Evaluating Emotional Intelligence Mental Health and Coping Styles of Working and Non-Working Women in Socio Demographic

Ruby Salgotra
Research Scholar, Department of Management & Commerce, Jayoti Vidyapeeth Women's University, Jaipur.

Dr. Mini Amit Arrawatia
Professor, Department of Management & Commerce, Jayoti Vidyapeeth Women's University, Jaipur.

Prof. S D Sharma
Co -Supervisor, Former Pro VC, IIMT University, Meerut.

Abstract

The researchers wanted to see if the employment of women would decrease negative psychological impacts such as the lack of emotional control and hostility. Studies have indicated that women in the workforce are less likely to be victims of violence and have better control over their emotions. The level to which this influence is perceived is less a matter of location and more a matter of the nature of the work being done, the social and cultural milieu, and individual characteristics. For this aim, 75 working and 75 non-working women were selected from different parts of Bihar. Then they were given Mental Health Scale by Talesara & Bano (2017) and SSEIT scale by Schutte et al. (1998). The data were analyzed via T-tests. Results of emotional intelligence showed that working women were considerably superior than non-working women. Women who worked showed significantly better mental health behavior than women who did not work. Results indicated positive correlation between emotional intelligence and psychological well-being in working and non working women. Women who were unemployed fared much better, on average, than those in the working. The study also found that working women had better control over emotions and reflect on events than non-working women.

***Keywords**: Emotion Intelligence, Mental Health Behaviour, Working Women, Non-Working Women.*

Introduction

Women nowadays can match any man in the corporate sphere. They have come a long way from being regarded as capable housewives. These young women are determined to achieve success in their respective industries. Not everybody gets a rose-decked bed, however. More conflict is experienced by working women. First take care of your demands at work, then move to the multiplicity of chores at home. Today, it is not uncommon for husbands and wives to try to balance their career and familial duties in a healthy way.But the conventional roles that women are expected to play, such as nurse, tutor, chef, housekeeper, and office worker, create specific difficulties for women. Working full-time can add to a woman's stress and worry if her family is not supportive. Working women in India confront a lot more barriers than their colleagues worldwide. Statistical evidence demonstrates that women work more hours a week and in more physically demanding jobs than males, but their efforts are usually neglected. There are a lot of difficulties that a working woman has to overcome in order to receive family assistance. Married women who work may find it hard to combine all their duties, such as marriage, child care and housework. They may also struggle to find time for self-care and manage the ever-changing needs and attitudes of family members. They may have a role to play in helping to maintain their family financially but they may not have a voice

in significant choices. Moreover, if professional women are pulled in too many directions, they may encounter role conflicts and find it difficult to fulfilll all of their tasks. According to Pandit and Upadhyaya (2012) role conflict is experienced by working women when they have to balance several tasks and duties which put them under strain in different ways. This expectation and role misfit may prove to be socially and psychologically costly for working women, married or not. It can lead to a number of mental health problems, including stress, worry, tension and weariness. It is therefore important to understand and address the problems faced by working women to help them maintain a healthy work-life balance and attain personal and professional satisfaction. The mental health concerns of working women have a cumulative influence on their productivity, mindset, attitude and behavior due to the twin pressures of the home and the office. Mental health is affected by the history, upbringing and experiences of a person (WHO, 2016).

Positive Psychology and Holism

When an individual's mental health is sound, it indicates that they are emotionally and cognitively well and free of any mental illnesses. Positive psychology and holism define mental health as the ability to enjoy life to the fullest, to keep one's life in balance, and to proactively explore ways to increase one's psychological resilience. Hence, for a rich and happy existence, it is important to give priority to our mental health. In contrast, a mental disorder or sickness is an unanticipated pattern of thoughts or activities that a person undergoes. It is assumed to create distress or impairment not expected in normal cultural or developmental processes. There are numerous possible causes of this impairment or discomfort but one of the most crucial indications of a person's mental health or lack thereof is their gender. Morbidity associated with mental disease has garnered much more attention than gender-specific features and processes that promote and maintain mental health and encourage resilience in the midst of stress and hardship.

The Mental Health Concept in Indian Culture

In Indian culture the degree of physical and mental health is regarded to be a combination of mental well-being. Health is not just defined as the absence of illness, but is extended to include wellbeing in its broadest sense. The level of well-being of a person is a complicated interaction that involves a variety of aspects that are biological, social, psychological, economic and spiritual. According to Dalal, 2011 and Sinha, 1990 traditional Indians regard being healthy to be happy or to have a sense of bodily and spiritual well-being (prasanmantanaendriyamanh). Verma (1998) quoting Bhagavad Geeta as his source, says that growth of human well-being occurs on three levels; cognitive, conative and emotional. At the cognitive level, things are stated concerning the ego, its attachments, appetites and lusty tendencies (Asakti). When one has worked out their karma (i.e. their responsibilities) they have a sense of well-being on the conative level. Since humans are members of a sociocultural environment they learn a belief system that influences the meaning of health and sickness. It is assumed that in the cognitive level, women are in the adoption of gender ideas. On the emotional level, however, Indian women are seldom imagined and so this is likewise an area characterized by the perspective of men. In the aspect of femininity values, modesty, selflessness and putting the needs of others before their own, boys in a family are prepared to confront the challenges of life with their originality, recognition and financial independence. Females, in contrast, are just prepared to submit to these principles. The result is that women are often seen as passive individuals, and mental health is portrayed as being in a bad state.

Significant of The Study

The relationship between emotional intelligence and mental health is very essential as these elements can have a significant impact on the amount of commitment, productivity and personal and professional satisfaction that female workers feel. Low mood can leave you feeling tired, stressed and anxious. Such conditions can be detrimental to mental health. Likewise, a female employee in a corporate atmosphere can find it difficult to strike a balance between her professional life and personal life if she has low mental health and emotional intelligence. The present study is an effort to explore the mental health and emotional intelligence and their relationship with female corporate employees to understand the role of these three factors and to contribute to the development of better interventions to help women employees in their workplaces and society as a whole.

Objectives of The Study

1. To study the gap in emotional intelligence between working and non-working women
2. To study the disparity in mental health behavior of working and non working women.

Hypotheses of The Study

H_1: Working women have significantly higher emotional intelligence than non-working women.

H_2: There is a significant difference in mental health status between working and non-working women.

Sample

The Delhi National Capital Region (NCR) was used to find 150 women from different regions who are studying. The ladies were picked from private and public organizations from Delhi National Capital Region of which 75 were working women. Forty of them weren't working.

Research Design

In the current study, a correlation design and a two-group design were utilized. The two groups included working women and non-working women. A two-group design is utilized by the researcher and consists of the researcher dividing her subjects into two groups and comparing the results of each group. In this study, there were two groups of women: those who were working and those who were not working.

Tools

Schutte et al. (1998) developed a test called Schutte Self-Report Emotional Intelligence Test (SSEIT). Three items on the SSEIT are scored in the reverse direction. Self-report was on a five-point Likert scale (1 = strongly disagree; 2 = disagree; 3 = neutral; 4 = agree; 5 = highly agree). Higher scores were found on the Schutte et al. (1998) measure of emotional intelligence (EI) which were more unique and ranged from 33 to 165. The average EI score is 124, and scores that are regarded extremely high or low are those that drop below 111 or rise above 137. The reliability of the scale was .90. Discriminant and predictive validity of the measure was further shown. The EI score is fairly dependable when used with adults and adolescents.

Conversely, a mental health scale is used for assessing the mental health of employed women in comparison to unemployed women. Talesara and Bano (2017) developed a scale to measure mental wellness. It consists of fifty-four three dimensional items in total. Mental health scale consists of 54 items, 25 of them are good and 29 negative. The respondent is required to show his reaction in the following manner for positive items: “Always = 4”, “Often = 3”, “Sometimes = 2”, “Rarely = 1”, or “Never = 0." For negative features, the scores were “Never = 0”; “Rarely = 1”; “Sometimes = 2”; “Often = 3”; or “Always = 4." The scale based on odd-

even and first half second half splitting was obtained using split half reliability coefficient of Spearman-Brown Formula. 72.. The mental health measure had been verified before it was utilized, which contributed to it having strong face validity. Concurrent validity was examined by Pramod Kumar. It was found to include the calculated coefficient of correlation which was found to be at the .01 threshold.69 was an important number. At the level of the on mental health scale, the correlation score is ranged from 0.58 to 0.71 which is significant the calculation of intrinsic validity was also conducted at the 01 level.

Table 1: T Test Between Mean Emotional Intelligence Scores and Mean of Mental Health Behavior Scores of Working Women and Non-Working Women Means, SD and Outcomes of T Test

Variables	Types of users	N	Mean	SDs	SEDs	t	P
Emotional Intelligence	Working women	75	29.50	4.524	1.091	6.663	<.01
	Non-working women	75	22.23	3,901			
Mental Health Behavior	Working women	75	17.77	4.256	1.038	3.949	<.01
	Non-working women	75	13.67	3.772			

The emotional intelligence score was 29.50 for employed women and 22.23 for unemployed women (Table 1). The mean score of mental health behavior was 17.77 for employed women and 13.67 for unemployed women. For unemployed the standard deviation for emotional intelligence was 3.901 and for employed 4.524. Those employed had a standard deviation of 4.256 for mental health scores, while those not working had a standard deviation of 3.772. The SEDs for the two were 1.091 and 1.038 correspondingly. The t-ratios between the mean emotional intelligence scores of the two groups were significant at the.01 level of significance.

What this means is that working women had much lower scores in emotional intelligence than non-working women. The results suggested that there would be considerable difference between emotional intelligence of working women and non working women, supporting hypothesis -1. The same table also identified a t-ratio between the means of the two groups' mental health behavior scores at the.01 level of significance. This means that the mental health behavior scores of the working women were considerably different from those of non-working women. The outcomes of this study confirmed the acceptance of hypothesis 2 which states that “there would be significant difference between mental health behavior of working women and non-working women.

Relationship between mental health behavior and emotional intelligence:

Table 2: Findings From the Study on The Relationship Between Working Women's Emotional Intelligence and Their Mental Health

Variables	Correlation	Significance level
Mental Health Emotional Intelligence	0.957	<.01

Table 3: Findings on the Association Between Emotional Intelligence and Mental Health in Women Who Do Not Hold Traditional 9-to-5 Jobs

Variables	Correlation	Significance level
Mental health Emotional Intelligence	.850	<.01

Table 2 shows that the association coefficient of working women's emotional intelligence with their mental health was 0.957, and was significant at 0.01 level of significance. Positive value of coefficient of correlation implies positive association between the two variables. Table 3 indicates the significant association between emotional intelligence and mental health of the non-working women with a value of 0.850 at the.01 level of confidence. Therefore, the third hypothesis was supported, which claims that "there would be a significant relationship between emotional intelligence and mental health of working women and non-working women".

The aim of this research was to investigate the differences between the working women and non-working groups in emotional intelligence and mental health. Results supported the initial hypothesis of the study, that working women are more emotionally susceptible than non-working women. Working women are more satisfied with life. Again, a working woman is not necessarily primarily wedded to her domestic spouse. Further, the study indicated that a woman's employment outside the home does not assure that she will feel less hausfrau conditioning than a woman who does not work. But managing a full-time profession with home duties may be quite a balancing act. This shows that women's ability to take care of their family is not impaired by their working outside the home, in a public or private organization, as sole proprietors or as employees.

This study indicated that working women had greater levels of emotional intelligence than non-working women which is consistent with earlier findings by Kumar Dinesh et al. (2011). Those with a high level of emotional intelligence Those with a strong desire for social freedom Working group members All of them favored a less particular location.

The second assumption of the study is that working women are more vulnerable to mental health problems than non-working women. The two categories of women do show different patterns of mental illness, but they come from a common socioeconomic background and had essentially identical childhoods, down to the point of attending the same school and taking the same curriculum. It indicates that stress can be caused by various things, including but not limited to: working circumstances, job demands, discrimination based on gender, hurdles to realizing one's full potential at work and at home (she juggles both jobs), etc. Deadlines are being missed more and more in today's competitive employment market. Other issues are frequent project transfers, bad relationships between managers and employees, dysfunctional work relationships, a 'night here, morning there' mentality (many Indian software companies are clients of US-based concerns, so their employees have to work at nite in India while it's day in the US), poor time management, and a cynicism which is contagious and can cause depression, anxiety, stress and other negative emotions.

Working women are hard hit when this sort of thing happens in the public and private sectors. Moreover, they are often responsible for their families and older relatives. Research suggests that women who work full-time, particularly without the support of their families, may experience higher levels of stress and anxiety. But problems occur when these ladies lack a supportive family to turn to. Married working women may have a hard time juggling all their tasks in the home including childcare with their marriages. They have to cope with erratic behavior changes by family members and often don't have enough time for self-care. For women in the workforce, long hours of work and trying to balance family duties are key contributors to mental health problems. That's why so many people fail so terribly at managing their business and family lives.

Realize that other research have found, for example, Adzlin et al. (2011) found that 22.8% of working married women reported psychological discomfort. Cooper observed that married women not working were less stressed than working women (1981). Sarwar (1994) researched depression and marital adjustment in a comparison of working and non-working women. One study has shown that working women are more prone to depression due to the stress of balancing work and home responsibilities.

Results indicated that EQ contributed to the incremental and significant prediction of adolescent psychopathology. But trait emotional intelligence appears to be a greater predictor of both. Batool (2011) found that low emotional intelligence was connected with physical sickness, sadness, poor self-esteem, suicidal ideation, lack of impulse control, anxiety disorders, personality disorders and increased substance usage. Furthermore, research with schoolchildren examined the association between emotional intelligence and mental health (Faghirpour, 2009). The findings suggested that there was a substantial association between students' emotional intelligence and their psychological well-being.

Conclusion

The purpose of this study is to compare the mental health and stress levels of working and non-working women, as well as to identify any differences between the two groups and the relationship between the two. The purpose of this study was to compare the mental health and stress levels of working women to those of non-working women, and to use person-to-person correlation to determine the nature of the link between the two groups. Companies may do a lot to help female employees' mental health by improving their working environment, according to the study. Among these are creating a more welcoming and equal work environment for all employees, providing education to boost emotional intelligence, and alleviating stress and anxiety in the workplace. Businesses have an opportunity to create a more pleasant and productive work environment for their employees by adopting these policies. It is essential for female employees to maintain a balance between their professional lives and mental wellness. Emotional intelligence is a critical component in supporting female employees in attaining a healthy work-life balance and mental wellness. The complex interplay of these factors necessitates further research in order to develop effective solutions that help female employees reach their maximum potential. Women in the workforce benefit from emotional intelligence (EI) since it helps them identify and manage stress. Employees with high levels of emotional intelligence (EI) are better able to identify sources of stress and develop healthy coping mechanisms, which is crucial for preventing mental health problems. Employees' intrinsic motivation (EI) makes it easier for women to set and reach appropriate goals.

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