

Social and Psychological Problems among Working and Non-Working Women in Nagaland

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Abstract

The present investigation is aimed at exploring and comparing the social and psychological problems among working and non-working women in Nagaland state in relation to occupation and marital status. For the present study, the descriptive survey method was used. A sample size of 276 working and non-working women was randomly selected in the study. The self-made tool was developed by the researchers. As a result, it was found that there is a significant difference in social as well as psychological problems among working and non-working women with respect to occupation, whereas there is no significant difference in social as well as psychological problems among working and non-working women with respect to marital status. This implies that non-working women experience more social problems than working women.

Keywords: *social problems, psychological problems, women, occupation, marital status.*

Introduction

Women are an important entity, as they have the power to shape the nation. Women have many roles to play in society, i.e., wife, mother, sister, daughter-in-law, sister-in-law, etc., which sometimes can be stressful for her, playing multiple roles.

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Women expand their lives to include a career while also maintaining their conventional roles.

Working women are those who hold full-time salaried jobs, whereas non-working women are those women who do not hold full-time salaried jobs. Working women, after finishing their work in the office, come home and take care of their household, and the same with non-working women, who are expected to take care of the household full-time. These demanding roles from both working and non-working women stress the women to a great extent, leading to various problems.

In some orthodox families, it is difficult for a woman to convince her family to work or hold a job, whereas in some, women are restricted to their homes and discriminated against based on their zero income. And even with women holding a job, there are instances in which she is discriminated against or abused at the workplace. A non-working woman is expected to be a perfect daughter, mother, wife, etc., and stay at home to carry out the household chores or take the orders of her husband, in-laws or family without any complaint. With all the difficult situations women face, it leads to social and psychological problems, which can happen anywhere, maybe at home, in the neighbourhood, at the workplace, in church, and in society. They are subjected to these problems, which often hamper their lives.

In a Naga society, women have traditionally enjoyed a high social position with a pivotal role in both family and community affairs. They hold a major role to play, and all these multiple roles and overlapping responsibilities, she has to support her family financially and emotionally take a toll on her physical, emotional, and mental health. They face many problems in real life at their homes, workplaces, and all places they stay and work, which affect their mental health as well.

Both working and non-working women face challenges daily when it comes to social and psychological problems. ‘Social problems’ refer to any condition or behaviour that has negative consequences on a person or a large number of people and that is generally recognised as a condition or behaviour that needs to be addressed.

Social problems can be in the form of employment discrimination, sexual harassment, women battering, gender-based violence, and sexism. Psychological problems are psychological disorders or abnormalities of the mind that result in persistent behaviour patterns that can seriously affect your day-to-day life and its functions. It has a huge impact on multiple areas of one’s life.

Review of Literature

Kaur (2012) conducted a study on the social problems and psychological problems related to educated working women, with the main aim of exploring the social and psychological problems among working women. The result revealed that the social and psychological problems of the professionally and non-professionally educated women differ significantly with their levels of education. The researcher suggested that social support should be provided in the workplace, as it is a potential facilitator for change, equal opportunities in all aspects of employment should be promoted, and a strict watch on the activities of sexual abuse should be taken.

Nawaz et al. (2013) conducted a study on the problems of formally employed women in a case study of Bahawalnagar, Pakistan, and the result indicated that working women of Bahawalnagar, Pakistan, face social and workplace problems which include stressful working hours, no security of a job, low pay or wages, discrimination based on their gender and non-recognition of their hard work.

Longkumer (2014) conducted a study on the status, role, and problems of educated working women in Nagaland. The result revealed that due to multiple responsibilities, working women do not get ample time for their personal work, and also, sexual abuse or assault is prevalent in the workplace.

Kaur (2019) studied the socio-psychological problems of working women in the service sector: a field study of Mansa and Sri Muktsar Sahib districts of Punjab. It has been found that working women, both married and unmarried, from the two districts of Punjab are equally facing socio-psychological problems while balancing their dual (work and family) lives.

Rathod (2019) studied the work profile of rural and urban working and non-working women with the main aim of studying the personal characteristics and time utilisation patterns of various home activities. It has been found that the non-working and working women in rural areas have insufficient time to participate in activities related to exercise/yoga, as compared to the working and non-working women in an urban area. The low membership was noticed, and also, the non-working women in both urban and rural areas get more time to be involved in home activities.

Abbasi et al. (2019) studied the problems of women in the workplace with the main aim of exploring the problems faced by working women in Pakistan. The result indicated that working women in Pakistan face various problems both at home

and in the workplace, which hampers their contribution to economic development in the country. The researcher further recommended that women be approached with a positive attitude in all spheres of their lives.

Javaid et al. (2020) conducted a study on the societal challenges faced by working women in Pakistan with an aim to study the challenges faced by working women in the educational sector in the urban areas of Pakistan in relation to their dual jobs that they have to perform, household chores and work or job-related duties. It was found that working women face problems in balancing their dual jobs and responsibilities assigned to them, although they get support from their families.

The researcher further recommended that more support with a good attitude towards women be needed, as social support leads to successful job performance or careers for working women.

Akhtar and Shaheen (2022) conducted a study of adjustment problems among working and non-working women and aimed to explore the level of adjustment among working and non-working women. 40 women from Jamshedpur (20 employed and 20 unemployed) were included in the sample. Mohsin Shamsad's adjustment inventory standardised Bell's adjustment scale. The t-test was used to assess the data. The results showed that working and non-working women's levels of adjustment differed significantly.

Singh and Singh (2023) carried out a comparative study on adjustment and life satisfaction between working and non-working women. For this study, a sampling technique was employed, and a sample of 50 working women was chosen. The degree of adjustment among working and non-working women was evaluated using Bell's adjustment inventory. The degree of life satisfaction among working and non-working women was measured using the Q.G. Alam and Ram ji Shrivastava life satisfaction scale. With the use of SPSS software, the results were assessed and examined following the application of statistical methods such as mean, standard deviation, and t-test. The outcome demonstrated that working and non-working women varied significantly in their levels of adjustment and quality of life.

Kaur (2024) attempted to find the relationship between career values and psychological and social problems. The stratified sampling technique was applied to collect the data of 300 respondents from Ludhiana, Punjab, to test the relationship between career values and psycho-social problems of working women. A negative correlation was found between career values and psychosocial problems, with a

significant impact of psychological and social problems on the career values of working women.

Significance of the Study

In the present society, women, in general, face unique barriers in pursuit of the social, political, economic, or psychological aspects. Both working and non-working women face social and psychological problems daily, directly or indirectly, in their sphere of life. The need to address these problems and frame them as challenges, and the fact that women are responsible for confronting and bringing a solution to these problems.

Women are considered more compassionate and empathetic than men and often are considered a sign of weakness. Women face so many problems or issues that we cannot articulate, and they are facing so much without complaining, so there is a need to study the social and psychological problems faced by the working and non-working women to understand and support them, and also, to fight against the stigma or any wrongdoers for justice and equality so that women can speak up if any issues or problems arise without fear.

Considering the problems faced by women, particularly in Nagaland, concerning their social and psychological problems, the information from the present study will help bring awareness to every individual and find ways to bring about improvement, changes, and effective solutions. As a result, women in general, whether working or non-working, will be able to manage their emotions and stress, understand their needs better, develop effective and positive coping mechanisms, and mould and build confidence in themselves to face any challenges that life poses. It will also enable them to make the right and conscious choices in their day-to-day life.

Objectives of the Study

1. To find the level of social and psychological problems among working and non-working women.
2. To explore and compare the social as well as psychological problems related to working and non-working women with respect to occupation.
3. To explore and compare the social as well as psychological problems related to working and non-working women with respect to marital status.

Methodology

Method: The descriptive survey method was used.

Sample: The simple random sampling technique was used to select the women, both working and non-working women of Nagaland state. Out of 16 districts in Nagaland, four districts have been selected for the study, namely Kohima, Dimapur, Phek, and Wokha, comprising 25% of the total number of districts, and a sample size of 276 working and non-working women was randomly selected for the present study.

Tools: The self-made tool was prepared by the researchers. Here, the respondents are asked to choose from a range of options. The questionnaire was developed with two dimensions: social problems and psychological problems. The first draft questionnaire consisted of 50 questions in total, 25 each for each dimension. The final tool consists of 44 items. The reliability of the scale was computed by using the Cronbach's Alpha method. The Cronbach's Alpha coefficient found for this tool was 0.85. The content validity was established through validation, modifications, suggestions, and recommendations from various experts in the concerned field. Most of the statements were retained, while some were rejected. Intrinsic validity is given by the square root of its reliability. Hence, the intrinsic validity for social and psychological problems among working and non-working women was 0.9219; this value shows that the scale is valid to measure social and psychological problems among working and non-working women. Positive items are to be scored by giving a score value of 1 to strongly agree, 2 to agree, 3 to undecided, 4 to disagree and 5 to strongly disagree. Whereas negative items are to be scored by giving a score value of 5 to strongly agree, 4 to agree, 3 to undecided, 2 to disagree, and 1 to strongly disagree.

Analysis and Interpretation

Objective 1: To find the level of social and psychological problems among working and non-working women.

Table-1: Frequency and Percentage Distribution of Social problems among the working and non-working women (N=276).

Sl. No.	Level of Scores	Level of social problems	Frequency	Percentage
1	70 & above	Above Average	129	46.74%
2	69-70	Average/Moderate	17	6.16%
3	68 & below	Below Average	130	47.10%
Total			276	100%

The frequency and percentage distribution of the social problems among working and non-working women of Nagaland indicate that 46.74% of working and non-working women have above-average levels of social problems, 6.16% of working and non-working women have an average or moderate level of social problems, and 47.10% of working and non-working women have below-average levels of social problems. Overall, working and non-working individuals have an average level of social problems.

Table-2: Frequency and Percentage Distribution of psychological problems among the working and non-working women (N=276).

Sl. No.	Level of Scores	Level of psychological problems	Frequency	Percentage
1	70 & above	Above Average	137	49.64%
2	68-70	Average/Moderate	21	7.61%
3	67 & below	Below Average	118	42.75%
Total			276	100%

The frequency and percentage distribution of the psychological problems among working and non-working women of Nagaland indicate that 49.64% of working and non-working women have above-average levels of psychological problems, 7.61% of working and non-working women have an average or moderate level of psychological problems, and 42.75% of working and non-working women have below-average levels of psychological problems. Overall, working and non-working individuals have an average level of psychological problems.

Objective 2: To explore and compare the social as well as psychological problems related to the working and non-working women with respect to occupation.

H₀₁: There is no significant difference in social as well as psychological problems among working and non-working women with respect to occupation.

Table-3: Mean, SD, and t-value of working and non-working women with regard to social and psychological problems.

Variable	Category	N	Mean	Std. Deviation	t-value
Social Problems	Working women	165	68.26	8.685	2.826*
	Non-working women	111	71.39	9.478	
Psychological Problems	Working women	165	67.73	10.130	1.043@
	Non-working women	111	69.04	10.230	
Social and psychological problems	Working women	165	135.99	17.131	2.105*
	Non-working women	111	140.42	17.157	

Note: '@' indicates not significant at the 0.05 level, and '*' indicates significant at the 0.05 level

It is found from Table 3 that there is a significant difference in the area of social problems among working and non-working women with respect to occupation, as the computed t-value (2.826) is greater than the tabulated t-value (1.96) for 274 df at the 0.05 level of significance. There is no significant difference in the area of psychological problems among working and non-working women with respect to occupation, as the computed t-value (1.043) is less than the tabulated t-value (1.96) for 274 df at the 0.05 level of significance. Overall, it was found that there is a significant difference in social as well as psychological problems among working and non-working women with respect to occupation, as the calculated t-value (2.105) is greater than the table t-value (1.96) for 274 df at the 0.05 level. Therefore, hypothesis H_{01} is not accepted. Henceforth, it can be concluded that there is a significant difference in social as well as psychological problems among working and non-working women with respect to occupation.

Objective 3: To explore and compare the social as well as psychological problems related to working and non-working women with respect to marital status.

H_{02} : There is no significant difference in social as well as psychological problems among working and non-working women with respect to marital status.

Table-4: Mean, SD, and t-value of working and non-working women with regard to social and psychological problems.

Variable	Category	N	Mean	Std. Deviation	t-value
Social Problems	Married	101	70.28	9.924	1.050@
	Unmarried	175	69.08	8.631	
Psychological Problems	Married	101	69.28	9.972	1.267@
	Unmarried	175	67.67	10.268	
Social and psychological problems	Married	101	139.55	17.552	1.303@
	Unmarried	175	136.75	17.036	

Note: '@' indicates not significant at the 0.05 level, and '*' indicates significant at the 0.05 level

It is found from Table 4 that there is no significant difference in the areas of social problems as well as psychological problems among working and non-working women with respect to marital status, as computed t-values (1.050, 1.267) were less than the tabulated t-value (1.96) for 274 df at 0.05 level of significance. Overall, it was found that there is no significant difference in social as well as psychological problems among working and non-working women with respect to marital status, as the calculated t-value (1.303) is less than the table t-value (1.96) for 274 df at the

0.05 level. Therefore, hypothesis H_{02} is accepted. Henceforth, it can be concluded that there is no significant difference in social as well as psychological problems among working and non-working women with respect to marital status.

Findings

- The study revealed that 46.74% of working and non-working women have above-average levels of social problems, 6.16% of working and non-working women have average or moderate levels of social problems, and 47.10% of working and non-working women have below-average levels of social problems. This implies that working and non-working women have an average level of social problems.
- The study revealed that 49.64% of working and non-working women have above-average levels of psychological problems, 7.61% of working and non-working women have an average or moderate level of psychological problems, and 42.75% of working and non-working women have below-average levels of psychological problems. This implies that working and non-working women have an average level of psychological problems
- The social problems among working and non-working women differ significantly. This implies that non-working women experience more social problems than working women.
- There is no significant difference in psychological problems between working and non-working women.
- Marital status, i.e., married or unmarried, has no impact on the social problems among working and non-working women. There is no significant difference in social problems among the working and non-working women with respect to marital status
- Marital status, i.e., married or unmarried, has no impact on the psychological problems among working and non-working women. There is no significant difference in psychological problems among working and non-working women with respect to marital status.

Educational Implications

- Education plays an important role in empowering women. It enables women to face challenges and confront their traditional roles. Therefore, women's education is the need of the hour in order to improve women's position in society.

- Education should play an important role in removing negative gender stereotyping among students, and they should be made aware of the problems women face and bring about effective changes.
- The need to recognise women as essential human beings and do away with the gender-based violence against women: education should act as a tool in implementing different activities and strategies to bring about improvement.
- Government and NGOs have to set up various policies and agencies and take into serious consideration the problems that women face and aim at empowering women for their overall development.
- Government and NGOs must take effective steps to sensitise the communities on women's rights.
- Empowerment of women through various pieces of training, workshops, and seminars is a necessity.
- Women's studies research centres should be provided to identify issues and areas where women are facing problems.
- An effective and responsive curriculum catering to the social, cultural, political, and psychological needs of women should be considered.

Suggestions

- Most studies on women should be undertaken to improve the status of women and remove any social barriers.
- It is necessary to change the negative attitude towards women. More freedom should be given to women.
- Society should accept the dual role and responsibilities of women.
- With proper co-operation from family and colleagues, working women can easily avoid socio-psychological stresses.
- Family members should share the responsibilities of the woman to reduce the burden.
- Women in the family, whether employed or unemployed, should be respected and taken care of.
- Family members should always be open to communication and share the problems they are facing with each other.
- Society should be sensitised to the issue of the invisibility of women's household chores, domestic work, and other fundamental activities.
- The head of the office or the employer should have a good and positive attitude towards women in the workplace and should always be open to communication and listen to their problems or any issues that they face.
- There should be a strict watch on activities of any gender-based violence or sexual abuse, both at home and at the workplace.

- A safe environment should be created for women to work.
- Social and psychological support should be provided both at home and in the workplace.
- Equal opportunities in all aspects of employment should be provided for women.
- Psychological problems are as serious as social problems; therefore, both have to be taken into serious consideration to bring out effective solutions.
- Proper health clinics or facilities for the targeted population of women should be provided by the government or NGOs.

Conclusion

This study explores and compares the social and psychological working and non-working women with respect to their occupation and marital status. In the present society, women, in general, face unique barriers in pursuit of the social, political, economic, or psychological aspects. Women, both working and non-working, face social and psychological problems on a daily basis, directly or indirectly, in their sphere of life. The need to address these problems frames them as challenges that women are responsible for confronting to bring out solutions to these problems. Women are considered more compassionate and empathetic than men, and that is often considered a sign of weakness. Women face so many problems or issues that we cannot articulate, and they are facing so much without complaining, so there is a need to study the problems faced by women in general in order to understand and support them, and also, to fight against the stigma or any wrongdoers for justice and equality so that women can speak up if any issues or problems arise without fear. Society should be sensitised to the issue and problems faced by women, and effective solutions to these problems must be found.

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