

Perceived Occupational Stressors and its Relationship with Happiness among Working Women in Jordan

Suhaila Mahmoud Banat¹, Wafa'a Younes Sarhan², Muna Ali Abu Darwish³

ABSTRACT

This study aimed to examine the relationship between perceived occupational stressors and happiness among working women in Jordan. The sample consisted of (568) working women, ranging in age from 22 to 60 years from social community societies. Two questionnaires were used, perceived occupational stressors scale, and the Oxford Happiness Scale. The results showed that the levels of perceived occupational stressors and happiness among working women were moderate, and there were no statistical significant differences in the perceived occupational stressors levels, or happiness among working women in Jordan related to: age, marital status, scientific qualification, and years of experience, except age variable on work environment aspect at perceived occupational stressors in favor of women from (22-less 30). And a significant positive correlation between occupational stressors and Happiness. The researchers recommend that trainings should be provides to working women so that they may be able to perform their duties more effectively with more happiness.

Keywords: Perceived Occupational Stressors, Happiness, Working Women.

Introduction

Academic work on the comparison of working women began at the 1960's when working women were concentrated in low-level jobs, and removed from managerial careers (Baslevant & Kirmanoglu, 2017). Now we can see women entered fields that were always the preserve of men, so they learned, worked and nurtured social rights in their struggle thanks to their productivity and high level of learning (Alsawalqah, 2016). Also when we empower women and increase their chances of receiving good education we are improving the economic status and consequently that of their country (Mahasneh & Al-Muhaisen, 2019).

Research on occupational stress can be traced to the mid-1950s when Hans Seyle, a Hungarian endocrinologist, conducted a research on the impact of stress on the human body, contending that stress occurred as a reaction to demands for change, and that the human body responds to all stress in the same manner without regard to the cause of the stress.

The new term 'Occupational Stress' means the harmful emotional and physical responses that occur when a human mind or body believes that it lacks the necessary resources to deal with repeated demands made upon it. And the requirements of the job do not match the resources, capabilities, or needs of the worker (Krithika & Rajam, 2018; Chen, 2008)

Many sociologists recognize the importance to any profession selected by an individual, since social status depends on the individual's work or profession (Al-Zyoud, 2019). No individual lives in a vacuum, so people are constantly being exposed to stress in their family lives, in society, and in the workplace. Job stress is an individual reaction, and differs from general stress because it is job-related psychological stress (Chen, 2008; Jamal, 1999).

Poor health and injury maybe effects of job stress. The concept of Occupational stress is often confused with challenge which energizes us physically and psychologically, and enhances us to learn new skills and improve our occupation. When a challenge is met, we feel satisfied and relaxed (Krithika & Rajam, 2018).

¹Amman Arab University, ²UNRWA, ³Al Husain Bin Talal University.

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Perceived occupational stress is reported to have a negative impact on mental health, as measured by anxiety, depression, insomnia, psychological well-being, happiness, etc. Literature focused on the role of environmental and individual factors in occurring stress (Wu & Shih, 2010).

Work plays a critical role of individual happiness and health, for people who concern their work as a central part of their daily life. (Wu & Shih, 2010). The results of (Poormahmood, Moayedi, & Alizadeh, 2017) study has indicated that the level of happiness of the teacher is an indicator of perceived stress, but also of workplace success, because it is predictive of the happiness of the pupils and their school performance, and gives hope for the next day to start at a promising note (Goel & Singh, 2015).

The true path to happiness has been contemplated for at least two thousand years with speculations being offered by historical figures such as Aristotle who argued that happiness is "...the End at which all actions aim." Regardless of whether happiness is the ultimate end to every mean, researches continues to support that happiness is an important aspect of human life. (Diener & Chan, 2011). The efforts have led to an operational definition of happiness that individuals evaluate their lives in a positive manner. These evaluations consist of general judgments about the quality of one's life as well as salient affective reactions (Diener 2009; Pollock, Noser, Holden, & Zeigler-Hill, 2016).

Happiness has attracted a level of attention, from many mediums like feature films, theatre, poetry and visual arts, and tried to understand the human experience of being happy. In psychological research of positive psychology looks at concepts such as Satisfaction with Life, Psychological Well-Being and factors that could influence Happiness (Seligman & Csikszentmihalyi, 2000). Happiness is a mental or emotional state of well-being characterized by positive or emotions to intense joy that is defined by each person (Kumar, Bhati & Sharma, 2017)

Many studies tried to examine the relationship between occupational stressors and many variables among working women. Sadegh & Sa'adatpourvahid (2016) tried to know the sources of EFL teachers' stress, the level of satisfaction with the job and the relationship between occupational stress and instructors' age, marital status and tenure. The sample consisted of 149 EFL teachers working in Urmia, Iran. The results indicated that 29.93% of the teachers reported feelings of stress in one way or another. In addition, more than one-third of the teachers claimed to dissatisfy with their job. It was also noted that age, marital status and employment play significant roles in the level of occupational stress perceived by EFL teachers.

Kumar (2014) tried to examine the occupational stress among working women in the national capital region. 120 working women has been taken as a sample. Data has been classified on the basis of age of working women. The results revealed that working women in lower age groups least feels that they are having lack of opportunities and infrastructure when compared with other age groups. Working women from the age group 35-45 least feel that they are having too much responsibility as compared to working women from other age groups. It was found that working women above 55 years faces the problem of occupational stress more as compared with other age groups.

The object of Wu & Shih (2010) study was to determine whether gender roles may affect perceived job stress. Participants were required to be employed as a bank clerk in Taiwanese banks. Based on the findings, employers can look to recruit employees that are better able to function in stressful situations, which would assist firms to lower costs associated with helping employees cope with stress.

McCarthy, Power, & Greiner (2010) had examined the levels of stress experienced by nurses working in an Irish teaching hospital and investigate differences in perceived stress levels. Data collection was by means of a self-administered questionnaire, and nurses were investigated across 10 different wards using the Nursing Stress Scale and the Demand Control Support Scales. The results revealed a significant correlation between the wards and perceived stress even after adjustment. The findings suggested that perceived stress does vary within different work areas in the same hospital. Work factors, such as support and demand, are important to perceived stress. Job control was not found to play an important role.

Praveen (2009) examined occupational stress experienced by working and nonworking women of Hyderabad city. A sample of 180 working married and unmarried women was taken as two groups. These two groups were analyzed by

organizational stress scale. It was found that unmarried working women experiences low stress as compared to married women. And the resources of stress for married working women were household responsibilities, marital adjustment, child caring issues and family relationship.

According Happiness studies Poormahmood, Moayedi, Alizadeh (2017) examined the relationship between psychological well-being, happiness and perceived occupational stress among primary school teachers in Iran. Scales of perceived occupational stress, psychological well-being, and the Oxford Happiness Scale were used. Significant negative correlation was demonstrated of occupational stress with life satisfaction as well as with overall psychological well-being. In addition, significant positive correlation was demonstrated between happiness and subjective well-being. Occupational stress in teaching may cause low psychological well-being and reduced happiness in primary school teachers.

Kumar, Bhati, and Sharma (2017) tried to assess the level of life satisfaction among 60 women of unprivileged section of society. The method was interview using quantitative approach of measuring subjective well-being based on Ed. Diener life satisfaction scale (2000). Arithmetic mean a measure of central tendency used as satisfied technique and finding were reported that is the level of life satisfaction among women of slums are low.

Singha & Raychaudhuri (2016) study deals with gender difference in job Satisfaction, well-being, level of happiness and quality of interpersonal relationship among the employees of public sector. The sample size was 350 divided into 2 groups (male- 175 and female- 175). Each group was consisted respondents age ranging between 22-35 years and having minimum 2 years of job experience. The data were collected from several public sectors (medical sector, educational sector, banking sector, railway sector, non IAS-IPS sector, clerical sector and defence sector). Subjective well-being inventory, Oxford happiness inventory, interpersonal relationship inventory and job satisfaction scale were administered to assess the sense of well-being, level of happiness, quality of interpersonal relationship and Job satisfaction of the employees. No significant difference between the two genders has been revealed in the selected variables. Furthermore, significant correlation has been found between job satisfaction and the other selected variables for the present sample.

Goel& Singh (2015) investigated the relationship of the big five personality factors and the perceived employee happiness among the working women of Delhi region. The variables included personality and Perceived Happiness of working women. a sample of 136 working women of Delhi region were taken. The results showed a correlation between personality factors and the perceived happiness among the working women.

Break, W. (2014) tried to investigate the differences in mental and physical health, and self-assessment of general health status among a sample of working women in relation to combining social and family roles with work roles in Amman the capital of Jordan. The sample consisted of (568) working women aged between 20 and 60 years. Significant differences were found among working women in mental health, and in general health status in relation to combining social and family roles. Generally, married working women showed better mental health than their single counterparts.

The importance of the study:

As a result of Occupational stress a range of psychological, behavioral, and medical disorders and diseases could appeared. Individuals and organizations can avoid these disorders through stress management strategies, coping skills, and improving their wellbeing (Quick & Henderson, 2016).

Studies show that occupational stress has far-reaching implications in the workplace, where it lowers productivity and increases the likelihood of on-the-job accidents. More than half of all work absences are considered to be the result of stress. On the job, stress may drain away a spirit of cooperation and congeniality, replacing it with tension and competitiveness. Individuals who are stressed suffer a range of health problems ranging from greater susceptibility to the common cold to curtailed lifespans (McCarthy, Power & Greiner, 2010)

Based on personal experiences of the researchers of this study as working women, they have noticed that the numbers of the working women in Jordan has increased at the last decades. So that the subject of this study is very important for its crucial impact on the mental health of the working woman and her family life. For example studies have shown that teacher's happiness and psychological wellbeing are predictive of the schoolchildren's happiness and well-being, which are predictors of pupils' academic achievement (Poormahmood, Moayedi, & Alizadeh, 2017). The

present study was conducted with the objective of determining relationships between perceived occupational stress and happiness working women in Jordan. To achieve this objective the data was collected from 568 working women. The survey was conducted in Jordan. Working women that formed the sample were selected randomly keeping in mind the variation in age, marital status, scientific certificate, and years of experience. Based on that, this study was attempted to answer the following questions:

1. What is the perceived occupational stressors' level among working women in Jordan?
2. What is the happiness level among working women in Jordan?
3. Are there statistical significant differences in the perceived occupational stressors level among working women in Jordan related to: age, marital status, scientific qualification, and years of experience?
4. Are there statistical significant differences in the happiness level among working women in Jordan related to: age, marital status, scientific qualification, and years of experience?
5. Is there significant correlation between perceived occupational stressors and happiness among working women in Jordan?

Definition of Terms

For the purpose of this study, **Perceived Occupational Stressors** was defined as the harmful physical and emotional responses that happened when a human mind or body believes that it lacks the necessary resources to deal with repeated demands made upon it. And the requirements of the job do not match the abilities, needs or resources or of the worker (Krithika & Rajam, 2018; Chen, 2008). Perceived Occupational Stressors scale will provide the level of working stress among the sample members.

Happiness is a mental or emotional state of well-being characterized by positive or emotions ranging from contentment to intense joy that is subjectively defined by each person (Kumar, Bhati & Sharma, 2017), will provide the level of happiness by using Oxford Happiness Scale.

Significance of the Study

Research studying the relationship between perceived occupational stress and happiness among working women is very limited. In addition, research addressing the issue of perceived occupational stress and happiness in Jordan and the Arab world is generally rare based on published research. Practically, the study provides a scale measuring perceived occupational stress in Arabic for the first time, which will be of value for further research in the Arabic region and can be used by researchers to measure perceived occupational stress, with happiness or other variables on specific categories in Arab societies.

Materials and Methods

Design and sample

A cross-sectional survey was performed from 24 Dec 2018 to 24Feb 2019 in Amman, Zarqa, Irbid and Maan cities in Jordan. A sample size of 568 was decided, the participants were selected from different areas of using simple random sampling. According to table 1 all the participating working women were responded online survey including perceived occupational stress and Oxford Happiness scale.

Table 1. Distribution of Study Sample by Variables Age, Marital Status, Scientific Qualification, Years of experience

Variable	Categories	Frequency	Percent
Age	22 - Less than 30	62	10.9
	30- Less than 40 years	328	57.7
	years and over 40	178	31.3
Marital status	Married	425	74.8
	Unmarried	100	17.6
	Widow	32	5.6

Variable	Categories	Frequency	Percent
	Divorced	11	1.9
Scientific Qualification	Diploma	75	13.2
	BA	327	57.6
	Postgraduate	166	29.2
Years of Experience	Less than 5	75	13.2
	5-10	327	57.6
	more than 10	166	29.2
Total		568	100.0

Measurements:

Two scales were used in this study. The first scale the perceived occupational stressors, while the second is Oxford happiness scale.

The scale of perceived occupational stressors: was developed to measure participants' thoughts of occupational stress. The final version has 33 items and responses are scored on a five point Likert-type scale, ranging from 1=not at all to 5=very much. The scale has test-retest reliability over a short retest interval (several days) of 0.77, and a Cronbach α coefficient of 0.73.

The Oxford Happiness Scale

Oxford Happiness Scale was derived as an improved version of the Oxford Happiness Inventory by Argyle et al. (1989). The scale has 29 items. The scale possesses a high scale alpha reliability of 0.91. In terms of construct validity, the Oxford Happiness scale appears to be the preferred measure in terms of its construct validity. The scale has test-retest reliability over a short retest interval of 0.73, and Cronbach alpha in the present research was obtained to be 0.81.

Results

To answer the first question: What is the perceived occupational stressors level among working women in Jordan? Means and standard deviations for perceived occupational stressors were shown in Table 2.

Table 2.Means and standard deviations of perceived occupational stressors for working women in descending order

Rank	Dimension	Mean	Std. Deviation	Level
1	Personal and family	3.65	.397	Moderate
2	Work environment	3.48	Moderate	Moderate
3	Relations at work	3.43	Moderate	Moderate
The total score of percieved stress scale for working women		3.52	.345	Moderate

Table (2) shows that means ranged between (3.43- 3.65). Personal and family dimension came first with the higher mean of (3.65) while relations at work came last with a mean of (3.43).

Discussion of the first question: Result of the first question may be attributed to the fact that working women have perceived occupational stressors in all scale dimensions in a medium level. This may be caused by the many house, family responsibilities in addition to taking care of their children and their academic achievement, and social relations. Furthermore, those women have marital responsibilities towards her family and the family of her husband. All these responsibilities represent a burier in front of her career causing more perceived stress. Moreover, working women show perceived occupational stress at work, relationships with others, at her working environment and towards vocational responsibilities.

Personal and family dimension came first with a moderate mean of (3.65), less than the high with a (.02). This means that women's family and personal burdens represent the highest value of perceived occupational stress. As the working

woman has more family burdens, the more that affected her perceived occupational stress. The working woman may also show perceived occupational stress due to work tasks, long working hours or committing to hard efforts.

Meanwhile, relations at work came last with a medium level. This could be explained by the notion that devoted working women that shows commitment is not liked by others. Or that she might face frustration or talking behind her back or trying to prove her incompetent especially when she perform leading roles as stressed by Praveen (2009) in his study Which confirmed that household responsibilities, marital adjustment, child caring issues and family relationship are the sources of stress for married working women.

To answer the Second question: What is the happiness level among working women in Jordan? Means and standard deviations for happiness levels were appeared in Table 3.

Table 3.Means and standard deviations of happiness level for working women in a descending order

Rank	Item no	Items	Mean	Std. Deviation	Level
1	8	I am always committed and involved	5.46	.809	High
2	23	make decisions is not easy issue	5.27	1.017	High
3	4	I have very warm feelings towards almost everyone	5.18	1.079	High
4	2	I'm intensely interested in other people	5.14	1.050	High
5	21	I feel fully mentally alert	5.01	1.089	High
6	18	I 'm fit in everything I want to	5.00	1.142	High
7	25	I feel I have a great deal of energy	4.98	1.143	High
8	26	I have positive effect on events	4.89	1.115	High
9	9	Life is good	4.87	1.150	High
10	20	I'm able to do anything	4.85	1.294	High
11	17	I always have a cheerful effect on others	4.83	1.216	High
12	3	I feel that life is rewarding	4.58	1.387	High
13	12	I'm satisfied about everything in my life	4.55	1.437	High
14	11	I laugh always	4.46	1.322	High
15	22	I often experience elation and joy	4.37	1.340	High
16	15	I am very happy	4.24	1.412	Moderate
17	1	I feel particularly pleased with the way I am	4.15	.506	Moderate
18	16	I see beauty in some things	3.98	1.661	Moderate
19	7	I find most things amusing	3.80	1.518	Moderate
20	5	I wake up feeling tired	3.77	1.676	Moderate
21	14	There is a distance between what I would like to do and what I have done	3.77	1.716	Moderate
22	28	I don't feel healthy	3.53	1.737	Moderate
23	19	I am not in control of my life	3.29	1.758	Moderate
24	10	I think that the world is not a good place	3.20	1.800	Moderate
25	27	I do not feel fun with others	3.15	1.664	Moderate
26	6	I am not optimistic about the future	2.85	1.769	Moderate
27	29	I do not have particularly happy memories of the past	2.85	1.827	Moderate
28	24	I do not have a particular purpose in my life	2.59	1.726	Low
29	13	I think I'm not attractive	2.57	1.597	Low
The total score of the happiness dimension			4.18	.448	Moderate

Table (3) shows that means ranged between (2.57- 5.46). Item (8) "I am always committed and involved" came first with a mean of (5.47), while item (13) "I think I'm not attractive" came last with a mean of (2.57). The mean of the total dimension was (4.18).

Discussion of the second question: This can be explained by the fact that women in this study work besides having other responsibilities such as being a wife, a daughter, a sister or a mother. This requires carrying many roles and bigger responsibilities and maybe feeling less happy making the level of happiness medium. Item "I am always committed and involved" came first with a high degree. This may be explained by the commitment of working women while achieving missions making her working hard and putting many efforts to convince others that women can do a lot which makes her happy. On the other hand, item "I think I'm not attractive" came last with a low level. This corresponds with the psychology of a woman which likes and works hard to look beautiful and attractive. This feeling of attraction makes a woman feels extremely happy.

To answer question 3: Are there statistical significant differences in the perceived occupational stressors level among working women in Jordan related to: age, marital status, scientific qualification, and years of experience?

MANOVA was used as shown in table (4). Results came as follow.

Table 4. Results of MANOVA analysis to investigate differences of perceived occupational stress for working women according to age, marital status, scientific qualification and years of experience.

Source	Dependent Variable	Sum of Squares	df	Mean Square	F	Sig.
Age	Personal and family	.459	2	.230	1.541	.215
	Work environment	1.317	2	.659	3.422	.033
	Relations at work	.294	2	.147	.847	.429
	occupational stressors	.495	2	.248	2.167	.116
Marital status	Personal and family	.980	3	.327	2.193	.088
	Work environment	.367	3	.122	.636	.592
	Relations at work	.771	3	.257	1.481	.219
	occupational stressors	.547	3	.182	1.596	.189
Scientific Qualification	Personal and family	.704	2	.352	2.364	.095
	Work environment	.708	2	.354	1.840	.160
	Relations at work	.609	2	.304	1.754	.174
	occupational stressors	.452	2	.226	1.979	.139
Years of Experience	Personal and family	.229	2	.115	.769	.464
	Work environment	.037	2	.018	.096	.908
	Relations at work	.061	2	.031	.176	.839
	occupational stressors	.071	2	.035	.310	.734
Error	Personal and family	75.078	504	.149		
	Work environment	96.987	504	.192		
	Relations at work	87.453	504	.174		
	occupational stressors	57.591	504	.114		

Source	Dependent Variable	Sum of Squares	df	Mean Square	F	Sig.
Total	Personal and family	7644.543	568			
	Work environment	7002.604	568			
	Relations at work	6778.281	568			
	occupational stressors	7103.201	568			

The following is noticed from table (4):

- There are no significant differences at ($\alpha= 0.05$) due to the **material status** in all dimensions
- There are no significant differences at ($\alpha= 0.05$) due to the **academic qualification** in all dimensions.
- There are no significant differences at ($\alpha= 0.05$) due to **years of experience** in all dimensions.
- There are significant differences at ($\alpha= 0.05$) due to **age** in the working environment dimension, the following table shows these differences.

Table 5.Means and standards deviations for working environment dimension according to age for working women's perceived occupational stressors scale.

	Age	N	Mean	Std. Deviation
Work environment	22 - Less than 30	62	3.55	.470
	30- Less than 40 years	328	3.52	.439
	years and over 40	178	3.40	.442
Total		568	3.48	.446

The previous table illustrates that differences attributed to the effect of age in the occupational perceived stress scale for working women came in favor of age group (22 – less than 30) with a mean of (3.55).

Discussion of the third question:

First: **Age**, researchers attribute the absence of differences due to age in general to the fact that perceived occupational stressors is not much affected by the age of working women. Women responsibilities and burdens at work place or home are the same whether young or old. As for differences in the working environment for working women from the age 22 – 30, this can be caused by the lack of experience women have in this age regarding work and its nature. In addition, they are at early adulthood stage which is a crucial stage in humans' lives as it requires meeting many developmental tasks which might cross with the working environment circumstances causing more occupational stress. This corresponds with Kumar's study (2014) which indicated that working women in lower age groups least feels that they have lack of opportunities and infrastructure when compared with other age groups.

Second: **Material status**, researchers attribute the absence of differences in perceived occupational stress due to material status to the fact that perceived occupational stress in its three dimensions mentioned in this study are not affected by if the woman is married, unmarried, divorced or a widow. As the profession and its duties and family with all the attention it needs acts like stressors for working women. The result of this study disagrees with results of other studies, such as, Sadegh & Sa'adatpourvahid (2016) which noticed that marital status and employment have significant roles in the level of occupational stress perceived by EFL teachers. And Break (2014) study which indicated that married working women showed better mental health than their single counterparts.

Third: **The scientific qualification**, no significant differences were attributed to academic qualification as the duties and tasks required do not change with having a higher academic qualification. The stress is caused by the profession itself which is not connected with the academic qualification. Moreover, working women regardless of her academic qualification are women with a special psychology that is not affected by her academic qualification.

Fourth: **Years of experience**, researchers see that there are no differences in perceived occupational stress for working women due to years of experience because what women perceive as occupational stress may not necessary is connected with her years of experience. Un-satisfaction may appear whether having less or many years of experience. In addition, working environment and perceived stress are the same for those with less or many years of experience. Roles of working women especially what is connected with personal and family dimension are the same regardless of years of experience they have.

Question 4: Are there statistical significant differences in the happiness level among working women in Jordan related to: age, marital status, scientific qualification, and years of experience?

To answer this question, means and standard deviation were accounted and three way ANOVA was carried out. Tables (6&7) illustrate the results.

Table 6. Means and standard deviation for happiness Oxford scale for working women according to age, material status, scientific qualification and years of experience.

Variable	Categories	N	Mean	Std. Deviation
Age	22 - Less than 30	62	4.09	.466
	30- Less than 40 years	328	4.19	.448
	years and over 40	178	4.19	.488
Marital status	Married	425	4.17	.454
	Unmarried	100	4.12	.453
	Widow	32	4.17	.370
	Divorced	11	4.10	.368
Scientific Qualification	Diploma	75	4.31	.470
	BA	327	4.15	.428
	Postgraduate	166	4.17	.468
Years of Experience	Less than 5	94	4.15	.448
	5-10	157	4.18	.447
	more than 10	317	4.19	.449

It is clear from table (6) that there are no apparent differences between means of happiness oxford scale for working women due to age, material status, scientific qualification and years of experience. The researchers attribute this to the fact that working women happiness relates to her feelings of happiness regardless of her age or material status or scientific qualification or years of experience. Working women feel happy for their feelings of accomplishment. She also supports her family financially causing her feeling valued and confident thus happy. Working women are positively active through work and social work and family. This contrast with the result of Kumar, Bhati, and Sharma (2017) study which reported that is the level of life satisfaction among women of slums are low.

Table 7. Results of the three way ANOVA for the happiness oxford scale for working women according to age, material status, academic qualification and years of experience.

Source	Sum of Squares	df	Mean Square	F	Sig.
Age	.069	2	.035	.170	.844
Marital status	.123	3	.041	.201	.896

Scientific Qualification	.731	2	.365	1.791	.168
Years of Experience	.047	2	.023	.115	.891
Error	102.774	504	.204		
Total	10033.130	568			

It is clear from table (7) that there are no significant differences at ($\alpha = 0.05$) attributed to age, material status, scientific qualification and years of experience on happiness oxford scale for working women.

Results of the fifth question:

Is there significant correlation between perceived occupational stressors and happiness among working women in Jordan?

To answer this question Pearson correlation coefficient between the total score of happiness oxford scale for working women and the total score of perceived occupational stressors and its dimension, table (8) shows this.

Table 8. Pearson correlation coefficient between the total score of happiness oxford scale for working women and the total score of perceived occupational stressors and its dimension,

		Personal and family	Work environment	Relations at work	occupational stressors	Happiness
Happiness	Pearson Correlation	.309**	.249**	.242**	.325**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	568	568	568	568	568

** . Correlation is significant at the 0.01 level (2-tailed).

It is notice from table (8) that there is a significant positive correlation between the total degree of happiness and perceived occupational stressors for working women and its dimensions.

Discussion of the fifth question: a positive correlation between perceived occupational stress and its dimensions and happiness for working women. This can be explained by the fact that working women could overcome perceived occupational stress and their ability to achieve and continue working despite stressors which make them feel happy. This seems reasonable as working women live happy lives and can deal with perceived stress even if severe. These stressors could be a motive for women's achievements and giftedness. That Challenges promote us psychologically and physically and leads us to learn coping strategies to deal with stress (Krithika & Rajam, 2018), so happiness might be increased. While it contrast with Poormahmood, et al (2017) significant negative correlation was demonstrated of occupational stress with life satisfaction as well as with overall psychological well-being. In addition, significant positive correlation was demonstrated between subjective well-being and happiness, and that Occupational stress in teaching may lead to poor psychological well-being and reduced happiness in primary school teachers.

Conclusion

According to this study it is clear that the levels of perceived occupational stressors and happiness among working women in Jordan were moderate. And age, marital status, scientific qualification, years of experience variables, have not significant effects on perceived occupational stressors and happiness, except age variable on work environment aspect at perceived occupational stressors in favor of women from (22-less 30).

Based on the results of the present study, the researchers recommend that trainings should be provided to working women so that they may be able to perform their duties more effectively and efficiently with less stressors.

In light of the results, the researchers recommend conducting more surveys, experimental studies and organizing

training courses to develop the skills of working women to deal with occupational stressors, and enhancing happiness.

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الضغوط المهنية المدركة وعلاقتها بالسعادة لدى النساء العاملات في الأردن

سهيلة محمود بنات¹، وفاء يونس سرحان²، منى علي أبو درويش³

ملخص

هدفت هذه الدراسة إلى فحص العلاقة بين الضغوط المهنية المدركة والسعادة لدى النساء العاملات في الأردن، وتألفت العينة من (568) امرأة عاملة تراوحت أعمارهن بين (22 - 60) سنة من مؤسسات المجتمع المحلي، وتم استخدام مقياسين: مقياس الضغوط المهنية المدركة، ومقياس أكسفورد للسعادة، وأظهرت النتائج أن مستويات الضغوط المهنية المدركة والسعادة لدى النساء العاملات جاءت متوسطة، ولم تظهر فروق ذات دلالة إحصائية في مستويات الضغوط المهنية المدركة والسعادة تعزى لكل من العمر، والحالة الاجتماعية، والمؤهل العلمي، وسنوات الخبرة باستثناء مجال بيئة العمل في مقياس الضغوط المهنية المدركة على متغير العمر لصالح النساء من عمر (22- أقل من 30). وظهر علاقة إيجابية بين الضغوط المهنية المدركة والسعادة، وتوصي الباحثات بضرورة توفير التدريب للمرأة العاملة حتى تتمكن من أداء واجباتها بمزيد من السعادة.

الكلمات الدالة: الضغوط المهنية المدركة، السعادة، المرأة العاملة.

¹جامعة عمان العربية، الأونروا²، جامعة الحسين بن طلال³
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