



PSYCHOLOGICAL WELL-BEING OF GOVERNMENT AND NON-GOVERNMENT FEMALE EMPLOYEES

Dr. PARIKSHIT M. VAGHELA

(Vyakhyata Sahayak)

Department of Psychology, M.N. Arts and Science College,

Visnagar, North Gujarat

ABSTRACT:

The aim of the study is to know the Psychological Well-being of Government and Non-Government Female Employees in Ahmedabad district. The sample consisted of 120 Government and Non-Government Female Employees in Ahmedabad district. Out of which 60 were Government Female Employees and 60 were Non-Government Female Employees. For this purpose of investigation “Psychological Well-being Scale” by D.S. Sisodhiya and Pooja Chaudhary was used. The reliability of this scale is 0.87 and Validity is 0.94. The obtained data was analyzed through ‘t’ test to know the mean difference between Government and Non-Government Female Employees. The results show that there is no significant mean difference in Satisfaction of Government and Non-Government Female Employees, there is a significant difference in Efficiency of Government and Non-Government Female Employees, there is a significant mean difference in Sociability of Government and Non-Government Female Employees, there is a significant mean difference in Mental Health of Government and Non-Government Female Employees and there is no significant difference in Interpersonal relations of Government and Non-Government Female Employees.

INTRODUCTION:-

Well-being is one of the most important goals which individuals as well as societies strive for. The term denotes that something is in a good state. It doesn't specify what the ‘something’ is and that is meant by ‘good’. Well-being can be specified in two ways; first by the specifying the ‘what’ and secondly by spelling out the criteria of wellness.

Psychological well-being is the subjective feeling of contentment, happiness, satisfaction with life's experiences and of one's role in the word of work, sense of achievement, utility, belongingness and no distress, dissatisfaction or worry, etc.

These things are difficult to evaluate objectively, hence the emphasis is on the term 'subjective' well-being. It may well be maintained in adverse circumstances and conversely, may be lost in favorable situation. It is related to but not upon the physical/psychological conditions.

Thus defined and conceptualized, the general well-being may show some degree of positive correlation with quality of life, satisfaction level, sense of achievement etc. and negatively related with neuroticism, psychoticism and such variables. However, the degree of overlap with such variables should not be high if this concept a separate independent entity is to be considered as a valid one. Also, it should show relative stability over time (reasonable time gap without any significant life events intervening). Its utility will depend upon these relationships/ a network of relationship with other variables.

According to Diener and Smith (1999), Psychological or subjective well-being as a broad construct, encompassing four specific and distinct components including (a) pleasant or positive well-being (e.g. joy, elation, happiness, mental health), (b) unpleasant affect or psychological distress (e.g. guilt, shame, sadness, anxiety, worry, anger, stress, depression), (c) life satisfaction (a global evaluation of one's life) and (d) domain or situation satisfaction (e.g. work, family, leisure, health, finance, self).

The term psychological well-being cannot a wide range of meanings, usually associated with wellness. Most studies in the past defined 'well nesses as not sick, as an absence of anxiety, depression or other forms of mental problems. The psychological well-being includes meaning in life, absence of somatic symptoms, self-esteem, positive affect, daily activities, satisfaction, absence of suicidal ideas, personal control, social support, absence of tension and general efficiency.

The Indian perspective identifies four aspects, viz. the five elements, the person or Jeeva, the life or Ayu and the health or Arogya. Well-being as per Indian perspective related to well-being or physical, psychological and spiritual planes. The Indian approach to well-being refers to Maitri, Karuna, Mudita and Upeksha meaning Relatedness, compassion, pleasant disposition and avoidance of conflict. In other word well-being refers to uniting self with self by negating the ego. This is turn indicates that well-being is a combination of survival, well-being freedom and identity. The purpose of this study was to measure the Psychological Well-being of Government and Non-Government Female Employees.

RESEARCH PROBLEM:-

The research problem of this study is Psychological Well-being of Government and Non-Government Female Employees.

OBJECTIVE:-

- (1) The purpose of the present investigation was the difference related to the Satisfaction of Government and Non-Government Female Employees.

- (2) The purpose of the present investigation was the difference related to the Efficiency of Government and Non-Government Female Employees.
- (3) The purpose of the present investigation was the difference related to the Sociability of Government and Non-Government Female Employees.
- (4) The purpose of the present investigation was the difference related to the Mental Health of Government and Non-Government Female Employees.
- (5) The purpose of the present investigation was the difference related to the Interpersonal relations of Government and Non-Government Female Employees.

HYPOTHESIS:-

- (1) There is no significant mean difference related to the Satisfaction of Government and Non-Government Female Employees.
- (2) There is no significant mean difference related to the Efficiency of Government and Non-Government Female Employees.
- (3) There is no significant mean difference related to the Sociability of Government and Non-Government Female Employees.
- (4) There is no significant mean difference related to the Mental Health of Government and Non-Government Female Employees.
- (5) There is no significant mean difference related to the Interpersonal relations of Government and Non-Government Female Employees.

METHOD:-

(A) SAMPLE:-

The sample of the present study consisted of 120 Government and Non-Government Female Employees in Ahmedabad district. Out of which 60 were Government Female Employees and 60 were Non-Government Female Employees.

(B) TOOL:-

In the present study to measure the Psychological Well-being “Psychological Well-being Scale” by D.S. Sisodhiya and Pooja Chaudhary was used. The reliability of this scale is 0.87 and Validity is 0.94.

PROCEDURE:-

The Females, who are working in different Government and Non-Government sectors in Ahmedabad city, are randomly selected & D.S. Sisodhiya and Pooja Chaudhary’s “Psychological Well-being Scale” was given & data was collected. The obtain data form of 120 Government and Non-Government Female Employees were analyzed with the help of mean, S.D. and ‘t’ test.

STATISTICAL STRATEGY:-

‘t’ test was applied to know the significant differences between Government and Non-Government Female Employees.

RESULT AND DISCUSSION:-

Table-1: Mean, S.D. and 't' Value of Government and Non-Government Female Employees in relation to Satisfaction

Group	N	Mean	S.D.	't' Value	Level of sign.
Government Female Employees	60	55.20	9.10	1.18	NS
Non-government Female Employees	60	54.52	12.23		

Table no. I show Satisfaction of Government and Non-government Female Employees. For Government Female Employees the mean is 55.20 for Non-government Female Employees the mean is 54.52 and S.D. is 9.10 and 12.23 for both groups 't' level value is 1.18 which is not significance. The results show that there is no significant mean difference in Satisfaction of Government Female Employees & Non-government Female Employees.

Table-2: Mean, S.D. and 't' Value of Government and Non-government Female Employees in relation to Efficiency

Group	N	Mean	S.D.	't' Value	Level of sign.
Government Female Employees	60	36.52	7.95	2.93	0.01
Non-government Female Employees	60	31.78	9.67		

Table no. II show Efficiency of Government and Non-government Female Employees. For Government Female Employees the mean is 36.52 for Non-government Female Employees the mean is 31.78 and S.D. is 7.95 and 9.67 for both groups 't' level value is 2.93 which is significance on 0.01 level. The results show that there is a significant mean difference in Efficiency of Government Female Employees & Non-government Female Employees.

Table-3: Mean, S.D. and 't' Value of Government and Non-government Female Employees in relation to Sociability

Group	N	Mean	S.D.	't' Value	Level of sign.
Government Female Employees	60	41.97	7.07	2.47	0.05
Non-government Female Employees	60	45.60	8.92		

Table no. III show Sociability of Government and Non-government Female Employees. For Government Female Employees the mean is 41.97 for Non-government Female Employees the mean is 45.60 and S.D. is 7.07 and 8.92 for both groups 't' level value is 2.47 which is significance on 0.05 level. The results show that

there is a significant mean difference in Sociability of Government Female Employees & Non-government Female Employees.

Table-4: Mean, S.D. and 't' Value of Government and Non-government Female Employees in relation to Mental Health

Group	N	Mean	S.D.	't' Value	Level of sign.
Government Female Employees	60	44.57	8.77	2.52	0.05
Non-government Female Employees	60	49.23	11.34		

Table no. IV show Mental Health of Government and Non-government Female Employees. For Government Female Employees the mean is 44.57 for Non-government Female Employees the mean is 49.23 and S.D. is 8.77 and 11.34 for both groups 't' level value is 2.52 which is significance on 0.05 level. The results show that there is a significant mean difference in Mental Health of Government Female Employees & Non-government Female Employees.

Table-5: Mean, S.D. and 't' Value of Government and Non-government Female Employees in relation to Interpersonal relations

Group	N	Mean	S.D.	't' Value	Level of sign.
Government Female Employees	60	65.00	11.53	0.40	NS
Non-government Female Employees	60	64.07	13.61		

Table no. V show Interpersonal relations of Government and Non-government Female Employees. For Government Female Employees the mean is 65.00 for Non-government Female Employees the mean is 64.07 and S.D. is 11.53 and 13.61 for both groups 't' level value is 0.40 which is no significant. The results show that there is no significant mean difference in Interpersonal relations of Government Female Employees & Non-government Female Employees.

CONCLUSION:-

- (1) There was no significant mean difference related to the Satisfaction of Government and Non-Government Female Employees.
- (2) There was a significant mean difference related to the Efficiency of Government and Non-Government Female Employees.
- (3) There was a significant mean difference related to the Sociability of Government and Non-Government Female Employees.
- (4) There was a significant mean difference related to the Mental Health of Government and Non-Government Female Employees.
- (5) There was no significant mean difference related to the Interpersonal relations of Government and Non-Government Female Employees.

REFERENCES:-

- (1) Christian, Van Stolk and others, (2014), “*Psychological well-being and work*” Department of work and pensions, Europe.
- (2) Christine, C. (2006). “*Psychological well-being, Socio-economic status and the Accumulation of Multiple Identities*”, Paper presented at the annual meeting of the American Sociological Association, Montréal Convention Centre, Canada: Montreal.
- (3) Deehoop,T.,Van,K.,Luuk,R., and Vanerdewijk, A.(2010), “*Women’s autonomy and subjective well-being in India : How village norms shape the impact of self-help groups*”, MPRA Germany : Munrich University.
- (4) Felicia, A Huppert, (2009), “*Psychological Well-being: Evidence Regarding its Causes and Consequences*”, applied psychology: health and well-being, 2009, 1 (2), 137–164.

=====