

The Influence of Employment Status & Demographic Variables on Stress and Anxiety among Cypriot Women.

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Abstract: *The current study aimed to examine attachment working and non-working women in the TRNC and perceived stress level, perceived anxiety level according to some demographic variables. A total of 400 working and non-working women from Kyrenia of the TRNC in 2019 in the study. The ‘‘ Perceived Stress Scale’’ was used to determine the level of stress, and the ‘‘ Beck Anxiety Inventory’’ was used to determine the level of anxiety. In the statistical analysis of the data gathered in the study, Independent T-tests were utilized. The findings of this study supported the literature that working women report higher rates of stress compared to non-working women. As a result of the study, the data showed a statistically significant difference in the level of stress between working and non-working women according to education qualification and age group variables($p < 0.05$). The study also showed that experiences related to stress and anxiety levels were associated with age, educational level, and financial status in both working and non-working women. Finally, it is possible to mention that the perceived stress level and anxiety level of working and nonworking women are different according to the demographic variables.*

Keyword:

*Anxiety,
Beck Anxiety Inventory,
Stress,
Working Women,
Non-working Women*

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INTRODUCTION

There is a significant difference in the level of stress between working and nonworking women. There is discrimination among working women and non-working women or age groups regarding the level of anxiety, the level of stress, and its consequences. Thus, there is a need for more research that should focus on experiences related to the level of stress and anxiety in both working women and non-working women.

The working woman is expected to fulfill several responsibilities towards their family and community, due to the gender roles imposed on her. Therefore, the working woman has more responsibilities due to the social roles defined for her because she is a woman, and this situation brings many problems. To clean the house, maintain order, and ensure general maintenance of the house are the roles of women (Lopata, 1987).

It is emphasized that women's participation in working life brings some problems. The International Labor Organization (ILO) identified three main issues facing women in working life: gender-based discrimination in remuneration and employment of women with the lowest wages (Çağlayan and Etiler, 2009). Particularly in our country, the problems faced by women in working life are based on a number of problems in the economic, social, and cultural structure of the society.

The participation of women in business life has been the result of complex and multidimensional interactions for social, political, and economic reasons. Formerly, the woman was more likely to look after children at home and do housework, while the man worked to make money and earn money for the family. Then, women began to work by gaining their economic freedom. In addition to these burdens on women who assume the household chores and childcare in our country, the burden has been increasing as they start to work outside the home. In this sense, anxiety and stress levels can be expected to be higher in working women. However, in the studies conducted in different countries, the findings show otherwise. It was found that women with low socioeconomic status working in a job benefit from a protective psychological effect.

It has been argued that depressive symptoms and psychological stress are higher in women who do not work. The fact that middle-aged women work in a paid job has a positive effect on their mood. Similarly, marital harmony was also found to be better in married women than in working women. Stress is a phenomenon that has been studied by many disciplines, such as medicine, engineering, organizational psychology, and organizational behavior, and has been found in human life since ancient times. People's concerns to find food, shelter, and survival in the early ages have been replaced today by an effort to adapt to social life in the rapidly changing world, in parallel with the developments in technology (Büyükbese et al., 2011). It is summarized by (Güler et al., 2001) as "In short, while the human brain adapts to the rapidly changing and developing problems of the age, the human body lags behind in this matter and

continues to use the chain of reaction developed and brought through the history of life.” The concept of stress was first used in physics and later in psychology. While physicist Robert Hook used the concept of stress in the 17th century to explain the relationship between the elastic object and the force applied to it, another physicist, Thomas Young, used it as a force or resistance within the substance itself (Bakan, 2001; Baki, 2011). Selye (1974), one of the first researchers on the subject of stress, defines stress as a “non-specific response of the body to any external influence”. Lazarus defines stress as “It is an event that creates a distressing result for all human beings and animals and significantly affects behaviors”. (Güler et al., 2001) Today, stress is often considered as a force that unfavorably affects life, and it is defined as physical and psychological strain that occurs in people, forces them to deviate from their normal daily lives, and is caused by an event or situation on people (Uysal, 2008). It is related to the effect of a change in the environment in which the person lives or changing the environment in which the person lives his / her life; and the individual's current conditions and work conditions because it affects him by the body by activating a number of special biochemical secretions to adapt to changing new conditions in order to adapt to mental and physical metabolism can also be defined as the situation (Eren, 2010). Women did not work much in the past, but women's employment rate has increased recently. In the Turkish Republic of Northern Cyprus, women make up 46% of the population and 35% of the working population. According to 2017 data of the State Planning Organization (SPO), 35.5 % or 43,060 people out of 120,999 people working in total are women; 77,938 or 64.42 % of the working population is composed of men. The unemployment rate among women is 7.8%. According to the research conducted by the state planning organization in 2017, the classification of men and women by occupations is as follows.

	Female Population	Male Population
Teacher	67,8%	% 32,2
Police	5.8%	
Civil service officer	43.2%	%

Table 1: According to the SPO population analysis

As per the data of SPO, in 2013, total employment was 97867, and 63865 of them were men and 34000 were women. Given these figures, the rate of women in total employment was 34.7%. In 2014, the total number increased to 103,149, composed of 68,708 men and 34,442

women. The proportion of women in employment in 2014 was 33.3. According to the SPO data in 2015, 72,303 of 112,811 employees are men, and 40,508 are women, and the rate of women is seen as 35.9 %. In 2016, where total employment was 118387, 75490 of them were men and 42897 were women. In 2016, the rate of women in employment was 36.2 %. In 2017, 77938 out of 120999 employed were men, and 43060 were women, and the rate of women was calculated as 35.5 %. On the other hand, in 2014, 40 out of 152 senior managers, in other words, 26.3 %, were women; 112 people, or 73.7 % of the group, were men. In 2015, the number of senior executives was 152, while the number of women increased by 4 to 44, and the rate increased to 28.9 %. In 2016, only 49 of 161 senior executives were women, while the rate was 30.4%. According to the data in 2017, 50 of the 158 senior executives were women, and the rate of women was 31.6%. Male; 45.9% of which is 171073 women. According to SPO's projection, the de-jure population in the country in 2018 is 372486 and 54.1% of which 54.1%, or 201.441 males, and 45.9%, or 171073, were women. As the projection of the SPO is considered, 69,163 people were in Kyrenia, composed of 36,762 men and 32,999 women.

Stress is a concept that many individuals use intensively in their daily lives. For several reasons, individuals feel under pressure and are often depressed under such pressure. They are hampered by different reasons when striving to succeed or meet their needs. These reasons may be individual problems as well as environmental problems. Examples of these reasons are the anxiety of individuals living in big cities catching up to work, worrying about job search for young people, and the tasks assigned to them, regardless of the age of primary school students. In addition, each individual's level of resistance to stress varies depending on their individual qualities. This study, it was to investigated the perception of stress and anxiety among working and non-working women according to some socio-demographic variables.

LITERATURE REVIEW & HYPOTHESIS DEVELOPMENT

Concept of Stress

There are many studies studying stress. Research on the concept of stress in the literature reveals that the word first appeared in the field of physics and has been used in various fields over time. The concept of stress is commonly used in behavioral sciences and psychology. Stress, which

has become one of the most encountered words in daily life, is expressed as tension and pressure on the individual. Every change in an individual's life leads to stress, either positively or negatively. Selye (1956) stated that there are many mixed definitions for the concept of stress, so it would be better to state clearly what stress is not. Selye stressed the concept of nervous tension; the result is not unclear damage, he explained. Stress is the result of interaction with the individual and the environment. Stress is what drives motivated emotions more. In the event of stress, a specific threat exists, and the threat is detected. This is in a way related to expectations, constraints, and opportunities.

In addition, stress affects all living things and is not a controllable factor under normal circumstances. (Soysal, 2009). When the definitions related to stress are taken into consideration, the main features of stress are listed as follows: Stress occurs as a result of the interaction of the individual and the external environment/environment. There is a threat element in stress. The severity of this situation depends on the individual's point of view. Stress can affect many parts of living things, not just one part. Stress is not an emotion that can be controlled in various ways. Therefore, physiological changes that occur due to stress cannot be initiated by the person's own will and cannot be prevented by their own will (Eşsizoglu, 2015; Ceylan, 2005).

Phases of Stress

The organism, which is faced with stress due to the difficulty and threat of its physical and mental limits, has to adapt to the new situation and restore the deteriorated balance in order to preserve its vitality and maintain its existence. The reaction of the organism to stress in order to maintain its deteriorating balance and to survive is called the General Harmonization Indicator ". This process consists of three stages: alarm stage, resistance stage, and extinction stage (Baltaş and Baltaş, 2004).

Alarm Phase: This is the period when the external stimulus is perceived as a danger by the organism. When the organism perceives the danger, it starts to show signs of shock, the heart becomes as if it will stop, the blood pressure and body temperature decrease, called "dizzying of hands and feet" occurs, and the organism enters the control phase. During the contra-shock period, the organism makes active physiological interventions to deal with the threatening situation. This is the period when the organism decides "run or fight" (Güler et al., 2001). The Resistance Phase is the period in which the organism struggles to resist stress and spends all its efforts to restore the deteriorating balance (Eren, 2010). At this stage, if the organism can adapt

to the source of stress, it regains its lost energy and tries to compensate for the damage to the organism during the stress process. If this is achieved, the parasympathetic nervous system is activated in the body to regulate heart rate, blood pressure, and respiration, and reduce muscle tension (Baki, 2011). Exhaustion Phase: If the stressful event is very intense and prolonged, the exhaustion process starts if the adaptation and resistance energy of the organism cannot cope with the stress. Each organism's ability to cope with stress and adaptation is different, and although sleep and rest may help to repair the body, this stage is a period in which the body is susceptible to diseases; stresses that cannot be coped with and persist can leave irreversible traces in the organism. This destruction in the organism is defined as "adaptation disease and may result in bodily exhaustion and death (Baltaş and Baltaş, 2004).

Negative and Positive Stress

Stress should not always be considered a dangerous situation that should be avoided. Sometimes, the situation they experience in relation to the goals they want to achieve in their lives such as promotion, being successful, getting married, being a parent, can be handled in the negative stress category in terms of positive stress, losing one family, losing their job, not being promoted and failing. While achieving the goals of positive stress in the individual creates a motivating, motivating effect, negative stress creates an effect that jeopardizes mental and physical health (Solmus, 2004). Although stress is a phenomenon that threatens the health of the person, there is also a stress threshold and a positive stress level. This positive level of stress, which varies from person to person, is an important factor in revealing the potential within the individual, and if this positive level is exceeded, it may be the cause of physical and psychological disorders (Bayram, 2006). Stress is a part of life, and every moment of life has some amount in every life. The emergence of stress as a problem that threatens the individual, too much or too little, the features that make up the stress, how the individual perceives and evaluates stress, and the potential and resources to cope with the stress factor vary (İlgar, 2001).

Sources of Stress

Individual Stress Sources

Many studies examining the relationship between stress and personality have emphasized that understanding the personality traits of individuals is of primary importance in understanding stress (Güler et al., 2007). Because it is not possible for every human being to perceive all incidents in the same way, it is a fact that every stimulus and stress source will not create stress in everyone, and even if it does, the intensity of this stress will not be the same for everyone.

For this reason, it can be expected that the stress experienced in working life will show individual differences, and even each profession has its own sources of stress (Torun, 1996: 44; Solmuş, 2004).

Personality Characteristics

Some personality structures have an excessive sensitivity to stress sources and therefore are affected more quickly and negatively by stress. Conversely, some personality structures are more resistant to stress sources and may even see stress as an important factor in success (Baytar, 2010).

Age and Gender

As people perceive and interpret the developments in their lives and their environment at different ages, age is one of the important individual reasons that affect stress. Therefore, it is seen that the events causing stress on the individual differ in different periods of life. With increasing age in humans, changes that cause physical and mental regression and that cannot be compensated for are observed. In today's rapidly changing and developing world, it is seen that even in many fields of work known as the specialty of men, women work. In fact, many women are in executive positions in working workplace. These women are faced with stress factors faced by men in business life, as well as living in a patriarchal society, and as a result of being in male-dominated organizations, are faced with a number of extra stress factors (Özbay, 2007). To list the sources of stress that women encounter more than men in working life: gender discrimination, sexual harassment, violence, responsibilities and roles in family life, and the conflict of responsibilities and roles brought by business life (Soysal, 2009). In the studies related to the stress level experienced by female employees in our country; it is seen that female employees experience more stress to male ratios, tend to hide their stressful work situations by avoiding sharing them, behave like not wanting anyone to know their troubles and trying not to mention any of them (Solmuş, 2004). Many studies, even if they are doing the same job, women are more stressed than men and that men have experienced more emotional burnout than women in business life (Arı and Bal: 2008).

Family Life

Family is a social institution in which individuals spend most of their daily lives and arrange their male-female relationships between married spouses, relationships between them and their

children, and among children, and to provide physical, psychosocial needs of these family members. Family members defined in these three relations (women-men, children-parents, siblings), problems, disagreements, and communication problems affect the whole family as well as individuals negatively (Eroglu, 2006). Especially in large families; intergenerational conflicts, the elderly do not want to accept the fact that young people grow up and become adults, the young people think that they have the right to decide on their lives, the tensions between the brothers, the problems experienced between married siblings, their spouses and their children, the whole family and the family can be overshadowed. Cause great tension. In addition, the presence of an elderly or sick individual in the family brings with it the financial and moral sacrifice of the person taking care of this individual, and this situation causes them to feel that they limit their lives because of the sense of responsibility they feel for their caregivers. (Baltaş and Baltaş, 2004). An important part of the stress factors in family life is due to the unmet needs of individuals in the family. For example, the lack of sexual satisfaction of any of the spouses, the lack of food and shelter to meet the minimum level of economic deprivation, daily life pleasures, lifestyles, life-related views, attitudes, and opinions, etc., are large differences. It causes unrest in the family and stress among family members (Eroglu, 2006).

Organizational Stress Sources

Throughout history, people have understood the importance of cooperating to achieve some goals, achieving their goals, joining forces, and realizing that if they act together, they can do more than they can do alone, and this awareness has led people to be organized and organized. Today, organizations in which they are involved. Therefore, changes in the organization affect the level people spend most of time in organizations, and as a result of this, they interact with the stress experienced by the person (Güler et al., 2001). The person in an organization cannot be isolated from the external environment while working in the organization, and from the effects of working conditions in the workplace, from business relations, and thoughts about work (Kirel, 1999). Individuals are surrounded by pressures on the business itself, its role within the organization, its relationship with the internal and external environment, and career development. The individual may be under intense stress due to these pressures.

Results of Stress for the Individual

There are several consequences of the interaction between the stress factors and the individual's reactions to them, which can force the person and damage their mental and physical health. In our study, the results of stress on individuals will be examined under four headings: physiological, psychological, cognitive, and behavioral outcomes.

Physiological Consequences

Some physiological changes occur in the organism that encounters a harmful agent. Accordingly, some of the physiological consequences of stress and tension in the organism are as follows; palpitations due to high blood pressure, dryness in the throat and mouth, dizziness, excessive fatigue, involuntary tremor and nervous tics, severe startle even in the smallest voice, high-pitched laughter, instant stuttering and speech difficulties, tooth grinding, nail eating, short the need to go to the toilet with diarrhea or constipation, nausea or cramps, migraine-like headaches, muscles, neck and back pain due to tension, painful and irregular menstruation, loss of appetite or excessive appetite (Eroglu, 2010).

Psychological Consequences

Stress-inducing events and conditions have physiological as well as psychological consequences on individuals. The sense of self-incrimination and inadequacy that arises as a result of the stress experienced by the individual will affect the perception structure of the individual and will result in the secretion of the organism, which he sees as the cause of his frustrations. Thus, the sources of stress that cannot be coped with will generate an attack of energy and will force the internal body to initiate the process of self-destruction of the organism. This situation may cause the individual to be aggressive towards the objects and objects around him or her, and may lead him/her to go into depression and even to commit suicide (Eroğlu, 2010).

Cognitive Consequences

Stress can have cognitive consequences such as having difficulty in making decisions even on a simple subject, not being able to concentrate on the work done, increasing forgetfulness, confusion, weakening in memory, daydreaming in daily life, decreasing the ability to analyze and synthesizing, and losing sense of humor (Büyükbese, 2011).

Behavioral Consequences

Behavioral consequences of stress on individuals include, in particular, use of cigarettes, alcohol, various stimulants, and even drugs, excessive eating, and deterioration in sleep quality (Okutan and Tengilimoglu, 2002). Likewise, in individuals who are exposed to intense stress, success level falls, not coming to work or coming late, not being able to concentrate, and as result of accidents, communication difficulties, and aggressive behaviors towards the environment and other individuals can be observed (İlgar, 2001). In addition, introversion, insomnia, desire for constant sleep during the day, anorexia or increased appetite, temporary speech difficulties and stuttering, excessive indulgence of certain objects or behaviors, and clumsiness are among the behavioral consequences caused by stress (Soysal, 2009).

Anxiety Disorder

Anxiety is a state of mind. It is a state of tension against danger as well as an emotional response that is more common than usual (Goldstein, Baker, and Jamison, 1986). They are spontaneous emotional, behavioral, and physical symptoms that occur when any dangerous situation is encountered. Anxiety is generally defined as a state of uncertainty caused, fear and anxiety (Beck, 2008). It is known that anxiety, which is a normal feeling, should have biological reactions that occur in dangerous or negative situations that people encounter in their normal lives. This biological mechanism is of great importance for the survival of individuals. In dangerous situations, individuals become anxious and anxious when trying to find a solution. In fact, this is normal, normal. One of the reasons for anxiety is uncertainty. The uncertainty of the future will be given; examples can be given (Cüceloğlu, 2003). In order to distinguish fear from anxiety, it is important to know that there is a clear, known cause of fear; the disappearance of this cause, which causes fear, destroys fear, and allows the person who encounters this situation to calm down. Anxiety is not like eliminating the cause of anxiety and removing fear, because the anxiety is independent of the object or object. Because the lack of persistence lasts long and is not affected by external factors (Crooks and Stein, 1991). Anxiety disorder is a common problem in children and adolescents (Berstein and Layne, 2007).

Status of Working Women in TRNC and the World

In the TRNC, women's active participation in working life began in the 1980s. The service sector, which started to develop in this period, created new job opportunities for women.

However, it is seen that the industrial sector has not been able to offer employment at the same rate in the 1980s in response to the demands of women for work. In the 1990s, it was seen that only one quarter of women participated in employment. In the 2000s, the female labor force participation rate, which was 27.1% in 2001, decreased to 23.6% in 2007, but after that year it showed small increases, 24.5% in 2008, 26% in 2009, and 27.6% in 2010. In 2011, it was 28.8%, in 2012 it was 29.5% and in 2013 it was 30.8%. (Labor Force of Non-Institutional Population by Years and Gender, DPO, 2014). In 2010, women's labor force participation rate was 40% in Cyprus and 27.6% in Turkey; the average rate in 27 countries of the European Union was 66.1% in the same year, while the rate in OECD countries was 60.8%. According to these data, it is seen that the TRNC is at the bottom of OECD countries in terms of female labor force participation rates.

Problems encountered by women in business life

Increasing women's participation in working life brings positive and negative aspects, and many discussions and comments. Especially women who are forced to participate in working life due to economic reasons are faced with huge responsibilities and problems due to difficulties of working life and social pressure, and extra tasks which are supposed to be fulfilled by them as housewives and mothers (Kocacık and Gökkaya, 2012). In this study, the problems faced by women in working life will be examined under two headings: problems encountered in family life and problems faced in business life.

Housework and Child Care

The first role attributed to women by traditional social thought is the role of motherhood. The role of motherhood includes the birth, upbringing, and education of the child in accordance with community norms. The role of women in the house is to clean the house, maintain order, and ensure general maintenance of the house (Lopata, 1987).

There is a significant relationship between the marital status of women and preference for working life when social roles are so prominent and the traditional point of view is dominant. With the effect of the learned behaviors, marriage and becoming a mother are the primary choices among women. Working is often preferred only for economic reasons, and most of the time, it is not considered a career. The main reason for this is that girls are encouraged to marry and raise children from a younger age, and boys are socialized to work and have a career (Uşen & Delen, 2011). Most of the time, the child care service takes a large part of the income earned by women in working life, so it is not a preferred option for women to participate in working

life instead of being a housewife. In a study, the most important reason for working women to leave the job, with 69.5% is to raise children, housework, and the care of the spouse (Sandikcioglu, 1998).

Problems Faced by Women in Business Life

It is emphasized hereinabove that women's participation in working life brings some problems. The International Labor Organization (ILO) identified three main issues facing women in working life: the glass ceiling, gender-based discrimination in remuneration, and employing women with the lowest wages (Çağlayan and Etiler, 2009). Particularly in our country, the problems faced by women in working life are based on a number of problems in the economic, social, and cultural structure of the society. These shortcomings stem from “gender discrimination,” which is still of importance in society (Susam, 2013). The problems women face in business are a lack of education and vocational training, gender-based discrimination, discrimination in compensation, sexual harassment, and discrimination in promotion.

METHODOLOGY

Relational Screening model was used to investigate the attachment styles, stress levels, coping methods, and demographic characteristics of the university students. In the studies carried out according to the screening model, researchers primarily create hypotheses in order to find answers to the research questions; in addition, in the studies carried out according to the screening model, the characteristics of the individuals included in the study are examined in the light of some socio-demographic variables (age, marital status, economic status and working status, etc.). In this study, perceived stress levels and perceived anxiety levels of women living in Kyrenia were examined in the light of some sociodemographic variables, and also, the relationships between variables were investigated.

This was a quantitative research study that was based on two research designs: the Independent T-Test and Mann Mann-Whitney U Test. SPSS software was used to do all the analysis. The consistency between the scales was estimated using Cronbach’s alphas.

The research was conducted on the following pattern:



Figure 2: research pattern

Population and Sample

The population of the study includes Cypriot women living in Kyrenia, TRNC.

The sample group consisted of 400 employed and unemployed Cypriot women selected randomly from various regions of Kyrenia. Random selection method is also known in the literature as a simple random method, in which individuals who make up the universe are randomly selected without being subjected to any criteria. Therefore, in the random selection method, the probability that each individual constituting the population is included in the research is equal to each other (Can, 2014). As it is known, it is determined that at least 384 people should be included in the sampling team when the number of individuals in the population is up to 1 000 000 in the studies that should be formed in the 95% confidence interval (Can, 2014: 28). In this context, it is seen that the sample group included in the research is sufficient to obtain reliable study findings.

Data Collection Tools

In this section, information is given on the personal information form used in the data collection phase of the research and the data collection scales. Surveys were used to collect data from the participants at various times throughout my study. Participants filled in a number of quantitative questionnaires based on self-reporting, with no specific order. A demographic questionnaire was given first, and then the study questionnaires were given. The consent form explained the

purpose of the study and the procedures necessary to debrief. The following are the tools that were used to assess anxiety and stress levels.

Personal Information Form

There is an individual information form developed by the researcher to determine the demographic characteristics of the women in the study. It was aimed to obtain information about the age, education, social class level, and working status of the women participating in the research and their interest in the research subject (Appendix A).

Perceived Stress Scale

The Perceived Stress Scale (PSS) was used to determine the stress levels of the women in the study (Appendix B). The Perceived Stress Scale was developed by Cohen, Kamarck, and Mermelstein (1983). The Perceived Stress Scale, which includes a total of 14 items, is planned to determine the amount of stress perceived by some individuals in their life situations. The scale is defined as a 5-point Likert-type scale ranging from “Never (0)” to “Very often” (4). 7 of the items on the scale given with positive meaning are calculated as points on the opposite side. Standardization works for the implementation of the scale in the studies carried out in Turkey was developed by Baltas et al (1998).

Beck Anxiety Inventory

The Beck Anxiety Stress Inventory was used to determine the anxiety levels of the women in the study (Appendix C). Beck Anxiety Inventory: The Beck Anxiety Inventory was developed by Beck, Epstein, Brown, and Steer in 1988. The inventory is developed to determine the frequency and magnitude of anxiety symptoms experienced by the individuals. The highest score that one may get from the Inventory, composed of 21 items, is 63. The validation and reliability of the Inventory in Turkey was carried out by Ulusoy, Şahin, and Erkman (1998). Ulusoy et al. found the Cronbach Alpha internal consistency reliability of the Inventor as 0,93.

RESULTS & FINDINGS

Demographic Characteristics

The data was analyzed by removing multivariate and univariate outliers, and the final sample involved in the study consisted of 200 working and 200 nonworking women from Kyrenia. The working women participants ranged from 18-65 years with a mean value of 3,29 and a standard deviation of 1,36. The non-working women participants ranged from 18-65 years with a mean value of 2,34 and a standard deviation of 1,28.

There is a significant difference in the level of stress between working women (mean value 43.89 and standard deviation value 4.53) and non-working women (mean value 26.93 and standard deviation value 5,32). $T(398) = 34,32$ PL.001. There is also a significant difference in the level of anxiety of working women (mean value 37,05 and standard deviation value 5,24) and non-working women (mean value 41,59 and standard deviation value 3,98). $T(398) = -9,74$ PL.001.

The height of female participants ranges from 46-65 inches, with a mean value of 1.00 and a standard deviation value,001. The lowest of female participants ranges from 18-25 inches, with a mean value of 17.78 and a standard deviation of 0.410.

Table 3 mean (M), Percent (P,) and standard deviation (SD) values for year inches

	M	SD	P
18-25	1.78	,41	21.1
26-30	1.54	,50	22.4
31-35	1.47	,50	29.1
36-40	1.11	,31	11.2
41-46	1.47	,50	11.9
46-65	1.00	0,01	3,8
Total	1.500	0,500	

AGE AND STRESS LEVEL

AGE	Mean	N	Std. Deviation
18-25 years	29,9176	85	10,10447
26-30 years	34,9222	90	9,50722
31-35 years	37,4786	117	8,46758
36-40 years	41,8444	45	7,12536
41-46 years	34,5208	48	11,33060
46 -65 years	36,8000	15	4,50714
Total	35,4075	400	9,82383

Table:4

As seen in the table above, it is stated that the age group experiencing the least stress is between 18 and 25 years old. On the other hand, 36-40 years of age are stated to be the most stressed age group.

AGE AND ANXIETY LEVEL

Age	Mean	N	Std. Deviation
18-25 years	39,7882	85	4,49098
26-30 years	41,0889	90	3,71346
31-35 years	39,4103	117	5,13130
36-40 years	37,0444	45	4,97245
41-46 years	39,7292	48	6,46345
46 yaş ve üstü	30,8000	15	1,32017
Total	39,3175	400	5,17432

Table 5

As seen in the table above, it is stated that the age group experiencing the least anxiety is between 46-65 years old. On the other hand, 26-30 years of age is stated to be the most anxious age group.

ACADEMIC QUALIFICATION AND STRESS LEVEL

Academic Qualification	Mean	N	Std. Deviation
Primary school	32,1698	106	9,27513
Secondary school	34,6116	121	8,61914
University	37,9480	173	10,30199
Total	35,4075	400	9,82383

Table 6

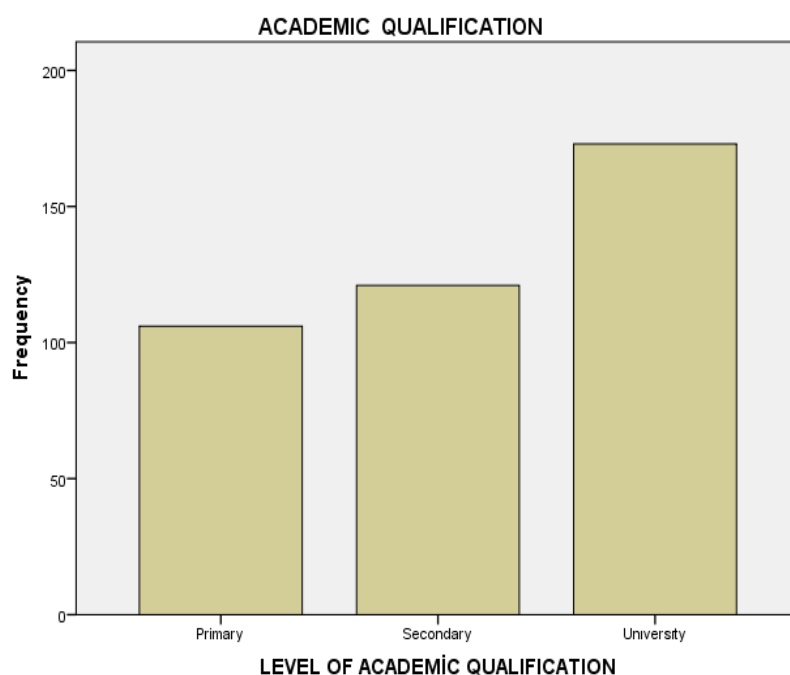
As seen in the table above, it has been observed that those with primary school graduates are less stressed. (mean 32,1,6 standard deviation 9,27) On the other hand, it has been observed that those with a university degree are more stressed. (mean 37,9,4 standard deviation 10,30)

ACADEMIC QUALIFICATION AND ANXIETY LEVEL

ACADEMIC QUALIFICATION	Mean	N	Std. Deviation
Primary school	40,9434	106	4,17437
Secondary school	38,5868	121	4,47525
University	38,8324	173	5,93773
Total	39,3175	400	5,17432

Table7

As seen in the table above, it has been observed that those with secondary school graduates are less anxious (mean 38,5,8, standard deviation 4,47). On the other hand, it has been observed that those with a primary school degree are more anxious (mean 40,94, standard deviation 4,17).



From Figure 3, it can be seen that 26.4% of the respondents were Basic Education Certificate Holders, 30,1% held Senior Secondary Certificate, 43% held Certificates from the Universities.

Analyzing stress level

When participants' responses were examined, the working women's stress level was higher than non-working women. (Mean 43,89 – standard deviation 4,53). It was determined that working women had more stress. Most participants stated that they were stressed about this question; In the last month, how often have you found that you could not cope with all the things that you had to do? (mean 4,87, standard deviation 0,47). Non-working women stated that they are less stressful in this question. In the last month, how often have you felt nervous and “stressed”? (mean 1,90, standard deviation 0,67). On the other hand, stress levels of working women are higher than non-working women (mean 3,53, standard deviation 0,53). However, working women's participation has less stress than working women in these areas. In the last month, how often have you found that you could not cope with all the things that you had to do? (mean 2.80, standard deviation 0.84).

Analyzing anxiety level

When participants' responses were examined, the non-working women's anxiety level was higher than working women. (Mean 41,59– standard deviation 3,98). It was determined that non-working women had more anxiety than working women. Most participants stated that they were anxious about this question, feeling hot (mean 2,38, standard deviation 1,08). At the same time, the non-working women feel more anxiety than working women in this question; Face flushed (mean 2,22, standard deviation 0,61). Other results, the working woman has more anxiety in these questions (Feeling hot, Unable to relax, Fear of worst happening, Dizzy or lightheaded).

Working Status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	full time	200	49,8	50,0	50,0
	housewife	178	44,3	44,5	94,5
	Retired	22	5,5	5,5	100,0
	Total	400	99,5	100,0	
Total		400	100,0		

Table 8, it can be seen that 49,8% of the participants worked as full-time, 44,3% were housewives, 5,5% participants were retired.

How many years have you worked?					
		Frequency	Percent	Valid percent	Cumulative Percent
Valid	1 month-5 years	132	32,8	33,0	33,0
	6-11 years	160	39,8	40,0	73,0
	12-17 years	90	22,4	22,5	95,5
	18-23 years	3	,7	,8	96,3
	24 years+	15	3,7	3,8	100,0
	Total	400	99,5	100,0	
Total		402	100,0		

Table 9, it can be seen that 32,8% of the participants work between 1 months-5 years, 39,8% of the participants work between 6-11 years.

Working hours					
		Freque ncy	Percent	Valid Percent	Cumulative Percent
Valid	7 saat	110	27,4	27,5	27,5
	8 saat	125	31,1	31,3	58,8
	9 saat	125	31,1	31,3	90,0
	10 saat ve üzeri	40	10,0	10,0	100,0
	Total	400	99,5	100,0	
Total		402	100,0		

Table 10

As seen in the table above, it has been observed that 27,4% participants work 7 hours, 31,1% participants work 8 hours, 31,1% participants work 9 hours, and 10% participants work 10 hours a day.

Demographic Characteristics

The data was analyzed by removing multivariate and univariate outliers, and the final sample involved in the study consisted of 200 working and 200 nonworking women from Kyrenia. The working women participants ranged from 18-65 years with a mean value of 3,29 and a standard deviation of 1,36. The non-working women participants ranged from 18-65 years with a mean value of 2,34 and a standard deviation of 1,28.

There is a significant difference in the level of stress between working women (mean value 43.89 and standard deviation value 4.53) and non-working women (mean value 26.93 and standard deviation value 5,32). $T(398) = 34,32$ PL.001. There is also a significant difference in the level of anxiety of working women (mean value 37,05 and standard deviation value 5,24) and non-working women (mean value 41,59 and standard deviation value 3,98). $T(398) = -9,74$ PL.001.

The height of female participants ranges from 46-65 inches, with a mean value of 1.00 and a standard deviation value,001. The lowest of female participants ranges from 18-25 inches, with a mean value of 17.78 and a standard deviation of 0.410.

Table 3 mean (M), Percent (P), and standard deviation (SD) values for year inches

	M	SD	P
18-25	1.78	,41	21.1
26-30	1.54	,50	22.4
31-35	1.47	,50	29.1
36-40	1.11	,31	11.2
41-46	1.47	,50	11.9
46-65	1.00	0,01	3,8
Total	1.500	0,500	

AGE AND STRESS LEVEL

AGE	Mean	N	Std. Deviation
18-25 years	29,9176	85	10,10447
26-30 years	34,9222	90	9,50722
31-35 years	37,4786	117	8,46758
36-40 years	41,8444	45	7,12536
41-46 years	34,5208	48	11,33060
46 -65 years	36,8000	15	4,50714
Total	35,4075	400	9,82383

Table:4

As seen in the table above, it is stated that the age group experiencing the least stress is between 18 and 25 years old. On the other hand, 36-40 years of age are stated to be the most stressed age group.

AGE AND ANXIETY LEVEL

Age	Mean	N	Std. Deviation
18-25 years	39,7882	85	4,49098
26-30 years	41,0889	90	3,71346
31-35 years	39,4103	117	5,13130
36-40 years	37,0444	45	4,97245
41-46 years	39,7292	48	6,46345
46 yaş ve üstü	30,8000	15	1,32017
Total	39,3175	400	5,17432

Table 5

As seen in the table above, it is stated that the age group experiencing the least anxiety is between 46-65 years old. On the other hand, 26-30 years of age is stated to be the most anxious age group.

ACADEMIC QUALIFICATION AND STRESS LEVEL

Academic Qualification	Mean	N	Std. Deviation
Primary school	32,1698	106	9,27513
Secondary school	34,6116	121	8,61914
University	37,9480	173	10,30199
Total	35,4075	400	9,82383

Table 6

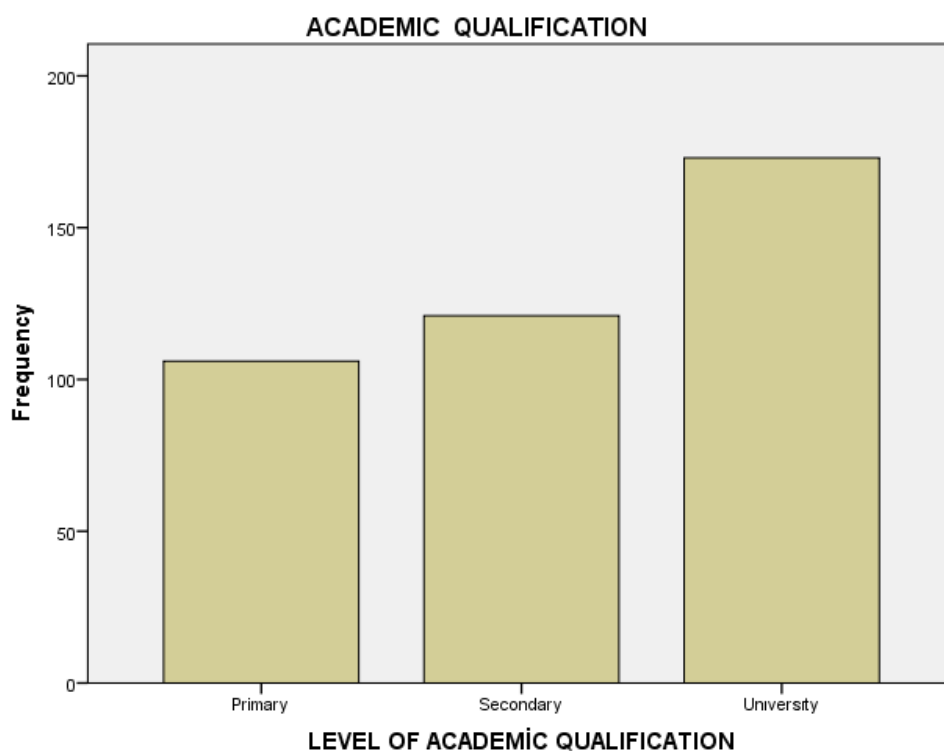
As seen in the table above, it has been observed that those with primary school graduates are less stressed. (mean 32,16, standard deviation 9,27) On the other hand, it has been observed that those with a university degree are more stressed. (mean 37,9,4 standard deviation 10,30)

ACADEMIC QUALIFICATION AND ANXIETY LEVEL

ACADEMIC QUALIFICATION	Mean	N	Std. Deviation
Primary school	40,9434	106	4,17437
Secondary school	38,5868	121	4,47525
University	38,8324	173	5,93773
Total	39,3175	400	5,17432

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As seen in the table above, it has been observed that those with secondary school graduates are less anxious (mean 38,58, standard deviation 4,47). On the other hand, it has been observed that those with a primary school degree are more anxious (mean 40,9, standard deviation 4,17).



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CONCLUSIONS

In the current research, a consistent correlation was found between stress and anxiety among the working women and nonworking women samples. The study also highlights the importance of including working and nonworking women in research regarding stress and anxiety. The key finding from the results was the lack of correlation between stress and anxiety among the working and nonworking women. Moreover, it was shown from the results that one of the strongest predictors of stress and anxiety level is age among working and nonworking women.

Work roles on household roles with intense participation of women in business life are also included. As a result of this, both women and the traditional roles in the family, she is expected to be quite good at her job as well as doing the role of mother and woman. It is inevitable that women will have high levels of anxiety and stress as a result of this condition.

The purpose of this study due to examine the social roles of women who undertake challenges between working women sitting in a frame stress-to examine the relationship between anxiety levels and the lower dimensions of stress and anxiety levels relative to the demographic status of women.

Research in the Kyrenia District of the TRNC was made up of over 400 women who worked and did not work. Results of the research: There is a difference in stress status between working and non-working women. Working women have had higher levels of stress. There is also a difference between working and nonworking women. However, non-working women have had

higher levels of anxiety. Even if a woman works at home if she works, she is exposed to stress and anxiety. This situation causes internal conflicts and social oppression. It is possible to say that it is.

There is no difference between women's age and their anxiety and stress levels. Single women have more emotional burnout levels than married women. A significant difference between women's education levels and burnout levels is that there are no differences. These results show what is very clear. In society, every woman of all places of ages suffers burnout, and their causes are many.

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