

COMPARISON OF WORK, DOMESTIC STRESS LEVELS AND JOB SATISFACTION OF FEMALE AND MALE MILITARY OFFICERS KADIN VE ERKEK SUBAYLARIN İŞ VE EV İÇİ STRES DÜZEYLERİ İLE İŞ DOYUMUNUN KARŞILAŞTIRILMASI*

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ABSTRACT

Stress can be defined as a tense situation that negatively affects the daily life and psychological well-being of the individual, but stress can be mild or severe. In this case, it is necessary to look at the factors that trigger stress. These factors may differ in person due to internal and external conditions. Stress can often be perceived as originating from family, work, school or external factors, but how stress is interpreted internally in the individual's cognitive and emotional world is very important. In this situation, the individual's responses to stress differ in an individual sense. At the same time, the bio-psycho-social and economic status of the individual affects the level of stress. Working men and women may experience stress and emotional distress due to their roles in both domestic and working life. In this study, the participants consisted of 118 military officers, 69 women and 49 men, serving in the Air, Naval and Army forces. The relationship between occupational stress factors, household stress factors and job satisfaction of these participants was examined. It provides a perspective on how occupational stress factors and domestic stress factors manifest differently in women and men involved in the study and to what extent this has an effect on job satisfaction.

Keywords: Stress, Occupational Stress Factor, Domestic Stress Factor, Job Satisfaction

ÖZ

Stres, bireyin günlük yaşantısını, psikolojik iyi olma halini olumsuz etkileyen gergin bir durum olarak tanımlanabilir ancak stres hafif düzeyde veya ağır düzeyde olabilir. Bu durumda stresi tetikleyen faktörlere bakmak gerekmektedir. Bu faktörler iç ve dış koşullardan kaynaklı olarak kişide farklılık gösterebilir. Stres çoğu zaman ailede, işte, okulda veya dış etkenlerden kaynaklandığı şeklinde algılanabilir ancak stresin bireyin bilişsel ve duygusal dünyasında içsel olarak nasıl yorumladığı çok önemlidir. Bu durum strese karşı verilen tepkilerin bireysel anlamda farklılık arz etmesi aynı zamanda bireyin biyo-psiko-sosyal, ekonomik durumu stresin düzeyini etkilemektedir. Çalışan kadın ve erkeklerde hem ev içi hem de çalışma yaşamındaki rollerden dolayı stres ve duygusal sıkıntı yaşayabilmektedirler. Bu çalışmada ise katılımcılar Hava, Deniz ve Ordu kuvvetlerinde görev yapan 69'u kadın, 49'u erkek olmak üzere 118 subay oluşturmaktadır. Bu katılımcıların mesleki stres faktörleri, ev içi stres faktörleri ile iş memnuniyeti arasındaki ilişki incelenmiştir. Çalışmada yer alan kadınlar ve erkeklerde mesleki stres faktörleri ile ev içi stres faktörlerinin nasıl farklı tezahür ettiğini ve bunun kişinin iş doyumunu üzerindeki etkisinin ne derecede olduğuna ilişkin bir bakış açısı sunulmaktadır.

Anahtar Kelimeler: Stres, Mesleki Stres Faktörü, Ev İçi Stres Faktörü, İş Doyumu

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INTRODUCTION

Conceptualization of stress usually emphasizes the following a state of arousal resulting either from the presence of social-environmental demands that fix the ordinary adaptive capacity of the individual or from the absence of the means to attain sought after ends (Pearlin 1983, Menaghan 1983). External circumstances that challenge or obstruct are labeled stresses; stress refers to internal arousal. Thus stress is not an inherent attribute of external conditions but emanates from discrepancies between those conditions and characteristics of the individual his or her needs, values, perceptions, resources, and skills.

Stress is the non - specific response of the body to any demand on it. Although stresses affect each person differently, their relative importance is very uniform. All stressful events whether positive or negative to our way of thinking require us to the cape, adapt, or change to some degree. Stress researcher generally continues to emphasize one particular type of stressor life event changes. The initial conceptualization of any change as stress-provoking has given way to the agreement that undesirable events are most psychologically distressing other dimensions such as whether events can be controlled or predicted is of secondary importance (Thoits, 1983)

The deleterious health effects of life change are of concisely modest magnitude few who encounter life events suffer ill health as a result. Social psychological factors regulate the impact of stress. Most prominent is the concept of social support. Definitions of support about, but most include whether a person's basic social needs - affections, esteem, approval, belonging, identity, and security - are satisfied through interaction with others (House Kohn (1995)).

Social support, especially socioemotional support is related inversely to diverse forms of psychological disorder, physical morbidity, and mortality. Longitudinal studies demonstrate reciprocal relationships; causal influence goes from support to mental health and vice versa (Aneshensel, 1986). A major emphasis concerns whether social support acts as a stress - buffer, ameliorating the deleterious effects of stress (Dean and Lin, 1977). In reviewing this contradictory literature, (Kessler and McLeod, 1985) concluded that mental health impact of stress is buffered by emotional and perceived social support, but not by membership in social networks.

Research concerning the nature and effectiveness of coping also has proliferated over the past decade. Folkman and Lazarus (1980) defined coping as cognitive and behavioral efforts made to master, tolerate, or reduce external and internal demands and conflicts. Functions of coping include avoiding or eliminating the stress or; containing the proliferation of secondary stressors, altering the meaning of the situation, and managing states of arousal (Aneshensel, 1980) can be categorized as problem-focused versus emotions focused...

Coping and social support are functionally isomorphic concepts. Thoits (1984) conceptualized social support as coping assistance. Coping refers to actions taken on one's own behalf, whereas support refers to actions undertaken by another person. Coping and social support perform parallel functions, influencing the occurrence and impact of stressful life experience.

THEORETICAL FRAMEWORK

In research literature several distinct sources of chronic stress have been identified. Wheaton (1983) delineated the following; barriers in the achievement of life goals; inequity in the form of inadequate rewards relative to invested effort or qualifications; excessive or inadequate environmental demand; the frustration of role expectation and resource deprivation. Chronic stressors also include difficulties associated with participation in institutionalized roles; enduring interpersonal difficulties; status inconsistency; goal-striving stress; and lifestyle incongruity; disjunction of economic goals and educational means; social and economic hardship including poverty, crime, violence, overcrowding, and noise, chronic physical disability (Turner and Non, 1988, Avison and Turner, 1988).

Role occupancy is necessary but not sufficient condition of role strain. Instead, stress arises as a consequence of the experiences entailed in the enactment of a role. Women, the young, and those of low socio-economic status encounter the most severe role strains.

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Economic strains – particularly potent contributors to psychological distress – bear an obvious relationship to structure via dependency upon income. Family income is not the sole determinant of economic hardship among married couples. Being young, having young children, and having little education increase economic strains, as does being non white, at least among husbands.

Inconsistency of social standing can be a structural source of stress in itself. Status inconsistency among spouses is problematic only for those who value upward social mobility. Neither status heterogm by itself nor status striving by itself produces marital stress rather, it is the confluence of these two conditions. The effects of status inequality persist over lengthy marriages even among those who have experienced mobility after marriage.

Chronic stressors (illness, status neighborhood overcrowding) do not have a greater depressive impact on women has been overestimated because important risk factors for women have been omitted from the analysis. Some studies have demonstrated a greater depressive impact among women than men for social network events, but others have found a greater depressive impact among men than women for other stressors, including negative controllable events (Thoits, 1987, Turner and Avison, 1989). Meneghan and Merve's (1984) researches revealed that neither lower social status nor female gender is associated consistently with less adaptive coping efforts. Groups differ in their behavioral responses to stress, but these differences do not reflect the consistent selection of effective strategies.

Lastly, I want to discuss gender stratification and work-related stress. The intersection of occupational, family, and gender roles continues to generate a substantial body of stress-related research. The work concerning the impact of employment per se on women's well-being has gilded equivocal results although an overall beneficial impact of employment seems likely (Aneshensel et al, 1981, Rosenfield, 1989). The impact of work and homemaker roles are not universally positive or negative but depend upon role-related experiences (Aneshensel, 1986).

Any gender comparison of work-related stress must consider the gender stratification of the occupational system. Such stratification means women and men typically encounter work environments imposing different demands and constraints, conditions with disparate mental health consequences. Gender differences in how work is a structured note that women and men seldom work together in the same job. Loscocco and Spitze (1990) describe a "gender model" which predicts that gender moderates the relationship between aspects of the job and well-being. They found instead that women and men are influenced similarly by factors indicative of job stress – job demands, job deprivations, and rewards, and physical and social work environment. These findings support a "job model" of gender and work. The hygiene and motivation theories that make up Herzberg's dual factor theory convey that job satisfaction depends not only on internal factors but also on external factors. These external factors fall within the scope of hygiene theory. These factors include working conditions, job security, wages, and relationships with colleagues. When these factors are at a sufficient level, the satisfaction and job satisfaction of the person increase (Örsal and Mavili, 2020: 46).

Ross and Mirowsky (1988) asserted that stress among employed mothers is generated by temporary disjunctures in the internal organization of family roles and integration of the family with other institutions. Specifically, they reasoned that one facet of family roles has changed (employment of mothers), but other family roles (e.g. husband's participation in childcare) and family's links to other institutions (e.g. formal childcare) have not kept pace. This, difficulty obtaining childcare and lack of paternal participation in childcare generates stress and emotional distress among employed wives but not fathers.

In sum, work-related stress and unemployment are harmful to both gender, although the manner in which stress is manifested by women and men may differ. Working outside the home or working as a homemaker both may generate stress for women continent upon experiences within these roles and the social, economic, and historical context within which these roles are enacted.

HYPOTHESES

1. There is a significant difference between men and female occupational stress scores.
2. There is a significant difference between men and female domestic stress scores.

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3. There is a significant difference between men scores of occupational stress and domestic stress from the following points.

4. Marital status

5. Age

6. Work duration

7. To participate in domestic responsibilities.

8. The effects of marital status, age, work duration, and participation of domestic responsibilities on occupational stress scores, domestic stress scores, and job satisfaction scores are important.

THE METHOD

A quasi-experimental model has been used in this research. The statistical test used to test the hypotheses of this study is as follows: t-test, variance, multiple regression, and correlation.

DATA COLLECTING

Three means of data collection have been employed in this research. The first one is occupational stress factors index (OSFI). This index has 15 items. The second one is the domestic stress factors index (DSFI). This index has 18 items. Two of them were developed by the researcher of this study in 1993. In order to determine job satisfaction, only one question has been asked (Likert type). Each of the index items represents some form of behavior and situation that reflect domestic and occupational positions.

In addition to these (three indexes) data was also obtained through a questionnaire. In the questionnaire, questions are related to gender position, marital status, number of children, interest, alcoholism, work history, responsibility in housework.

SAMPLE

The sample of this research of 118 military officers working for the Navy, Army and Air Force, 69 of them are women and 49 of them are men. We are able to determine the limits of our population in Genelkurmay. Because of time and money difficulties, we were not able to sample populations through Turkey. So we selected a research sample from Ankara.

THE FINDINGS OF RESEARCH AND DISCUSSION

As it was stated earlier the sample of this research consists of 118 military officers, 69 of them are women and 49 of them are men. In the beginning, it was examined whether there is any difference between men's and women's occupational, domestic stress factors scores, and job satisfaction scores.

According to the test results, there is a significant difference between men and female occupational stress scores ($P < 0.01$). The mean of women's occupational stress scores is higher than men's. (42-62 for women, 36-61 for men). In Turkey, women have participated in the military force since 1980. In military sector, women and men work at the same conditions with respect to salary, status, and rank. But in this sector, most of the men think that women are protected from bad working conditions. In literature, the similar idea is valid. For example, according to Pearlman (1983), men and women may occupy the same role such as being of the officer but be exposed to different constraints and imperatives as a consequence of gender stratification. The dimensions of ongoing role strain include difficulty in satisfying role demands, interpersonal conflict with others in the roles, and restriction of continuing roles.

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Regarding domestic stress factors, there is not a significant difference between men and women ($p>0.05$). Similarly in the sample, there is not a significant difference between men and women job satisfaction ($p>0.05$). For example, Newman (1986) found similar result that is chronic stressor domestic responsibilities do not have a greater depressive impact on women than men, she maintained that the relative impact of life events on women has been overestimated because important risk factors for women have been omitted from the analysis. This result is shown in table I.

This research has examined whether there is any difference between age groups (21-30, 31-40, 41-50) on occupational domestic stress factor scores and job satisfaction scores. 39 percent of the sample (46 persons) is between the ages of 21-30, 40-67 percent of the sample (48 persons) is between the ages of 31-40 and 17-79 percent of the sample (21 persons) is between the ages of 41-50. There is only one person between the ages of 51-60. So he is omitted.

According to variance analysis results; there is a significant difference between the occupational stress factor scores of the ages group (21-30) and the age group (41-50) that is $p<0.0001$. the mean of the 21-30 age group (35-83) is lower than the 41-50 age group (43;30). Generally, we can say that at the age of 21-30 idealistic values are most common. So in this period, occupational stress scores can be found at lower degrees. In contrast to the age of 41-50, the expectations of workers can be higher than the younger age group. Regarding the domestic stress factors, there is not a significant difference among the three age groups ($p>0.005$). Similarly, in the sample, there is not a significant difference between the job satisfaction of the age group ($p>0.005$) This result is shown in Table II.

Table I. Shown the result of t-test related with organizational, domestic stress factor scores and job satisfaction scores of men and female officer.

	<i>Gender</i>	<i>Number of cases</i>	<i>Mean</i>	<i>SD.</i>	
Organizational Stress Factor	Female	69	42.62	9.434	
	Male	49	36.61	12.288	P =.008*
Domestic Stress Factor	Female	69	39.79	8.789	
	Male	47	37.70	10.125	P =.463
Job Satisfaction	Female	69	9.78	2.035	
	Male	49	9.73	2.334	P=.430

*Significant at the 0.1 level.

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Table II. Shows the result of variance analysis related with organizational, domestic stress factor scores and job satisfaction scores of age groups.

Organizational Stress Factor Scores	21 – 30	46	43.30	9.062	significant p <.001
	31 – 40	48	39.25	11.094	p >.001
	41 – 50	21	35.85	12.864	significant p <.001
Domestic Stress Factor Scores	(21 – 30)	46	39.84	8.851	ccc
	(31 - 40)	48	39.29	9.847	p >.001
	(41 – 50)	21	36.23	9.51	p >.001
Job Satisfaction Scores	21 – 30	46	9.60	2.185	p >.001 F=5260
	31 – 40	48	9.68	1.980	p >.001
	41 – 50	21	10.23	2.547	p >.001

This research has examined whether there is any difference between the occupational, domestic stress factor, and job satisfaction scores of work duration groups (1-5), (6-10), (11-20). Approximately 50 percent of the research group had a 1-5 year work duration. 15;5 percent of the total group had 6-10 years and 33;6 percent had 11-20 year work duration. As women have been participating in the Military since 1985, as combat officer, the majority of the sample were in the 1-5 year work duration group. This result is showing Table III.

It has been examined whether there is any difference among work duration groups (1-5) (6-10) (11-20) occupational, domestic stress factor scores and job satisfaction scores. According to variance analysis results, there is a significant difference among (1-5) year work duration group and (6-10) (11-20) year work duration group occupational stress factor scores (p<.005) but there is not any significant difference between (6-10) and (11-20) year work duration groups (p>.005).

Regarding domestic stress factor scores, there is a significant difference between the year 1-5 year work duration group and the 6-10 year work duration group (p<.005). But there is not any significant difference between the 1-5 year group and the 11-20 year work duration group (p>.005). Also, there is not any significant difference between the 6-10 year group and the 11-20 year work duration group (p>.005). Similarly it has been examined whether there is any difference among the job satisfaction scores of work duration groups. According to variance analysis results, there is not a significant difference among the job satisfaction scores of work duration groups (p>.005).

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Table III. Shows the results of variance analysis related to organizational, domestic stress factor scores, and job satisfaction scores of work duration groups.

	Age Group	Number Cases	Mean	Sd.	F-Prob. Duration of
Organizational Stress Factor Scores	1 - 5	59	43.64	9.614	p <.001 F=.0026
	6 - 10	18	36.38	12.010	p <.001
	11 - 20	39	36.74	11.502	p <.001
Domestic Stress Factor Scores	1 - 5	46	41.44	8.851	p <.001 F=.0031
	6 - 10	48	33.38	9.281	p <.001
	11 - 20	21	37.74	9.391	p >.001
Job Satisfaction Scores	1 - 5	59	9.38	2.228	p >.001 F=.1482
	6 - 10	18	10.22	1.629	p >.001
	11 - 20	39	10.15	2.230	p >.001

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According to these results, at the being of work-life, some problems can be expected related to occupational and domestic stress factors. Especially for the first year, difficulty obtaining child care generates stress and emotional distress among employed wives (Ross and Mirowsky, 1988). This research has examined whether there is any difference between the occupational, domestic stress factor, and job satisfaction scores of married and unmarried officers. 13.55 percent of the sample is unmarried and 84.71 percent is married. Two officers were divorced (both were ignored from statistical analysis).

According to t-test results, there is not a significant difference between married and unmarried officers' occupational, domestic stress factor scores, and job satisfaction scores. These findings are in contrast with literature findings in some respects. Because the search literature shows that generally unmarried people encounter chronic stressors more than do the married (Pearlin, 1983; Aneshensel, 1986). In Turkey generally, women seem to accept their domestic and work responsibilities at some time. This result is parallel with the research result of sharing domestic responsibilities. This result has shown in Table IV.

The research has examined whether there is any difference between the occupational and domestic stress factor scores and job satisfaction scores of shared and unshared responsibilities of officers. According to the variance analysis results, there is no significant difference between the occupational and domestic stress factor scores and job satisfaction scores of shared and unshared responsibilities of military officers ($p > .005$).

	Marital Position	Number of Cases	Mean	Sd.	P.value
Organizational Stress Factor Scores	Married	98	39.90	11.656	$p = .038$
	Unmarried	18	42.00	7.716	insignificant
Domestic Stress Factor Scores	Married	98	9.71	2.096	$p = .964$
	Unmarried	18	9.83	2.550	insignificant
Job Satisfaction Scores	Married	100	39.63	9.631	$p = .333$ insignificant
	Unmarried	16	36.37	8.508	insignificant

In Turkey generally, men and women accept their gender role expectations. Especially in recent years most of the men from high socio-economic levels try to share domestic responsibilities. This result has shown in Table V.

This research has examined whether the effects of marital status, age, gender, work duration, and participation in domestic responsibilities on occupational and domestic stress scores and job satisfaction scores are important or not. According to the results of regression analysis, the variation of the independent variables which are given above (age, work duration, marital status, gender) explains 45,87 percent of the variation in the dependent variables (occupational domestic stress factor scores and job satisfaction scores) at the 0.1 level. But among independent variables gender, job satisfaction, domestic stress factor, and participation domestic responsibilities variables are important in explaining organizational stress scores at the 0.1 level. The other independent variables are statistically insignificant.

According to the result of multiple regression analysis, it is found that the determination coefficient (R^2) is 11 percent, among the independent variables only. According to this result, there is a relationship between job satisfaction and organizational stress factor (Aneshensel et al, 1991). This result has shown in Table VI.

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CONCLUSION

The most important result of the research is that there is a significant difference between the organizational stress factor scores of women and men. We all expected this result (Hypotheses 1 is accepted) because women have been in the military since 1985. Up to now, some social welfare services haven't been provided for women. The quality and quantity of these services are insufficient. Especially the women who entered the workforce as officers will be confronted with the problems of work and the problems of domestic responsibilities at the same time. To the same extent women have been constrained in their choices of employment by their traditional dual responsibilities. After four or five years of work and marriage, work and family responsibilities should bring some changes in family relationships. Since work is becoming a continuing commitment.

According to the research result, the number 2 hypotheses have been rejected. This result can be explained related to the acceptance of women's domestic responsibilities. On the other hand, the importance of some variables (age, work duration, participation domestic responsibilities...) in predicting the degree of occupational, domestic stress factor scores and job satisfaction scores was not totally shown in this study. (Hypotheses 3 has been accepted but not totally)

Tables VI. Shown the result of the Regression Analysis.

Organizational Stress Factor Scores	Gender	0024	-3.102	important	45.87
	Age	8084	-248	-	
	Domestic Stress	0000	7.729	important	
	Marital Status	2522	-1.151	-	
	Job Satisfaction	0181	-2.400	important	
	Work Duration	8401	-.202	-	
Domestic Stress Factor Scores	Sharing Responsibilities	0001	2967	-	37.87
	Gender	.3658	.908	-	
	Age	6477	.458	-	
	Organizational Stress	0000	8.184	-	
	Marital Status	0885	1.719	-	
	Job				
	Satisfaction	8861	-.144	-	
	Work Duration	9366	0.80	-	
Job Satisfaction Scores	Sharing Responsibilities	01.48	-2.476	important	11
	Gender	.0541	-1.947	-	
	Age	0000	.981	-	
	Organizational Stress	.0229	-2.308	important	
	Marital Status	.6786	-.416	-	
	Job Satisfaction	9326	-.085	-	
	Work Duration	2879	1.068	-	
Sharing Responsibilities	.7855	.273	-		

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This situation can be tied to our country's circumstances. Probably some other undefined variables are important in order to explain organizational domestic stress factors and job satisfaction. Lastly, we can easily say that men and women officers work under the same conditions. There is not any discrimination in the areas of wages and rank also there is not any discrimination in the assignment of women's managerial responsibilities. At this point, men's prejudice against women's ability to fill military positions should be changed through some educational programs and training at the society level. Such research should be re-examined with extensive samples and dept interviews. Probably this kind of researches will provide more detailed information.

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