

# Corporate Social Responsibility : Depression and Life Satisfaction Among Working and Non-Working Women

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## ABSTRACT

The present study was conducted to understand whether Depression has any relationship with life satisfaction among working and non-working women and how CSR can enhance employee well-being. A total sample of 100 individuals, comprised of 50 working women and 50 non-working women, age groups between 35-65 are included in the study. Here, in this study questionnaires were used to measure the variables of Depression and Life Satisfaction. The tools used were the satisfaction with life scale and the beck depression inventory among non-working women and working women. The obtained data were analyzed by t-test and Pearson's correlation coefficient. The result shows that there is no significant difference between life satisfaction and depression among working and non-working women, and it is negatively correlated. The findings of the study have suggested that in our country there are opportunities for employment but work hygiene and employee satisfaction are rarely a concern among managers. This is reflected in the finding that there is no difference between employed women and unemployed women in life satisfaction.

**Keywords:** CSR, Depression, Life Satisfaction, working women, non-working women.

## I. INTRODUCTION

A woman is an adult womanish human. Prior to maturity, a female human is appertained to as a girl (a womanish child or adolescent). The plural women are now used in certain expressions similar to women's rights to denote womanish humans anyhow of age. Throughout mortal history, traditional gender places have constantly defined and limited women's conditioning and openings; multiple religious doctrines stipulate certain rules for women. With restrictions loosening during the 20<sup>th</sup> century in numerous societies, women have gained access to careers beyond the traditional housewife, and the capability to pursue advanced education. Each overworld Violence against women is more common whether within families or in communities similar as sexually, physically, etc. There are numerous special rules to cover women in all over the world. Women are denied reproductive rights. The testaments of feminism is achieving gender sameness (Wikimedia Foundation,2022).

Life satisfaction (LS) is the way in which people show their feelings, passions (moods), and how they feel about their directions and options for the future. It is a measure of well-being assessed in terms of mood, satisfaction with connections, achieved pretensions, tone- generalities, and tone- the perceived capability to manage one's

diurnal life. Life satisfaction involves a favourable station towards life — rather than an assessment of current passions. Life satisfaction has been measured in relation. To profitable standing, degree of education, gests, and hearthstone, among numerous other motifs (Wikimedia Foundation, 2022).

Life satisfaction is a crucial part of private well-being. There are numerous factors, both internal and external (similar to socio-demographic and psychosocial) that contribute to one's private well-being and life satisfaction. Socio-demographic factors include gender, age, connubial status, income, and education. Psychosocial factors include similar effects as health and illness, functional capability, exertion position, and social connections (Wikimedia Foundation, 2022).

Depression (major depressive complaint) is a common and serious medical illness that negatively affects how you feel, the way you suppose, and how you act. Fortunately, it's also treatable. The death of a loved one, loss of a job, or the ending of a relationship is delicate gests for a person to endure. It's normal for passions of sadness or grief to develop in response to similar situations. Depression causes passions of sadness and/ or a loss of interest in conditioning you formerly enjoyed. It can lead to a variety of emotional and physical problems and can drop your capability to serve at work and at home (Torres, n.d.).

Corporate Social Responsibility (CSR) is the continuing commitment by businesses to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large.

### 1.1 Need and significance

The present study investigates how depression and life satisfaction affect working and non-working working women. People who have depressive symptoms cannot work or can't go to a job because of their loss of interest, sadness, etc. may also adversely impact multiple areas of employee performance, including focus and deciding, time management, completing physical tasks, social interactions, and communication. All these depressive symptoms can affect work, health, and relationship which could be miserable as everything can be unsatisfying. A congenial work environment can enhance the well-being of the workers to which the organization can contribute. Doing this it could help not just these people but their families too, to lead a much better and happier life. It could help them to find what is troubling them and find themselves and promote their interest. It can also help to strengthen and repair the bond between the couples. All this can improve their life satisfaction in many different levels.

### 1.2 Statement of the problem

Verify whether Life satisfaction and depression among working women and non-working women differ.

## II. REVIEW OF LITERATURE

Ayas and Horzum (2013) conduct a research topic on "Relation between depression, loneliness, self-esteem, and internet addiction". The aim of the study is to analyze depression loneliness and self-esteem in secondary students It predicts of the internet addiction. The research conducted on 292 students in 2009-2010 academic year in Trabzon. Internet addiction, Beck depression, UCLA loneliness and Rosenberg self-esteem scale have been used as data collection in this research. Result showed here is positive, mild level and significant relation with internet addiction and depression, loneliness, self-esteem. It conclude that variables on internet addiction is depression,

loneliness and self-esteem. while depression and loneliness is significantly predictors on internet addiction and self-esteem is not predictor

Sam and Bayram (2017) studied on topic “a structural equation modeling of social exclusion: a study from turkey.” The aim of the study is to test whether poverty and life satisfaction have an effect on social exclusion. 436 people participate in this study the age group between the participant is 18-69. In this study social exclusion scale and life satisfaction scale were used. Result show people who have feeling themselves poor have lower life satisfaction and lower life satisfaction feel more social exclusion. That poverty has a positive and strong impact on social exclusion and life satisfaction has a negative and strong effect on it

Wegener et al. (2015) conducted on a research topic based on “Changes of explicitly and implicitly measured self-esteem in the treatment of major depression: Evidence for implicit self-esteem compensation.” In this study 45 patients with major depression received an integrative in-patient treatment in the Psychosomatic University Hospital Bonn, Germany. Tools used in this study is Hospital Anxiety and Depression Scale, Rosenberg self-esteem scale, implicit association test and name letter test were used. The result showed in this study both measures of implicit self-esteem decreased, indicating reduced processes of ISEC.

Lichstein et al. (2005) conduct research on the topic “Epidemiology of Insomnia, Depression, and Anxiety”. This study is to compare depression and anxiety in people with insomnia and people not having insomnia. In this study 772 people participate in the research. Tools used in this study is General information form, sleep diaries, beck depression inventory, state-trait anxiety inventory. This study concluded that People with insomnia had greater depression and anxiety levels than people not having insomnia. The result confirms the close relationship between insomnia, depression, and anxiety.

Ramezanzadeh et al. (2004) studied on topic “A survey of the relationship between anxiety, depression, and duration of infertility”. In this research 370 females with infertility participated in this study. Tools used in this study is beck depression inventory, cattle questionnaire for surveying anxiety and depression. Results showed that Depression had a significant relation with cause of infertility and depression and anxiety were common were after 4-6 years of infertility

### III. METHODOLOGY

#### 3.1. Objectives

1. To find out whether there is any significant difference in life satisfaction among working and non-working women.
2. To find out whether there is any significant difference in depression among working and non-working women.
3. To identify the relationship between depression and life satisfaction among working and non-working women.

#### 3.2. Hypothesis

1. There will be a significant difference in life satisfaction among working and non-working women.
2. There will be a significant difference in depression among working and non-working women.
3. There will be a significant relationship between depression and life satisfaction among working and non-working women.

### 3.3. Sample

The people who take part are appertained to as “participators”. Here in this research choose women age group between 35-65.

### 3.4. Tools

Tools used here are,

- 1) Personal datasheet. (Prepared by the investigator).
- 2) Satisfaction with life scale ( Diener , Emmons ,Larsen and Griffin, 1985).
- 3) Beck depression inventory ( Beck , 1961).

### 3.5. Data Collection Procedure

Google forms are prepared with Questionnaire satisfaction with life scale, Beck depression inventory, and personal details such as name, age, marital status, and working status included. The questionnaire is passed to women of the age group between 35 to 65 after taking the consent of participants. After collecting the data, it is coded and statistically analyzed. After seeking the consent of the participants, is addressed to participants. In Beck Depression Inventory asked the participants to read the statements and choose it to relate to them. In Satisfaction With Life Scale is to ask the participants Below are five statements with which they’ll agree or disagree. Choose the appropriate one for them and please be honest and open in responding

### 3.6. Analysis

After the data was collected, the data was coded and entered into Excel, which was analyzed Using Statistical Package for Social Sciences (SPSS) software version 20. Descriptive statistics Was done to find out the mean, frequency, and standard deviation. Inferential statistics like Correlation were done to find out the relationship between all variables, and a t-test was done to find the difference between groups.

## IV. RESULT AND DISCUSSION

Table 1

Variable	Depression
Life satisfaction	-.491

Table 1 shows the correlation between depression and life satisfaction among working and non-working women. The result shows a negative correlation between depression and life satisfaction. That means when depression increases life satisfaction decreases and vice versa. This is maybe because depression affects our personal life. Depression is intense and persistent enough to lead to serious problems in relation and work performance. Depression reduces the interest or pleasure in all activities they love to do. It decreases the ability to perform well.

Life satisfaction increased when the working relationship is good and got achievements, how rewarding romantic relationships, relationships with family and friends, health and wealth, etc. But in depression, people withdraw from loved ones and reduce the relationship quality. People with depression have a loss of energy and they do not engage in any work. It reduces their performance and promotes underachievement. It reduces their life satisfaction and they want to end their life.

When there is no depression it increases the ability to do work effectively, maintain a social relationship, and increase the pleasure in activities .it increases life satisfaction. Therefore, H1 is accepted and there will be a negative correlation between depression and life satisfaction

Table 2

Variable		Frequency	Mean	Standard deviation	t value
Depression	Working women	50	8.82	11.258	1.545
	Non-working women	50	12.334	12.334	

Table 2 represent mean values, standard deviations, and t value of depression among working and non-working women. The result shows that non-working women (12.34) have a greater mean value than working women (8.82). This may be because working women have lots of friends in their work to share their feelings. Since they have their own income, they can have what they want. They have hope in their life that they can't achieve all the things they wish.

Non-working women may feel lonely when their husbands and children leave the house for work and education. They don't have their income they might feel difficulty in satisfy their personal needs. Due to this, they may experience hopelessness. This might be the reason for nonworking women to experience more depression

The t-value is 1.545, which is greater than the p-value ( $p > .05$ ) There is no significant difference in depression among working women and non-working women. This may be because all women's personality and their living condition is different. Depression is caused to women due to sexual and physical abuse, stressful life events, lack of social support, and sexual discrimination in payment and promotion.

Here women are married and lead a family life. In this study their partners and families may be supported and encourage them. Many of women follow their passion with their family support such as cooking, planting, music, dancing, etc and they are attached to family and they can share their problems with them.

Some of the women who worked in a comfortable working condition. There is no gender difference in payment and rewards. Those types of authority promote all women's as well as me and they can utilise their ability and get achievements. These conditions reduce the chance of depression. Therefore, reject the null hypothesis and there will be no significant difference in depression among working women and nonwork satisfaction.

Table 3

Variable		Frequency	Mean	Standard deviation	t value
Life Satisfaction	Working women	50	23.35	6.502	.405
	Non-working women	50	22.86	5.697	

Table 3 shows the means, standard deviations and t-value of life satisfaction among working and non-working women. The mean score obtained by working and non-working females are 23.35 and 22.86 respectively. The mean scores are approximately equal. Because maybe all women are different choices and likes. Some people love to do work outside and make their own money and live their life as they like and some women loves to do stay in home and care for the loved ones they want. That is why there is no difference in life satisfaction among working and nonworking women.

The t-value is .405. The result shows there is no significant difference in life satisfaction among working and non-working women. This is because may be working women have their own income, they can have what they want and their closed ones by their own without others' consent. They can utilize their ability to perform and achieve goals. They are supported by family members and co-workers. It increases their life satisfaction.

In non-working women, their partners and family members support them and care for them. They have a happy life with their partners and families. When they encounter stressful situations or tragic experiences their spouse

and family members help to cope with it. They did not face any deadlines and had the freedom to do jobs with their own schedules.

Women choose their own life as a homemaker or working women. They achieve goals, get paid for their work, pleasing relationship is the cause of life satisfaction in working and non-working women. There is no significant difference in life satisfaction among working and nonworking women. Therefore, reject the null hypothesis.

CSR initiatives allow employees to express interest in things like community, environmental sustainability, and philanthropy. It also eliminates workplace harassment and discrimination which can make the employee feel more themselves and thereby it can increase life satisfaction. Since life satisfaction and depression are negatively correlated, an increase in life satisfaction can reduce depression among working women.

## V. CONCLUSION

The present study examined depression and life satisfaction among working and nonworking women. The study explored the relationship between variables and found have a correlation between depression and life satisfaction. But there is no significance in depression and life satisfaction among working and non-working women.

### 5.1. Implication

The present study investigates how depression and life satisfaction affect working and non-working working women. People who have depressive symptoms cannot work or can't go to a job because of their loss of interest, sadness, etc. may also adversely impact multiple areas of employee performance, including focus and deciding, time management, completing physical tasks, social interactions, and communication. All these depressive symptoms can affect work, health, and relationship which could be miserable as everything can be unsatisfying. If the study shows that the participant has depressive symptoms can provide proper treatment and counseling for them. Doing this it could help not just these people but their families too, to lead a much better and happier life. It could help them to find what is troubling them and find themselves and promote their interest. It can also help to strengthen and repair the bond between the couples. All this can improve their life satisfaction in many different levels

### 5.2. Limitation of Study

Despite all attempts to carry out the study scientifically and systematically, the study had the following limitation

- 1) Due to the time limit, could not conduct an elaborative study.
- 2) Due to the limited sample size, some socio-demographic details can't be analyzed.

### 5.3. Suggestions for Future Research

In light of the present study, the following suggestions are made for future research

- 1) Further studies may be conducted using more samples and include unmarried women also.
- 2) The study can be extended to include other psychological variables.

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