree	9	10.60%
		Strongly agree	2	2.40%
3	Work-life balance improves my emotional stability	Strongly agree	26	30.60%
		Agree	30	35.30%
		Neutral	20	23.50%
		Disagree	8	9.40%
		Strongly agree	1	1.20%



(fig: 5.1.5)

Interpretation:

1. The work–life balance and well-being findings indicate the workers' capability to deal with professional and personal responsibilities while maintaining psychological and emotional stability.

2. In regard to work–life balance, most of the respondents either strongly agreed (37.6%) or agreed (31.8%) that they could balance their work and personal life effectively, while 22.4% of the respondents reported a neutral stance and 8.3% expressed disagreement. This shows that even though most employees perceive themselves as maintaining a satisfactory work–life balance, a fair proportion still experiences challenges in achieving balance.
3. In regards to how family responsibilities influence psychological health, 61.2% of respondents strongly agreed/agreed that family responsibilities influence their psychological health. It is important to understand that 25.9% of respondents were neutral, and 13.0% showed outright disagreement about how family responsibilities influence their psychological health. The findings indicate that family responsibilities significantly influence the psychological health of the respondents.
4. In reference to the research relating to work-life balance and emotional stability, the results show a very positive correlation, where a cumulative percentage of 65.9% strongly agreed (30.6%) or agreed (35.3%) that improving work-life balance increases emotional stability. In addition, 23.5% reported being neutral, while 10.6% reported a state of disagreement. This affirms the value attached to a healthy work-life balance to increase emotional stability in an employee.

5.2 CHI-SQUARE TEST:

1. To test the relationship between Age and psychological well-being awareness.

H₀: There is no significant association between age and psychological well-being awareness among women employees.

H₁: There is a significant association between age and psychological well-being awareness among women employees.

Table: 5.2.1

Age*psychological well-being awareness							
Count							
psychological well-being awareness							Total
		Strongly Agree	Agree	neutral	Disagree	Strongly Disagree	
AGE	Below 25 years	21	26	9	1	1	58
	26 -35	4	8	5	1	0	18
	36-45	3	3	2	1	0	9
	Total	28	37	16	3	1	85

Age v/s psychological well-being awareness

observed	expected	O - E	(O - E) ² / E	% of chisquare
21	19.106	1.894	0.188	3.84
26	25.247	0.753	0.022	0.46
9	10.918	-1.918	0.337	6.89
1	2.047	-1.047	0.536	10.95
1	0.682	0.318	0.148	3.02
58	58.000	0.000	0.000	0.00
4	5.929	-1.929	0.628	12.83

8	7.835	0.165	0.003	0.07
5	3.388	1.612	0.767	15.67
1	0.635	0.365	0.209	4.28
0	0.212	-0.212	0.212	4.33
18	18.000	0.000	0.000	0.00
3	2.965	0.035	0.000	0.01
3	3.918	-0.918	0.215	4.39
2	1.694	0.306	0.055	1.13
1	0.318	0.682	1.466	29.96
0	0.106	-0.106	0.106	2.16
9	9.000	0.000	0.000	0.00
28	28.000	0.000	0.000	0.00
37	37.000	0.000	0.000	0.00
16	16.000	0.000	0.000	0.00
3	3.000	0.000	0.000	0.00
1	1.000	0.000	0.000	0.00
85	85.000	0.000	0.000	0.00
340	340.000	0.000	4.892	100.00

4.89 chi-square
15 df
.9930 p-value

INFERENCE

To examine the association between age and psychological well-being awareness among women employees, a Chi-square test was applied. The calculated Chi-square value is **4.89** with **15 degrees of freedom**. The corresponding **p-value is 0.993**, which is significantly higher than the conventional level of significance (0.05).

Since the **p-value > 0.05**, the **null hypothesis (H₀) is accepted**, and the **alternative hypothesis (H₁) is rejected**.

This indicates that **there is no statistically significant association between age and psychological well-being awareness among women employees**. In other words, psychological well-being awareness does not vary significantly across different age groups of women employees. Awareness levels appear to be relatively uniform irrespective of age.

2. To test a relationship between Nature of job and Workplace environment support

H₀: There is no significant association between Nature of job and Workplace environment support

H₁: There is a significant association between Nature of job and Workplace environment support

Table: 5.2.2

Nature of job*Workplace environment & emotional health
count
Workplace environment & emotional health

Nature of job		Strongly agree	Agree	neutral	Disagree	Strongly Disagree	Total
		Teaching	12	8	11	5	0
	Non-teaching	16	22	5	3	3	49
	Total	28	30	16	8	3	85

observed	expected	O - E	(O - E) ² / E	% of chi square
12	11.859	0.141	0.002	0.02
8	12.706	-4.706	1.743	15.66
11	6.776	4.224	2.632	23.66
5	3.388	1.612	0.767	6.89
0	1.271	-1.271	1.271	11.42
36	36.000	0.000	0.000	0.00
16	16.141	-0.141	0.001	0.01
22	17.294	4.706	1.281	11.51
5	9.224	-4.224	1.934	17.38
3	4.612	-1.612	0.563	5.06
3	1.729	1.271	0.933	8.39
49	49.000	0.000	0.000	0.00
28	28.000	0.000	0.000	0.00
30	30.000	0.000	0.000	0.00
16	16.000	0.000	0.000	0.00
8	8.000	0.000	0.000	0.00
3	3.000	0.000	0.000	0.00
85	85.000	0.000	0.000	0.00
340	340.000	0.000	11.127	100.00

11.13 chi-square
13 df
.6002 p-value

INFERENCE

To examine the relationship between the nature of job and workplace environment support related to emotional health, a Chi-square test was conducted. The calculated Chi-square value is 11.13 with 13 degrees of freedom. The obtained p-value is 0.6002, which is greater than the standard level of significance (0.05).

Since the p-value > 0.05, the null hypothesis (H₀) is accepted, and the alternative hypothesis (H₁) is rejected.

This result indicates that there is no statistically significant relationship between the nature of job (teaching and non-teaching) and workplace environment support for emotional health among women employees. The perception of workplace environment support appears to be similar for both teaching and non-teaching staff.

3. To test a relationship between Marital status and Family responsibilities

H₀: There is no significant association between Marital status and Family responsibilities

H₁: There is a significant association between Marital status and Family responsibilities

Table: 5.2.3

Marital status*Family responsibilities
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count							
Family responsibilities							
Marital status		Strongly agree	Agree	neutral	Disagree	Strongly Disagree	Total
	Single	17	16	15	4	1	53
	married	12	6	7	5	1	31
	others	1	0	0	0	0	1
	Total	30	22	22	9	2	85

observed	expected	O - E	(O - E) ² / E	% of chisquare
17	18.706	-1.706	0.156	3.28
16	13.718	2.282	0.380	8.01
15	13.718	1.282	0.120	2.53
4	5.612	-1.612	0.463	9.76
1	1.247	-0.247	0.049	1.03
53	53.000	0.000	0.000	0.00
12	10.941	1.059	0.102	2.16
6	8.024	-2.024	0.510	10.76
7	8.024	-1.024	0.131	2.75
5	3.282	1.718	0.899	18.95
1	0.729	0.271	0.100	2.12
31	31.000	0.000	0.000	0.00
1	0.353	0.647	1.186	25.01
0	0.259	-0.259	0.259	5.46
0	0.259	-0.259	0.259	5.46
0	0.106	-0.106	0.106	2.23
0	0.024	-0.024	0.024	0.50
1	1.000	0.000	0.000	0.00
30	30.000	0.000	0.000	0.00
22	22.000	0.000	0.000	0.00
22	22.000	0.000	0.000	0.00
9	9.000	0.000	0.000	0.00
2	2.000	0.000	0.000	0.00
85	85.000	0.000	0.000	0.00
340	340.000	0.000	4.743	100.00

4.74 chi-square
15 df
.9941 p-value

INFERENCE

To examine the relationship between **marital status** and **family responsibilities** among women employees, a Chi-square test was conducted. The calculated Chi-square value is **4.74** with **15 degrees of freedom**. The corresponding **p-value is 0.9941**, which is much higher than the accepted level of significance (0.05).

Since the **p-value > 0.05**, the **null hypothesis (H₀)** is **accepted**, and the **alternative hypothesis (H₁)** is **rejected**.

This result indicates that **there is no statistically significant relationship between marital status and family responsibilities** among women employees. The perception and experience of family responsibilities do not differ significantly based on marital status (single, married, or others)

5. FINDINGS

- The study found **no significant association between age and psychological well-being awareness** among women employees.
- Psychological well-being awareness was observed to be **similar across all age groups**.
- There is **no significant relationship between the nature of job (teaching and non-teaching) and workplace environment support** related to emotional health.
- Both teaching and non-teaching staff **perceive workplace emotional support in a similar manner**.
- The study revealed **no significant association between marital status and family responsibilities**.
- Women employees experience **comparable levels of family responsibilities regardless of marital status**.
- Overall, demographic and job-related factors **do not significantly influence psychological well-being awareness, workplace emotional support, or family responsibilities**.

SUGGESTIONS

- Organizations should continue implementing **well-being programs for all employees**, as awareness levels do not differ by age.
- Workplace emotional health initiatives should be **uniformly applied to both teaching and non-teaching staff**.
- Management should strengthen **counseling services, stress-management programs, and mental health workshops**.
- Flexible work arrangements should be provided to **all women employees irrespective of marital status**.
- Organizations should promote **work-life balance policies** to help employees manage family responsibilities effectively.
- Regular **mental health awareness and sensitization programs** should be conducted to reduce stigma.
- Future research may include **additional variables** such as work experience, income level, organizational culture, and social support systems.

6. CONCLUSION

The study examined the relationship between age, nature of job, marital status, and selected aspects of women employees' well-being. The findings revealed that there is **no significant association** between age and psychological well-being awareness, nature of job and workplace environment support, and marital status and family responsibilities. Overall, the study concludes that women employees experience similar levels of psychological awareness, workplace support, and family responsibilities irrespective of their demographic or job-related differences, highlighting the importance of inclusive well-being policies.

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