



STUDY OF RELATIONSHIP BETWEEN JOB SECURITY AND WORK LIFE BALANCE FOR FEMALES DURING COVID-19

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ABSTRACT

*This study is aimed at analyzing the relationship between Job Security and Work Life Balance with Anxiety of working females in Education sector, during COVID-19 Pandemic. The study is designed to identify that which factors conjointly leading to job security and work life balance significantly affect the anxiety level of the female workers of the education sector. The COVID-19 outbreak has resulted in new normal everywhere and there is no one the world who has not felt the cascading effect of this catastrophic situation. Everyone is suffering with an untold psychological pressure. A sample of 200 females working as teacher (100 from Delhi & 100 from Bhopal) was taken to check the anxiety level during this pandemic situation. A self-developed questionnaire (Cronbach's alpha 0.9) was used to record the responses on Job security and Work life balance. The response was recorded on a 5 point Likert scale (1= strongly disagree and 5=strongly agree). Regression analysis was conducted to find out that whether the variance caused in the dependent factor that is anxiety is significantly because of the independent factors like Job security and work life balance. **Generalized anxiety Disorder Scale** was used to calculate the anxiety score. This scale is most commonly used instrument to check the anxiety disorders in clinical practices due to its diagnostic reliability and efficiency. Results showed that few sub factors under job security and work life balance, such as worrying about pay cuts and salary issues and not being able to balance the professional and work life during the pandemic are significantly affecting the anxiety levels of female workers.*

Keywords. COVID-19, Pandemic, Female workers, Education sector, anxiety

1. INTRODUCTION

As of now the situation demands measures like lockdowns, debarring of human movement and measures of self-quarantine throughout the world. However, the ever burdened women are now burdened more as the test for a work life balance begins here. They are continuously home bound and the care of the family is their major concern. The data from the Organisation for Economic Cooperation and Development (OECD) reveals that “Indian women do nearly six hours or unpaid care work each day. Indian men, on the other hand, spend less than an hour on an average doing the same. Globally, women perform 76.2% of total hours of unpaid



care work.” UNESCO says “300 million children are missing school globally due to the current virus outbreak, increasing the responsibilities of women” According to a ‘Time To Care’, a report by Oxfam, women and girls spend 3.26 billion hours of unpaid care work each and every day, making a contribution to the Indian economy of Rupees 19 lakh crore per year, which is equivalent to 20 times the entire education budget of India.

The females in the education sector are trying to adjust to the new normal almost every lecture. They were trained to perform tasks usually with chalk and talk method and eventually were evolving as the technology immigrants who have to adapt to the new ways of teaching, by integrating technology. The usage of online mediums such as Zoom , Webex, Google Meet apps and so on is a challenging task to learn in a short span of time. It became more difficult and painstaking when the parents of the students sit and judge the teachers while they are taking classes.

According to the literature available it was found that many factors like worrying about the job security during adverse times, work life balance future planning and lack of social support have caused increased levels of stress among females more as compared to the male counterparts.

This change of work environment due to this situation of pandemic has led to the cascading effect on females working in all the sectors of the economy and not only education.

“Anxiety is a human emotion. Everyone experiences it. Although anxiety is a very common human experience, the descriptions that people provide are quite varied”.

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Anxiety experts usually explain anxiety and anxiety disorders using the bio psychosocial model. “The bio psychosocial model proposes there are multiple, and inter-related causes of pathological anxiety. These causes can be roughly categorized into three main groups”.

- Biological causes
- Psychological causes, and
- Environmental or social causes.

“Psychological stress occurs when a person perceives that environmental demands tax or exceed his or her adaptive capacity. The studies of psychological stress focus either on the occurrence of environmental events that are consensually judged as taxing one's ability to cope or on individual responses to events that are indicative of this overload, such as perceived stress and event-elicited negative effect” (Cohen et al., 2007).



Both the constructs mentioned in the theories of anxiety and psychological stress point out the effect of the surrounding environment on anxiety and depression.

COVID-19 pandemic has posed such difficult times for everyone that the environment around us has become a source of negativity and discomfort. In these adverse times working women have been listed among the most vulnerable members of the society in this situation. The constructs of anxiety and stress mentioned above definitely show that environment around a human being deeply affects his or her mental wellbeing and also manage the level of stress and anxiety.

Therefore, studies based on exploration of factors that affect the stress levels people in the diverse fields, help to find the remedies for such problems like anxiety, stress and depression. The situation prevailing in the world due to the global pandemic has made like dismal for many. Therefore, the significance of this study lies in the fact that the factors of such anxiety and stress need to be defied. The definition of such factors is important for suggesting remedial action.

2. REVIEW OF LITERATURE

The corona virus is having a negative impact on the societies of mental health. (Özdin, 2020) This pandemic condition can affect mental health of individuals. The purpose of this study was to evaluate the levels of depression, anxiety and health anxiety in Turkish society during the COVID-19 pandemic, and to examine the factors affecting these. The corona virus effect was tested on the patients, relatives with previous and present psychiatric illness with different age group. Higher score of depression was found between woman, those who were individuals living in an urban area, individuals with COVID positive patients among friends or relatives, individuals with current or previous psychiatric illness history and individuals with chronic disease.” Anxiety scores were significantly higher among women, individuals with a COVID 19 patient among friends and relatives and individuals with a current psychiatric disease (Özdin, 2020).

A study was conducted to study the effect of lockdown on anxiety, depression and insomnia in Bangladesh, by Pappa S et al, in 2020. The study included thirteen studies which were analyses to conclude the symptoms of 33,062 respondents. 12 studies anxiety with a result of 23.2% suffering with anxiety and there were ten studies that studies the symptoms for depression and concluded that 22.8% of the participants were found to be depressed. An analysis of a subgroup concluded that there was difference based on gender and occupational difference. The nurses and female health care workers showed higher rates of depression and anxiety and result was insomnia. It was also concluded in the study that 38.9% of the people were found to be suffering with insomnia and 5 different studies were conducted to conclude the same. The study also concluded that the people working are exposed to such conditions which lead them to experience mood and sleep disturbances. Thus, there was a need to find



out ways to deal with these mental health risks and also find out the ways to mitigate the losses during this pandemic. Therefore, this study definitely points out that the stress and anxiety levels during this pandemic have certainly much to do with the gender differences also.

Another study conducted in Bangladesh in 2020, by Islam SMD et al. It studied 340 Bangladeshi adult population including both males and females. It tried to test the possible human stress caused due to this pandemic. The study concluded that 85.60% of the population studied are showing symptoms of stress that result in sleep shortness, unrest in the family and insomnia. This also was found to result in hampering the link between economic problems and food crisis situations, ruining the study plans and career plans for job seekers. The study suggested the need for amendments in the time-oriented policies and policies of care monitoring plans so that this pandemic oriented psychological challenge can be dealt effectively.

Another study conducted in May 2020, aimed at analysis of already done research works to explore the relationship between prevalent anxiety and the related factors. The studied reviewed had been published in all leading journals indexed in Scopus, Pubmed and similar lists. It was a systematic review through the random effect model a meta-analysis was done. A total of 9074 respondents were selected and studies. The results showed prevalence of anxiety in 31.9% out of samples studied in 17 studies and depression in 33.7% of the sample population studied in 14 studies. It was concluded from the study that COVID 19 pandemic has been the reason for causing for numerous psychological disorders. The impact has been so bad that it affected the health status of almost all communities and areas. It was advised to improve psychological intervention to help people recover from this pandemic's anxiety and stress.

The study conducted and published on June 27th, 2020, under the title "Challenges for the female academic during the COVID-19 pandemic" pointed out the challenges faced by the female researchers during this pandemic. It was also found out that there was huge loss of scientific and academic contributions by female academicians, reducing their contribution to the significant public domains. Thus, women have been affected in numerous ways and not only on the domestic front.

A study conducted in Iran in 2014, studied a sample of 114 EFL teachers working in universities and related educational fields. The results of this study stressed on females having high anxiety and stress levels due to inability to balance the interpersonal relations and the stress caused due to non-completion of domestic chores on time. There were other factors highlighted by the study that caused the stress levels to be high. These factors were less expertise in using the technology, and inability to build their own resource base.



A study in Meerut, conducted in 2015 suggested that the working environment and related ideas about the working women are directly related to stress levels caused in them. Again the parameters of work life balancing that cause anxiety remain the same.

To assess the indications of depression and anxiety and stress scale was employed. The impact scale was used to analyze the emotional situation. The moderate to severe outbreak impact was shown by the respondents. Students of different streams like Arts, Science, Social Sciences, and Law scored higher in relation to anxiety, depression, stress with respect to engineering and Architecture students. Staff of university showed lower scores in all measurements in comparison to the students who suffered psychological impact in the first week of Covid 19. As a preventive measurement to the crisis related to the psychological services, mental health monitoring system needs to be adopted in future. In the survey total of 3707 participants, 2530 were from the Valladolid University. Higher significant depression and anxiety was found in the university students as compared to the university workers (Odrizola-gonzález et al., 2020).

The aim of this paper was to understand the adoption of technology in teaching learning process, in the student and faculty experience towards virtual classrooms during COVID-19. In this study inductive reasoning and qualitative research method is used for collecting the data from the faculties in Bangalore. This research study suggests that the in this pandemic time faculty has undergone technology adoption process and the involvement of students in various online modes of learning. Faculties and students were very conscious, in anxiety and in fear due to this COVID-19. The research is restricted to comforting prospects of COVID-19 and changes in education system with adaption of technology and engagement of students with various virtual sessions (Shenoy et al., 2020).

Globally the distress is the cause of COVID 19. Serious damages can be observed in the public mental health due to infected cases. Like other countries in the world India has also implemented lockdown nationwide to curb the virus transmission. This research is an attempt to study the psychological distress among the Indians during this lockdown. The present study is a frontrunner in exploring levels of anxiety, stress, and depression in the Indian population. The research findings indicate that students and health professionals need special attention because of their higher psychological distress. The Government bodies, agencies and NGOs are very instrumental in distributive work, delivering essential items to those who don't have their supplies. Lastly, policymakers also need to care for students and health professionals as the main stakeholders in the society (Rehman et al., 2020).

The COVID-19 has created confusion, changed the living situations of public with reducing restrictions, terror of transmission of disease and shut down of business and the closure of institutions. These all have psychological impact like depression and anxiety. However, most studies only have focused on clinical data. In this study the psychological impact related to depression, stress and anxiety was experienced during outbreak. In this research study 1210



total participants from 194 cities answered the questionnaires online. The author showed that 53.8% showed the impacts of outbreak. Finally 16.5% of respondents noted moderate to severe level of depression, 28.8% showed anxiety and 8.1% noted stress (Bavel et al., 2020).

Chinese scientists conducted a study in May 2020, with respect to the mental anxiety and gender differences affecting the level of anxiety during the times of COVID 19. It was found that nearly 14% of the sample resulted to be in depression and nearly 13 % was found anxious and rest were found to be depressed and anxious both. The results of this study definitely state that the anxiousness of people has definitely increased due to this pandemic. It is very natural indeed. It was also concluded that females were found the target of high anxiety as compared to male counterparts. The most vulnerable group to be found being affected with anxiety were the females who were working and balancing the domestic life also.

Raza Ali conducted a study in 2019. It was a case study conducted in Istanbul on the work life balance and the level of stress of the women in education sector. The study concluded that the difficulties faced by the married working women are extended working hours, bad attitude of the bosses, resulting negative attitude of the family members, inability to complete the domestic work on time and excess burden results in high level of anxiety and stress.

A study conducted in Iran in 2014, studied a sample of 114 EFL teachers working in universities and related educational fields. The results of this study stressed on females having high anxiety and stress levels due to inability to balance the interpersonal relations and the stress caused due to non-completion of domestic chores on time. There were other factors highlighted by the study that caused the stress levels to be high. These factors were less expertise in using the technology, and inability to build their own resource base.

3. RESEARCH METHODOLOGY

3.1 Research Objective

- To identify the relationship between job security and work life balance with anxiety level among working females in education sector, during COVID -19.
- To check the anxiety level among the working female teachers in Education Sector during COVID -19.

3.2 Research Scope

The model was fitted to find out whether the factors constituting job security and work life balance are significantly affecting the anxiety level of the females in education sector. The model tends to generate results that will bring out that which factors have resulted in significantly raising the anxiety among the respondents, during the pandemic period. This



research will be helpful in determining a fair set of corrections that have to be done so that the females can worry less and participate more in the work force.

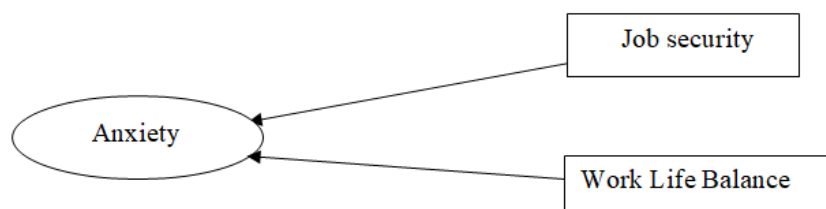


Fig. 1 Research Model: Factors Influencing the Anxiety Level

3.3 Research Design

The sample was drawn on the basis of cluster sampling. The clusters made were (1) From the city of either Bhopal or Delhi (2) females (3) working in education sector (4) aged between 20 to 60 years. Bhopal and Delhi were selected because Delhi is a metro with very fast paced life and Bhopal is a B2 city with a relatively slow velocity of work life. A total of 200 respondents were contacted and all filled the questionnaires (100% response rate. A pilot survey was done with 30 respondents first and the reliability of the questionnaire was checked which came out to be considerable high (Cronbach’s alpha = 0.90). The questionnaire consisted of 16 items in total and was interpreted on a 5-point Likert scale. To check the anxiety Level of the participants a 7-item Generalized Anxiety Disorder Scale (GAD-7) was used. The GAD-7 includes seven items based on seven core symptoms and inquires the frequency with which respondents suffered from these symptoms. Respondents report their symptoms using a 3-item Likert rating scale ranging from 0 (*not at all*) to 3 (*almost every day*), such that the total score ranges from 0 to 21. The GAD-7 is a well-validated screening instrument, and it has demonstrated excellent internal consistency (Cronbach's $\alpha = 0.940$). The factors were coded as follows for regression analysis.

Table 1. Factors for Regression Analysis

Factors	Index	Item
Job Security	I am worried about the pay cuts and Salary issue	JS1
	I am worried about my retainment in the organization	JS2
	I have a fear of losing my job	JS3
	I have a high level of performance pressure	JS4
	I feel insecure that I might lose Productivity due to Technological Instability	JS6
Work Life Balance	it is difficult to manage both household work and office work	WLB1
	I am not able to justify my presence at home and office together	WLB2
	I feel insecure moving out for work due to the chaotic situation around me	WLB3



Anxiety	Feeling nervous, anxious, or on edge	AN1
	Not being able to stop or control worrying	AN2
	Worrying too much about different things	AN3
	Trouble relaxing	AN4
	Being so restless that it's hard to sit still	AN5
	Becoming easily annoyed or irritable	AN6
	Feeling afraid as if something awful might happen	AN7

4. DATA ANALYSIS

4.1 Age Composition of the Respondents

A sample of 200 females working in the education sector has been taken to check the anxiety level. The age composition of the respondents is as follows:

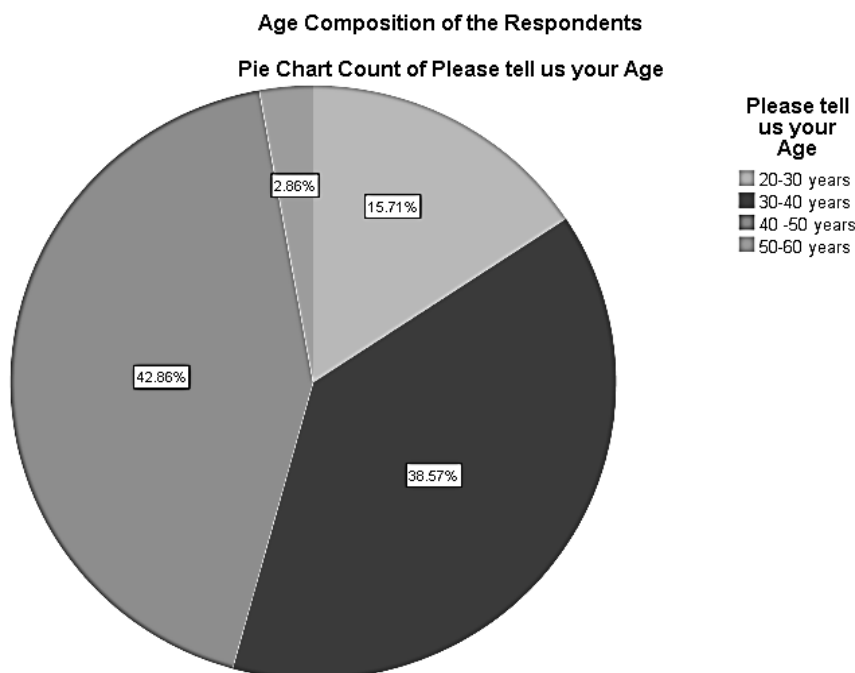


Fig.2 Age composition of Respondents

It is seen from figure 2 that highest percentage of respondents are from the age group 40-50 years that is 42.86%, followed by the age group 30-40 years, 30.57%.

Regression analysis: SPSS version 25 was used to calculate the multiple regression between the various factors constituting job security and work Life Balance and their effect on Work Life Balance.



4.2 Regression between Anxiety Scores and Job Security

Table 2. Descriptive Statistics

	Mean	Std. Deviation	N
ANSCO	1.59	.778	200
JS1	3.74	1.030	200
JS2	3.03	1.141	200
JS3	2.98	1.293	200
JS4	3.57	1.110	200
JS5	3.31	.941	200
JS6	2.87	1.197	200

Table 3. Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	JS6, JS5, JS1, JS4, JS2, JS3 ^b	.	Enter
a. Dependent Variable: ANSCO			
b. All requested variables entered.			

Table 4. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.598 ^a	.358	.338	.633	.358	17.933	6	193	.001
a. Predictors: (Constant), JS6, JS5, JS1, JS4, JS2, JS3									

Table 5. ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	43.152	6	7.192	17.933	.000 ^b
	Residual	77.403	193	.401		
	Total	120.555	199			
a. Dependent Variable: ANSCO						
b. Predictors: (Constant), JS6, JS5, JS1, JS4, JS2, JS3						

Table 6. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
		1	(Constant)	1.261			.266	
	JS1	-.012	.057	-.015	-.206	.837	-.124	.100
	JS2	-.153	.072	-.224	-2.121	.035	-.295	-.011
	JS3	.171	.079	.285	2.159	.032	.015	.328
	JS4	.065	.056	.092	1.150	.251	-.046	.176
	JS5	-.200	.052	-.242	-3.817	.001	-.304	-.097
a. Dependent Variable: ANSCO								

Table 4 shows the summary of the model fitted. ANSCO describes the total anxiety score of the respondents after the summary of the three-point scale of the GAD questionnaire. The



model is significant, taking $\alpha = 0.05$. The adjusted r square that is the coefficient of determination is 0.338 which explains that 33.8 % of the variance in the anxiety level is caused by each of the independent factors that form a comprehensive factor job security. Table 5 shows the analysis of variance where the F value is 17.933, and the table value is much lower than the level of significance that is $\alpha = 0.05$. Therefore, it can be concluded that the dependent variable is reliably predicted by the independent variables. Table 5 shows that the factors under job security, that affect the anxiety level significantly (P value less than 0.05) are worrying about being retained in the organization, fear of losing the job, performance pressure and loss of productivity due to not being technologically sound.

4.3 Regression between Anxiety Scores and Work Life Balance

Table 7. Descriptive Statistics

	Mean	Std. Deviation	N
ANSCO	1.59	.778	200
WLB1	3.48	1.186	200
WLB2	3.08	1.221	200
WLB3	3.76	.990	200

Table 8. Variables Entered/ Removed^a

Model	Variables Entered	Variables Removed	Method
1	WLB3, WLB2, WLB1 ^b	.	Enter

a. Dependent Variable: ANSCO
b. All requested variables entered.

Table 9. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.518 ^a	.268	.257	.671	.268	23.962	3	196	.000

a. Predictors: (Constant), WLB3, WLB2, WLB1

Table 10. ANOVA^a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.351	3	10.784	23.962	.000 ^b
	Residual	88.204	196	.450		
	Total	120.555	199			

a. Dependent Variable: ANSCO
b. Predictors: (Constant), WLB3, WLB2, WLB1

Table 11. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
		1	(Constant)	.598			.194	
	WLB1	-.044	.062	-.066	-.700	.485	-.166	.079



	WLB2	.356	.060	.558	5.913	.001	.237	.474
	WLB3	.012	.058	.015	.198	.843	-.103	.126
a. Dependent Variable: ANSCO								

Table 9 shows the summary of the model fitted. The model is significant, taking alpha = 0.05. The adjusted r square that is the coefficient of determination is 0.257, which explains that 25.7 % of the variance in the anxiety level is caused by each of the independent factors that form a comprehensive factor work life balance. Table 9 shows the analysis of variance where the F value is 23.962, and the table value is much lower than the level of significance that is alpha = 0.05. Therefore it can be concluded that the dependent variable is reliably predicted by the independent variables. Table 10 shows that the factors under work life balance, that affect the anxiety level significantly (P value less than 0.05) is failure to justify the work and life at the same time.

4.4 Analysis of Anxiety Level of Respondents

Table 12. Table Showing Percentage of Respondents Under Different Anxiety Levels

No of respondents	Anxiety scores	Anxiety level	Percentage
80	0 to 9	Mild level of anxiety	40%
52	10 to 14	Moderate level of anxiety	23%
68	15 to 21	Severe level of anxiety	37%
Total = 200			100%

Table 12 shows that 40% of the respondents are under mild anxiety level during this pandemic and 37% show symptoms of severe anxiety. 23% of respondents are showed symptoms of moderate level of anxiety.

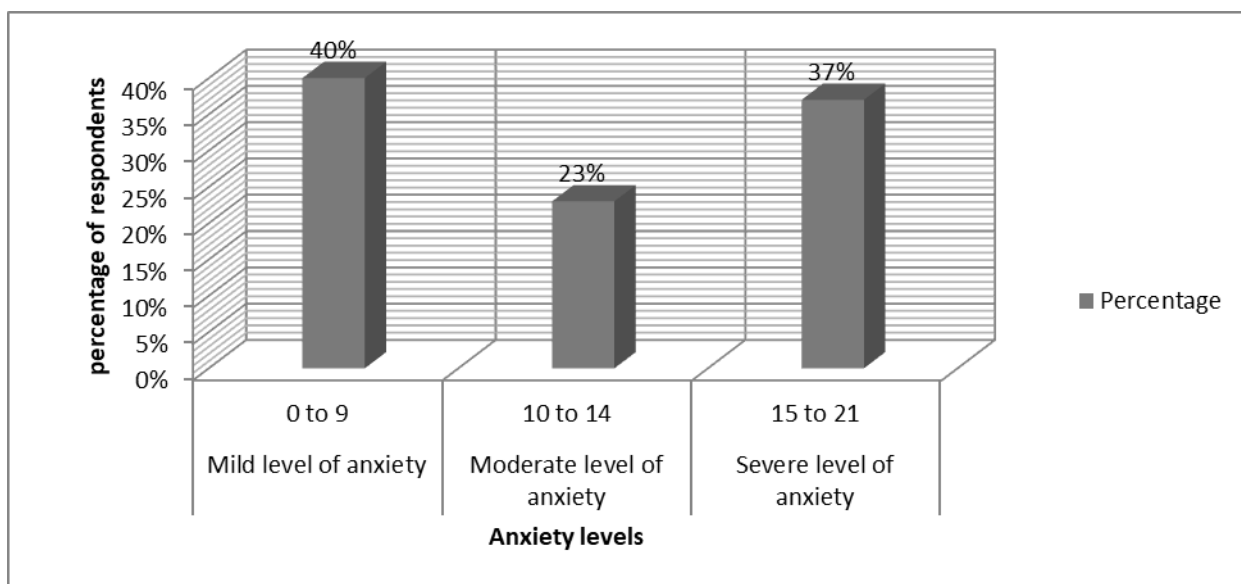


Fig. 3 Analysis of Anxiety Levels



5. RESULT

The results of the multiple regression analysis shows that the factors that affect the anxiety level of the females working in the education sector significantly ($\alpha = 0.05$), during this pandemic are fear of losing the job (Mean score 3.03), worrying about salary issues and pay cuts (Mean score =3.73) performance pressure (Mean score 2.98), loss of productivity due to not being technologically sound (Mean score 3.31), failure to justify their presence both at home and work (Mean score 3.28), feeling socially disengaged (Mean score 3.25) and feeling of being less connected to people near to them due to social distancing. (Mean score 3.15).

It was also found by analyzing the scores of the GAD questionnaire that 40% of the respondents are under mild anxiety level during this pandemic and 37% show symptoms of severe anxiety. 23% of respondents are showed symptoms of moderate level of anxiety.

6. DISCUSSION AND CONCLUSION

To identify the relationship between Job security, Work life balance and anxiety level among working females in Education Sector, during COVID 19. Additionally, the research focused on checking the anxiety level among the working female teachers in Education Sector during COVID 19.

The area was explored using multiple regression analysis and it tried the impact of different independent factors on the dependent i.e., the degree of anxiety in working females in Education Sector. Out of these autonomous variables, Job Security was found to have the greatest effect on Anxiety followed by work life Balance viability, being verified with the help of significance test.

So higher authorities should attempt to make their environment bother free, secure and advantageous. They ought to likewise deal with this pandemic and ought not to pressurize their female workers since they are managing new parts of educating and technology which they are not comfortable off. They ought to be given a tuning period to change in accordance with this situation. This time is to have the genial relationship with every other. Likewise, a thought ought to be dealt with viewing working hours as it is hard to the female instructors to make the timetable for family as per calling work plan. The policies should have female participation also in the executive bodies for planning strategy outline work with the goal that they may recognize the problems faced by the female workers in the execution of such policies. After all, an anxious worker seldom delivers his or her best.

7. MANAGERIAL IMPLICATIONS, LIMITATION AND THE FUTURE RESEARCH

The results and findings of the research will help the Education institutions to roll out the improvements in their approach and they may get the data what precisely their female



instructors are stressed off and attempt to make them calm so that 100% timely execution of work can be done. It will likewise assist the educationist with understanding the need of the time of this pandemic and inspire the female workers towards their interest. Research can be led further to distinguish the components influencing the Education Institutions while working and searching for the improvement of their employees. Further the research can be done to explore the psychological components which generate tension based on Demographic variables like age and income.

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