

# Factors responsible for the Impact of Post Partum Depression on the Productivity of Working Women in India

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**Abstract:** *The study attempts to investigate the relationship between postpartum depression and working women's productivity in India. Several antecedents affecting postpartum depression are being evaluated in order to provide a framework in which organisations can understand its critical nature and plan the necessary activities to reduce its impact on. All of these factors have a significant impact on the productivity of working women and, as a result, the nation as a whole. A questionnaire was distributed to 486 respondents by the researcher.*

**Keywords:** Postpartum depression, productivity, baby blues, attrition rate.

## **Introduction:**

Depression following childbirth has traditionally been regarded as a social blight. Many people believe that after becoming a mother, a woman should be happy. People begin to look down on her when she is unable to meet the expectations of others. Women all over the world continue to try their hardest to ignore signs and symptoms of depression, but it eventually leads to a much more horrifying story.

Becoming a mother may create extreme pressure on a woman. Whenever she enters into a new

relationship in her life, her existing relationship with her husband, family, friends and employer also modifies to some extent. Many countries across the globe provide "maternity leave" to a woman in such a case to help her recover from the physical attributions of this process. A qualitative study demonstrates that expectant mothers want to be treated as professionals. They indeed wish to continue contact with their field of work during maternity leave.

Postpartum depression is observed through some symptoms in a mother, which may include considerable loss of weight, lack of sleep or excessive sleeping, overreaction to minor things or a substantial delay in reaction, considering herself as worthless or accumulating guilt with each passing day, decreased or inability to think in a specific direction or absolute lack of concentration, chronic thoughts of killing oneself.

After the commencement of 6 weeks of postpartum depression, mothers usually are in a position to gain medical clearance from the concerned doctors. They can continue the rest of the routine activities, including joining their Workplace. Studies also report that the occurrence of postpartum depression can create some significant outcomes such as concurrent concern for the children, managing household chores along with duties related to the Workplace.

Examining and evaluating the role of pregnancy at work can have huge implications both academically and professionally. Due to the financial crunch in this era, both partners are usually working, especially in metropolitan cities. In such cases, the women working during their pregnancy are prone to a higher degree of job stress and anxiety, majorly because of the work environment and resources at the Workplace. Although there are various laws to protect women against such issues, research says that decimation still exists [5]

### **Gap Analysis:**

A research gap is a problem that has not yet been addressed in a specific field. It contributes to the advancement of a field of study. It can be viewed as a new researcher's opportunity. It is this knowledge gap that has yet to be investigated. Few areas have gone unexplored in previous studies, and insufficiency can also be found in such areas. It can be justified as a gap in existing knowledge for which new parameters are proposed.

- Kornfeind K, Sipsma H stated in their research paper "Exploring the link between maternity leave and postpartum depression" that there is currently little evidence on the relationship between maternity leave and maternal mental health, despite the fact that there are more working women than ever before in the workforce. They also stated that there is a lack of awareness among both employees and employers about the emergence of postpartum depression.

- An important limitation is correctly discussed in the research paper titled "Employment, income, and education and risk of postpartum depression: The Osaka Maternal and Child Health Study" by Miyake Y, Tanaka K, Sasaki S, and Hirota Y, which describes how difficult it is to ascertain the level and extent of postpartum

depression because the EDPS is a self-reporting rating scale that is widely used to analyse its prevalence, particularly in the social

- Another limitation in the context of a well-known model in this field of study, namely the demand-control-support model, is that it did not elucidate much of the disparity in the context of women's postpartum depression scores, particularly when compared to perceptions of control over work and family. The research paper "The psychosocial work environment and maternal postpartum depression" by Dagher, Rada K., Dagher, Rada K. Alexander, Bruce H, Dowd, Bryan E, Dowd, Bryan E, and McCaffrey, David J lays the groundwork for future researchers to assess the impact of work and home environments on postpartum depression.

- According to a study conducted by Bai, Yeon K., Wunderlich, Shahla M., and Weinstock, Marni titled "Employers' readiness for the mother-friendly workplace: An elicitation study," homogeneous samples

### **Research Objectives:**

Based on the extensive literature review and the gap found by the researcher, the following objectives are framed to carry out the proposed research:

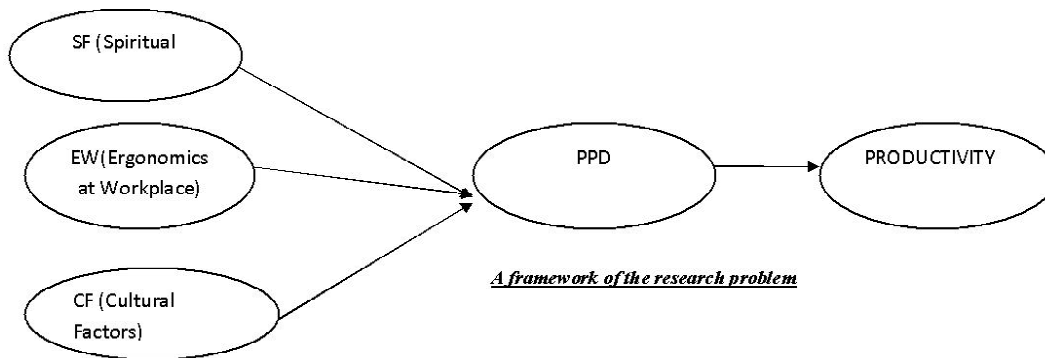
#### **Primary Objective**

To analyze the impact of postpartum depression on productivity of working women

#### **Research Method:**

The data was collected through primary sources. A standard questionnaire was modified for this purpose. 486 respondents participated in this research work from across the country belonging to various age, income and family groups. Working women were considered as a sample for this study.

### Proposed Model



### Hypothesis:

After conducting the literature review, identification of research gap and setting of research objectives, research hypotheses have been formulated. To fulfill the research objectives, following five null hypotheses have been formulated and tested using appropriate statistical techniques:

The Hypothesis for this research problem states that:

**H<sub>0</sub>:** There is no significant impact of sfact , ewfact, cffact on productivity

### Findings:

The study highlighted three main factors affecting postpartum depression: spiritual, ergonomics at workplace, and cultural factors. For the respondents analyzed, it was found that there is a high probability of such elements in creating a medical condition called Postpartum depression.

The study further emphasized that Postpartum depression usually results in a lack of concentration and lower productivity. Postpartum Depression contributes to various other issues like higher attrition rates and higher absenteeism.

### Results:

#### Reliability

Before measuring reliability, it is important to understand that the term “reliability” refers to consistent results when repeated measurements are taken. Several reliability measures can be used to determine the reliability of the measuring instrument. The most important measure of reliability is internal consistency. It is weighed by Cronbach’s alpha as a reliability coefficient (Cronbach, 1951). In order to assess the dependability of all variables SPSS was used to calculate Cronbach’s reliability. The reliability values of all seven variables are summarized in the table below.

**TABLE 1: RELIABILITY VALUES**

S.No	Variables	Cronbach’s Alpha	Number of Items
1.	Spiritual (Independent Variable)	.865	4
2.	Ergonomics (Independent Variable)	.675	5
3.	Cultural (Independent Variable)	.710	6

A general accepted rule is that  $\alpha$  of 0.6-0.7 indicates an **acceptable level of reliability**, and 0.8 or greater a very good **level**. However, values higher than 0.95 are not necessarily good, since they might be an indication of redundancy (Hulin, Netemeyer, and Cudeck, 2001). As we can see from the above table all variables have

Cronbach's alpha more than 0.60 even the least Cronbach alpha among six variables is 0.628 thus can be seen from the table that all seven variables showing higher reliabilities.

**Regression Test:**

$H_0$ : There is no significant impact of sfact,ewfact,cfact on productivity

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Durbin-Watson
1	0.643	0.413	0.393	1.862

a. Predictors: (Constant), fact  
 b. Dependent Variable: productivity  
 This table provides the R and R<sup>2</sup> value. The R Value is 0.643 a positive correlation between both

variables. The R<sup>2</sup> indicate how much of the dependent variable, "productivity", is explained by the independent variable, " sfact, ewfact, cfact.", is 39.3%

**ANOVA<sup>a</sup>**

Model	Sum Of Squares	Mean Square	F	Sig
1Regression	22.19	13.870	20.666	0.00000
Residual	31.47	6.7		
Total	53.66			

a. Dependent Variable: productivity  
 b. Predictors: (Constant), Predictors: (Constant), sfact,ewfact,cfact  
 This table indicates that the regression model predicts that the outcome variable is significantly well. Here  $P < 0.000$  and indicates that, overall, the model applied is statistically significantly predicted the outcome variable. The P-Value of F statistics (.000) < Standard value 0.05, hence  $H_0$  is rejected.

the key issues in the organization as well as major managerial decisions because many females are handling a key role in the organization thus creating a major concern for the organizations. Postpartum depression also affects the environment of the organization because a female may become hostile in this medical condition which may hamper the relationships between the employees. It also affects the attrition rate as well as absenteeism in the organization thus creating a major threat for an organization.

**Implications:**

Conceptual Implication: Apart from the factors listed above it was found that some other factors may also contribute to Postpartum depression and such factors may also be analyzed in future researches, these factors may include heredity, lack of communication with the partner, intake of any chemical substances, lack of family support and a history of medical health issues.

Managerial Implication: The adverse impact of Postpartum depression can affect the overall productivity of an organization, it may also affect

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