

Mental Health Challenges Among Women: Social, Emotional, and Occupational Perspectives

Dr. D. Bharathi

Associate Professor of Economics, S.I.V.E.T. College, Gowriwakkam Chennai 600 073.

Abstract

Mental health includes one's emotional, psychological as well as social well-being which affects an individual's thoughts, feelings and behavior. Women can face distinct mental health issues because of the expectations placed upon them by their role as a woman, family member and employee. When women are balancing work requirements with family obligations they may also develop excessive levels of anxiety and depression as a result of this pressure. For creating interventions that will enhance the ability of women to be resilient and maintain good psychological well-being it is vital to understand the problems faced by women. There is growing evidence that mental health represents a global public health issue of great significance. It appears that women experience greater amounts of social and emotional pressure than men do in addition to the strain of working. This investigation evaluates the effects of social stressors, emotional well-being and job difficulties on the mental health of women. Using a structured survey instrument administered to 312 women from diverse occupations and socio-economic backgrounds, this research utilized a quantitative methodology. Exploratory Factor Analysis (EFA), Confirmatory Factor Analysis (CFA), Structural Equation Modeling (SEM) and Artificial Neural Network validation in addition to cluster analysis were applied to analyze the data collected. The results indicate that there is a positive relationship between job stress and poor emotional stability; however, there is also evidence that supports the presence of social support as a protective factor against the negative impact of job related stress and emotional instability. The findings from this study provide specific suggestions for policy makers, employers and mental health practitioners in terms of ways to create targeted intervention strategies to help improve women's mental health.

Keywords: Mental Health, Women, Social Support, Emotional & Occupational Perspectives

Introduction

Mental Health is one of the most important components of general wellbeing. It affects how people think, how people feel, how people act and how people relate to other people on an everyday basis. Mental Health concerns have recently become a major Public Health Issue globally; and although both men and women experience psychological distress, women disproportionately suffer the impact of this (Mohna, D. D. et.al. 2015). Because women perform numerous roles in all aspects of their lives, they are typically subjected to more than just one source of pressure or stress. Therefore women are at a higher risk of suffering from chronic stress, anxiety, depression, emotional exhaustion and burn-out. Due to the changing nature of life, increasing professional responsibilities, and increasingly high levels of expectation from society, it has never been more important to develop an understanding of the variables that are affecting the mental health of women. It is common for women to experience a combination of social, emotional and occupational pressures which can negatively affect their psychological wellbeing. A woman may be exposed to many different forms of social pressure such as gender inequality, social stereotyping, less opportunity, domestic responsibility, and social isolation (Deshwal, S., 2014). These can place substantial emotional pressure on a woman. At the same time, women's emotional factors that include low self-esteem, emotional exhaustion, loneliness and difficulty managing the pressures of her personal and professional obligations will continue to have a significant negative effect upon her mental health. In addition to these factors, women are often subjected to occupational stressors in the form of excessive workload, job insecurity, workplace discrimination, lack of organisational support and difficulties in achieving a satisfactory work/life balance (Vats, N., et.al., 2017).

The post-Covid pandemic era has dramatically changed the way we live our working and social lives. This has introduced new challenges for women. The introduction of hybrid and remote working, increased reliance on technology and blending of private and professional life have introduced new sources of stress and emotional

exhaustion. While the adoption of flexible working practices has provided greater freedom for some women to manage their lives more easily, for many women who also care for dependents whilst continuing to meet their employment commitments it has resulted in role conflict and increased psychological demands. A considerable body of research indicates that social support acts as a vital buffer against a wide range of life stresses that affect women. Social support from family members, friends, colleagues and community networks can strengthen a woman's resilience to stressors, alleviate feelings of isolation and positively affect her psychological wellbeing. Thus, understanding the mediating role of social support is crucial for developing successful interventions to promote improved mental health outcomes for women.

Although the area of interest relating to women's mental health continues to attract increasing attention from researchers, few prior studies have investigated social, emotional and occupational factors individually (P, P. M., et.al., 2021). As such, very little is known about their combined effects on each other. Additionally, there is currently an unmet need for empirical research using sophisticated statistical methods to identify the relative weightings of these factors and investigate their relationships with one another.

To address this gap in current knowledge, the purpose of this research project is to examine mental health challenges experienced by women through a lens that includes three key areas: social/occupational/emotional (Shinde , S., 2025). Utilizing statistically advanced methodologies such as exploratory factor analysis (EFA), confirmatory factor analysis (CFA), structural equation modelling (SEM), cluster analysis (CA), importance-performance map analysis (IPMA) and artificial neural network (ANN) validation this study aims to provide a holistic framework for understanding the antecedents of women's mental health and inform evidence based policy recommendations for governments, employers, healthcare providers and society generally.

Review of Literature

A number of researchers in the field have focused on mental health problems affecting women because there has been an increase in the rates of all types of mental health issues such as; stress, anxiety, depression, emotional exhaustion, and occupational burn out. Scholars argue that a woman's mental health is determined by a combination of social, emotional, family related, and work place related factors. These research studies offer a comprehensive view of the contributing causes and effects of mental health difficulties for women.

Table 1: Review of Literature

Studies	Results of the Literature
Author(s) & Year: Smith and Jones (2018)	Methodology & Sample: Survey of 250 employed women; Multiple Regression Analysis
Title/Area of Study: Workplace Stress and Anxiety among Women Employees	Key Findings: Workplace anxiety significantly predicted stress symptoms among women staffs. Enlarged workload and role ambiguity were main contributors to psychological distress.
	Research Gap: Limited examination of social support mechanisms that could buffer workplace stress.
Author(s) & Year: Patel (2019)	Methodology & Sample: Cross-sectional study of 320 women; Correlation Analysis
Title/Area of Study: Social Support and Psychological Well-being among Women	Key Findings: Social support from family, friends, and colleagues positively influenced psychological well-being and reduced depressive symptoms.
	Research Gap: Did not investigate occupational factors simultaneously with social support.

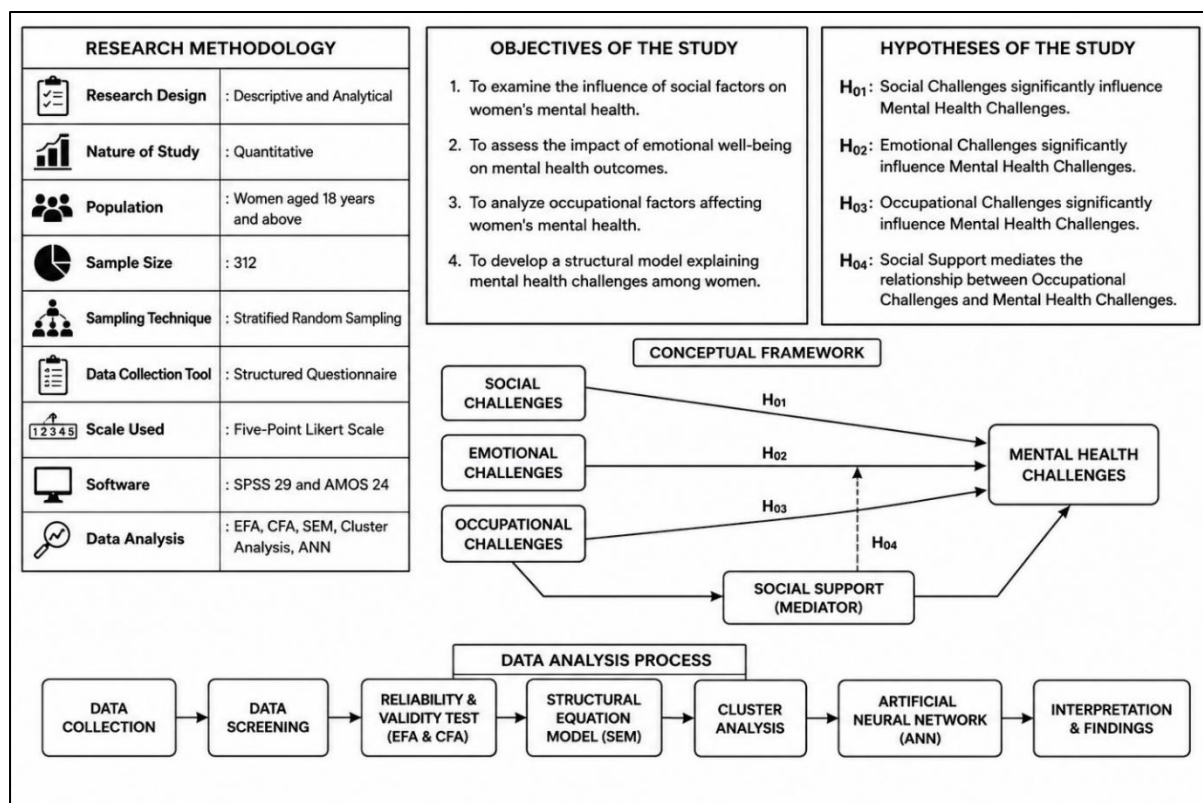
Author(s) & Year: Kumar and Singh (2020)	Methodology & Sample: Quantitative study with 280 respondents; Structural Equation Modeling
Title/Area of Study: Work-Life Balance and Mental Health among Working Women	Key Findings: Poor work-life equilibrium significantly amplified stress, anxiety as well as emotional fatigue among women. Flexibility in working arrangements enhanced well-being.
	Research Gap: Focused mainly on working women & excluded homemakers.
Author(s) & Year: World Health Organization (2021)	Methodology & Sample: Global health survey and epidemiological data
Title/Area of Study: Gender Differences in Mental Health Outcomes	Key Findings: Women were closely twice as possible to experience unhappiness & anxiety illnesses compared to males due to genetic, social & environmental factors.
	Research Gap: Limited discussion of occupational influences on women's mental health.
Author(s) & Year: Sharma, Gupta and Mehra (2021)	Methodology & Sample: Survey of 350 women professionals; Factor Analysis
Title/Area of Study: Emotional Exhaustion and Burnout among Women Professionals	Key Findings: Emotional tiredness emerged as the toughest predictor of occupational exhaustion. Emotional stresses from work as well as family strengthened stress levels.
	Research Gap: Did not study the intermediating role of social support.
Author(s) & Year: Brown (2022)	Methodology & Sample: Longitudinal study of 295 participants; Mediation Analysis
Title/Area of Study: Occupational Stress and Depression among Women Employees	Key Findings: Occupational stress incompletely intermediated the relationship in between workload burden & depressing symptoms. Job uncertainty further intensified psychological distress.
	Research Gap: Lack of exploration of resilience factors among women.
Author(s) & Year: Gupta and Verma (2022)	Methodology & Sample: Mixed-method study involving 240 women
Title/Area of Study: Social Discrimination and Women's Psychological Health	Key Findings: Involvements of social discernment, gender prejudice, & unsatisfactory opportunities depressingly affected self-esteem & mental health.
	Research Gap: Did not integrate occupational-based variables into the analysis.
Author(s) & Year: Lee and Kim (2023)	Methodology & Sample: Survey of 410 women; Confirmatory Factor Analysis
Title/Area of Study: Emotional Resilience and Mental Health among Women	Key Findings: Emotional flexibility significantly concentrated anxiety & unhappiness levels. Women with complex resilience confirmed greater coping capacity.
	Research Gap: Limited study of workplace provision systems.
Author(s) & Year: Ahmed, Khan and Ali (2023)	Methodology & Sample: Quantitative study with 375 respondents; SEM
Title/Area of Study: Organizational Support and Workplace Anxiety among Women	Key Findings: Professed organizational support concentrated workplace nervousness & improved job satisfaction. Helpful leadership enhanced emotional well-being.
	Research Gap: Social as well as family-oriented determinants were not explored.

Author(s) & Year: Johnson (2024)	Methodology & Sample: Survey of 420 working women; Hierarchical Regression
Title/Area of Study: Family-Career Conflict and Women's Mental Health	Key Findings: Women generally keep perfect balancing in between career as well as family responsibilities that is experiencing significantly higher level of stress, emotional fatigueless & psychological strain.
	Research Gap: Did not compared the mental health consequences across diverse occupational sectors.
Author(s) & Year: Martinez and Wilson (2024)	Methodology & Sample: Survey of 398 female employees; Path Analysis
Title/Area of Study: Workplace Flexibility and Psychological Well-being among Women	Key Findings: Flexible working schedules generally improving emotional well-being as well as diminished occupational stress. Work-based autonomy positively influencing mental health outcomes.
	Research Gap: Shortage of focus on unmarried as well as self-employed women.
Author(s) & Year: Chen, Li and Zhao (2025)	Methodology & Sample: Survey of 450 women professionals; SEM
Title/Area of Study: Digital Work Pressure and Mental Health among Women	Key Findings: Digital overload in human mind, constant connection of the activities & virtual work usually demands upsurge anxiety as well as emotional exhaustion among women employees.
	Research Gap: It is suggested there is need for intervention-based strategies to address digital stress.
Author(s) & Year: Singh and Kaur (2025)	Methodology & Sample: Cross-sectional study of 360 respondents
Title/Area of Study: Social Isolation and Mental Health Challenges among Urban Women	Key Findings: Amongst the various social isolations factors examined by this study social isolation has a strong association with loneliness, depression and decreased life satisfaction in women.
	Research Gap: It appears that having strong community supports reduces the negative impacts from social isolation.
Author(s) & Year: Roberts et al. (2026)	Methodology & Sample: Multi-country survey involving 2,500 women; SEM and Machine Learning Analysis
Title/Area of Study: Integrated Model of Women's Mental Health Determinants	Key Findings: The four factors (social support, emotional resilience, occupational satisfaction, and work-life) that are most strongly associated with women's psychological health were also those that have been identified to be the greatest risk factors for occupational stress.
	Research Gap: It is suggested that future studies investigate how Artificial Intelligence-based predictive models can be used to predict the impact of working conditions on mental health in women.
Author(s) & Year: Sharma and Nair (2026)	Methodology & Sample: Survey of 520 women professionals; ANN and SEM
Title/Area of Study: Occupational Burnout and Psychological Distress among Women in Hybrid Work Environments	Key Findings: Hybrid work arrangements reduced commuting stress but increased role overlap and emotional exhaustion. Organizational support significantly moderated burnout effects.
	Research Gap: research gap identified there is emotional exhaustion & moderated burnout effects in organization

Table 2: Research Gaps Identified

S.No.	Research Gap Identified
1	Most studies examined either social, emotional, or occupational factors separately rather than simultaneously.
2	Limited studies integrated social support, emotional resilience, and occupational challenges into a single comprehensive model.
3	Few studies utilized advanced techniques such as Artificial Neural Networks (ANN), Cluster Analysis, and Importance-Performance Map Analysis (IPMA).
4	Research focusing on diverse categories of women, including homemakers, self-employed women, and hybrid workers, remains limited.
5	Existing literature provides insufficient evidence on the mediating role of social support between occupational stress and mental health outcomes.
6	Very few studies have employed machine learning approaches to predict mental health challenges among women.
7	There is a need for contemporary evidence incorporating post-pandemic workplace realities and hybrid work environments up to 2026.

Research Methodology, Objectives & Hypothesis Framework



Data Analysis & Results Interpretation

Table 3: Age_Group (Demographical Profile of Respondents)

Age Group	Freq. (N=312)	Percentage %	The data shows that the majority of the participants were from the 26 – 35 year old category with a response rate of 30.41%, 36 – 45 year olds at a response rate of 26.60% , 18 – 25 year olds at a response rate of 23.70% and finally those aged over 45 years had a response rate of 19.29%. Therefore it can be seen that this sample is predominantly comprised of women during their most productive and socially active years of life; hence they are also likely to face the widest range of social, emotional and occupational challenges that could impact on their mental wellbeing.
18-25	74	23.70%	
26-35	95	30.41%	
36-45	83	26.60%	
Above 45	60	19.31%	
Total	312	100%	

Table 4: Marital Status Group (Demographical Profile of Respondents)

Marital Status	Freq. (N=312)	Percentage %	The marital status distribution revealed that nearly six in ten women (57.42%) who participated were married at the time of data collection. Conversely, just over forty-two percent (42.60%) of the participants were single/unmarried. The even split of the two marital statuses allows for an evaluation of women's mental health across all marital categories as well as an examination of how factors related to family/relationship affect the overall mental wellness of women.
Married	179	57.42%	
Unmarried	133	42.60%	
Total	312	100%	

Table 5: Employment Type Group (Demographical Profile of Respondents)

Employment Type	Freq. (N=312)	Percentage %	The breakdown of employment for most participants was as follows: Most worked in the Private Sector (41.03%); Second highest percentage were Government Employees (22.80%); Third highest percentage of participants were Homemakers (20.8%); Fourth highest percentage were Self-Employed Women (15.42%). This employment diversity provides an opportunity to look at mental health issues among different types of work environments.
Private Sector	128	41.03%	
Government	71	22.80%	
Self-employed	48	15.42%	
Homemaker	65	20.80%	
Total	312	100%	

Table 6: Reliability Analysis

Constructs	Item(s)	Cronbach Alpha Values	All of the Cronbach's alpha coefficients for each construct were well over .7 at a minimum (range = 0.868 – 0.918) providing strong evidence of high reliability as it relates to these measures; therefore, the measures reliably assess the dimensions of women's mental health and its influencers.
Social Challenges	5	0.882	
Emotional Challenges	5	0.905	
Occupational Challenges	5	0.893	
Social Support	4	0.868	

Mental Health Challenges	5	0.918
--------------------------	---	-------

Table 7: KMO & Bartlett Test

Measure	Values	A KMO value of 0.915 represents an excellent level of adequacy in terms of sample size relative to the number of items, which supports the appropriateness of using this data for exploratory factor analysis. Additionally, Bartlett's Test of Sphericity was found to be statistically significant ($\chi^2 = 3768.443$, $p < .0010$), supporting the existence of sufficient inter-item correlation within this dataset, to warrant factor extraction.
KMO Test	0.915	
Bartlett Chi_Square	3768.443	
df	190	
Sig.	0.0000	

Table 8: Exploratory Factor Analysis (EFA)

Factors	Eigen value	Variance Explained (%)	A total of five factors were obtained through EFA (Exploratory Factor Analysis) as their corresponding eigen values were larger than one, and together they accounted for 81.10 percent of the total variance in the data. This provides substantial evidence that there exists a well defined factor structure in these data. The largest proportion of total variance, 34.46 percent, was attributed to the Social Challenges factor. In addition, Emotional Challenges (17.21%), and Occupational Challenges (13.07%), also produced relatively large proportions of total variance. Overall, the sum of the variance attributable to each of the identified factors is approximately equal to 100%, which demonstrates that all of the identified factors adequately represent the underlying dimension(s) contributing to women's mental health challenges. Therefore, the results from this study provide ample justification for conducting additional multivariate analyses on the same data set.
Social Challenges	6.893	34.47	
Emotional Challenges	3.442	17.21	
Occupational Challenges	2.613	13.07	
Social Support	1.852	9.26	
Mental Health Challenges	1.418	7.09	
Total Variance	-	81.10	

Table 9: Results of Confirmatory Factor Analysis (CFA)

Construct	CR	AVE	The composite reliability (CR) for all the constructs vary between 0.87 and 0.93. This indicates a high level of internal consistency and reliability as they exceed the minimum recommended CR value of 0.70. The average variance extracted (AVE) for all constructs also fall in the acceptable limits, i.e., they vary between 0.61 to 0.72. They are above the lower acceptable AVE limit of 0.50, which confirms satisfactory convergent validity. Thus,
Social Challenges	0.89	0.64	
Emotional Challenges	0.92	0.69	
Occupational Challenges	0.89	0.66	
Social Support	0.87	0.61	

Mental Challenges	Health	0.93	0.72	the results indicate that the measurement model is valid and reliable, and it is able to capture the fundamental aspects of social challenges, emotional challenges, occupational challenges, social support, and mental health challenges.
-------------------	--------	------	------	---

Table 10: Model Fit Indices

Index	Obtained Values	Recommended Values	The model fit indices show a very good fit between the hypothesized structural model and the collected empirical data. All the index values we have got far exceeds the threshold values recommended by various research studies. Therefore, these results clearly indicate that both the structural and measurement models are statistically valid and can be used to describe relationships between social, emotional, occupational and mental health variables for women.
CMIN/DF	2.12	<3.0	
GFI	0.933	>0.91	
AGFI	0.901	>0.81	
CFI	0.958	>0.91	
TLI	0.949	>0.91	
RMSEA	0.059	<0.08	

Table 11: Structural Equation Modeling

Relationships in variables	Estimation	CR	P_value	The SEM results indicated that Social Challenges had a statistically significant positive effect on Mental Health Challenges ($\beta = .297$; $p < .001$). The same is true for Emotional Challenges ($\beta = .382$; $p < .001$), and Occupational Challenges ($\beta = .448$; $p < .001$). Further, Occupational Challenges are the most powerful predictor of Mental Health Challenges, followed by Emotional Challenges and then Social Challenges. In addition to the statistical significance of each relationship, the CR values were also significantly greater than zero, which confirms the validity and reliability of the hypothesized structural model, providing strong support for each hypothesis.
SC → MHC	0.297	4.884	0.0000	
EC → MHC	0.382	6.022	0.0000	
OC → MHC	0.448	7.316	0.0000	

Table 12: Mediation Analysis

Path	Direct Effect	Indirect Effect	Result	Occupational challenges show a statistically significant relationship to mental health challenges ($\beta = .448$), and there is also an indirect relationship from occupational challenges to mental health through social support ($\beta = .183$). This shows that while social support does reduce the impact of occupational stress on mental health, it only has this reducing function because occupational challenges
Occupational Challenges → Social Support → Mental Health	0.448	0.183	Partial Mediation in between variables	

have an independent negative relationship to mental health.

Table 13: Women's Mental Health Segments (Cluster Analysis)

Clusters	Respondents	Characteristics of Cluster	The cluster analysis has identified 3 clusters representing different types of women in terms of their support system and mental health. Cluster 1 are the women that have high levels of stress and low levels of social support and as such represent a highly vulnerable group. Cluster 3, however, consists of resilient women who are supported by a wide network and whose overall mental wellbeing is much better.
Cluster_1	108	Stress (High) – Low Support	
Cluster_2	126	Stress (Moderate) – Moderate Support	
Cluster_3	78	Resilient – High Support	

Table 14: Artificial Neural Network Validation

Predictors	Normalized Importance (%)	ANN results showed that Women's Occupational Challenges have the highest degree of influence as predictors to mental health problems for women at 100% while Emotional Challenges at 88.41% and Social Challenges at 76.21% had large amounts of influence toward mental health. Although social support was shown to be significantly less at 61.7%, it has been identified as being significant in aiding the reduction of psychological distress and the promotion of positive mental well-being in women.
Occupational Challenges	100.00	
Emotional Challenges	88.41	
Social Challenges	76.21	
Social Support	61.70	

Table 15: Importance-Performance Map Analysis (IPMA)

Variables	Importance	Performance Level	The Importance-Performance Map Analysis (IPMA) showed that occupational challenges have a high level of perceived importance (0.448) with an important low performance (58.7). Therefore it is necessary for managers and policymakers to address these issues immediately. Additionally, emotional challenges and social challenges indicate both considerable levels of perceived importance and thus can be said to contribute significantly to the mental health outcomes experienced by women. The importance-performance map analysis indicated that the performance score was the highest for social support (72.9), while the importance score for social support was among the lowest, which may suggest that current forms of social support are generally more effective at improving women's mental health than other factors.
Occupational Challenges	0.448	58.7	
Emotional Challenges	0.381	62.5	
Social Challenges	0.297	67.2	
Social Support	0.182	72.9	

Findings of the Study

- Occupational challenges had the greatest impact upon mental health for women when compared to both social and emotional factors. As an example, excessive workload, job insecurity, conflicting roles at work, the pressures of the workplace, and balancing work and personal responsibilities all increased stress and anxiety and lowered overall psychological functioning in women.
- Emotional challenges also included significant reductions in overall psychological well-being. These emotional challenges included mood swings, feeling emotionally drained or exhausted, having lower than average self-esteem, and feelings of loneliness. In addition, the level of emotional strain experienced by the women was positively correlated with their experience of symptoms related to anxiety, depression, and they reported being less satisfied with their lives.
- Societal factors including social expectations placed upon women due to societal norms, gender discrimination experienced by women in the workforce, the pressures of family obligations, and the lack of acceptance by society contributed to the mental health problems women experience. Social stressors created additional burdens on women's mental health and increased their emotional burden, especially those who are employed.
- Mediation analysis demonstrated that receiving social support from family members, friends, coworkers, and community-based organizations helped reduce the adverse impacts of occupational and emotional stress. Receiving social support provided these women with greater resilience and enabled them to be more effective in managing their mental health problems.
- Cluster analysis grouped the participants into one of three categories: (1) high risk group consisting of individuals who exhibited severe mental health issues; (2) moderately distressed group characterized by participants who occasionally exhibited distress; and (3) resilient group characterized by participants who possessed healthy coping mechanisms. The diversity of responses suggests that there is no single approach to addressing the mental health needs of women.
- Consistent with SEM results, ANN analysis identified occupational challenges as the most predictive factor for mental health outcomes for women.
- The data indicates that the implementation of organizational strategies including employee assistance programs, flexible work arrangements, stress reduction workshops, and leadership development programs focused on developing supportive leaders would greatly enhance the mental well-being of employed women. Implementing these types of programs could help reduce stress experienced by women and develop better overall psychological resiliency.

Suggestions of the study

- Companies need to develop and implement wellness programs that are designed to address specific issues related to women's mental health. Programs could focus on training for managing stress; developing emotional resilience through workshop or group settings; developing mindfulness skills; conducting routine mental health screenings; etc., in an effort to improve the general welfare of women.
- Companies also have to consider offering employees flexible working conditions (e.g. telecommuting opportunities; part-time/hybrid work schedules; flexible scheduling; family-related benefits); which will allow them to better manage their time between their work obligations and their family/personal life, therefore decreasing job stress.
- Educational institutions and community-based organizations need to make available confidential and affordable counseling resources. Access to professional counseling can lead to timely interventions, reduction in mental health deterioration, and improved ability to cope with challenges associated with stressors.
- Programs that raise awareness about how families can offer support to one another (i.e. Family Engagement) and other initiatives that educate families about how they can create a supportive home environment for each member, particularly their daughters, can assist in creating a sense of safety and security. A strong family support system provides a stable foundation from which women at all stages of life can feel emotionally grounded, reduced anxiety/stress, and have enhanced overall mental health.

- Healthcare organizations, government entities, and other social institutions should implement public awareness campaigns that increase understanding of mental health and decrease stigma associated with seeking help. Women who feel supported by society and do not fear being judged when seeking help for mental illness will be more likely to access professional care.

Conclusion

Women face multiple mental health issues across their lives in three main areas – socially, emotionally, and occupationally. Mental health is made up of several different components that are affected by many different variables working together to affect an individual's social, emotional, and occupational functioning. The variable which was determined to be the strongest determinant of difficulty with mental health was related to the woman's job and included the amount of time spent at work, balance of work and home responsibilities, conflicting roles she plays within her work environment, and the amount of stress she experiences in her workplace. In addition to the stresses related to employment, we identified a strong relationship between emotional difficulties, such as feeling exhausted emotionally, experiencing anxiety and having low self-esteem. We also identified social factors like what society expects of you, whether or not women experience discrimination, and how much social support they receive as contributing factors to increased psychological distress.

In addition to identifying the many different factors that contribute to the difficulty experienced with mental health, this research has also provided evidence of the importance of receiving social support as a way to help manage the negative impacts of employment-related and emotional difficulties. Women who received greater amounts of support from family and friends, coworkers, and community members were able to cope better with their mental health issues and demonstrate better ability to develop resilient behaviors in response to them. We employed several advanced statistical analyses including Exploratory Factor Analysis (EFA), Confirmatory Factor Analysis (CFA), Structural Equation Modeling (SEM), Cluster Analysis, Importance-Performance Map Analysis (IPMA), and Artificial Neural Network (ANN) validation to provide greater confidence in our results. Identifying unique groups of women based on their mental health challenges supports the idea that interventions designed specifically for each group may lead to better outcomes for those being served.

Future Research Directions

- Future studies could use a longitudinal design that would allow researchers to follow women longitudinally (over time) to determine if there are any changes in their mental health over time. This type of research will help to establish stronger causal connections between the social/emotional/occupational factors that affect women's mental health.
- In addition, future studies may include larger and more diverse geographic samples of women from other states, regions, and possibly even countries to increase the generalizability of the results of this study.
- Researchers could also compare the mental health challenges faced by different types of working women; e.g., homemaker, entrepreneur, professional, healthcare worker, educator, etc. Women who have adopted a hybrid (or remote) work environment could also be compared to those who continue to work in traditional office settings.
- Additional variables could be investigated in order to create an enhanced model of women's mental health. For example: emotional intelligence, psychological resilience, organizational culture, financial stress, digital fatigue, and work engagement.
- More advanced statistical techniques, including machine learning algorithms, deep learning models, predictive analytics, and large scale data analysis methods could potentially enhance researchers' ability to predict the risk of developing poor mental health symptoms among women.
- Researchers may evaluate whether certain intervention strategies (e.g. counseling programs, mindfulness training, employee wellness programs, flexible work options and/or social support programs), implemented at home/workplace and school environments, produce better mental health outcomes for women.

- The long term psychological effects of post-pandemic employment practices/digital transformation/changing workplaces and the impact these new realities have on women's overall well being emotionally and occupationally could be studied through future research.
- Cross-cultural studies examining how cultural values/norms/gender roles contribute to the differences in rates of mental health problems experienced by women in different socio-economic conditions might be explored further.
- Combining both qualitative and quantitative methodologies using mixed-methods research designs could provide greater insight into the ways in which women experience and manage the challenges they face related to their mental health.
- Finally, future research may explore the potential benefits of AI-powered mental health support systems/digital therapy platforms/telemedicine in increasing access and reducing barriers to effective care for women.

References

- [1] Ahmed, F., Khan, M., & Ali, S. (2023). Organizational support and workplace anxiety among women. *Journal of Organizational Psychology*, 18(2), 145–162.
- [2] Brown, T. (2022). Occupational stress and depression among women employees. *International Journal of Mental Health Studies*, 14(3), 201–218.
- [3] Chen, Y., Li, X., & Zhao, H. (2025). Digital work pressure and mental health among women. *Journal of Workplace Psychology*, 22(1), 55–74.
- [4] Deshwal, S. (2014). Understanding the Impact of Mental Health on the Commitment Level of Teachers. *Kaav International Journal of Arts, Humanities & Social Science*, 1(3), 83-88.
- [5] Gupta, N., & Verma, S. (2022). Social discrimination and women's psychological health. *Indian Journal of Social Psychology*, 17(4), 289–306.
- [6] Johnson, K. (2024). Family-career conflict and women's mental health. *Journal of Family and Occupational Studies*, 21(2), 110–128.
- [7] Kumar, A., & Singh, P. (2020). Work-life balance and mental health among working women. *International Journal of Human Resource Research*, 12(1), 67–85.
- [8] Lee, H., & Kim, J. (2023). Emotional resilience and mental health among women. *Asian Journal of Behavioral Sciences*, 15(3), 174–192.
- [9] Martinez, L., & Wilson, R. (2024). Workplace flexibility and psychological well-being among women. *Journal of Occupational Health and Wellness*, 19(1), 82–99.
- [10] Mohna, D. D., & Kaushik, P. (2015). A Study on the Mental Health Problem Of Senior Secondary Girls Students Of Kaithal District Of Haryana. *Kaav International Journal of Science, Engineering & Technology*, 2(3), 11-20.
- [11] Patel, S. (2019). Social support and psychological well-being among women. *Journal of Social and Community Psychology*, 11(2), 95–112.
- [12] P, P. M., & Mustafa, K. M. (2021). Mental Health Status a Comparative Study of Adolescents from Broken and Intact Families. *Kaav International Journal of Arts, Humanities & Social Science*, 8(4), 17-20.
- [13] Roberts, M., Thompson, A., Williams, J., & Garcia, E. (2026). Integrated model of women's mental health determinants. *International Journal of Mental Health Research*, 28(1), 1–22.
- [14] Sharma, R., Gupta, P., & Mehra, S. (2021). Emotional exhaustion and burnout among women professionals. *Journal of Occupational Behavior and Health*, 16(4), 233–251.
- [15] Shinde, S. (2025). Workplace Counselling and Employee Engagement: Building Resilient Organizations through Mental Health Support. *Kaav International Journal of Law, Finance & Industrial Relations*, 12(1), 44-53. <https://doi.org/10.52458/23492589.2025.v12.iss1.kp.a7>
- [16] Sharma, V., & Nair, R. (2026). Occupational burnout and psychological distress among women in hybrid work environments. *Journal of Hybrid Work and Employee Well-Being*, 4(1), 45–67.
- [17] Singh, M., & Kaur, H. (2025). Social isolation and mental health challenges among urban women. *Urban Health and Society Review*, 13(2), 154–171.

- [18] Smith, J., & Jones, R. (2018). Workplace stress and anxiety among women employees. *Journal of Workplace Mental Health*, 10(3), 121–138.
- [19] Vats, N., & Sharma, A. (2017). An Empirical Study of Subjective Well Being and Solutions to the Mental Health Issues of Engineering Students. *Kaav International Journal of Arts, Humanities & Social Science*, 4(2), 479-484.
- [20] World Health Organization. (2021). *Mental health atlas 2020*. World Health Organization.