

**A STUDY ON WELL-BEING STATUS OF WOMEN EMPLOYEES OF
SOUTHERN RAILWAY - MADURAI DIVISION**

K. Jecintha Sathiyavathi

*Assistant Professor, Department of Commerce,
NMSS Vellaichamy Nadar College, Nagamalai, Madurai*

Dr. M. Muthupandi

*Associate Professor, Department of Commerce,
Sourashtra College, Madurai*

Abstract

Provision of occupational health services assumes a basic job in employee maintenance, inspiration and job fulfillment. Work related health and wellbeing needs of railway women employees in India have not gotten the due consideration. Absence of far reaching framework for investigation and scarcity of logical writing regarding the matter is a bottleneck for plan and implementation of powerful provisions around the subject. The work conditions and the idea of work environment influence the health of employees. Factors, for example, temperature, sound, vibration, and so on essentially decide the quantum and sort of work-related ailments and wounds which occur because of unavoidable collaboration between the physical-physiological frameworks of a person with the outer specialists at work. Occupational security and health (OSH) is the study of expectation, acknowledgment, assessment and control of risks emerging in or from the workplace that could hinder the health and wellbeing of workers. Other than work-related clutters, it additionally includes all logical factors that influence health inside a work environment. The rail industry trusts it can accomplish more noteworthy business and industry benefits by working together on health and wellbeing. Discover progressively about how the industry is meeting up through the industry guide, point explicit groups, health and wellbeing information and numerous different areas of development. There are various psychosocial issues common in the Southern Railway Madurai Division that impact on women workers' health and wellbeing. Work-related brutality, solitary working, sporadic working design

and related weakness seem, by all accounts, to be the most stressful. It is significant for transport management to know about the scope of factors that can possibly cause stress. Sufficient techniques for evaluating and lessening psychosocial risks must be implemented in the workplaces. These incorporate bringing issues to light of psychosocial issues among directors and workers to advance a culture in which workers effectively raise potential stressors to management, setting up satisfactory help instruments (work plan, social help networks and preparing). Hence, the present study has been focused on the well-being status of the women employees of Southern Railway - Madurai Division and study based on both primary and secondary sources of data collections.

Keywords: Occupational Health Strategies, Work-related Ailments & Injuries, Occupational Safety and Health, Psychosocial Risks and Occupational Health Services.

Introduction

Provision of occupational health services assumes a basic job in employee maintenance, inspiration and job fulfillment. Work related health and wellbeing needs of railway women employees in India have not gotten the due consideration. Absence of extensive framework for examination and lack of logical writing regarding the matter is a bottleneck for definition and implementation of viable provisions around the subject. The work conditions and the idea of work environment influence the health of employees. Factors, for example, temperature, sound, vibration, and so on altogether decide the quantum and kind of work-related ailments and wounds which occur because of unavoidable connection between the physical-physiological frameworks of a person with the outer operators at work. Occupational security and health (OSH) is the study of expectation, acknowledgment, assessment and control of risks emerging in or from the workplace that could weaken the health and wellbeing of workers. Other than work-related disarranges, it additionally includes all relevant factors that influence health inside a work environment. The rail industry trusts it can accomplish more prominent business and industry benefits by working together on health and wellbeing. Discover progressively about how the industry is meeting up through the industry guide, subject explicit groups, health and wellbeing information and numerous different areas of development. There are various psychosocial issues

common in the Southern Railway Madurai Division that impact on women workers' health and wellbeing. Work-related savagery, solitary working, unpredictable working design and related weariness give off an impression of being the most stressful. It is significant for transport management to know about the scope of factors that can possibly cause stress. Sufficient systems for evaluating and lessening psychosocial risks must be implemented in the workplaces. These incorporate bringing issues to light of psychosocial issues among supervisors and workers to advance a culture in which workers effectively raise potential stressors to management, setting up satisfactory help systems (work structure, social help networks and preparing). Consequently, the present examination has been centered around the well-being status of the women employees of Southern Railway - Madurai Division and concentrate dependent on both essential and auxiliary wellsprings of information assortments.

The idea that rail transportation is substantially less hurtful to the environment than street traffic stands demystified by the way that rail causes some run of the mill organic and inorganic pollution coming about for the most part from utilized grease up oils and condenser liquids, transportation of oil subsidiaries, metal minerals, manures and various synthetic compounds, as well as from use of herbicides. They understand that the organisation's capacity to be imaginative depends on the individuals working for it. We have moved from the modern time where movement was set apart by innovative or robotized jumps. Presently we are taking a gander at the estimation of knowledge-serious workers and like never before previously, an organisation's assets are its HR and that is having a major effect to the manner in which organisations think. It's understanding that they have to take care of the individuals who work for them in light of the fact that the greatest prizes are when employees like their job and can satisfy their most noteworthy potential.'

The Southern Railway has legitimate commitments under health and security enactment to oversee risks to the health and wellbeing of employees. Notwithstanding decreasing security risks, this implies working the business in a way that limits the risk of damage to employees' mental health, for instance by guaranteeing that the demands of jobs are not unsatisfactory and having provisions and methods set up to help people encountering mental sick health at work. The Management needs to set up measures to avert and oversee risks to employee wellbeing, together with fitting preparing and individual help. It needs to try to

cultivate a mentally healthy culture by joining these standards into line supervisor preparing and running activities to bring issues to light of mental health issues at work.

Research Objectives

The present study aimed with following objectives:

1. To get a glance on the Southern Railway Madurai Division.
2. To importance of women well-being at workplace.
3. To analyse various factors associated with study and suggest for best practices in the well-being management of women employees of Southern Railway - Madurai Division.
4. To study the wellbeing strategies for women workers in Indian Railway.

Operational Definitions

Well-being is the experience of health, bliss, and flourishing. It incorporates having great mental health, high life fulfilment, and a feeling of importance or reason. All the more by and large, well-being is simply feeling well.

Well-being, wellbeing, or wellness is the state of an individual or group. An elevated level of well-being implies that in some sense the person's or group's condition is sure.

Wellness alludes to assorted and interconnected dimensions of physical, mental, and social well-being that stretch out past the conventional meaning of health. It incorporates decisions and exercises planned for accomplishing physical essentialness, mental cheerful readiness, social fulfilment, a feeling of accomplishment, and individual fulfilment.

Reviews of Related Literature

Shuck et al. (2013) has explored that the poor workforce engagement can be detrimental to organizations in light of the following decline in employee well-being and efficiency. The reason for the present examination was to research how much mental workplace atmosphere was related with individual accomplishment, depersonalization, enthusiastic fatigue, and mental wellbeing, and whether employee engagement directed these relations. An example of 216 health care employees from the United States, Canada, and Japan finished an online overview. Relapse results recommended that mental workplace atmosphere was fundamentally identified with every result variable; engagement directed relations

between workplace atmosphere and every one of the four ward variables. ANOVA results uncovered that high engagement group employees showed higher mental well-being and individual accomplishment, though low engagement group employees displayed higher passionate fatigue and depersonalization.

Bamberg et al. (2012) has analyzed that the adaptable work plans and available to come back to work are turning out to be increasingly more typical in working life. In any case, little is known about the impacts of accessible if the need arises work on health. Utilizing an everyday study technique, 31 employees from an Information Technology Service Organisation rounded out a poll four times each week while they were accessible if the need arises and another four times each week while they were not available to come back to work. An assessment of cortisol levels was incorporated. Staggered investigations were utilized to assess the information. Results indicated increments in bothering and negative state of mind and diminish in social exercises, family exercises, and low-exertion exercises. No impacts were found concerning the emission of cortisol. There were no huge contrasts between those employees who were really brought in to work during the accessible if the need arises period and the individuals who were definitely not. Adaptable work plans like accessible if the need arise work have consequences for well-being. The remote chance of being upset by calls shows negative results, paying little respect to whether the employees are really brought in or not.

Zafar et al. (2018) has explored that there are restricted considers embraced on the predominant health and wellbeing practices of more seasoned development workers, and how these practices impact the employee fulfilment and execution. To limit this hole, the investigation expects to investigate how the health and wellbeing rehearses impact the exhibition of more established development based workers. A poll based study was performed among the 85 South Australian more seasoned (50 or more years) development workers engaged with site based venture work to distinguish the predominant health and wellbeing rehearses and their impact on work capacity. The review information was exposed to spellbinding and inferential measurements with relapse examination to foresee the impact of the practices on work capacity. Eighteen health and wellbeing rehearses were recognized to be huge in affecting the work capacity and profitability of more seasoned building site-based workers. The outcomes demonstrated that the exceptionally positioned five practices were from the 'initiative and organisational support' classification as pursues: (I) my boss thinks

about my health; (ii) managers should assume a functioning job in improving the health of their employees; (iii) my organization's head are focused on worker health, wellbeing and well-being; (iv) protection screening; and (v) my boss gives me assets important to keep up great health. The least positioned practices were drawn from the accompanying 'workplace health advancement (WHP)' programs class: (i) corporate supported difficulties; (ii) healthy food alternatives on location cafeteria or healthy nibble choice; (iii) caseworkers to follow ailment management; (iv) medicine adherence projects; and (vi) checking of health objectives/biometrics, BMI and weight reduction, cholesterol levels and circulatory strain. The general total of working capacity detailed by most respondents was seen as great and moderate. The distinguished practices could be utilized for the advancement and development of interventional methodologies planned for improving the general and mental wellbeing of more established development workers.

Robertson et al. (2011) has explored that the significant levels of well-being at work are useful for the employee and the organization. It implies lower infection nonappearance levels, better maintenance and progressively fulfilled clients. Individuals with more elevated levels of well-being live more, have more joyful lives and are simpler to work with. This book tells the best way to improve well-being in your organization. Significant levels of well-being at work are useful for the employee and the organization. It implies lower ailment nonappearance levels, better maintenance and progressively fulfilled clients. Individuals with more significant levels of well-being live more, have more joyful lives and are simpler to work with. This book tells the best way to improve well-being in your organization.

Southern Railway Madurai Division - A Glance

The first railway line in this area was open in 1857 associating Madurai to Trichirappalli (Trichy) by means of Dindigul and forward. In the next year, the railway line from Madurai to the port city of Thoothukudi was finished. Around the same time, a different line diverging from Vanchi Maniyachchi to Tirunelveli was opened. Just in the following century, the greater part of the other present lines was finished. The Madurai railway division was shaped in 1956, including the Ernakulam-Thiruvananthapuram line, Thiruvananthapuram-Nagercoil-Tirunelveli-Madurai line, Kollam-Sengottai-Tirunelveli line, Rameswaram-Manamaadurai-Madurai line, Manamadurai-Karaikudi-Tiruchirappalli line, Madurai-Dindigul-Pollachi

line and different parts of these lines. All lines right now being used have been changed over to Broad Gauge while remaining areas in particular Madurai-Bodinayakkanur segments are currently check transformation. In 1979, certain segments of the railway division were cut out to shape the Thiruvananthapuram railway division. The Meter Gauge segments of Madurai division were held, while all the recently laid Broad Gauge Sections of Madurai Division were moved to Trivandrum Division. In this manner, the Thiruvananthapuram-Nagercoil-Kanyakumari BG line, and the under-development Tirunelveli-Nagercoil BG line were moved to Trivandrum Division along these lines cutting down the locale of the division to 1356 km. It was then mentioned that when the Tirunelveli-Madurai line is changed over into BG line the areas falling under Kanyakumari locale and Tirunelveli District would be moved back to Madurai Division. The Tirunelveli-Madurai line was changed over into BG line on 8-4-1981 however the railway lines in the southern area haven't been reestablished till date. Kanyakumari terminal station does not have the required Railway foundations and in this way demand for more train services were constantly turned somewhere around them referring to a similar impediment as the explanation. The division ranges crosswise over two states in particular Tamil Nadu and Kerala. In Tamil Nadu it serves an all out number of 12 areas, those being: Coimbatore, Dindigul, Madurai, Pudukottai, Ramanathapuram, Sivagangai, Theni, Tiruppur, Thoothukudi, Tiruchirappalli, Tirunelveli and Virudhunagar locale. In Kerala, the division covers the area of Kollam till Kilikollur railway station.

Importance of Women Well-Being at Workplace

Quick paced occasions require the frequently testing exercise in careful control of moulding a vocation while getting a charge out of the world outside of the workplace. While most people may have distinctive define objectives and needs, there is no uncertainty how the abrupt invasion of the present hurried way of life makes it simple for us to disregard our health, both physically and mentally, so as to win versus the weights unavoidably realized by work. Perceiving the estimation of advancing health and wellness for employees is a significant advance towards a superior work environment. It's a well-known reality: an upbeat workplace prompts cheerful employees, an expanded confidence, a higher efficiency rate, and in general job fulfilment. Employee engagement additionally assumes a major job in making a positive impact on your workforce's well-being by

giving exercises that would permit employees to move to a "healthier" decision, employees are now making little strides in rolling out minor improvements that would empower better ways of life, healthier propensities, and by and large wellness that they could profit by over the long haul. These exercises and occasions likewise make a feeling of network, permitting employees to thrive, welcome sentiments of acknowledgment, and advance a less stressful environment.

Organizing and acknowledging the estimation of mental health is additionally an essential element for by and large workplace well-being. Poor mental health welcomes stress and records to lost efficiency due to employee nonattendances. 1 of every 10 employees overviewed by Mind.org evaluated their current mental health as "poor" or "poor," with 40% of them expressing that they had gone on vacation thus. Organizations must go past the free wellness exercises or hostile to tobacco activities and attempt to dive deep: put resources into giving mental help to its employees, ingrain a culture dependent on trust and reasonableness, legitimate profiling of employees that enable them to show their qualities, and spotlight on development and development programs that lets employees feel esteemed and improved. By putting the focus on well-being and wellness, organizations are permitting their employees to sparkle. Making the correct strides towards empowering a healthier way of life for your employees, regardless of how little, can to be sure go far.

Analysis Part of the Study

Table 1 Analysis on the Well-being Scale of Women Employees of Southern Railway - Madurai Division

Factors	SA	A	NA	DA	SDA
At the point when I take a gander at a mind-blowing narrative, I am satisfied with how things have turned out	12	58	25	5	0
The demands of regular day to day existence frequently get me down	22	38	35	5	0
A few people meander randomly through life, yet I am not one of them	20	35	30	15	0
Individuals would depict me as a giving individual, ready to impart my opportunity to other people	36	14	35	12	3
Keeping up cozy connections has been troublesome and disappointing for me	10	67	15	7	1
From multiple points of view, I feel disillusioned about my achievements throughout everyday life	22	38	35	5	0

When all is said in done, I believe I am accountable for the circumstance in which I live	20	60	13	5	2
I think it is essential to have new encounters that challenge how you consider yourself and the world	26	28	32	10	4
I will in general be affected by individuals with solid feelings	18	37	28	17	0
I here and there feel as though I've done everything to do throughout everyday life	18	42	21	11	8
I live each day in turn and don't generally consider what's to come	43	24	30	3	0
I like most parts of my character	25	62	13	0	0
I judge myself by what I believe is significant, not by the estimations of what others believe is significant	26	28	32	10	4
I have not experienced many warm and confiding involved with others	12	58	25	5	0
I believe in my conclusions, regardless of whether they are in opposition to the general accord	18	42	21	11	8
I quit any pretense of attempting to make a major improvements or changes throughout my life quite a while prior	43	24	30	3	0
I am very great at dealing with the numerous obligations of my every day life	10	67	15	7	1
For me, life has been a constant procedure of getting the hang of, changing and development	14	40	26	18	0

Source: Primary data

SA - Strongly Agree; A - Agree; NA - Neutrally Agree; DA - Disagree and SDA - Strongly Disagree

Table 2 Healthy Workplace Initiatives followed by the Management for the Well-being of Women Employees of Southern Railway - Madurai Division

Initiatives	Mean	S.D.	Ranks
Gap Analysis	29.83	6.33	III
Integration	18.84	9.39	VII
Involve workers and their representatives	32.70	4.37	II
Leadership Engagement	21.71	2.20	VI
Leadership engagement based on core values	23.10	5.17	IV
Learn from others	35.51	5.26	I
Sustainability	22.91	8.25	V
Workers Involvement	12.05	5.12	VIII

Source: Primary data

Table 3 Priorities and Key Area Actions for the Well-being Strategies of Women Employees of Southern Railway - Madurai Division

Key Areas of Actions	Acceptance Level (Out of 100%)	
	Yes	No
Reinforcing service for women's health and well-being, with women at the inside	89	11
Taking out unfair esteems, standards and practices that influence the health and well-being of young ladies and women	72	29
Handling the impact of sexual orientation and social, financial, social and environmental determinants on women's health and well-being	90	10
Improving health framework reactions to women's health and well-being	92	08
Supporting for women's health at the sub-national, national and worldwide levels	83	17
Giving direction and building ability to mainstreaming sexual orientation responsive activities in national and sub-national approaches and systems	79	21
Assessing, creating and implementing sectoral provisions and techniques with an attention on women's health	75	25
Encouraging the development of between sectoral joint effort and structures	93	07
Supporting nation and neighbourhood service	92	08
Advancing investment of women in basic leadership as specialists of progress	87	13
Giving specialized support in information assortment and examination	89	11
Improving observation, checking and assessment frameworks	79	21
Reinforcing responsibility	90	10
Submitting the Regional Office to be a good example of this methodology	92	08

Source: Primary data

Wellbeing Strategies for Women Workers in Indian Railway

In spite of the fact that, majority share of the Railways' staff welfare plans and exercises advantage both male and female employees, different activities are gone for women employees and furthermore women individuals from the employees' families. These incorporate provision for award of maternity leave,

youngster care depart and exceptional leave for advancing family welfare. Women with inabilities are qualified for award of uncommon stipend for kid care. An enormous number of staff welfare exercises are financed through Staff Benefit Fund kept up on each Zonal Railway, with a particular expense towards women empowerment exercises. A different sum has likewise been reserved in the Staff Benefit Fund for award of grants for advanced education of young lady offspring of railway employees.

To improve working environment for the women employees, boards have been framed at different levels to deliver grumblings identifying with sexual harassment. Various crèches have been opened at workplaces/workplaces for the little youngsters of employees and rest rooms accommodated women employees. Craftsmanship Centres and Mahila Samities work under the Staff Benefit Fund Scheme so as to help women individuals from employees' families in augmenting the family pay by learning professional aptitudes like sewing, weaving, excellence culture, PC activities and making some stationery things required by the Railways.

'Women Welfare Organizations' contain spouses of railway officials, which are proactive in empowerment of women employees and women workers of the employees' families. Their exercises incorporate running of nursery schools, crèches, schools for youngsters with incapacities, financial help with meriting cases and workmanship habitats for women individuals from employees' families. In the field of sports, a few railway sportswomen have exceeded expectations at national and global level during the year.

Suggestions for Best Practices in the Well-Being Management of Women Employees of Southern Railway - Madurai Division

- A target sexual orientation proportion is a typical beginning stage for railway management crosswise over segments. A few divisions may have a higher proportion than others however there ought to be an expressed point that a specific level of employees of the workforce ought to be female.
- However, recruitment isn't the centre point. Equivalent treatment of all employees ought to be a natural objective as well. With women in the workforce, it is basic to have essential amenities like separate bathrooms for women and well-prepared medicinal offices that suit women's needs.
- Safety of women employees ought to be a high need. These days, women likewise work late or work in night/third shifts. They endow the workplace with

their wellbeing and wellbeing and the organization must respond with proper estimates like satisfactory safety faculty, observation and security inside and around the workplace premises. Spots that require long/late hours from employees can likewise give transport to their faculty.

- Workplace must adjust or acquaint provisions that are situated with women. With the occasions of harassment in the workplace expanding, organizations are shaping sexual harassment boards to guarantee there is zero resilience towards any such wrongdoing. Female employees ought to be given confirmation that rowdiness by any partner, particularly of this sort, will be managed carefully.
- Apart from this, different provisions like expanded maternity leave for new and receptive moms additionally help women adjust to the double duties they take on after parenthood, regardless of whether normal or through selection. Truth be told, for families where the two companions are working, a merciful paternity leave is as useful for the mother for what it's worth to the new father.
- India is a nation that sees a huge level of its capable female workforce drop out of work after marriage or having an infant. Truth be told, thinks about locate that a huge level of women leave in view of workplace issues like disappointment and extended periods. Organizations ought to present well-arranged rejoining programs that help women reorient themselves to the demands of corporate life.
- Women-accommodating organizations show this partiality to female associates in the day by day course of work. They don't make women feel remorseful about taking leaves in view of obligations outside of work and rather urge them to adjust work and home. It is a typical grouse of female employees that they experience solid sexual orientation predisposition in any event, with regards to assignment of basic tasks, spending plans and in this manner advancements and pay climbs. There ought to be no biased based impediment for women who show a similar measure of desire, energy and profitability as their male partners.

Conclusion

Workplace Wellbeing identifies with all parts of working life, from the quality and wellbeing of the physical environment, to how workers feel about their work, their working environment, the atmosphere at work and work organization.

The point of measures for workplace well-being is to complement OSH measures to ensure workers are sheltered, healthy, fulfilled and drawn in at work. Workers well-being is a key factor in deciding an organisation's long haul viability. Numerous studies show an immediate connection between profitability levels and the general health and well-being of the workforce. Endeavours and organizations progressively perceive the need to take the well-being of their workers genuinely. The more dynamic organizations are doing so in light of the fact that they value that their most significant assets are their HR - their kin. Different organizations are starting to address well-being issues in light of the fact that it is turning out to be progressively evident that numerous workplace issues draw from an absence of commitment to the necessities of their workers. An absence of acknowledgment on the need to advance workers well-being may offer rise to workplace issues, for example, stress, tormenting, struggle, liquor and medication misuse and mental health disarranges. Potential provisions, for example, authority, correspondence and an emphasis on learning and development are basic for anybody focused on making the workplace an all the more not too bad and fulfilling place. It had gotten genuinely normal in some industrialized nations, frequently under the upgrade of authoritative measures, to receive programs focusing on explicit health issues in the workplace as a complement to conventional security and health measures, specifically those identified with medication and liquor misuse. All the more as of late, there has been a developing pattern for the development of worldwide health advancement approaches by businesses and their accomplices covering medication and liquor misuse, yet in addition an entire scope of way of life issues including smoking, diet, practice and mental well-being.

References

1. Adler NE, Boyce T, Chesney MA. Socioeconomic status and health: The challenge of the gradient. *American Psychologist*. 1994; 49(1):15-24.
2. Ayalon L, Young MA. A Comparison of Depressive Symptoms In African Americans And Caucasian Americans. *Journal of Cross-Cultural Psychology*. 2003; 34(1):111-124.
3. Bamberg, Eva & Dettmers, Jan & Funck, Hannah & Krähe, Birgit & Vahle-Hinz, Tim. (2012). Effects of On-Call Work on Well-Being: Results of a Daily Survey. *Applied psychology. Health and well-being*. 4. 299-320. 10.1111/j.1758-0854.2012.01075.x.

4. Betancourt TS, Agnew-Blais J, Gilman SE, Williams DR, Ellis BH. Past horrors, present struggles: the role of stigma in the association between war experiences and psychosocial adjustment among former child soldiers in Sierra Leone. *Social science & medicine* (1982) 2010; 70(1):17-26. doi: 10.1016/j.socscimed.2009.09.038.
5. Brown TN. "Being Black and Feeling Blue": the Mental Health Consequences of Racial Discrimination. *Race and Society*. 2000; 2(2):117-131. doi: 10.1016/S1090-9524(00)00010-3.
6. Brown TN. Measuring Self-Perceived Racial And Ethnic Discrimination In Social Surveys. *Sociological Spectrum*. 2001; 21(3):377-392. doi: 10.1080/027321701300202046.
7. Clark R, Anderson NB, Clark VR, Williams DR. Racism as a stressor for African Americans. A biopsychosocial model. *The American psychologist*. 1999; 54(10):805-16.
8. Cohen S, Kessler RC, Gordon LU. *Measuring Stress: A Guide for Health and Social Scientists*. New York: Oxford University Press; 1997. Strategies for measuring stress in studies of psychiatric and physical disorders.pdf; pp. 3-26.
9. Cokley K, Hall-Clark B, Hicks D. Ethnic Minority-Majority Status and Mental Health: The Mediating Role of Perceived Discrimination. *Journal of Mental Health Counseling*. 2011; 33(3):243-263.
10. Committee on Maximizing the Potential of Women in Academic Science and Engineering, National Academy of Sciences, National Academy of Engineering, & Institute of Medicine. *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*. Washington, D.C: National Academies Press; 2007. p. 307.
11. Cook EP, Heppner MJ, O'Brien KM. Career Development of Women of Color and White Women: Assumptions, Conceptualization, and Interventions From an Ecological Perspective. *The Career Development Quarterly*. 2002;50(4):291-305. doi: 10.1002/j.2161-0045.2002.tb00574.x.
12. Hughes GH, Cutter G, Donahue R, Friedman GD, Hulley S, Hunkeler E, Jacobs DR, Jr, et al. Recruitment in the coronary artery disease risk development in young adults (CARDIA) study. *Controlled Clinical Trials*. 1987; 8(4):68-73.

13. Jackson J, Williams DR. Detroit Area Study, 1995: Social Influence on Health: Stress, Racism, and Health Protective Resources. 2002 Aug 16; doi: 10.3886/ICPSR03272.v1.
14. Jackson Pamela B, Stewart QT. A Research Agenda for the Black Middle Class: Work Stress, Survival Strategies, and Mental Health. *Journal of Health and Social Behavior*. 2003; 44(3):442-55.
15. Jackson Pamela B, Thoits PA, Taylor HF. Composition of the Workplace and Psychological Well-being: The effects of Tokenism on America's Black Elite. *Social Forces*. 1995; 74(2):543-557.
16. Jackson Pamela Braboy, Williams DR, Stein DJ, Herman A, Williams SL, Redmond DL. Race and Psychological Distress: The South African Stress and Health Study. *Journal of health and social behavior*. 2010; 51(4):458-77. doi: 10.1177/0022146510386795.
17. Jones HL, Cross WE, DeFour DC. Race-Related Stress, Racial Identity Attitudes, and Mental Health among Black Women. *Journal of Black Psychology*. 2007; 33(2):208-231. doi: 10.1177/0095798407299517.
18. Kanter RM. *Men and Women of the Corporation*. New York: Basic Books; 1977.
19. Kessler RC, Andrews G, Colpe LJ, Hiripi E, Mroczek DK, Normand SLT, Walters EE, et al. Short screening scales to monitor population prevalences and trends in non-specific psychological distress. *Psychological medicine*. 2002; 32(6):959-76.
20. Kessler RC, Mickelson KD, Williams DR. The Prevalence, Distribution, and Mental Health Correlates of Perceived Discrimination in the United States. *Journal of Health and Social Behavior*. 1999; 40 (September):208-230.
21. Labor, U. S. D. of. *Women in the Labor Force_: A Databook*. U.S. Bureau of Labor Statistics; 2011. pp. 1-98.
22. Lantz PM, House JS, Mero RP, Williams DR. Stress, Life Events, and Socioeconomic Disparities in Health: Results From The Americans' Changing Lives Study. *Journal of Health and Social Behavior*. 2005; 46(3):274-288. doi: 10.1177/002214650504600305.
23. Mays VM, Coleman LM, Jackson J. Perceived Race-Based Discrimination, Employment Status, and Job Stress In a National Sample of Black Women: Implications for Health Outcomes. *Journal of Occupational Health Psychology*. 1996; 1(3):319-329.

24. Robertson, Ivan & Cooper, Cary. (2011). Well-being: Productivity and happiness at work. 10.1057/9780230306738.
25. Shuck, Brad & Reio, Thomas. (2013). Employee Engagement and Well-Being. *Journal of Leadership & Organizational Studies*. 21. 43-58. 10.1177/1548051813494240.
26. Zafar, Junaid & Chileshe, Nicholas. (2018). Analysis of health and well-being practices among older construction site-based workers in South Australia.