



THE EFFECTS OF WORKPLACE STRESSORS ON STRESS AND
SUBJECTIVE WELL-BEING OF FEMALE MYANMAR MIGRANT
WORKERS IN THAILAND MEDIATED BY COPING STRATEGIES
AND SOCIAL SUPPORT

Sr. Nant Mu Mu Aung

I.D. No. 6019522

A Thesis Submitted in Partial Fulfillment
of the Requirements for the Degree of
MASTER OF SCIENCE IN COUNSELING PSYCHOLOGY
Graduate School of Human Sciences
ASSUMPTION UNIVERSITY
THAILAND

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By: SR. NANT MU MU AUNG

Field of Study: MASTER OF SCIENCE IN COUNSELING PSYCHOLOGY

Advisor: DR. PARVATHY VARMA

Accepted by the Graduate School of Human Sciences, Assumption University in Partial Fulfillment of the Requirements for the Master Degree in Counseling Psychology

Examination Committee

.....
(Assoc. Prof. Dr. Suwattana Eamoraphan)

Dean of the Graduate School of Human Sciences

..... **Chair**

(Dr. Santhosh Ayathupady Mohanan)

..... **Advisor**

(Dr. Parvathy Varma)

..... **Faculty Member**

(Dr. Donald Johnson)

..... **Faculty Member**

(Dr. Rajitha Menon)

..... **External Expert**

(Assoc. Prof. Dr. Dusadee Yolao)

ABSTRACT

I.D. No.: 6019522

Key Words: WORKPLACE STRESSORS, STRESS, SUBJECTIVE WELL-BEING, COPING STRATEGIES, SOCIAL SUPPORT, FEMALE MYANMAR MIGRANT WORKER

Name: SR. NANT MU MU AUNG

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Thesis Advisor: DR. PARVATHY VARMA

The current study attempted to investigate the direct and indirect effects of workplace stressors on stress and subjective well-being of female Myanmar migrant workers in Thailand mediated by coping strategies and social support. This study employed quantitative method with a correlational research design; specifically path analysis was used to test the hypotheses. A convenience sampling through self-administered survey questionnaires was given to a total of 200 female Myanmar migrant workers. The result of the study demonstrated that there was a direct effect of workplace stressor (workplace injustices and barriers to exit job) on stress and subjective well-being. It was associated with increased levels of stress and decreased levels of subjective well-being. Workplace stressor which was related to coercive working condition had an indirect effect on stress and subjective well-being mediated by problem-focused coping and emotion-focused coping strategies. The more the migrant workers employed problem-focused coping strategies the lower were their reported levels of stress. However, the more the migrant workers employed emotion-focused

coping strategies the higher their reported levels of stress and the lower were their reported levels of subjective well-being. Social support didn't mediate the relationship between stressors and stress as well as stressors and subjective well-being. But, social support was negatively associated with stress and positively associated with subjective well-being. The current findings revealed that female Myanmar migrant workers experienced low levels of stressors, slightly low levels of stress and slightly high levels of subjective well-being. Moreover, problem-focused coping strategies and perception about social support lessened the stress and promoted the subjective well-being of female Myanmar migrant workers in Thailand.



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MMA

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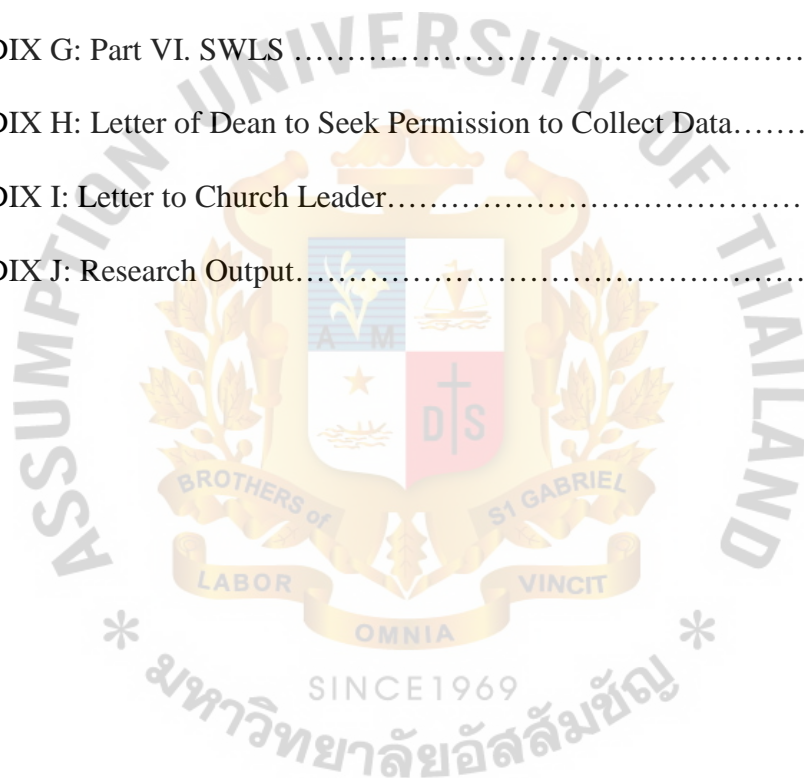
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CHAPTER I

Introduction

Migration process takes place almost around the world throughout centuries for various purposes. Some people migrate from one place to another to get new opportunities, to overcome poverty and food insecurity, to avoid armed conflict, persecution, human rights violations as well as abuses in their homeland. Others move to escape from the adverse effects of climate change and natural disasters (IOM, 2017). Through leaving their home countries, they expect to minimize the adverse effects and hope to improve their living conditions and well-being in new countries.

Recently, the economic purpose of migration has become more widespread as they are contributing beneficially to both sending and receiving countries. In Myanmar, economic migration to Thailand has become at its peak. The profit that migrant workers made from the labour migration contributes enormously to their families, home country and host country. The factors such as economic growth, labour productivity and increase in financial status can contribute to a certain uplifting of migrant workers' well-being. However, the venerable situations which migrant workers face in the host country become a significant issue especially for female migrant workers. The labour rights violation and unfair workplace can be a great source of stressful situations that can lead to loads of stress and threaten migrant workers' well-being. Stress arises when the events are appraised as harmful and beyond a person's ability to manage the stressor and that threatens the psychological well-being of a person (Lazarus & Folkman, 1984). Coping strategies can play a major role in migrant workers' physical and psychological well-being when they encounter stressful situations (Endler & Parker, 1990a, 1994). Through problem-focused coping or emotion-focused coping strategies, female Myanmar migrant workers may manage or reduce the demands of

stressful events (Lazarus, 1999). Similarly, social support can be a key mediator for reducing the impact of stressors and strengthen the well-being (Thoits, 2010). Amidst the stressful situation, depending upon the migrant workers' perception of the event, their ability to cope as well as the available social support from family, friends and supporters will definitely influence migrant workers' stress level and their subjective well-being.

Background of the Study

Around the world, an enormous number of international migrants have increased significantly from 173 million to 258 million from 2000 to 2017. Among them, 106 million were born in Asia. Since 2000, Asian countries experienced the fastest growth in the migrant population and, migration average increased by 1.8 million every year during the period from 2010 to 2017 (UN DESA, 2017a). In Myanmar, out of a 52.9 million population, 25.4 million is accounted for the labour force and about 10% of the labour force is working abroad (ILO Myanmar, 2019) specifically within Asia, including Thailand, Malaysia, Singapore, Japan, Korea, Bangladesh and China (Arisman & Jaya, 2018). According to ILO (2015 as cited in ILO Myanmar, 2019), it is estimated that over 3 million Myanmar migrant workers are working in Thailand and Malaysia alone.

Labour migration has become a wide range of economic growth and development in both countries of origin and destination. Through labour migration, remittance flowed to low-income and middle-income countries increased by \$483 billion in 2017 to \$529 billion in 2018 (World Bank, 2019). In 2018, the remittance inflow to Myanmar from labour migration amounted to \$2.754 billion, approximately 3.9 per cent of GDP and migration has become an important livelihood strategy for people in Myanmar (ILO Myanmar, 2019). According to preliminary findings from a flow monitoring survey conducted by International Organization for Migration, the United Nations Migration Agency (2018), on the Thai-Myanmar border,

almost two-thirds of migrant workers stated that their financial and/or savings situation had increased through migration.

The impacts of ASEAN labour migration to Thailand upon the Thai economic Policy to hire unskilled and skilled workers are likely to benefit the Thai economy and increase in the country's GDP (Sanglaoid, Santipolvut, & Phuwanich, 2014). For the socio-economic development of Thailand, migration continues to play a crucial role. It is estimated that from 3.7 million foreigners living in the country in 2014 it had increased to 4.9 million in 2018, including migrant workers from Cambodia, the Lao People's Democratic Republic, Myanmar and Vietnam that were approximately 3.9 million (Harkins, 2019).

Thailand is the largest labour streams of migrant workers from Myanmar in the Greater Mekong Sub-region. Unskilled workers are required in the agriculture and manufacturing sectors, service industries, fishing and seafood processing, domestic and construction work in Thailand's local labour market (Chantavanich & Vungsiriphisal, 2012). Although Myanmar migrant workers engage in some professional work such as teachers, university lecturers and health workers in Thailand, the majority of migrant workers are working in the low sectors (Arisman & Jaya, 2018; Chantavanich & Vungsiriphisal, 2012). As of March 2019, it is estimated that 1.9 million registered Myanmar migrant workers are working in Thailand (ILO Myanmar, 2019).

As a fundamental survival strategy, labour migration to Thailand has increased in Myanmar since 1990s. The migration can be defined as economic migration and forced migration. Economic migration is caused by inappropriate government policies and practices, limited availability of productive land and poor access to markets which lead to food insecurity, lack of education and health services (South, 2007). Natural disasters, military attack or relocation order from the military and infrastructure or commercial purposes affect communities or whole villages or sections of towns and bring people to forced migration

(Bosson, 2007). Forced migration from Myanmar to Thailand started in the 1980s when Myanmar ethnic minorities asylum-seekers were fighting against the government to take refugee status in Thailand during the military regime administration (Chantavanich, 2012). At first, there were approximately 140,000 political asylum-seekers whom the Thai Government agreed to host in nine temporary shelters in four provinces at border areas. For economic reasons, another wave of migrants arrived in Thailand in the 1990s. Later, Thailand started to officially recognize the arrival and the entrance of unskilled migrant workers from Myanmar into Thailand's labour market starting in 1992 (Chantavanich, 2012).

In Myanmar, after the formation of the new Government in March 2011, there were some significant moves and promises made by the Government to reform the economy, to improve education, to end corruption and to protect the environment. This was followed by senior government officials calling on exiled political protesters to return home without punishment (Human Right Watch, 2019). In May 2012, Aung San Suu Kyi's visited the migrant community in Thailand and promised to bring them back after the complete reformation in Myanmar (Chantavanich & Vungsiriphal, 2012). Despite reforms, extreme impoverishment, lack of investment from the central government, and the impact of conflict, migration from Myanmar to Thailand continued to grow (Chantavanich, 2012).

Although migration contributes to the economic growth and development in both the countries of origin and destination, there are reports of exploitation and abuse of migrant workers. Archavanitkul and Hall (2011) stated that human rights violations against migrant workers in Thailand by employers, government officials, particularly the police are systematic and institutionalized. At the local and national levels, there is discrimination against migrant workers in the forms of ordinances, rules and regulations. In another publication, The Labour Rights Promotion Network Foundation (2015) reported that migrant workers are faced with unregulated wages, exploitation, forced to work long hours, unhealthy

and unsafe environments at fishing and seafood processing industries in Samut Sakhon Province, Thailand. Female migrants have been trapped by the human trafficking trade and/or physically and sexually abused (Archavanitkul and Hall, 2011).

Following criticism over human trafficking, forced labour and other abuses, Thailand started restructuring its labour migration policy to regulate 3.8 million migrants workers in 2014 (Languepin, March 26, 2018). On 16 August 2016, the Department of Employment (DOE) of the Ministry of Labour (MOL) issued the “Royal Ordinance concerning Rules on Bringing Migrant Workers to work with Employers in the Kingdom B.E. 2559 (2016)” as cited by IOM, (2016. p.1). This new policy was framed in order to properly regulate the process of recruiting the migrant workers, to prevent smuggling of migrant workers coming to work in Thailand illegally, and strengthen protection for all stakeholders to receive fair treatment based on international guidelines, procedure and standards (IOM, 2016). In June 2016, Myanmar's foreign minister and state counsellor, Aung San Suu Kyi visited migrant workers in the Mahachai district of Samut Sakhon province before a meeting with General Prayuth Chan-o-cha, the Prime Minister of Thailand. After the meeting, Aung San Suu Kyi signed a memorandum of understanding (MOU) to provide proper identity documents, assurance of protection from any labor-abuses and to improve the rights of the Myanmar migrant workers in order to eliminate brokers and illegal migration (Areeprachakun, 2017).

Thailand has made significant progress in establishing basic labour rights protections for migrant workers within its legal framework. However, many migrant workers still face difficulties in accessing these rights (Saibouyai, Ketunuti, Chittangwong & Barber, 2019). Due to frequent change of Thai government policies, the workers have to apply for a new type of registration on a yearly basis, and over the last 20 years there have been 30 rounds of registrations. As the registration period is short and complicated, it is difficult for workers and employers to comply on time. As a result, brokers have to be hired to expedite the

process that leads to additional cost and multiplying debts (MAP Foundation, 2017). The new law also restricted the migrants to change from one job to another making them more vulnerable. In spite of the government reforms for better regulation to minimize exploitation of migrants, forced labour and human rights abuses still prevails (Harkins, 2019). Voicing similar points, Grimwade and Neumann (2019) said that current migration policy has proven its inability to accommodate the needs of the growing number of migrant workers. Furthermore, it is viewed that the constantly changing policies are for keeping unwarranted legal status and preventing migrants from full members of Thai society.

Female Myanmar Migrant Workers. Traditionally, women were considered to be meant only to work in the kitchen and for reproduction only. However, women's roles have broadened to both family caring and professional careers nowadays. Women's contribution to family and domestic work has decreased and their wage and salaried employment have been remarkably increased in Eastern Asia and in South-Eastern Asia and the Pacific (ILO, 2016a). In Myanmar, the female labour force has become higher and there is hardly any difference between female and male (UNFPA Myanmar, 2013). Women are primarily responsible for household chores in most societies such as cooking, cleaning and rearing children. Therefore, when women are employed, they are double burdened (ILO, 2016b). At the same time, there is the gender role in society and the need for independence, in contrast to the need to conform to social expectations. There is also gender-based discrimination which is reflected in lower wages and higher job requirements for women (Houtman, & Jettinghoff, 2007).

On the other hand, the economic contribution of female migrant workers to their families and communities has increased enormously alongside male migrant workers. United Nations, Department of Economic and Social Affairs, Population Division (2017) reported that women comprised 48.4 per cent of all international migrant workers around the globe.

Within Asia, the number of female migrants increased by 48 per cent, from 23 million in 2000 to 34 million in 2017. In Thailand, there are over 1.2 million documented female migrants from Myanmar, Cambodia, Lao PDR and Vietnam according to the report from ILO Thailand, 2019.

Due to the lack of employment opportunities and difficult conditions in Myanmar, women workers are attracted to come to Thailand for higher wages and better working conditions. Many women and girls leave their families behind in search of a better life and to support their family with their earnings. According to International Labour Organization, Myanmar (2019), it is estimated that more than 500 thousand female Myanmar migrant workers are working in Thailand under the registration of Memoranda of Understandings (MOUs) and National Verification (NV). Although female migrants have experienced job and livelihood opportunities for themselves and their families, they tend to experience exploitation and violations of human rights. Studies also found that exploitation and abusive conditions are more likely to occur among female migrant workers than male workers (Archavanitkul & Hall, 2011).

Statement of the Problem

The present study is concerned with the unfair working conditions of female Myanmar migrant workers in Thailand which may affect their stress level and well-being. Although migrant workers have jobs, livelihood opportunities for themselves and their families, they also tend to experience labour rights violations at the workplace as female workers. Although migrant workers with legal status seem to be less vulnerable, receive fairer treatment and have their labour's rights held there are still reports on unfair treatment even worse than undocumented workers. Where the labour regulations and human rights standards are poorly enforced, migrant women may experience a vulnerable situation at the workplace. As a Myanmar student in Thailand, the researcher has closed interaction with

many female migrant workers from Myanmar who are working in low-resource setting with legal documents. According to the observation of the researcher and the sharing of female migrant workers on their working experiences, some of them had higher worry for unstable working hours and wages particularly those employed in large factories. They were concerned whether they might be able to send money home to pay back their debt borrowed for documentation, agent and travelling fees. Besides, even though some of them wanted to change a new job, they were afraid of being undocumented as their migrant categories' status as work permits were tied to a specific employer which hindered them to leave their workplace. Some employers and recruiters illegally withheld their passports in order to prevent them from leaving the job for another. Some female migrant workers shared that in spite of unfair wages, excessive or unstable working hours and poor living conditions, the wages and income in Thailand are much better compared to Myanmar. Therefore, they tried to manage and tolerated the difficult situations in order to cover up all the expenses for documentation and travelling.

The researcher assumed that unfair working conditions which migrant workers are facing now may lead them to higher level of stress which can expose them to exceptional risks for their physical and psychological well-being in the long term. When workers are unable to deal with work demands, being control by their works and employers and their expectation are not being met, they experience stressful situation. Stress is arisen from the interaction between the person and the environment when an individual perceived a demand that exceeded his/her ability to manage. When the stressful situation persists or occurs repeatedly, it may affect the mental and physical well-being of a person. Stressful situation at workplace can threaten a person's well-being due to the perception of the impossibility of manageable resources when a person encounters specific demands are beyond their ability. When migrant workers are unable to manage or use appropriate coping strategies to deal with

stressful situation at workplace, their stress level will be heightened and their subjective well-being will be lessened. Being as a woman migrant worker in a foreign country, one can feel isolated, lonely and unsupported from family and friends. Migrant workers' perception of social support and available social connections can differ from person to person. The stress level and subjective well-being of migrant workers can depend upon how they perceived the situation, how they cope with their stressors and the perception about their social support. When their stressors are not managed properly with proper social support, their stress level increases and their well-being is affected which in turn decreases their happiness and life satisfaction.

Hence, the researcher decided to study the effects of the workplace stressors on the stress level of female migrant workers, their coping strategies and perceived available social support in order to maintain their well-being. Some researches and studies have been on finding out the condition of migrant workers to promote a better policy in order to abolish the exploitation and abuses and to protect the workers' rights in Thailand. Some organizations and foundations are working to assist on humanitarian needs such as education, hygiene, health care and vocational training of migrant workers. However, there is very little mention of promoting migrant workers' psychological well-being. Although there are some studies about Myanmar migrant workers in Thailand, only few studies have been done on workplace stressors that affect migrant's stress level and subjective well-being with coping and social support. The previous study with migrant workers at Mae Sot area in Thailand showed workplace and security related stressors and adverse effect on mental health outcome which didn't include the mediated effect of coping strategies and social support (Meyer, Decker, Tol, Abshir, Mar, & Robinson, 2015). Another two studies conducted by Noom & Vegara (2011) and Kesornsri, Sitthimongkol, Punpung, Vongsirimas, & Hegadoren, (2018) which focused only on acculturation stress and didn't specialize on the context of workplace stress.

Significance of the Study

This research was intended to study particularly the workplace stressors that predict high levels of stress and low levels of subjective well-being of female Myanmar migrant workers in Thailand. The researcher hopes that this study will fill the literature gap of previous studies with another different research area. As the Thai government is trying to improve the policy and protection of migrant workers with legal document, it is also important to study that whether documented female migrant workers feel they are being protected by the policy and authorities from physical abuse, violation and coercive working conditions as well as the improvement of working condition compared to previous studies reports.

In order to raise awareness about the current situation of female Myanmar migrant workers, the researcher wanted to study migrant's stressors that contribute to higher stress and predict the low levels of subjective well-being with a hope to find out how the workers cope with their stressors and their perception about available social support. The study determined the workplace stressors, coping strategies, social support, stress and subjective well-being of migrant workers particularly the vulnerable group of female migrant workers in the low resource-setting. Results from these findings will contribute to raise the awareness of migrant's workplace stressors, stress and their subjective well-being, to provide important new insights for the social workers, church communities, policymakers and some organizations when implementing the mission for migrant workers. Moreover, the researcher hopes to contribute to raise self-awareness of female Myanmar migrant workers, their present working conditions, coping strategies and positive social support.

Objectives of the Study

To determine the direct and indirect influence of workplace stressors on perceived stress level and subjective well-being of female migrant workers mediated by coping strategies and social support.

Scope and Limitation of the Study

This study focused only on documented female Myanmar migrant workers who are working in low-resource settings in Thailand. Also, this study focused only on workplace stressors that predicted the stress level and subjective well-being of female workers. The researcher predicts that the study of stressful life events especially workplace-related stressors are very relevant to the population of female Myanmar migrant workers, living and working in Thailand. The researcher had chosen to study the documented female migrant workers in the low-resource setting as population group as low-skilled workers are most likely to work in exploitative, unsafe and unhealthy conditions (Beesey, Limsakul, & McDougall, 2016) and below minimum wage salaries (Thailand Migration Report, 2019). Although registered workers are considered as less vulnerable, the study found that there was some exploitation among them due to restricted workplace and employment status (Beesey, Limsakul, & McDougall, 2016). Female workers were chosen to be studied based on the fact that they were considered more vulnerable compared to male workers. As migrant workers, they carry double risk and more disadvantaged in the workplace due to their roles as immigrants subject to gender inequality (Moyce & Schenker, 2018). They were more likely to report physical and emotional symptoms of stress than men (APA, 2013). This current research took place at Bangkok and Samut Sakhon within the area of Bangkok Archdiocese of Catholic Church where the chaplain is available for Myanmar migrant workers. The Archdiocese was chosen for the availability of research samples for the researcher to recruit and contact the migrant workers within the Church Area.

Despite the fact that female migrant workers were recruited within the Church area, there were no available lists of the migrant population within the Bangkok Archdiocese since some were not able to contact church and participate in the church activities regularly. The strength and accuracy of the sample may be biased since the population is recruited in convenient sampling (Jager, Putnick, & Bornstein, 2017). In so far as the research was mainly focused on workplace stressors only, the significant finding of predicted variables and the outcome may be biased since there could be stressor such as discrimination, language difficulties, culture shock and so on. The populations of registered female migrant workers are more than 500 thousand, so the data will not represent the whole population of the female Myanmar migrant workers in Thailand. And also, the findings of the study may not be applicable to the undocumented migrant workers as undocumented migrant workers were excluded in this study.

Definition of the Terms

Bangkok Catholic Archdiocese

Archdiocese is a group of dioceses in the ecclesiastical province administered by bishops and subject to the authority of the metropolitan archbishop. The Bangkok Archdiocese covers the administrative provinces of Ayutthaya, Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan, Samut Sakhon and Suphanburi, west of the Bang Pa Kong River of Chachoengsao and Amphoe Ban Na of Nakhon Nayok (Revolvy, n.d.).

Chaplain for Migrant Workers

The Chaplain for migrant workers is a Myanmar Catholic priest who is assigned to work and serve for Migrant workers for their spiritual and social welfare in Thailand.

Coping Strategies

Coping is a process by which people manage stress. It is defined as a particular behavioral and cognitive effort that people use to master, tolerate, reduce, or minimize

external and internal demands of the stressful events (Lazarus & Folkman, 1984). Coping strategies have been classified as two types, namely; problem-focused as task-oriented coping and emotion-focused as emotion-oriented coping. In this study, coping strategies were measured by means of the Coping Inventory for Stressful Situations (CISS) developed by Endler and Parker in 1990.

Problem-focused coping strategy is an approach in which a person attempts to alter the stressful situation by obtaining information about what and how to deal with such events (Lazarus, 1999). Problem-focused as task-oriented coping aims to solve the problem, restructures the problem in cognitively, or attempts to alter the situation. It emphasizes mainly on the task, planning, and attempts to solve the problem (Endler & Parker, 1990b).

Emotion-focused coping strategy is an approach in which a person attempts to regulate distressing emotions by changing the meaning of the stressful situation cognitively without actually changing the situation as cognitive appraisal (Lazarus & Folkman, 1984). Endler and Parker (1990b) stated that emotion-oriented coping strategies focus more on emotion arousal and often internalize negative and maladaptive feelings. Reactions include emotional responses such as self-blaming for being too emotional, getting angry, becoming tense, self-preoccupation, and fantasizing or day dreaming reactions. In some cases the reaction actually increases stress by becoming very upset and very tense (Endler & Parker, 1990b).

Documented Migrant Worker

A migrant worker or members of his or her family authorized to enter, to stay and to engage in a remunerated activity in the State of employment pursuant to the law of that State and to international agreements to which that State is a party (International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990, Art. 5(a) as cited in Perruchoud, & Redpath-Cross, 2011, p. 29)

Migrant Workers

Migrant workers are defined as “Foreigners admitted by the receiving State for the specific purpose of exercising an economic activity remunerated from within the receiving country. Their length of stay is usually restricted as is the type of employment they can hold.” (UN SD, 2017, p.15).

Stress

According to the transactional theory of stress, stress is defined as “...a relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her well-being” (Lazarus & Folkman, 1984, pg.21). Stress is experienced when a person perceives that the demands overload or exceed the personal and the ability to manage the stressor. The term stress is described as a process in which external or internal demands are subjectively assessed in relation to personal objectives and resources. The transactional model of stress explains how several factors contribute in the stress perception process, involving personal aspects, stress exposures, and reactions (Levenstein et al., 1993; Kocalevent et al., 2007). In this study, stress was measured by means of the Perceived Stress Questionnaire (PSQ) developed by Levenstein and colleagues in 1993.

Social Support

Social support refers to the experience of being valued, respected, cared about, and loved by others who are present in one’s life (Gurung, 2006). It may come from different sources such as family, friends, teachers, community, or any social groups to which one is connected with (MdYasin & Dzulkifli, 2010). Perceived support is the person’s beliefs about the availability of social support from family, friends and significant ones whom a person can depend on when needed (Zimet, Dahlem, Zimet & Farley, 1988). In this study, social support

was measured by means of the Multidimensional Scale of Perceived Social Support (MSPSS) designed by Zimet, Dahlem, Zimet and Farley in 1988.

Subjective Well-being

Subjective well-being (SWB) is defined as a person's cognitive and affective evaluations of his or her life (Diener, 2000). It concerns with happiness, satisfaction, morale, and positive affect by evaluating the quality of a person's life from that person's own perspective including both cognitive and emotional components (Diener, Lucas, & Oishi, 2018). In this study, subjective well-being was measured by means of the Satisfaction With Life Scale (SWLS) developed by Diener, Emmons, Larsen, and Griffin in 1985.

Workplace Stressors

Workplace stressors defined as experiences of forced labour and exploitation in the workplace such as abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime. Workplace stressor variables are grouped and labelled as barriers to exit or inability to change jobs (alter their working conditions); coercive working conditions; daily hassles and stressors; physical and sexual abuse and harassment (Meyer, 2014).

CHAPTER II

Literature Review

This chapter consists of supportive theoretical dimensions as well as empirical findings and related research studies concerning the effects of workplace stressors on stress and subjective well-being mediated by coping strategies and social support. This chapter discusses the key variables of workplace stressors, stress, subjective well-being, coping strategies and social support. In order to present a coherent review of the literature, the main variables and findings of related studies are discussed accordingly:

1. Workplace Stressors
2. Workplace Stressors of Female Myanmar Migrant Workers in Thailand
3. Stress
4. Subjective Well-being
5. Coping Strategies
6. Social support
7. Workplace Stressors and Stress
8. Workplace Stressors and Subjective Well-being
9. Workplace Stressors, Coping Strategies, Stress and Subjective Well-being
10. Workplace Stressors, Social Support, Stress and Subjective Well-being

Finally, based on the review of literature and related research findings, the conceptual framework, research questions, and research hypothesis are drawn and presented.

Workplace Stressors

The term *stressor* is referred by Selye (1956) as an external stimulus or an event or a physiological agent or an environmental condition that triggered a biological and psychological response from the organism. Selye emphasized that the physiological and psychological responses occurred when faced with demanding or threatening situations. According to Lazarus & Folkman (1984), the stressor is defined as a process of stress which is demanding or threatening events to a person's well-being when appraised as harmful. Also, the stressor refers to as the environmental experiences or the specific events that expose to the stress process (Grant et al., 2014).

In both developed and developing countries, work-related stress has become a global issue affecting both professions and workers (ILO, 2016b). Work situations are experienced as stressful when they are perceived as involving important work demands which are not well matched to the knowledge and skills of workers or their needs, especially when those workers have little control over work and receive little support at work (Cox, Griffiths, & Rial-González, 2000). Work-related stress is defined as '...the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope' (Leka, Griffiths, & Cox, 2004, p.2). When workers are unable to deal with work demands, work-related stress may result and if stress persists or occurs repeatedly, it may lead to varying health problems affecting physiological and psychological health, as well as the worker's cognition and behaviour. American Psychological Association (2017) survey showed that one in three workers in the United States experienced chronic work-related stress.

In the complex circumstance of work-related stress, simultaneously, the workplace has been seen as a major source of stress in the modern age. Workplace factors that cause stress are called psychosocial hazards (ILO, 2016b). According to International Labour

Organization (1984, as cited in ILO, 2016b, pg. 2), psychosocial hazards is defined as “interactions between and among work environment, job content, organizational conditions and workers’ capacities, needs, culture, personal extra-job considerations that may, through perceptions and experience, influence health, work performance and job satisfaction”. The dynamic interaction between the working environment and human factors are underlined in this definition. Psychosocial hazards at the workplace such as excessive working hours, precarious work, low work opportunities, fear of losing jobs, massive layoffs, joblessness and financial insecurity contribute to a more stressful working environment with serious consequences for workers mental health and wellbeing (ILO, 2016b). Many researchers have identified a number of factors that contribute to workplace stress (Dewe, O’Driscoll, & Cooper, 2010; Landsbergis, Grzywacz, & LaMontagne, 2014; ILO, 2016b). Violence and threatening behaviours such as harassment and bullying at the workplace also can cause unimaginable levels of occupational stress (Dewe, O’Driscoll, & Cooper, 2010). The pervasiveness of job insecurity, low job control, low job variety and workplace coarseness are countless among working women (Landsbergis, Grzywacz, & LaMontagne, 2014). The Australian Workplace Barometer project research conducted a study with 5743 Australian employers which show that workplace psychosocial risk factors of bullying and harassment were very high among them (Dollard et al., 2012). Employees were being humiliated, sworn or yelled, experienced discomfort due to sexual humour and unwanted sexual advances, unfair treatment due to gender differences which led to depression. The conflict between work and family due to overworking hours, work pressure, emotional demands contribute to poor psychological health and well-being (Dollard et al., 2012).

With regard to migrant workers, they are more prone to precarious employment with little recognition of their rights due to unskilled, poorly paid, long working hours; and women are likely to suffer violence and sexual harassment, since they often depend on their

employers to obtain or retain their work permits (Llácer, Zunzunegui, del Amo, Mazarrasa, & Bolúmar, 2007). Workplace abuses such as financial constraints, violation of contractual agreements, forced to work tasks contrasting to initial agreement, lack of food, sexual harassment, discrimination are often experienced by migrant domestic workers in Portugal (Figueiredo, Suleman, & Botelho, 2015). A cross-sectional study, telephone survey conducted with 585 Vietnamese, Chinese and Arabic-speaking migrants workers in Australia reported that 81% of them in the study experienced at least one workplace stressor, workers on a fixed-term contract were reported a job with low security, workers aged 45 years and older were more bullied or experienced racial discrimination (Daly, et al., 2018).

In line with the previous research outcome of migrant workers' situation, psychosocial hazards at the workplace could be a specific issue for migrant people who work in low-setting. It was reported that migrant workers are more likely to face stressful conditions in the workplace compared to native-born workers (Aalto et al., 2014). Drawing from the International Labour Organization (2011)'s definition of forced labour, Meyer, (2014) addressed migrant's workplace stressors as experiences of forced labour and exploitation in the workplace such as abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime. Finding from the qualitative research with Myanmar migrant workers in Thailand, Meyer grouped the workplace stressors in four factors and labelled as sexual assault and physical abuse and harassment, coercive working conditions, daily hassles and barriers to exit or inability to change jobs (Meyer, 2014, pg. 136-137).

Workplace Stressors of Female Myanmar Migrant Workers in Thailand

Migrant workers are defined as "Foreigners admitted by the receiving State for the specific purpose of exercising an economic activity remunerated from within the receiving

country. Their length of stay is usually restricted as is the type of employment they can hold.” (UN SD, 2017, p.15). Migrant workers are often recruited from the most vulnerable populations in the poor countries, often have short term contracts for jobs which are commonly referred to as 3D jobs: dirty, dangerous and degrading such as cleaning jobs, domestic work, construction work, farm work, and jobs in the entertainment sector for sex work (Wolffers, Verghis, & Marin, 2003). With regard to female Myanmar workers in Thailand, main jobs are factory work, seafood processing, garment manufacturing, construction sector, agriculture, domestic work and the entertainment industry (MAP Foundation, 2017).

To be documented worker in Thailand, migrants can go through two main processes, Memoranda of Understanding (MOU) and Nationality Verification (NV). In 2003, the Thai Royal Government and Myanmar signed a bi-lateral Memoranda of Understanding (MOU) to provide migrants a fully legal channel to access job opportunities in Thailand and the actual implementation was started in 2009 (Beesey, Limsakul, & McDougall, 2016). Another process called the Nationality Verification (NV) process which allows undocumented migrants who are already in Thailand with an employer to regularize their status without having to return to their countries of origin and are allowed to obtain temporary passports and work permits through registering at One-Stop Service Centers (Beesey, Limsakul, & McDougall, 2016). The process of NV has been seemed to be more effective in providing documentation to a total of 1.1 million migrant workers with work permits in June 2018, though, there were still 80 thousands of migrants unable to finish the process to get legal status in Thailand. Through legal channels, 69 per cent of low-skilled Myanmar migrant workers were able to hold work permits in 2017 (Smith, Lim, & Harkins, 2019). However, the process of the MOU remains inadequate due to the limited access and most migrant workers still enter the country through illegal channels which cannot be considered as an

improvement in working conditions for migrant workers (Smith, Lim, & Harkins, 2019). The workplace conditions of Myanmar migrant workers have been addressed by Meyer, (2014) as experiences of forced labour and exploitation in the workplace which categorized in four main groups: *barriers to exit Job, coercive working conditions, daily hassles and stressors, sexual and physical abuse and harassment.*

Barriers to Exit Job. Migrant workers experienced deprivation of freedom to move due to the debt owed to employers, fear of being punished and threaten to be turned over authorities. Their documents are retained which made them unable to escape from abusive working conditions or barrier to escape job (Meyer, 2014; Meyer, Robinson, Branchini, Abshir, Mar, & Decker, 2019). According to the MOU process, recruitment of jobs are facilitated by agencies in the countries of origin, which is expensive and slow, can lead to excessive expense compared to the wages migrants receive, causing them to debt bondage (Beesey, Limsakul, & McDougall, 2016). Some migrant workers have to work in different workplaces and occupational sectors when arriving in Thailand which is opposite to the agreement they had made with agencies. Workers are allowed to work four years in Thailand but they are often bound to their employer for an initial two-year period which deprives of the freedom to change job on their own will if they want to hold their document (ILO & UN Women, 2015). According to the migrant policies, the process to obtaining documents and regular changing of fees over time result in migrant workers being abused by employers and brokers through overcharging for assisting navigating the registration process (Jaisat, Biel, Pollock, & Press, 2014). Documents are also being withheld by employers and recruitment brokers to make sure they do not run away to seek better working conditions or wages. If they run away from employers, they become undocumented and can potentially be exploited by new employers and police or arrested and expelled for being an illegal (Jaisat, Biel, Pollock, & Press, 2014). This makes it difficult to run away from abusive situations. Migrants' labour

rights are often violated, including pay abuses, the withholding of identity documents and non-contribution to social security coverage (ILO & UN Women, 2015).

Coercive Working Conditions. Migrant workers experienced being threatened or taken advantage of by authorities or physical force used by someone to take a job. Their salaries are withheld or deducted as a form of punishment as well as being forced to work without payment at workplaces in Thailand (Meyer, 2014). Experience of forced labour and abusive working condition are often connected to migration processes between Myanmar and Thailand due to the debt to pay to brokers or carry fees which are linked to the debt owed by employers (Meyer, 2014). Many studies reported that migrant female workers in Thailand are commonly paid less than male workers for the same work, are forced to work overtime, wages delayed up to several months, lesser choices of finding new jobs and risk of losing their registration status (MAP Foundation, 2017), weaker protections, inability to access gender-responsive information, lack of decent work options and less access to safe migration (Saibouyai, Ketunuti, Chittangwong, & Barber, 2019). A study conducted with factories workers in Southern provinces, Thailand, found that documented workers are faced with forced overtime, experience precarious working conditions, are unable to get sick leave and their work permits or passports being held (Vartiala, Purje, Hall, Vihersalo, & Aukeala, 2013).

Daily Hassles and Stressors. Migrant workers expressed some workplace-related experiences as daily, constant and pervasive stressors although sometimes low-level, they experienced on a regular basis such as being forced to work even they are sick (Meyer et al., 2015), being restricted from leaving the workplace when they are free, being yelled at by their employers (Meyer, 2014). Due to their irregular status, vulnerability to arrest and banishment, workers are forced to pay police fees to obtain protection from arrest (Meyer, 2014).

Physical and Sexual Abuse and Harassment. Migrant workers experienced abusive working conditions such as physical and sexual violence at the workplace. They are also being forced into difficult work under threat of punishment and threat of homicide (Meyer et al., 2019). Unskilled migrant workers are likely to experience harassment and abuse at their worksites than undocumented workers (Bylander, 2019), forced to have violent sex and beaten by customers were common in sex workers (Meyer, 2014). Similarly, female Myanmar migrant workers at sea food-industries faced with violence and sexual abuse (Dahlquist, 2017) and also migrant workers on fishing boats experienced physical abuse (Human Right Watch, 2018).

Additionally, migrant workers were frequently faced with vulnerable situations and less protection at domestic work, entertainment sectors and industries with less regulation for gender-specific job categories with low salary (IOM Thailand, March 8, 2018), working conditions do not meet legal standards, having contract replacement, struggle with financial insecurity and indebtedness after returning home (Bylander, 2019). Human Rights Watch's research in 2018 reported that migrant workers who worked on fishing boats encountered human rights abuses, forced labour, human trafficking, excessive working hours for fewer wages. Moreover, one of the studies found that female Myanmar migrant workers at sea food-industries in Samutsakhon province worked like machines with few or no breaks, excessive working-hours, irregularity of work, discrimination and under-pay, theft by authorities, gender and racial oppression and marginalization (Dahlquist, 2017). What's more, according to Isue (May 3, 2018), there was a lack of safety measures at the workplace, working overtime, and lack of basic health rights to official documents holding migrant workers in the Mae Sot area. They were being exploited by being paid less than what Thai law requires as minimum wages THB 310. The average monthly wages for the workers in the

agriculture sector was THB 6000 and in the fishing industry was THB 7730 in some places (Thailand Migration Report, 2019).

The researcher presumed that demanding or threatening situations in which Myanmar migrant workers are experiencing at the workplace in Thailand would create a process of stress in psychological and physical response. When workers have no control over their working conditions and their expectations or needs are not well-matched, the workplace situation would become stressful. Consequently, exploitation and abusive situation will threaten the psychological well-being of migrant workers.

Stress

In recent years, there have been increasing amounts of research on stress. Several researchers have explained and theorized stress according to various perspectives of the human condition (Selye, 1956; Lazarus & Folkman, 1984). Stress has been defined as a *stimulus*, as a *response* and as an *interaction*. Among the researchers, Hans Selye was the first scientist who defined stress as “the state manifested by a syndrome which consists of all the nonspecifically induced changes within a biological system” (Selye, 1956, p. 54). He emphasized that the physiological response was nonspecific, which means regardless of the types of stressors, the reaction would be the same. *Stress* as a response, a negative or positive biological condition that is caused by any of a number of environmental stressors that can have an impact on a person’s mental or physical health and well-being. Psychological stress defined by Lazarus and Folkman is well known among the researchers and it emphasizes *interactions* between the person and environment relationship. According to Lazarus and Folkman, stress is, “...a relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her well-being” (Lazarus & Folkman, 1984, p.21). It is a cognitive dynamic process when the psychological well-being of a person is threatened by his/her perception of the experience of

stress as well as the ability to manage the stressor. As it is said by Weiser (2014) that if a person appraises an event as harmful and perceives that the demands imposed by the event are beyond the available resources to manage or adapt to it, the person will subjectively experience a state of stress. Adversely, if a person does not appraise the same event as harmful or threatening, he/she will not experience stress.

Theories of Stress

General Adaptation Theory of Stress. Walter Cannon (1932), as cited by Fink, (2017) applied the term homeostasis to the process of maintaining constancy in living organisms. Cannon coined the term as 'fight-or-flight' to describe an animal's reaction to threats. The concept of fight-or-flight is called the acute stress response which speaks about the animals' response to threats with a general discharge of the sympathetic nervous system which prepares the animal for fight or flight. This response was later known as the first stage of a general adaptation syndrome (GAS) by Hans Selye who first proposed a stress response among vertebrates and other beings.

Selye (1936, 1950) hypothesized a General Adaptation or biological stress syndrome which is based on the hypothesis that the body has a normal level of resistance to stress. If the stress is unrelenting, stress responses have a harmful adverse effect on the organism both physically and mentally. This syndrome develops in three stages: Alarm Reaction, Resistance, and Exhaustion.

Stage 1. Alarm Reaction: The first stage of the general adaptation syndrome which is alarm reaction is the immediate reaction to a stressor when facing a threatening situation or emergency. In the initial phase of stress, humans exhibit a fight or flight response, release stress hormones such as adrenaline and cortisol which prepares the body energy for physiological reactions to manage the situation.

Stage 2. Resistance: During this phase, homeostasis begins restoring balance and a period of recovery for repair or renewal to take place. The stress hormone levels may return to normal but may have reduced defences and adaptive energy. If a stressful condition persists, the body adapts by a continued effort in resistance and remains in a state of arousal. When the body finds itself repeating this process too often with little or no recovery, this moves into the final stage.

Stage 3. Exhaustion: The final phase is the result of the stress that persisted for a longer period. The body starts to lose its ability to combat the stressors because the adaptive energy is exhausted. The body's resistance to the stress may gradually be reduced or may collapse. Generally, this means the immune system and the body's ability to resist disease may be almost totally eliminated. As a result of illness, disease, and other permanent damage may occur to the body or even lead to death.

Transactional Theory of Stress. Biggs, Brough and Drummond, (2017) while citing Lazarus & Folkman (1984), said that Transactional Theory of stress is known as psychological stress and it explains stress as an external stimulus, a response, an individual/environmental interaction or transaction theoretically. Lazarus and Folkman (1984) stated that individuals are continuously appraising stimuli within their environment. When stimuli are appraised as threatening, challenging, or harmful (i.e., stressors), the appraisal process creates emotions. The resultant distress initiates coping strategies to manage emotions or attempt to address the stressor itself. Coping processes produce the result which is the changing of the person-environment relationship that is reappraised as favourable, unfavourable, or unresolved. Favourable resolutions of stressor provoke positive emotions, while unresolved or unfavourable resolutions provoke distress, eliciting the individual to consider further coping strategies to resolve the stressor. The primary feature of this theory

points out the two processes as central mediators within the person-environment transaction: *cognitive appraisal* and *coping*.

It proposes that the intensity of a stress reaction is influenced by the mediating role of appraisal, the cognitive process through which meaning is attributed to events/stimuli (Biggs, Brough & Drummond, 2017). According to Lazarus (1991), appraisals of individual/environmental transactions integrate two sets of forces: (a) an individual's values, goals, and beliefs, and (b) environmental factors, such as demands and resources. It is perceived that the event is stressful rather than the person itself that determines the event whether the stressor is ultimately resolved and whether coping strategies are initiated.

Lazarus, (1999) has identified three kinds of cognitive appraisal: *primary*, *secondary*, and *reappraisal*.

Primary appraisal is an evaluation of how significant the event is to a person and how he/she reacts to the event if that is a threat or an opportunity. It can be distinguished in three kinds: (a) *irrelevant* that is an event that carries no consequence for a person's well-being, (b) *benign-positive* that is the event result is positive and enhances the well-being bringing joy, love, happiness, exhilaration, or peacefulness, and (c) *stressful* which can include harm/loss, threat, and challenge. This means harm/loss as the damage that a person has already encountered, threat as the anticipation of harm or loss which both harm/loss and threat heightens the negative emotion though challenge as a positive stress response for growth or reward when adequate coping resources are obtainable.

The secondary appraisal is a decision concerning what might and can be done to cope with the stressor or the outcome of stress. It includes a cognitive process which a person evaluates and classifies their coping resources, and coping styles. Person's stress reactions are influenced by a complex, dynamic process involving the simultaneous transaction between primary and secondary appraisal.

Reappraisal is the changing of appraisal based on new information from the environment and/or the person, and /or a person's reaction. It solely follows an earlier appraisal. Cognitive appraisal occurs as a mediating role between individual resources and coping, and coping occurs as a mediating role between individual resources and outcomes. The situation of a person's appraisal greatly influences their emotional outcomes, coping strategies, and subsequent outcomes.

Person-Environment Fit Theory of Stress. Person-Environment Fit Theory is stated as a misfit between the person and the environment leads to psychological, physiological, and behavioural strains, which ultimately increase morbidity and mortality (Caplan, 1987; French et al., 1982; as cited in Edwards, & Harrison, 1998)). Psychological strains include dissatisfaction, anxiety, complaints of insomnia or restlessness. Physiological strains include elevated blood pressure and serum cholesterol, and compromised immune system functioning. Behavioural symptoms of strain include smoking, overeating, absenteeism, and frequent utilization of health care services (Edwards, Caplan, & Harrison, 1998).

Based on the concept of person-environment fit, French and his colleagues (1982, as cited in Cox, Griffiths & Rial-González, 2000) formulated a theory of work stress. Stress is likely to occur and well-being is likely to be affected, when there is a lack of fit between the skill and ability of the individual and work demands. The idea hints that the interaction may occur between objective realities and subjective perceptions, and between environmental variables and individual variables which challenge the workers' well-being (Cox, Griffiths & Rial-González, 2000). Stressful experience results in both conditions from a misfit between needs or abilities of the working person and demands or opportunities of the work environment (Siegrist, 2001). Stress can be occurred in two forms which can threaten a person; either demands, the degree to which an employee's attitudes and abilities meet the

demands of the work or insufficient resources, the extent to which the job environment meets the worker's needs (French, Rodgers, & Cobb, 1974)

Cause and Effect of Stress

Stress is caused and promoted by a stressor such as a situation, circumstance, or any stimulus that is perceived to be a threat (Seaward, 2018). The literature on health psychology tends to focus on three main areas of stress that enclose the majority of life. They are relationships stress such as conflict and unhealthy relationship; work stress such as workload, cognitive overload, role conflict, discrimination, multiple tasks and pressure, and environmental stress such as insufficient food and shelter, overcrowding, natural disaster, techno-political stressors, civil war (Gurung, 2019). A study found that migrant workers are prone to adverse occupational exposures, working conditions, environmental exposure such as language/cultural barriers, inadequacy to access to health care, documentation status, and the political climate of the host country, trafficking and forced labor, workplace abuse, lack of safety standards, workplace demand, physical hazard which lead to stress and poor health outcomes (Moyce & Schenker, 2018).

Selye (1956) had explained in the above General Adaptation Theory of Stress that the concept of dynamic equilibrium (homeostasis) is the instinctive physiological response that prepares the body to either fight or flee when confronted with a threat. A physical reaction occurs in response to a perceived harmful event, attack, or threat to survival. However, when the body experiences stress for a long time, long-term stressors cause wear-and-tear on the body systems, leading to tissue damage and irregular responses, hypertension, and ulcers (Gurung, 2019).

Stress can also influence on how a person responds to challenges with direct cognitive and behavioural effects such as create more resilience, motivate to do things in the best interests, perform to the best ability at work and improve the quality of life (Gurung, 2019).

All stress is not harmful according to Selye (1974). He termed that eustress is a positive kind of stress associated with positive feelings, optimal health, and a motivating force that increases the quality of life. On the other hand, when stress becomes excessive at the optimal level, it is no longer a positive force, and he termed it as distress. Distress is negative stress or bad stress that threatens to promote feelings of fear or anger by negative interpretation of an event and can be distinguished between acute or chronic stress. Acute stress is intense and casts short for a period but chronic stress lingered on unbearably and is associated with disease (Seaward, 2018). Therefore, a moderate amount of stress can be beneficial and both under- and over-stimulation may lead to distress (Robertson, 2017). When stress is extreme or chronic, the state of stress prolonged tension from internal or external stressors which cause various physical manifestations such as higher blood pressure, increase the risk of heart attack and stroke, infertility, and hastening the ageing process (Graham, Christian, & Kiecolt-Glaser, 2006).

Based on a meta-analysis study, Steptoe and Kivimaki (2013) found that chronic stress is strongly related to cardiovascular diseases. Employees with work-related stress and lonely or socially isolated individuals are said to have higher risk of coronary heart disease (Stojanovich & Marisavljevich, 2007). Due to stressful experiences, several changes take place in a person physiologically and psychologically. According to Weiser (2014), stress causes certain psychological disorders, including major depressive disorder, post-traumatic stress disorder and other serious psychiatric conditions. Some physician professionals suspect that as much as 70 to 85 per cent of all diseases and illnesses are related to stress (Seaward, 2018).

Subjective Well-being

Well-being

Well-being is a keyword in the WHO (1986) definition of health as “a dynamic state of mind characterized by reasonable harmony between a person’s abilities, needs, and expectations, and environmental demands and opportunities (as cited in Cox, Griffiths, & Rial-González, 2000). Promoting well-being is stated as goal 3 in the 2030 agenda for sustainable development goals proposed by the United Nations (2015, p.13). Well-being is an important agenda for individuals, families and community.

Well-being is feeling satisfied and happy as well as developing as a person, being fulfilled, and making a contribution to the community (Shah & Marks, 2004). Sustainable well-being includes the experience of functioning well, having a sense of engagement and competence, being resilient in the face of hindrances, having good relationships with others, and a sense of belonging and contributing to a community (Huppert, 2014). The fundamental grounds of well-being originate in morality and psychology which lie in the basis of building social, political, economic, cultural, and moral interactions. Therefore, human well-being is the foundation and an indispensable condition for successful development and prosperity of a sound society which becomes the main goal of the state, society and humans (Alatartseva & Barysheva, 2015).

In philosophy, the term ‘well-being’ refers to ‘welfare’, ‘prudential value’ or ‘utility’ which is used to refer to how well a person’s life goes for the person who lives it (Fletcher, 2016). The philosophical study of well-being has identified a number of different kinds of theories. These include hedonism, desire-fulfilment theory, objective list theory, the happiness theory of well-being, perfectionism and hybrid theories (Fletcher, 2016).

In the scientific study of well-being in the field of psychology, well-being has been derived from two general perspectives: the hedonistic approach focuses on happiness which

defines well-being in terms of pleasure attainment and pain avoidance; and the eudaimonic approach focuses on meaning and self-realization and defines well-being in terms of the degree to which a person is fully functioning (Ryan & Deci, 2001). Although hedonistic and eudaimonic traditions are founded on distinct perspectives, life satisfaction and subjective vitality, that is feeling intensely alive, are related to both hedonistic and eudaimonic variables (Huta, 2015).

Generally, well-being can be defined with regard to two states: an objective state of external well-being which refers to the objective facts of people's experiencing their lives and a subjective state as internal well-being with the enhancement of people's happiness and life satisfaction (Huppert, 2014). An objective state of external well-being is related to material, economic, and social circumstances. They are often referred to the societal levels based on assumptions about basic human needs and rights which include education, employment, health, income and housing standards, security, and the environment. In this context, well-being is often used as welfare and the quality of outcomes (Huppert, 2014). On the other hand, in the subjective state, internal well-being is seen as a human's well-being associated with one's personal characteristics and features, and perception of leading a purposeful life (Alatartseva & Barysheva, 2015).

Theories of Subjective Well-being

Subjective well-being (SWB) is defined as a person's cognitive and affective evaluations of his or her life (Diener, 2000). SWB is acknowledged as a specific form of well-being that evaluates the quality of a person's life from that person's own perspective including both cognitive and emotional components (Diener, Lucas, & Oishi, 2018). These evaluations include people's emotional responses to events, their moods, and their judgments about life satisfaction and fulfilment (Diener, Oishi, & Lucas, 2003). The cognitive element refers to what one thinks about his or her life satisfaction in global terms (life as a whole) and

in domain terms (psychological, social, and environmental health). The affective element refers to emotions, moods and feelings.

Subjective well-being is a wide concept that includes experiencing pleasant emotions, low levels of negative moods, and a higher level of life satisfaction (Diener, 2000). It focuses on three components. Firstly, the positive effect which includes the presence of pleasant emotions such as enjoyment, contentment, and affection; secondly, the negative effect which includes the unpleasant emotions such as fear, anger, and sadness; and thirdly, personal judgments about satisfaction (Biswas-Diener, Diener & Tamir, 2004). According to the three components of subjective well-being, a happy person, for instance, will often be cheerful, seldom sad, and normally satisfied with his or her life, thinking and feeling that life is going well. The inherent desire and a fundamental right of a person is to experience happiness and well-being and to grow in his or hers to the maximum one can.

As SWB research coming from various fields such as psychology, philosophy, economics, sociology, kinesiology and the health sciences, the scientific investigation of SWB has expended various empirical and theoretical developments (Diener et al., 2018). The word (SWB) also refers to as the scientific study of well-being for happiness and life satisfaction (Diener, Lucas & Oishi, 2005). To measure the quality of life, SWB is adaptable to both individuals and societies. How people feel and think about their own lives is essential to understand the well-being of people in any society. SWB is necessary to characterize a good society and a good life (Diener, Oishi, & Lucas, 2003). Subjective well-being is more of a proxy measure than measured by asking people directly how they think and feel about their own well-being, and includes aspects such as life satisfaction (evaluative well-being), positive emotions (hedonistic), and whether their life has a sense of purpose or is meaningful (eudemonic) (Diener et al., 2018). Therefore, SWB concerns the study of happiness, life satisfaction, morale, and positive affect.

A wide spectrum of empirical evidence has shown that the presence of positive affect and high levels of subjective well-being offer a range of psychological and biological benefits to the individual, specifically; it increases intuition and creativity, widens the scope of attention, speeds recovery from cardiovascular health, alters frontal brain symmetry, increases immune function, improves resilience, increases longevity, provides a high degree of happiness, lowers levels of cortisol and reduces inflammatory responses to stress (Fredrickson & Losada, 2005).

SWB does influence health and longevity, and the impact is extremely strong (Diener, Pressman, Hunter, & Delgado-García, 2017). A large body of empirical evidence reviewed indicated that among initially healthy people with greater subjective well-being and positive emotions have healthier outcomes and longer lives (Boehm, 2018). High SWB predicted fewer doctor visits for illness, controlling for baseline health (Kim, Park, Sun, Smith, & Peterson, 2014), gave the energy to people to perform healthy behaviours such as exercise and to avoid unhealthy behaviours such as smoking (Boehm, Vie, & Kubzansky, 2012). Kansky, Allen and Diener (2016), conducted a longitudinal study with 184 adolescent ages ranged from 13 to 25 in the Southeastern United States, to examine early subjective well-being measure and predicting outcomes throughout adolescence into adulthood suggested that positive affect predict the development of better intimate relationships and friendships, beneficial life outcomes, adjustment, self-worth, and higher levels of job competence and satisfaction.

Higher levels of life satisfaction have been associated with improved school engagement levels and the relationship with parents, a high degree of academic ambitions, low levels of behavioural problems, have learners' positive perceptions and value social relationships (Lyons & Huebner, 2014). Similarly, higher levels of happy people perform better than less happy people in the workplace as well as happy workers are prone to take

fewer sick days off from work and consequently require lower healthcare costs (Diener, Lucas & Oishi, 2018). On the other hand, lower levels in perceived happiness is related to higher stress levels and lower emotional closeness to others (King, Vidourek, Merianos & Singh, 2014).

Concerning migrant workers, some studies found that migrant workers would experience an increase in SWB after improvement in occupational and socioeconomic status. For example, research conducted by Switek (2016) with Swedish internal migration showed that when migrants realize their career development goals, their SWB increases and is long-lasting. Another study from India confirmed that internal migrant workers improved their well-being at the place of destination over time due to upward social mobility (Mitra, 2010). However, a range of studies argued that migrants generally have a lower level of SWB than local residents (Bartram, 2011; Nowok, van Ham, Findlay, & Gayle, 2013; Hendriks, Ludwigs & Veenhoven, 2016; Liu, Zhang, Wu, Liu & Li, 2017). According to Gallup's research conducted between 2009 and 2010 with migrants and native-born residents of 15 European Union countries found that compared to native-born, migrant's overall well-being was significantly worse (Esipova, Ray, & Pugliese, 2011). Some studies also argued that changes in living conditions and economic achievement have not led to subjective well-being (Melzer & Muffels, 2017; Stillman et al. 2015). Although migrants' incomes seemed to improve after five years, overall well-being didn't significantly improve according to their own view (Esipova, Ray & Pugliese, 2011). Bartram (2013) also found that although migrants' life were better and improved financial situation in wealthier countries, in general, they didn't gain happiness from an increase in their incomes. Subjective well-being of migrant workers depended upon their health, financial improvement, feeling safety, positive social relationships and support from family members and friends as well as feeling justice and equality (Hendriks, 2018). Similar study found in Tokyo, Japan with Filipino female

migrant workers subjective well-being was contributed by social communication, support network, faith, and sense of identity (Paillard-Borg, & Hallberg, 2018). It seemed that migrant subjective well-being didn't depend on the increase of objective well-being.

Coping Strategies

Coping is commonly known as how people deal with stress-related situations in their daily life. Coping is referred as a particular behavioral and psychological efforts that people use to master, tolerate, reduce, or minimize stressful events (Lazarus & Launier, 1978 as cited in Gurung, 2014). Coping plays a major role in an individual's physical and psychological well-being when he or she is provoked with a negative or stressful situation (Endler & Parker, 1990a, 1994). Lazarus and Folkman (1984) in their Transactional Theory of Stress defined coping as “constantly changing cognitive and behavioural efforts to manage specific external and/or internal demands that are appraised as taxing or exceeding the resources of the person” (p.141). Therefore, coping is a process of managing environmental and internal stressors that have been appraised as exceeding a person's resources through changing their cognitive and making behavioural efforts.

Coping can be different depending on the personal characteristic or specific environmental demand regardless of the same environmental stressors. So, coping is considered as reacting dynamically to the demand of the specific stressful situation (Greenaway et al., 2014). The pattern of coping differs with the type of stressful encounter, the type of personality stressed, and the outcome modality studied (e.g. subjective well-being, social functioning, or somatic health) (Lazarus, 1993). It can be said that people will use different coping strategies depending on the manageability of the situation. Certain kinds of coping strategies can alleviate stress and contribute to constructive psychological consequences while others can intensify stress and contribute to negative psychological consequences (Endler & Parker, 1994; Cosway et al., 2000).

Classification of Coping Strategies

Lazarus & Folkman (1984) distinguished two basic types of coping strategies. They are *problem-focused* coping strategies which mean taking steps to change or manage the problem causing the distress and *emotion-focused* coping strategies which is an effort to change one's emotional response to the stressor. Endler and Parker (1990a; 1994) classified coping as task-oriented refers to problem-focused coping which is a person attempts to find solutions to the problem causing distress; emotion-oriented refers to emotion-focused coping which is a person's attempts to regulate the negative emotionality associated with a perceived stressor, and avoidance-oriented coping includes either emotion-oriented or task-oriented which is a person attempts to disengage from stressful situations. The current study focused on basic coping strategies of problem-focused and emotion-focused.

Problem-focused Coping. Problem-focused Coping (task-oriented coping) is an approach in which a person attempts to alter the stressful situation by obtaining information about what and how to deal with such events (Lazarus, 1999). When a person believes that the demand is changeable, he/she uses problem-focused coping to reduce the demands of the situation or expends the resources to deal with it. Therefore, problem-focused coping is regarded as adaptive coping strategies by way of active planning or engaging in specific behaviour to solve the stressful causes (Folkman & Lazarus, 1985). Problem-focused coping includes addressing the problem causing stress, planning and taking action on the next step, seeking social support (Folkman & Moskowitz, 2004). Endler and Parker (1990b) stated that task-oriented coping aims to solve the problem, restructures the problem in cognitively, or attempts to alter the situation. It emphasizes mainly on the task, planning, and attempts to solve the problem.

Emotion-focused Coping. Emotion-focused coping (emotion-oriented coping) aims at regulating distressing emotions, by changing the meaning of the stressful situation

cognitively without actually changing the situation as a cognitive appraisal (Lazarus & Folkman, 1984). It includes minimizing threat, highlighting positive aspects of the situation, seeking emotional support, wishful thinking, self-blame and isolating oneself, having a drink, or using illicit substances (Folkman & Lazarus, 1985). When a person reappraises a threat, s/he alters his/her emotions by constructing a new relational meaning of the stressful encounter. Through reappraising the situation, it is possible to reduce some of the anxiety related to the encounter of the life-threatening illness (Lazarus, 1999). To alleviate the emotional distress, emotion-focused coping is applied primarily as a distraction, substance use or alcohol misuse, or seeking emotional support (Folkman & Moskowitz, 2004; Lazarus & Folkman, 1985). Emotion-focused coping also can develop negative emotions such as overthinking, self-blaming and suppression in case of the shortage of constructive affect-regulation (Smith, Saklofske, Keefer, & Tremblay, 2016). Further, Endler and Parker (1990b) said that emotion-oriented coping strategies focus more on emotion arousal and often internalize negative and maladaptive feelings. Reactions include emotional responses such as blaming oneself for being too emotional, getting angry, becoming tense, self-preoccupation, and fantasizing or day dreaming reactions. In some cases the reaction actually increases stress by becoming very upset and very tense (Endler & Parker, 1990b). Therefore, emotion-focused coping strategies are considered as both active emotion-focused coping such as positive reframing, adapting the emotion regulation and avoidance emotion-focused coping (maladaptive emotion regulation strategies) such as trying to avoid stressor and self-distraction, misuse of drug or alcohol to escape from emotional stress (Holahan & Moos, 1987). Some evidences showed that emotional coping as avoidance coping can be effective with short term stressors; however, they tend to suffer more emotional distress and strain in the long term (Bhagat, Allie, & Ford, 1995; Gates, 2001).

Effectiveness of Coping Strategies

The effectiveness of coping strategies depends on how well the coping strategies correspond with appraisals and situational conditions; and emerge from the complexities of the transactional relationship between the person and the environment (Dewe, O'Driscoll, & Cooper, 2010). Therefore, the adaptive qualities of the coping process need to be assessed in a particular stressful situation in which they arise (Folkman & Moskowitz, 2004). Lazarus (1999) said that coping efficacy depends on the evaluation of the outcome as well as fitting the demand of the situation and the opportunities provided by the environmental conditions. When the conditions change, a person needs to change to fit with the new person-environment relationship. Carver et al. (1989) demonstrated that some people come to apply specific coping strategies that led to a successful outcome after encountering the stress with a successful resolution. Folkman and Moskowitz (2004) also proposed that coping is dynamic in which the effective way of coping at the outset of a stressful situation may be effective but later on can turn to be ineffective depending on the situation. It also depends on the availability of resources and aid for emotional support such as mentors, coaches or counsellors.

Coping research literature has promoted more problem-focused coping as a more useful strategies than emotion-focused coping. Emotion-focused coping seems to be maladaptive and ineffective (Lazarus, 1999; Endler & Parker, 1994). However, Lazarus (1999) further suggested that neither problem-focused nor emotion-focused is inherently effective or ineffective. When stress happens, people draw on both strategies since both are essential parts of the total coping effort. Similarly, Folkman and Moskowitz (2004) stated that problem-focused coping is more beneficial when an event is manageable to some extent; but when the stressor is beyond manageability, efforts may not affect much any change in the stressor, emotion-focused coping may be more effective. Additionally, coping responses

change from time to time during the course of the stressful event or situation (Carver et al., 1989).

Coping effectiveness was found in different situations and with different researchers. Depending upon the use of appropriate coping strategies on the adaption of daily life situations coping strategies affect a person's well-being (Ravindran, Matheson, Griffiths, Merali, & Anisman, 2002). For example, White-Williams et al. (2015) found that positive coping mediates the effect of stressful situations and Grady et al. (2007) found that negative coping tends to associate with more stress. A recent study conducted with Vietnamese undergraduates of psychology students demonstrated that problem-focused coping was positively related to life satisfaction and emotion-focused coping was negatively correlated with life satisfaction. Also, the study found that problem-focused coping was negatively correlated with depression, anxiety, and stress, while emotion-focused coping was positively correlated with depression, anxiety, and stress (Tran & Chantagu, 2018). In contrast to the research finding, some studies also found that adaptive coping was not a significant mediator of the relationship between perceived stress and depression with Australian adolescents (Thorsteinsson, Ryan, & Sveinbjornsdottir, 2013) and maladaptive coping (negative coping) partially mediated between stress and depression with patients who suffer from chronic pain (Gloria, Jen, Szarowski-Cox, Hidetoshi, & Tzu, 2018).

Social Support

Social support is defined as the experience of being valued, respected, cared about, and loved by other people (Gurung, 2006). Social support may come from different sources such as family, friends, teachers, community, or any social groups to which one is connected (MdYasin & Dzulkifli, 2010). Also, social support can come in the form of tangible assistance provided by others when needed which includes the appraisal of different situations, effective coping strategies, and emotional support (MdYasin & Dzulkifli,

2010). Generally, social support can refer to the available psychological and material resources of individuals through interpersonal relationships which can help them effectively cope with their stressful event (Rodriguez & Cohen, 1998; Cohen, 2004). According to Thoits (2010) social support actually may be received from others or simply perceived to be available support when needed for emotional, informational, or practical assistance from significant others, family members, friends or coworkers.

Cohen (2004) differentiates social support in three types in terms of resources: instrumental, informational, and emotional. Instrumental support implies material aid such as financial support or daily tasks assistance. Informational support is the relevant information intended to help the individual to cope with current difficulties and challenges. And emotional support involves the expression of empathy, caring, reassurance, and trust which provides opportunities for emotional expression.

There are two conceptual models explaining how social support may affect physical and psychological well-being (Cohen & Will, 1985). The first model is the stress-buffering model which presumed that social support is related to well-being only when people are in stress, and protects or buffers people from destructive effects of stress on mental and physical health (Cohen & Hoberman, 1983; Rodriguez & Cohen, 1998). When people are under stress, social support has a strong negative correlation with symptomatology and for those are not under stress, social support is least related to symptomatology (Zimet et al., 1988). The second model is a direct effect on well-being. It was argued by (Thoits, 1982, 1983) that social support can have a direct impact upon the psychological consequence of stress as well as enriches psychological well-being regardless of people's stress level. That is people may not be experiencing stressful situations and generally, social support is beneficial. The present study focused on the buffering model of social support, social support can protect against the damaging effects of stressor on stress and well-being.

Social support is a theoretically complex and multidimensional construct that has been conceptualized and measured in various ways (Rodriguez & Cohen, 1998). Social support can be assessed in terms of structural support measure (network measures) and functional support measure. A structural support measure is a form of assessment on the number and types of people in their network, their marital status and the frequency of their contact. Functional support measure is assessed in two main ways: received support and perceived support (Gurung, 2019). Received support is a person's report about the social support he or she receives from others. Perceived support is a person's belief about the availability of social support from family, friends and significant others or other individuals on whom a person can depend when needed (Gottlieb & Bergen, 2010). The direct effect of support is generally found when structural support measure is used to assess a person's assimilation within a social network whereas the stress-buffering effect is more connected with the functional support to assess the availability of resources that help a person to respond to stressful situations (Rodriguez & Cohen, 1998).

In the present study, social support measure focused on perceived support that individuals' own perception had whether social relationships were adequately supportive or not. Perceived support can mediate between the occurrence of the possibilities of a stressful situation and the actual physiological and psychological stress reaction influencing appraisals of stressful events (Rodriguez & Cohen, 1998). Perceived social support can also increase the perception of an individual about the possibility to manage with the demands imposed by a situation, and as such a negative event may be seen as less stressful and less potentially harmful. Thus, perceived social support buffers the possibilities of harmful effects of stress by positively influencing a person's appraisal of both the stressful events and their ability to manage effectively with the help of others when needed (Rodriguez & Cohen, 1998).

There were substantial evidences that perceived social support had the ability to buffer the effect of stress on psychological distress, depression and anxiety, and positively related to SWB (Cohen & McKay, 1984; House, 1981). Also, there were some shreds of evidence which claimed that perceived social support was a significant predictor of life satisfaction and decreased the negative effect (Siedlecki, Salthouse, Oishi, & Jeswani, 2014). Increase in perceived social support was related to decrease in post-traumatic stress disorder and major depressive disorder symptoms (Besser & Neria, 2010), increased greater quality of life and psychological health of women undergoing substance abuse treatment (Campos, Ullman, Aguilera, & Dunkel, 2014), associated with higher levels of well-being of people who recovery from substance abuse and mental health disorders (Laudet, Magura, Vogel, Knight, 2000). A literature review on publications in database journals and monographs related to the topic confirmed that social support generated one of the most important positive factors, influenced markedly the adverse impact of different negative life situations on the person's psychic and physical health conditions, well-being and quality of life (Záleská, Brabcová & Vacková, 2014).

Gender differences in social support are very strong and women are more likely to perceive that support is available from network members (Helgeson, 2017). According to Taylor et al. (2000), women tend to maintain relationships and seek out support from those relationships, particularly from other females when they are encountering stress. In contrast to this, some women do not find any helpful resources. There is a paradoxical effect of social support on psychological distress (Mendoza, Mordeno, Latkin, & Hall, 2017). Social relationships can also have negative effects on well-being when the relationship becomes a source of stress. Further, some authors have found that although perceived support from family predicted subjective well-being, perceived support from a special person and friend did not predict subjective well-being (Rodriguez & Cohen, 1998).

Workplace Stressors and Stress

Stress arises from the interaction between the person and the environment when an individual perceives a demand that exceeds his/her ability to manage (Lazarus & Folkman, 1984). Cox, Griffiths and Rial-González (2000) described that stress occurred when work demands are not well matched to the knowledge and the skills of workers or their needs, especially when workers have little control over work and receive little support at work. 'Stress-related hazards' in working conditions such as monotony, meaningless tasks, having too much or too little to do, working under time pressures, unpredictable working hours, job insecurity, lack of opportunity for personal growth, being over-skilled or under-skilled for the job, bullying, harassment, violence and lack of support cause a person to stress (Leka, Griffiths, & Cox, 2004).

A recent study reported that workplace stressor was positively associated with distress (Page et al., 2014). Many studies found that precarious employment status and long working hours were associated with higher depressive symptoms (Kim, Park, Lee, & Kim, 2016) and increased work-related injuries (Reid et al., 2014). Job demands, low opportunity and non-supportive workplaces affected the expansion of the burnout syndrome (Aronsson et al., 2017). Emotional demands, work-privacy conflict, role conflicts, mobbing, cognitive stress symptoms and burnout were associated with higher strain and stress (Rabe, Giacomuzzi, & Nübling, 2012). Moreover, social isolation and poor working conditions (Hiott, Grzywacz, Davis, Quandt, & Arcury, 2008), unstable jobs (Reid et al., 2014), jobs which did not match with their expertise and experience (Reid, 2012), job demand, insufficient job control and interpersonal conflict (Lee, Ahn, Miller, Park, & Kim, 2012) led to stress and depression. Similarly, the most well-researched tertiary mental health indicator in epidemiological research in depression suggests that employees who experience higher levels of job stress are

more at risk for depression than those who experience lower levels of job stress (Ganster & Rosen, 2013).

A study of stress generation hypothesis suggests that individuals with a particular personality, cognitive, and interpersonal vulnerabilities generate stressful life events and women are more prone to generate interpersonal stress than men (Harkness & Washburn, 2016). In 2017, the APA survey result showed that women's stress levels were higher than men and there were a slight increase in stress levels of women from an average of 5.0 in 2016 to 5.1 in 2017. The common stressors of working women were more on the heavy burden of balancing work and family, discrimination and gender stereotypes (Cocchiara, 2017). Hemanalini (2014) investigated the causes of stress that affect women in the working atmosphere in the textile industry, the majority of women stated that they experienced stress because of job insecurity and high demands. In addition, women workers were more likely to face role conflicts and limited opportunities, experienced of being undervalued, underappreciated, gender stereotypes and discrimination which led them to undue stress (Cocchiara, 2017).

With regard to the migrant workers, a study conducted with 250 immigrants Moroccan factory workers in Italy demonstrated that the perception of high work demands was associated with higher risk of suffering physical health disorders and the perception of high perceived job stress seemed to increase the specific risk of reporting anxious-depressive disorders (Capasso, Zurlo & Smith, 2018). A research conducted by Porru, Elmetti and Arici (2014) confirmed that migrant workers who are primarily employed in unskilled/manual jobs and found to work overtime tend to present higher frequency of psychiatric disorders. Low wages were associated with stress as found among the immigrants in Canada who had lower income reported high levels of stress and emotional problems compared to those in the highest income (Robert & Gilkinson, 2012).

Many studies found that stress in female migrant workers were related to loneliness, homesickness, inability to adjust well with culture, worries for family and children, financial matter, pressure, demand, overwork, insecurity, no time to rest, limited agency (Straiton, Ledesma, & Donnelly, 2017; Van Bortel, Martin, Anjara, & Nellums, 2019; Nisrane, Ossewaarde, & Need, 2019). A study conducted with female domestic workers from the Philippines, Indonesia, Myanmar, Sri Lanka in Singapore reported that stressors such as work and agency, the prevalence of financial need, and family and obligation caused stress, and among the stressors, work and agency stressor was highlighted as top stressor (Van Bortel, Martin, Anjara, & Nellums, 2019). High level of acculturative stress was also found with female migrant workers who were employed as domestic helpers and factory workers in Bangkok. The stress was contributed by the situational stressors such as harsh working conditions, excessive hours, low wage, no provision for sick days or holidays, insufficient living conditions, little access to adequate health care, lack of resources for socialization; and personal-relational stressors such as homesickness, language barrier, perceived discrimination and harassment from police and immigration (Vergara & Noom, 2014). Another study done in Mae Sot, Thailand, with 589 male and female Myanmar migrant workers who are working in agriculture, factory, and sex industries reported that the workplace and security-related stressors such as coercive working conditions, daily hassles, barriers to exit, sexual assault and abuse were significantly associated with depression and anxiety symptoms (Meyer, Decker, Tol, Abshir, Mar, & Robinson, 2015). The present research predicted that the demanding or threatening situation which female Myanmar migrant workers faced in Thailand such as exploitation, the violation to human rights, coercive working conditions, and the barrier to exit from jobs may be beyond their ability to manage which in turn can lead to higher stress.

Workplace Stressors and Subjective Well-being

According to Transactional theory, stressor threatens to one's well-being due to the perception of the impossibility of manageable resources when a person encounters specific demands that are beyond their ability (Lazarus & Folkman, 1984). Stress is the physiological and psychological experience of disruption to a person homeostatic balance (Gurung, 2019). Psychosocial hazards affect both psychological and physical health directly or indirectly through the experience of stress (Cox, Griffiths, & Rial-González, 2000). A scientific study of stress impacting health and well-being namely health psychology clearly explains that stress often contributes to the development of certain psychological disorders (Gurung, 2019). According to Warr (2012) the three perspectives of psychological, physiological and social are intercorrelated to each other when the stress effect of psychological well-being will lead to problems in physiological well-being and social well-being that is the interpersonal relationship among individuals.

The workplace stressor has a significant impact on psychological well-being. The study found that work-related stress leads to physical, behavioural, or psychological consequences that affect both the health and well-being of the employee as well as the organization (Glazer & Liu, 2017). Kuykendall and Tay (2015) stated that interpersonal conflict at work or role overload may cause individuals to feel sad or disappointed which leads to feelings of stress and anxiety which in turn can directly influence SWB. A meta-analysis and systematic review study reported that exposure to job stressors was associated with a higher risk of suicide ideation and behaviours (Milner, Witt, LaMontagne, & Niedhammer, 2018). Another study found that work-related stressor such as job insecurity, lower wages and financial insecurity affect employees' well-being (Green, & Leeves, 2013). Many studies reported that there is a negative correlation between the level of stress and well-being with life satisfaction and happiness among different Bulgarian professional

jobs (Zarbova & Karabeliova, 2018), a strong negative correlation between perceived occupational stress and psychological well-being among Pakistanis' secondary school leaders (Suleman, Hussain, Shehzad, Syed, & Raja, 2014) and Indonesian employees (Kurnia, 2015).

In term of migrant workers, stressors such as discrimination, linguistic limitations, being female and lack of social support, length of stay (living in short period) were also found to influence migrant mental well-being (Miller, Tomita, Ong, Shibanuma, & Jimba, 2019). Migrant workers are also frequently encountering more strenuous and more physically stressful situations than native workers which lead to specific psychophysical problems (Capasso, Zurlo, & Smith, 2018). A longitudinal study conducted with 726 internal migrant households in Pakistan reported that stress caused the deprivation of physical health and although improved financial, people are less happy and more mentally distressed compared with people at home (Chen, Kosec, & Mueller, 2019).

Thus, female Myanmar migrant workers in Thailand, through their search for higher living standard and financial improvement, work opportunities, an increase in social status would predict an increase in their SWB. However, the literature and research findings strongly supported that the impact of workplace stressors resulted in physical and psychological illness and decreased in life satisfaction and happiness. In the case of female Myanmar workers in Thailand, the stressful situations at workplace may lead them to higher stress and strain which in turn decrease in their subjective well-being. On the other hand, subjective well-being can depend on female migrant workers' perception and feeling about their life.

Workplace Stressors, Coping Strategies, Stress and Subjective Well-being

The literature has proposed coping as a mediator in the relationship between stressor and strain (Lazarus & Folkman, 1984; Endler & Parker, 1990a, 1994). As explained in the

above Transactional theory, when people encounter stress, coping is a powerful mediator of the emotional outcome because the coping process arises from the transaction between the person and the environment (Lazarus & Folkman, 1984). When a worker perceives work demands exceeding a person's resources, work stress develops and therefore threatens the employee well-being (Glazer, & Liu, 2017). The impact of work stressors on employees' well-being and performance is mainly influenced by the employees' coping strategies (Dewe, O'Driscoll, & Cooper, 2010). Coping responses are used as a mediator when a worker encounters a stressful event at work (Gates, 2001). Although stressors cause stress to all workers, a stressor evaluated as negative to one employee may not be considered a problem for someone else as well as the impact of stressor on strain depends on the worker's coping strategies (Gates, 2001). For example, while some workers appraise the event as expected, tolerated, and accepted as well as challenging, other workers may appraise the same event as frightening, degrading, or annoying. As a result, the worker who does not appraise the event as a negative stressor will not need to employ a coping strategy. On the other hand, a worker who responds to work events as a negative stressor can be in the stress-strain cycle which depends on how a worker copes with the stressors (Gates, 2001).

Many studies indicated that problem-focused coping as positive and buffered the relationship between stress and well-being in different population groups. For example, college students with higher problem-focused coping had higher well-being in spite of higher students' stress (Chao, 2011), entrepreneurs' personal well-being and venture performance were positively associated with problem-focused coping (Drnovsek, Örtqvist, & Wincent, 2010), problem-focused coping mediated the direct and indirect effects of stress on job performance and satisfaction with 200 teachers from different universities in Pakistan (Parveen, Bano, & Riaz, 2018), and active/problem-focused coping strategies were found to be effective in promoting the level of life satisfaction with chronically sick patients suffering

from diabetes, cancer or heart diseases (Dubey & Agarwal, 2007). One study conducted with European American older adult people, problem-focused was positively associated with reasons for living and negatively associated with suicide ideation (Marty, Segal, & Coolidge, 2010). Another study conducted with Korean immigrants residing in Toronto, Canada, problem-focused coping styles were more effective in reducing the impacts of perceived racial discrimination stressor on depression (Noh & Kaspar, 2003).

Literature also supports that emotion-focused coping aims to reduce or manage emotional distress by minimizing threat, seeking emotional support as well as self-blaming or avoiding situations (Lazarus & Folkman, 1984; 1985). Although emotion-coping strategies are often considered as negative and less effective (Carver & Scheier, 1994), research also found as effective depending on the situation (Folkman & Moskowitz, 2004). A study conducted with 129 women who were born in U.S. and Japan with Japanese surname who reported having experienced partners' violence that Japan-born women perceived passive coping strategies as effective, and the more they perceived passive strategies the lower their psychological distress, whereas the more they perceived active coping strategies the higher their psychological distress (Yoshihama, 2002). Another research conducted with soldiers from United states and Australia in a low-autonomy occupational setting demonstrated that emotion-focused coping (acceptance demand) buffered the negative effects of the stressors and was more effective in facilitating good mental health outcomes (Britt, Crane, Hodson, & Adler, 2015).

Gender differences in stressors and coping responses that women tend to use more emotion-focused coping strategies than man on finding emotional support, expressing feelings and reframing to positive thinking (Cocchiara, 2017). Whereas, another study argued that women mostly apply problem-focused strategies at the workplace to reduce their stressful situation by reducing working hours, getting day-off, and finding various sources of

support (Groysberg & Abrahams, 2014). Snow et al. (2003) found that higher work stressors anticipated more negative psychological distress and increased use of problem-focused coping significantly predicting the low levels of psychological distress among 239 female secretarial employees in the USA. By the same token, though, high levels of work stressors also predicted increased reliance on avoidance coping (emotion-focused coping) in turn increased the level of negative psychological distress (Snow et al., 2003).

Concerning migrant workers coping strategies, some studies have demonstrated that migrant workers applied different coping strategies to deal with stressors. Research conducted with immigrant's factory workers in Italy confirmed that although high work demands were associated with a higher risk of suffering health disorder, the objective coping strategy was a protective factor reducing the risk of all health disorders (Capasso, Zurlo, & Smith, 2018). A qualitative study conducted with forty-eight Ethiopian migrant women workers returnees who live in Addis Ababa reported that problem-focused coping was applied as escaping from the oppressive employer or trying to change the situation and emotion-focused coping was applied as crying, praying and trying to think positively by benefit-finding while dealing with stressful situations (Nisrane, Ossewaarde, & Need, 2019). Another research done with 500 female migrant domestic workers from the Philippines reported that both problem-focused and emotion-focused strategies were applied when experienced stressful situations. They reported that keeping busy with their job, talking with family members and friends, praying, reading the sacred scriptures, crying and resting reduce their stress (van der Ham, Ujano-Batangan, Ignacio, & Wolffers, 2014). Similarly study found with female migrant domestic workers in Norway reported that religious practices and support from family and friends seem to help cope with many challenges and reduce their stress (Straiton, Ledesma, & Donnelly, 2017). In contrast, Vergara & Noom, (2014) found that women migrant workers in Thailand who applied both approach coping (such as logical

analysis, positive reappraisal, seeking guidance, and problem-solving) and avoidance coping (such as cognitive avoidance and seeking alternative rewards) when encountering high levels of acculturative stress; did not reduce their acculturative stress levels.

Through the research findings and support from the literatures, the researcher predicted that problem-focused coping would mediate the relationship between workplace stressors and stress as well as workplace stressors and subjective well-being of female Myanmar migrant workers in Thailand. However, employees might apply adaptive coping strategies as well as maladaptive coping strategies to manage their stressful situations. This present study attempted to examine the female migrant workers' coping strategies in order to contribute to the knowledge that which coping strategies were mostly applied by female migrant workers and which coping strategies were more effective when faced with the stressful situations at the workplace.

Workplace Stressors, Social Support, Stress and Subjective Well-being

The literature has strongly supported that social support has the potential to control the influence of stressful life events. Therefore, people who have high social support are less affected by the stressful situation. Social support protects against the stress by the belief that there are available resources to the extent in which to improve the situations that are perceived as a threat to well-being (Lakey & Cohen, 2000) and buffers the effects of stress on psychological distress, depression, and anxiety (Cohen, 2004). Social support can be a very useful strategy for employees. It also depends upon the workers' beliefs about the support as well as the ability of a supportive network that meets the workers' need to cope with the stressors (Pierce et al., 1996). Through peer support at the workplace, workers can deal with their related stressors (Gates, 2001). A study also found that social support is significantly related to occupational stress and psychological well-being among British accountants (Daniels & Guppy, 1995).

According to the stress-buffering model, the author reported that social support buffers the damaging effects of stressful events on stress and well-being (Rodrigues & Cohen, 1998). A range of studies conveyed that social support buffers the effects of daily perceived stress on physical symptoms of 52 healthy women from Southwest United States (Stein & Smith, 2015), mediates the relationship between stress and life satisfaction of substance use disorder (Yang, Xia, Han, & Liang, 2018), buffers against the stress of college students to keep up their well-being (Chao, 2011). The study conducted with 510 adolescents from Australia demonstrated that social support mediating the effects of perceived stress on depression expanding (Thorsteinsson, Ryan, & Sveinbjörnsdóttir, 2013). Still, Brown et al (2013) found that women who have experienced traumatic events and were undergoing rehabilitation with greater social support and specific recovery support had a greater quality of life. Similarly, the first international online survey investigated the well-being of business outsourcing staff who work in the UK, the USA and South Africa showed that job demands and lack of control/support were related to stress and depression outcome whereas high levels of control/support were associated with greater job satisfaction (Smith & Smith, 2017).

On the other hand, many studies recognized the significant main effects of social support on the relationship between stress and strain (Thoits, 1983). Increased social support from family, friends or colleagues is related to decrease psychological distress. Zimet and friends (1988) found that high levels of perceived social support were associated with low levels of depression and anxiety symptomatology. A research finding with the students from the University of Nairobi supported that social support from their parents/guardians were associated with reduced psychological problems and increased psychological well-being (Ngaru, & Kagema, 2017). Moreover, a study with nursing students found that when perceived social support level increases, their psychological well-being also increases (Aydin, Kahraman, & Hicdurmaz, 2017). Additionally, people who are socially integrated appear to

be at lower risk for a variety of psychological and physical health problems than people who are relatively isolated (Lepore, 2012). Furthermore, a strong link between social support and longevity was first established by Berkman and Syme (1979) which shows that a lack of social support was strongly linked to mortality.

Concerning migrant workers, a study conducted with 467 migrants in China showed that social support was highly related to life satisfaction (Liu et al., 2017). Research conveyed that 20% of female migrant domestic workers in Singapore reported the feeling of isolation was associated with stress and social connectedness was positively associated with all domain quality of life (Anjara, Nellums, Bonetto, & Van Bortel, 2017). Recent research conducted in 2019 on female migrant domestic workers in Singapore confirmed that social support was predominantly perceived to be a beneficial resource. They reported that having someone to talk, making jokes and a positive conversation released their negative thoughts, as well as the acceptance, understanding, encouragement and physical presence of someone, make them feel happy. However, some workers did not find social support as a helpful resource, and in some cases, they preferred not to engage with others when they were feeling stressed (van Bortel, Martin, Anjara, Nellums, 2019). A thesis study conducted with 120 Latino male seasonal migrant farmworkers in South Georgia found that family and friend separation caused high levels of stress and was associated with higher depression symptoms. However, workers who called home more often had a higher level of depression than those who called home seldom (Rodriguez, 2013).

A research reports that women tend to maintain relationships and seek out support when they are encountering stress (Taylor et al., 2000). In the same way, female Myanmar migrant workers in Thailand may apply the different ways of social support when experiencing workplace stressors. Through their perception of having support from family, friends and loved ones, they may feel a sense of empathy, being valued and cared for and

may manage to solve some problems. They may also express their feelings and talk about their difficult situation and release their emotional burden and stress. Therefore, the researcher predicted that in spite of stressful situations, social support will buffer against the influence of stressors and, consequently, there will be the low level of stress and high level of subjective well-being of female Myanmar migrant workers.

Conclusion

The above literature reviews have discussed the theoretical perspectives and related research finding of workplace stressors, stress, subjective well-being, coping strategies and social support. The literature has discussed that workplace stressors affected the physical and psychological which resulting an increase of stress level and decrease of life satisfaction and happiness. Also, a range of related research studies confirmed that coping effectiveness and social support mediate the relationship between stressors and stress outcomes as well as well-being outcomes. It is suggested that effective coping strategies and social support will decrease the stress level and increase the level of subjective well-being. However, maladaptive coping strategies will increase the stress level and decrease the level of subjective well-being. Thus, the researcher predicted that migrant female workers from Myanmar might use both coping strategies as well as social support when dealing with a stressful situation at the workplace. Accordingly, the researcher attempted to examine the female Myanmar migrant workers' stressors, coping strategies, social support and subjective well-being.

Conceptual Framework

The following conceptual framework of the research study is principally based on the literature review of the workplace stressors, stress, coping strategies, social support and subjective well-being as well as related research findings. According to the literature review and related empirical research findings, the following conceptual framework is drawn upon.

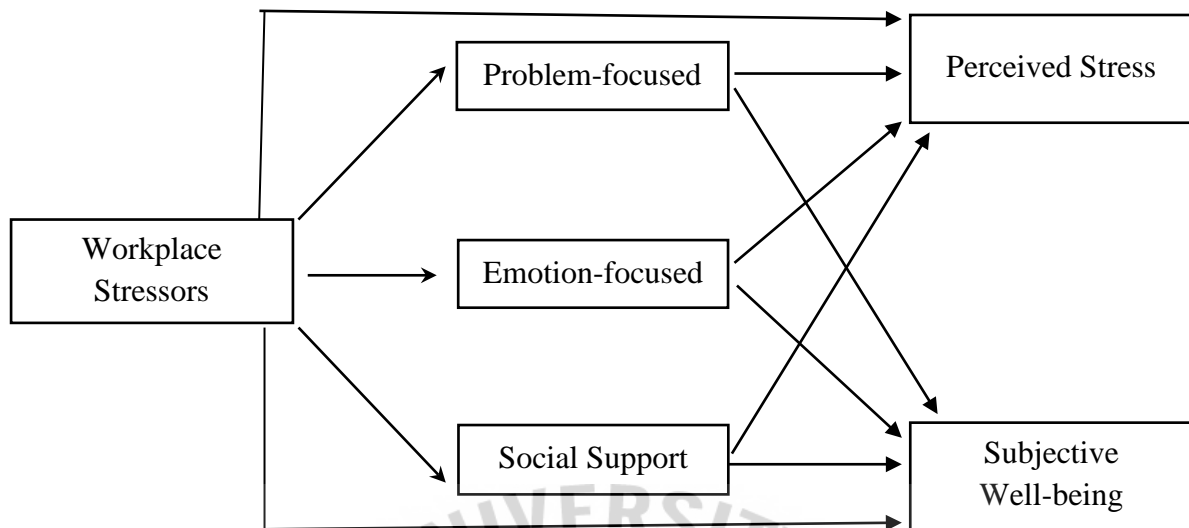


Figure 1. Path model hypothesized the effects of workplace stressors on stress and subjective well-being of female Myanmar migrant workers mediated by two coping strategies and social support.

The conceptual framework presents a model to explain the relationship between workplace stressors and stress as well as the relationship between workplace stressors and subjective well-being. In the model, workplace stressors will directly affect on stress and subjective well-being. It is predicted that female migrant workers with high stressors will have a high level of stress and a low level of their subjective well-being. But, the mediating role of coping strategies and social support would play an important role to buffer the effect of workplace stressor on stress and subjective well-being. It is predicted that migrant workers with problem-focused coping and social support would lower the levels of stress and heighten the levels of subjective well-being. However, migrant workers with high emotional-focused coping would heighten the level of stress and lower the level of subjective well-being.

Research Questions

Based on the conceptual framework of the study, the research question is postulated.

1. Do workplace stressors directly or indirectly affect on the stress and subjective well-being of Female Myanmar migrant workers in Thailand mediated by problem-focused coping strategies, emotion-focused coping strategies and Social Support?

Research Hypothesis

H1: There is a direct effect of the workplace stressors on stress and subjective well-being of female Myanmar migrant workers in Thailand, thus the higher the workplace stressors the higher their stress level and the lower their subjective well-being.

H2: There is an indirect effect of workplace stressors on stress and subjective well-being of female Myanmar migrant workers in Thailand mediated by problem-focused coping, such that the more workplace stressors migrant workers face, the higher would be their problem-focused coping strategies, the higher the problem-focused strategies the lower would be their level of stress and the higher would be their level of subjective well-being.

H3: There is an indirect effect of the workplace stressors on stress and subjective well-being of female Myanmar migrant workers in Thailand mediated by emotion-focused coping strategies, so that the more workplace stressors migrant workers face the higher would be their emotion-focused coping strategies, the higher the emotional-focused coping strategies the higher would be their levels of stress and the lower would be their levels of subjective well-being.

H4: There is an indirect effect of the workplace stressors on stress and subjective well-being of female Myanmar migrant workers in Thailand mediated by social support, such that the more workplace stressors migrant workers face, the higher would be their social support, the higher their social support, the lower would be their levels of stress and the higher would be their levels of subjective well-being.

CHAPTER III

Methodology

This chapter presents the research methodology to investigate the direct and indirect effects of workplace stressor on stress and subjective well-being mediated by coping strategies and social support among female Myanmar migrant workers in Thailand. This Chapter is presented in five subcategories: research design, participants of the study, research instruments, data collection procedure and data analysis.

Research Design

To meet the research objective, the current study applied correlational research design, specifically path analysis using multiple regression to test the direct and indirect influence. A correlational study, which is a scientific study attempts to investigate the association between variables. This study employed a quantitative method with survey questionnaire designed to gather data for primary variables, namely: workplace stressors, stress, subjective well-being, problem-focused coping, emotion-focused coping and social support.

Participants of the Study and Sample Size

As the proposed path model is tested by multiple regression analysis, the required sample size was determined by the power of the statistical test, the effect size of predictor variables and the number of predictor variables in the model. Power in multiple regression analysis refers to the probability of detecting as statistically significant a specific level of R-square, or a regression coefficient at a specified significance level (Hair et al., 2014). Effect size is defined as the probability that the predictor variables in the regression model have a real effect in predicting the dependent variable, i.e., the sensitivity of the predictor variables. To determine the required sample size, the statistical program G*Power 3 (Faul, Erdfelder,

Lang & Buchner, 2007) was employed. The program was set with a significant level at 0.05, power at 0.95, and effect size at 0.15 (medium) for a total of four predictor variables (workplace stressors, two coping strategies, social support), it was determined to be 129 for required sample size. However, to enhance the external validity of the research, the researcher increased the sample size to 200 participants.

A non-probability convenient sampling technique was used to recruit the participants, to consider the respondents' availability and presence at the location, time of data collection and cost-effectiveness (Jager, Putnick, & Bornstein, 2017). The participants of the study were chosen from documented female Myanmar migrant workers in Bangkok city and Samut Sakhon city where Myanmar migrant workers are mostly employed in those areas. These two areas are in the Greater Bangkok region in the centre of Thailand. Samut Sakhon is located two kilometres away from the sea and 30 kilometres from Bangkok.

The participants were selected within the following criteria

- documented female Myanmar migrant workers aged between 18–59 years old;
- who were registered under Memorandum of Understanding (MOU) and National Verification (NV) working in Thailand; and
- who are willing to participate in the research.

Research Instrumentation

This study applied a self-administered survey questionnaire translated in the Burmese (Myanmar) language. Since Myanmar workers who work at low-skilled setting were unable to read and write in English, the questionnaire used was translated to Burmese version which was already used in Burmese population. There are six main sections in this study which includes demographic information and five variables as defined by the established conceptual framework.

Part I: Demographic Information

This section includes the basic information of participants like age, marital status, occupational status and years of working in Thailand.

Part II: Workplace Stressors Questionnaire

The questionnaire was developed by Meyer in 2014 by using a survey instrument developed for TAP (Trafficking Assessment Project). The original questionnaire of TAP comprised of 46 items was designed in English. The author translated the original questionnaire to Burmese version with the help of experienced Burmese translator and was discussed with Burmese interviewers. The questionnaire was clarified based on feedback from pilot interviews and reviewed back by a translator. The questionnaire was back translated to English to make sure the meaning of the items did not change. Out of 46 items, EFA was conducted separately for workplace stressors questionnaire through principal components analysis and factor analysis for data reduction, and construction of theoretically and empirically grounded exposure variables. Parallel analysis and scree plot indicated the presence of four factors, and Promax rotation was utilized to compare factor loading and interpret the meaning of the factors based on the understanding of the nature of the items from qualitative study findings. The labels of four factors are generated as (a) sexual and physical abuse and harassment, (b) coercive working condition, (c) hassles and daily stressors, and (d) barriers to exit a job. The research question has 18 items of self-assessment type questionnaire which measures the workplace stressors of migrant workers. These items are high in content validity (Newman, Lim, & Pineda, 2013) because it was developed to measure migrant's stressor particularly at the workplace through qualitative and quantitative mixed methods approach, conducting in-depth interviews and reviewing relevant literature to identify the Myanmar Migrant workers in Thailand context. Sexual and physical abuse and harassment includes four items (unwanted sexual comment, unwanted sexual touching,

unwanted sex, hit or slapped by employer), coercive working condition includes five items (threatened to take a job, taken advantage of to take a job, physical force used to take a job, salary withheld as a form of punishment, forced to work without payment), daily hassles and stressors includes five items (forced to work when sick, restricted from leaving workplace on free time, forced to work overtime, paid police fees, yelled at by an employer), barriers to exit job includes four items (unable to leave a job due to a fear of punishment, unable to leave a job due to debt to an employer, employer threatened to turn to authorities, documents retained by an employer) (Meyer, 2014, pp.135-137).

The current study excluded three items (unwanted sexual comment, unwanted sexual touching, unwanted sex) which were related to sexual abuse and harassment from Workplace Stressors Questionnaire, to avoid the respondents' emotional discomfort. Each of these items itself was sensitive culturally which may prevent the respondents from answering the questions objectively due to the fear of victim blaming and stigmatizing which are considered as shameful situation. It would be more appropriate to discuss and conduct private interview with the respondents. Taking into such account for the consideration of highly potential embarrassing items, in order to reduce the risk of the respondents, the researcher felt that these items were highly necessary to be eliminated.

To apply this study, the respondents were asked to rate how frequently they experienced certain workplace stressors on a score of five-point Likert scale range from 1= never, 2 = seldom, 3 = sometimes, 4 = often, 5 = always. Total scores can be obtained by tallying each item, the higher score indicates the higher stressor and the lower score indicates the lower stressor. Respondents were asked to rate the items based on the previous three months of their experience at the workplace.

Part III: Perceived Stress Questionnaire (PSQ)

Perceived Stress Questionnaire (PSQ) was developed by Levenstein and colleagues in 1993. It is designed to measure the stress, specifically intended for clinical psychosomatic research (Levenstein et al., 1993). There are 30 items of self-assessment type questionnaire that measures the stressful life events and circumstances in general. It focuses on and refers to all situations of worries, overload, uncontrollable, unmanageable, or unpredictable situations. It has seven factors generated as: harassment (4 items), irritability (2 items), lack of joy (7 items), fatigue (4 items), worries (5 items), tension (4 items), and overload (4 items). The PSQ is originally designed in English and has been translated into Italian, German, Spanish, and Swedish and validated in populations of psychiatric inpatients and outpatients, students, health workers, psychosomatic patients, and healthy adults (Levenstein et al., 1993; Sanz-Carrillo et al., 2002).

The Perceived Stress Questionnaire permits the subjective experience of perceived stressful situations and stress reactions to be assessed, which emphasizes cognitive perceptions more than emotional states or specific life events, has high internal consistency, high reliability, and demonstrated construct validity (Levestine et al., 2000, Kocalevent et al., 2007)). The internal consistency reliability for PSQ was supported by Cronbach's Alpha ranging from 0.67 to 0.95 across 17 studies. The overall Cronbach's Alpha was 0.85 and test-retest reliability of 0.82. PSQ has demonstrated good predictive validity for stress-related diseases such as ulcerative colitis (Levenstein et al., 2000).

The PSQ contains both positively and negatively formulated items in order to reduce acquiescence bias. Questions 1, 7, 10, 13, 17, 21, 25, and 29 are positive and are reversed scored according to the directions accompanying the scale. To apply this study, the respondents were asked to rate how frequently they experience certain stress-related feelings on a score of four-point Likert scale range from 1 = almost never, 2 = sometimes, 3 = often, 4

= usually. A total score is found by tallying each item. The PSQ index can be found by subtracting 30 from the raw score and dividing the result by 90, yielding a score between 1 to 4. Higher scores indicate greater levels of stress (Levenstein et al., 1993).

Part IV: Coping Inventory for Stressful Situation (CISS)

The Coping Inventory for Stressful Situation (CISS) questionnaire was developed by Endler and Parker in 1990a. The CISS scales were derived from both theoretical and empirical bases, and have been used in a variety of research and applied in different settings. The CISS is the multidimensional approach to the assessment of coping with stressful situations. It is divided into three main coping strategies: task/problem-oriented coping (dealing with the problem at hand), emotion-oriented coping (concentrating on the resultant emotions), and avoidance-oriented coping (trying to avoid the problem) which are designed to measure the respondent's coping strategies (Cosway, Endler, Sadler, & Deary, 2000).

Internal reliability scores (Cronbach's alpha) of the CISS are reported to be good, ranging from .75 to .88 (Endler & Parker, 1994, 1999; McWilliams et al., 2003). Factor analysis of the 48-item inventory has revealed a three-factor structure such as Task, Emotion, Avoidance (Endler & Parker, 1999). Convergent and divergent validity was supported by the Beck Depression Inventory and the Depression subscale of the Hospital Anxiety and Depression scales have shown positive correlations with the Emotion-Oriented CISS subscale ($r_s = .50$ to $.61$) and negative correlations with the Task-Oriented CISS subscale ($r_s = -.20$ to $-.43$) (Brands, Köhler, Stapert, Wade, & van Heugten, 2014). Test-retest reliability was measured over a period of 6 weeks, and test-retest correlations were found to be high ($r_s = .78$ to $.90$), except for the distraction subscale that showed a lower value ($r = .66$). The CISS measure is validated and supported by many studies and it has been found to have a robust dimensional structure amongst a variety of populations (Endler & Parker, 1994; Cosway et al., 2000; McWilliams, Cox & Enns, 2003; de Ridder & van Heck, 2004; Brands, Köhler,

Stapert, Wade & van Heugten, 2014). This present study applied the CISS (adult version) since it presented sufficient psychometric data in itself; it could be easily measured for normal people (de Ridder & van Heck, 2004).

There are 48 items listed to represent the three basic coping strategies consist of 16 items in each sub-scales. The task-oriented coping (problem-focused) strategies consisted of 16 items (1, 2, 6, 10, 15, 21, 24, 26, 27, 36, 39, 41, 42, 43, 46, 47); aimed to solve the problem, cognitively restructuring the problem, or attempts to alter the situation. The emotion-oriented coping (emotion-focused) strategies contained of 16 items (5, 7, 8, 13, 14, 16, 17, 19, 22, 25, 28, 30, 33, 34, 38, 45) which are self-oriented items aimed to decrease stress and describe emotional reactions, self-preoccupation, and fantasizing. The items for avoidance-oriented coping strategies contained 16 items (3, 4, 9, 11, 12, 18, 20, 23, 29, 31, 32, 35, 37, 40, 44, 48) (Cosway et al. 2000). However, avoidance coping strategies of 16 items were excluded as the current study attempted to study only problem-focused and emotion-focused coping strategies. To apply for this study, the applicants were asked to indicate how often they engaged in various activities when they encountered stressful situations. They were asked to answer each item ranging from 1= Not at all, 2 = Seldom, 3 = Sometimes, 4= Often, and 5 = Very much, as a five-point Likert scale to measure 32 items. Scores for all items per scale are summed to form scale scores; higher scores indicate a higher use of that coping strategy.

Part III: Multidimensional Scale of Perceived Social Support (MSPSS)

The Multidimensional Scale of Perceived Social Support (MSPSS) is a self-explanatory 12-item inventory, designed by Zimet, Dahlem, Zimet and Farley in 1988. It designed to measure the respondent's perception of social support adequacy from three sources. Consequently, the three subscales were: (1) family (items 3, 4, 8, and 11); (2) friends (items 6, 7, 9, and 12); and (3) significant others (items 1, 2, 5, and 10). The Cronbach's

coefficient alpha, a measure of internal reliability was .88 for the total scales, thereby indicating good internal consistency of the measure in its entirety. The three subscales for the significant other, family and friends were found to be .91, .87 and .85, respectively. The MSPSS shows psychosomatically sound instruments, with good reliability, factorial validity and adequate construct validity (Zimet et al. 1988). Each of the 12 items was to be rated on a seven-point Likert scale, ranging from 1 = Very strongly disagree to 7 = Very strongly agree, with higher scores indicating higher levels of perceived social support.

Part VI: Satisfaction With Life Scale (SWLS)

The Satisfaction With Life Scale (SWLS) was developed by Diener, Emmons, Larsen, and Griffin in 1985. The SWLS is designed to measure the cognitive-judgemental of a person for his or her overall life satisfaction (Diener et al., 1985). According to Diener and colleagues, life satisfaction refers to a cognitive, judgmental process of how people are satisfied with their present state of life based upon a comparison with their life standard that they set for. The SWLS questionnaire is a 5-item on 7-point Likert scale ranging from 1 = Strongly disagree to 7= Strongly agree. The scores of the items were summed to obtain the total score that varied from 5 to 35, with higher scores that reflect greater satisfaction with life (Diener, 2006). The instrument is shown favourable psychometric properties, high internal consistency and high temporal reliability (Pavot, & Diener, 1993). The coefficient alpha for the scale was 0.87 and the two-month test-retest correlation coefficient was 0.82 (Diener et al., 1985).

Data Collection Procedure

Data collection procedure consisted of the following steps:

1. With the approved letter from the Dean of Assumption University, the request letter of permission to conduct research with migrant workers was submitted to the Church leader who is helping Myanmar Migrant workers as a Chaplain of Bangkok Archdiocese.

2. After that, a pretest of the research questionnaire was conducted with 30 Myanmar migrant workers who are residing in Bangkok. Attempting to test the reliability and check the problems with regard to the participants' understanding of question items, the pretest data were subjected to a reliability test to obtain Cronbach's alpha values.
3. Reported problems concerning participants' understanding of question items were corrected before the actual study.
4. According to the respondents' working nature, working hours, free time and willing to participate, the research setting was in a place where migrant workers got together during worship time on Sunday in Bangkok city and Samut Sakhon city. With the help of Church leaders and volunteers from Church organization, the researcher visited some of their residences and working areas during their available time to collect data. Before the distribution of the questionnaires, the participants were explained about the nature and purpose of the current study and their consent to participate through informed consent. The researcher also explained about the instructions of the questionnaires and the assurance of confidentiality of the data collected from them which will be used only for the research purpose. They were asked to read before answering the survey questionnaires and allowed them to withdraw at any time from answering the questionnaires if the participants didn't want to continue. The questionnaire took about 20-30 minutes for those who can read and write well.
5. All the completed questionnaires were checked for possible errors in completion after data collection and only valid questionnaires were computed for statistical analysis.

Data Analysis

To accomplish data analysis, the following statistical treatments were used:

Descriptive statistics: Frequency and percentage distributions were utilized to analyze the demographic data of respondents. Means and standard deviations were employed in the analysis for the scores of the respondents.

Inferential statistics: Path analysis via multiple regression analysis was employed to test the hypothesized direct and indirect influence of workplace stressors on stress and subjective well-being mediated by two coping strategies and social support.



CHAPTER IV

Results

This Chapter presents the results of the analyses of the study conducted among female Myanmar migrant workers in Thailand. The research aimed to explore the direct and indirect effects of workplace stressors on stress and subjective well-being mediated by coping strategies and social support among female Myanmar migrant workers in Thailand. This Chapter comprised of descriptive statistics via frequency and percentage distributions of variables and inferential statistics of path model via multiple regression analysis. The results are presented in the following sequence:

1. Demographic information of participants.
2. Exploratory factors analysis of Workplace Stressors Questionnaire.
3. Reliability analysis of the items of variables (Workplace Stressors Questionnaire, Perceived Stress Questionnaire, Coping Inventory for Stressful Situation; Problem-focused Coping and Emotion-focused Coping, Multidimensional Scale of Perceived Social Support, Satisfaction With Life Scale).
4. Means and standard deviations of the six computed variables.
5. Correlation analysis of the six variables.
6. Path analysis via multiple regression analysis.

Demographic Information of Participants

The sample consisted of 200 female Myanmar migrant workers who had been working in Thailand from six months and above, aged between 18 to 59 years old who work in different sectors. Of the respondents, 52.5% (n = 105) were single, 38.5% (n = 77) were married and the rest were divorced 4.5% (n = 9), widow 3.5% (n = 7), and others 1% (n = 2). The majority of the participants were the age group 18-25 comprised of 42.5% (n = 85). The

age group 26-35 comprised of 37.5% (n = 75), 36-45 comprised of 16.5% (n = 33) and 46-59 comprised of 3.5% (n = 7). The mean age of the participants was 29 years.

Job description accounted for 53.5% (n = 107) were factory workers, 18.5% (n = 37) were seafood processing, 16.0% (n = 32) were domestic workers, 5.5% (n = 11) were service workers (food shop/restaurant) and the rest were construction workers 2.5 % (n = 5), market salespersons/street vendors 2% (n = 4) and others 2% (n = 4). Among them 36% (n = 72) were working between one to two years, 17.5% (n = 35) were seven to eight years, 16 % (n = 32) were three to four years, 15.5% (n = 31) were five to six years, 8% (n = 16) were six months to one year and 7% (n = 14) were ten years and above.

Exploratory Factors Analysis for Workplace Stressor

The 15 item Workplace Stressors Questionnaire was earlier used in qualitative and quantitative mixed methods research with Myanmar migrant workers (Meyer, 2014). To know the factor structure, the scale was subjected to Exploratory Factor Analysis (EFA) to discover theoretically meaningful factors and to assume that all variables correlated to some degree (Tabachnick & Fidell, 2013). The responses of the 15 items of the workplace stressor questionnaire were subject to principal components analysis followed by oblique rotation. The result from the KMO and Barlett's test of sphericity was used to test the assumption of sufficient significant correlation in the data matrix. In the present analysis, Kaiser Meyer-Olkin yielded a value of 0.864 indicating that the ratio of the number of participants to workplace stressor items were sufficient to run a principal-component factor analysis according to the value of KMO test greater than 0.5 (Kaiser, 1974). Bartlett's test of sphericity was significant, X^2 (df-199 = 1392.684, $p < .001$) indicating that the data were adequately distributed to allow an evaluation of the potential factor structure (see Table.1). Thus, the correlation matrix has significant correlations for factoring.

Table 1

Kaiser-Meyer-Olkin (KMO) and Bartlett's Test

Kaiser-Meyer-Olkin Measure of sampling Adequacy.		.864
Bartlett's Test of Sphericity	Approx. Chi-Square	1392.684
	df	105
	Sig.	.000

Eigenvalues for the first four factors are all larger than one as shown in the Table 2.

The first factor Eigenvalue is equal to 6.137 and explained 40.9 % of the variance in the original data. The second factor Eigenvalue is equal to 1.576 and explains 10.5% of the variance, the third component Eigenvalue is equal to 1.140 and explains 7.6% of the variance, the fourth component Eigenvalue is equal to 1.077 and explains 7.2% of the variance. A four-factor solution was accounting for 66.2% of the variance and the remaining eleven factors together accounted for only about 33.8% of the variance.

Table 2

Total Variance Explained of Workplace Stressors

Factor No.	Initial Eigenvalues			Extraction Sum of Squared Loadings			Rotation Sum of Squared Loadings
	Total	Percent of Variance	Cumulative Percent	Total	Percent of Variance	Cumulative Percent	Total
1.	6.137	40.915	40.915	6.137	40.915	40.915	5.256
2.	1.576	10.509	51.424	1.576	10.509	51.424	3.957
3.	1.140	7.601	59.025	1.140	7.601	59.025	2.129
4.	1.077	7.180	66.204	1.077	7.180	66.204	1.123
5.	.829	5.528	71.732				
6.	.812	5.414	77.146				
7.	.628	4.188	81.334				

The pattern matrix revealed a four-factor structure as shown in the Table 3 and they were labeled differently as component (1) barriers to exit job, items 4,9,10,12,13,14,15 (2) coercive working conditions, items 1,3,7,8,11 (3) hassles and daily stressors, items 5,6 (1) physical abuse, item 2.

Table 3

The Pattern Matrix Explained of a Four-Factor Structure

No.	Items	Component			
		1	2	3	4
12.	Had documents retained by an employer to force me to work.	.880			
15.	Had my employer, manager or wanna threatened to turn me into authorities.	.854			
14.	Had my salary withheld or reduced as a form of punishment or treat.	.737			
13.	Had ever been unable to leave a job due to debt to employer.	.696			
4.	Been unable to leave a job due to a fear of punishment.	.677			
10.	Had to pay additional fees for police protection to my employer out of my salary.	.668			-.359
9.	Been forced to work overtime.	.477			
7.	Been restricted from leaving my workplace on my free time.		.832		
1.	Been threatened, pressured or compelled to take a job.		.823		
8.	Been forced to work when I am sick.		.656		
11.	Been yelled at by an employer, manager or wanna.		.518		
3.	Felt that a person with power or authority took advantage of me to make me		.480		
5.	Been kicked, hit or slapped by an employer, manager or wanna.			.779	
6.	Been force to work without payment.			.770	
2.	Had physical force used by someone to make me take a job.				.793

Extraction Method: Principal Component Analysis.

Rotation Method: Oblimin with Kaiser Normalization.^a

a. Rotation converged in 13 iterations.

While four factors have been extracted on the basis of the conventional Eigenvalues greater than 1.00 rule, the researcher decided to cross-check the number of factors to be

extracted by using the statistically based procedures of parallel analysis (Horn, 1965).

Comparing the Eigenvalues from the actual data set with the Eigenvalues derived from the random data sets, it can be seen that only the first two factors' Eigenvalues 6.137 and 1.576 are larger than the corresponding first two 95th percentile and mean of random data Eigenvalues (95th percentile:1.604363, 1.454834; mean: 1.498402, 1.382542) (O'Connor, 2000). Through using parallel analysis, the researcher decided to retain only two factors for further investigation and subsequent rotation (see Table 4).

Table 4

Parallel Analysis

Component number	Eigenvalue from PCA	Random data Eigenvalue from Parallel analysis		Decision
		Means	Percentile	
1.	6.137	1.498402	1.604363	Accept
2.	1.576	1.382542	1.454834	Accept
3.	1.140	1.294847	1.356834	Reject
4.	1.077	1.220257	1.272520	Reject
5.	.829	1.153263	1.202913	Reject
6.	6.137	1.498402	1.604363	Accept

In the second run of EFA, through using principal components extraction with fixed number of 2 Factors extracting and varimax rotation, the Rotated Component Matrix presents two rotated factors as specified in the SPSS Windows and the rotated factor structure shows some cross-loaded items (see Table 5).

Table 5

Rotated Component Matrix

No.	Items	Component	
		1	2
15.	Had my employer, manager or wanna threatened to turn me into authorities.	.821	
12.	Had documents retained by an employer to force me to work.	.804	
13.	Had ever been unable to leave a job due to debt to employer.	.778	
14.	Had my salary withheld or reduced as a form of punishment or treat.	.748	
4.	Been unable to leave a job due to a fear of punishment.	.719	
10.	Had to pay additional fees for police protection to my employer out of my salary.	.673	
9.	Been forced to work overtime.	.579	.377
5.	Been kicked, hit or slapped by an employer, manager or wanna.	.509	
6.	Been force to work without payment.	.428	
1.	Been threatened, pressured or compelled to take a job.		.820
7.	Been restricted from leaving my workplace on my free time.		.803
8.	Been forced to work when I am sick.	.435	.662
3.	Felt that a person with power or authority took advantage of me to make me take a job.	.378	.545
11.	Been yelled at by an employer, manager or wanna.		.536
2.	Had physical force used by someone to make me take a job.		.396

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization

a. Rotation converged in 3 iterations.

The final of a two-factor solution discarded two items with cross-loadings not exceeding .40 (9, 3) (Clark & Watson, 1995; Samuels, 2016). Items 5 & 6 (hassles and daily stressors) were loaded in Factors 1 and item 2 (physical abuse) was loaded in Factor 2. Factor (1) contains eight items: 4, 5, 6, 10, 12, 13, 14 & 15 and Factor (2) contains five items: 1, 2, 7, 8 & 11. Based on the understanding of the items in the Factor loading, Factor (1) is labeled as 'workplace injustices and barriers to exit job' (being threatened, documents retained,

salary withheld or reduced as punishment, unable to leave a job, pay additional fees for police protection, physically assaulted and being forced to work without pay) and Factor (2) is labeled as ‘coercive working conditions’ (threatened and force to take a job, restricted from leaving workplace, forced to work when sick, being yelled at).

The two-factor workplace stressors are labeled and shown in the Table 6.

Table 6

Items Label for Workplace Stressors

No.	Workplace Stressors	Factor Loadings
<i>Factor 1. Workplace Injustices and Barriers to Exit Job</i>		
15.	Had my employer, manager or wanna threatened to turn me into authorities.	.87
12.	Had documents retained by an employer to force me to work.	.84
14.	Had my salary withheld or reduced as a form of punishment or treat.	.80
13.	Had ever been unable to leave a job due to debt to employer.	.78
4.	Been unable to leave a job due to a fear of punishment.	.71
10.	Had to pay additional fees for police protection to my employer out of my salary.	.69
5.	Been kicked, hit or slapped by an employer, manager or wanna.	.51
6.	Been force to work without payment.	.43
<i>Factor 2. Coercive Working Conditions</i>		
1.	Been threatened, pressured or compelled to take a job.	.87
7.	Been restricted from leaving my workplace on my free time.	.80
8.	Been forced to work when I am sick.	.59
11.	Been yelled at by an employer, manager or wanna.	.50
2.	Had physical force used by someone to make me take a job.	.40

Test of Convergent and Divergent Validity

Convergent and divergent validity of the workplace stressor of workplace injustices and barriers to exit job and workplace stressor of coercive working conditions were assessed via the Pearson's product-moment correlation analysis to investigate the direction and strength of the relationships between two workplace stressors with the participants' reported level of perceived stress and subjective well-being. The results of the analysis are presented in Table 7.

Table 7

Pearson's Product-Moment Correlation Coefficients between Workplace Stressors with the Participants' Reported Levels of Perceived Stress and Subjective Well-being

		Perceived Stress	Subjective Well-being
Workplace Injustices and Barriers to Exit	Pearson Correlation	.317**	-.255**
	Sig. (2-tailed)	.000	.000
	N	200	200
Coercive Working Conditions	Pearson Correlation	.301**	-.152*
	Sig. (2-tailed)	.000	.031
	N	200	200

Note. * $p < 0.05$, ** $p < 0.01$

It can be seen from Table 7 that the two workplace stressors (workplace injustices and barriers to exit job and coercive working conditions) are positively and significantly correlated with the participants' reported levels of perceived stress and negatively and significantly correlated with the participants' reported levels of subjective well-being. The relationships are in line with the conceptual definitions of workplace stressors and supported the convergent and divergent validity.

Reliability Analysis of the Scales Employed

Reliability analysis was conducted to measure the internal consistency of the questionnaire prior to computing path analysis to test the hypothesis. The purpose was to maximize the internal consistency by identifying items that are internally consistent (i.e., reliable) and to discard the items that are not. The criteria to retain the items from the scale is that if the Cronbach's alphas is sufficient which is above .70, then the items will be retained. If the Cronbach's alphas is below .70, then the Items-total correlation will be examined. As a general rule of thumb suggested ideal between .70 and .80 to be an acceptable reliability coefficient (Nunnaly, 1978; DeVellis, 2017). The following Tables show the Cronbach's Alpha coefficients for all the scale factors are adequately ranging from .74 to .91 and, therefore, all the items were retained for further analysis. The items for the seven factors together with their Corrected Item-Total Correlations and Cronbach's alphas are presented as follows.

Table 8

Workplace Stressors of Scale's Items together with their Corrected Item-Total Correlations and Cronbach's Alphas

Workplace Injustices and Barriers to Exit Job	Corrected Item-Total Correlations
In the past three months I have...	
• been unable to leave a job due to a fear of punishment	.69
• been kicked, hit or slapped by an employer, manager or wunna.	.45
• been force to work without payment.	.42
• had to pay additional fees for police protection to my employer out of my salary.	.59
• had documents retained by an employer to force me to work.	.73
• had ever been unable to leave a job due to debt to employer.	.76
• had my salary withheld or reduced as a form of punishment or treat.	.65
• had my employer, manager or wunna threatened to turn me into authorities.	.74

Cronbach's Alpha=.87

Coercive Working Conditions	Corrected Item-Total Correlations
In the past three months I have...	
• been threatened, pressured or compelled to take a job.	.59
• had physical force used by someone to make me take a job.	.22
• been restricted from leaving my workplace on my free time.	.65
• been forced to work when I am sick.	.65
• been yelled at by an employer, manager or wunna.	.47

Cronbach's Alpha = .78

Table 9

PSQ's Items together with their Corrected Item-Total Correlations and Cronbach's Alphas

Perceived Stress Questionnaire	Corrected Item-Total Correlations
• You feel rested.	.26
• You feel that too many demands are being made on you.	.40
• You are irritable or grouchy.	.61
• You have too many things to do.	.46
• You feel lonely or isolated.	.44
• You find yourself in situations of conflict.	.60
• You feel you are doing things you really like.	.20
• You feel tired.	.50
• You fear you may not manage to attain your goals.	.40
• You feel calm.	.40
• You have too many decisions to make.	.37
• You feel frustrated.	.61
• You are full of energy.	.29
• You feel tense.	.61
• Your problem seems to be piling up.	.63
• You feel you are in a hurry.	.48
• You feel safe and protected.	.21
• You have many worries.	.65

(continue)

(continue)

Perceived Stress Questionnaire	Corrected Item-Total Correlations
• You are under pressure from other people.	.58
• You feel discouraged.	.61
• You enjoyed yourself.	.45
• You are afraid for the future.	.46
• You feel you are doing things because you have to not because you want to.	.55
• You feel criticized or judged.	.61
• You are lighthearted.	.41
• You feel mentally exhausted.	.62
• You have trouble relaxing.	.57
• You feel loaded down with responsibility.	.61
• You have enough time for yourself.	.46
• You feel under pressure from deadlines.	.60

Cronbach's Alpha = .91

Table 10

CISS's Items together with their Corrected Item-Total Correlations and Cronbach's Alphas

Problem-focused Coping	Corrected Item-Total Correlations
• Schedule my time better.	.36
• Focus on the problem and see how I can solve it.	.60
• Do what I think is best.	.49
• Outline my priorities.	.60
• Think about how I have solved similar problems.	.53
• Determine a course of action and follow it.	.62
• Work to understand the situation.	.63
• Take corrective action immediately.	.61
• Think about the event and learn from my mistake.	.57
• Analyze my problem before reacting.	.58

(continue)

(continue)

Problem-focused Coping	Corrected Item-Total Correlations
• Adjust my priorities.	.62
• Get control of the situation.	.64
• Make an extra effort to get things done.	.58
• Come up with several different solutions to the problem.	.64
• Use the situation to prove that I can do it.	.57
• Try to be organized so I can be on top of the situation.	.67

Cronbach's Alpha=.91

Emotion-focused Coping	Corrected Item-Total Correlations
• Blame myself for putting things off.	.62
• Preoccupied with aches and pains.	.54
• Blame myself for having gotten in to this situation.	.59
• Feel anxious about not being able to cope.	.62
• Become very tense.	.71
• Tell myself that it is really not happening to me.	.37
• Blame myself for being too emotional about this situation.	.70
• Become very upset.	.61
• Blame myself for not knowing what to do.	.62
• 'Freeze' and don't know what to do.	.43
• Wish that I could change what had happened or how I felt.	.43
• Worry about what I am going to do.	.62
• Tell myself that it will never happen again.	.55
• Focus on my general inadequacies.	.49
• Get angry.	.37
• Take it out on other people.	.28

Cronbach's Alpha = .88

Table 11

MSPSS's Items together with their Corrected Item-Total Correlations and Cronbach's Alphas

MSPSS	Corrected Item-Total Correlations
• There is a special person who is around when I am in need.	.51
• There is a special person with whom I can share joys and sorrows.	.56
• My family really tries to help me.	.51
• I get the emotional help & support I need from my family.	.48
• I have a special person who is a real source of comfort to me.	.59
• My friends really try to help me.	.54
• I can count on my friends when things go wrong.	.52
• I can talk about my problems with my family.	.61
• I have friends with whom I can share my joys and sorrows.	.56
• There is a special person in my life who cares about my feelings.	.59
• My family is willing to help me make decisions.	.63
• I can talk about my problems with my friends.	.58

Cronbach's Alpha = .87

Table 12

SWLS's Items together with their Corrected Item-Total Correlations and Cronbach's Alphas

Satisfaction With Life Scale	Corrected Item-Total Correlations
• In most ways my life is close to my ideal.	.51
• The conditions of my life are excellent.	.59
• I am satisfied with my life.	.62
• So far I have gotten the important things I want in life.	.54
• If I could live my life over, I would change almost nothing.	.52

Cronbach's Alpha=.78

Mean and Standard Deviations for the Computed Variables

Table 13 below displays mean and standard deviations of seven computed factors.

Table 13

Mean and Standard Deviations for the Main Variables

Variable	<i>M</i>	<i>SD</i>	Mid-point
1. Workplace Injustices and Barriers to exit	1.44	.61	3.00
2. Coercive Working Conditions	1.83	.73	3.00
3. Problem-focused	3.05	.80	3.00
4. Emotion-focused	2.85	.75	3.00
5. Social Support	4.72	1.19	4.00
6. Perceived Stress	2.32	.52	2.50
7. Subjective Well-being	4.50	1.33	4.00

As can be seen from the above Table 13, workplace injustices and barriers to exit job ($M = 1.44$) and coercive working condition ($M = 1.83$) were rated below the midpoint on their respective scales. Thus, female migrant workers reported low level of workplace stressors in Thailand. In terms of dealing with workplace stressors, problem-focused ($M = 3.05$) was rated above the midpoint and emotion-focused ($M = 2.85$) was rated below the midpoint on their respective scales. Thus, migrant workers from this study were more likely to employ problem-focused coping and less likely to use emotion-focused coping strategies when dealing with workplace stressors. The Table shows social support ($M = 4.72$) was rated above the midpoint on its respective scale; hence, female migrant workers from this study reported high level of perceived social support. The participants also rated their perceived stress ($M = 2.32$) slightly below the midpoint on its respective scale and rated subjective well-being ($M = 4.50$) slightly above on its scales. Thus, it can be predicted that female migrant workers from this study had low level of perceived stress and high level of subjective well-being.

Correlation Analysis of the Computed Variables

Correlation analysis of the computed variables was done in order to measure the relationship between the variables. The intercorrelations among the variables used in the present study are shown in Table 14.

Table 14

Pearson Correlation of the Computed Variables

Variable	1	2	3	4	5	6	7
1. Workplace Injustices and Barriers to Exit	-						
2. Coercive Working Conditions	.536**	-					
3. Perceived Stress	.317**	.301**	-				
4. Subjective Well-being	-.255**	-.152*	-.397**	-			
5. Problem-focused	.182**	.237**	.098	.036	-		
6. Emotion-focused	.288**	.366**	.635**	-.211**	.498**	-	
7. Social Support	-.078	-.033	-.269**	.627**	.179*	.016	-

Note. * $p < 0.05$, ** $p < 0.01$

As displayed above the Table 14, workplace stressor of workplace injustices and barriers to exit job had positive correlation with coercive working conditions ($r = .536$, $p < 0.01$), stress ($r = .317$, $p < 0.01$), problem-focused coping ($r = .182$, $p < 0.01$), emotion-focused coping ($r = .288$, $p < 0.01$) and negative correlation with subjective well-being ($r = -.255$, $p < 0.01$). Workplace stressor of coercive working condition had positive correlation with stress ($r = .301$, $p < 0.01$), problem-focused coping ($r = .237$, $p < 0.01$), emotion-focused coping ($r = .366$, $p < 0.01$) and negative correlation with subjective well-being ($r = -.152$, $p < 0.05$).

Stress was negatively correlated with subjective well-being ($r = -.397$, $p < 0.01$), social support ($r = -.269$, $p < 0.01$), and positively correlated with emotion-focused coping ($r = .627$, $p < 0.01$). Subjective wellbeing was negatively correlated with emotion-focused coping

($r = -.211$, $p < 0.01$) and positive correlation with social support ($r = .635$, $p < 0.01$). Problem-focused coping was positively correlated with emotion-focused coping ($r = .498$, $p < 0.01$) and social support ($r = .179$, $p < 0.05$).

Path Analysis of Hypothesized Path Model

Path model via regression analysis was carried out to test the hypothesized direct and indirect relationships represented by the path model depicted in Figure 1. The analysis contained: (1) regressing the dependent variable of stress on the predictor variables of workplace injustices and barriers to exit job, coercive working condition, problem-focused, emotion-focused and social support; (2) regressing the dependent variable of subjective well-being on the predictor variables of workplace injustices and barriers to exit job, coercive working condition, problem-focused, emotion-focused and social support; (3) regressing the mediator variable of problem-focused on the predictor variables of workplace injustices and barriers to exit job and coercive working condition; (4) regressing the mediator variable of emotion-focused on the predictor variables of workplace injustices and barriers to exit job and coercive working condition; (5) regressing the mediator variable of social support on the predictor variables of workplace injustices and barriers to exit job and coercive working condition. The result of the path model together with the estimated standardized regression coefficients (β value) that are statistically significant ($p < 0.05$) is presented in Figure 2.

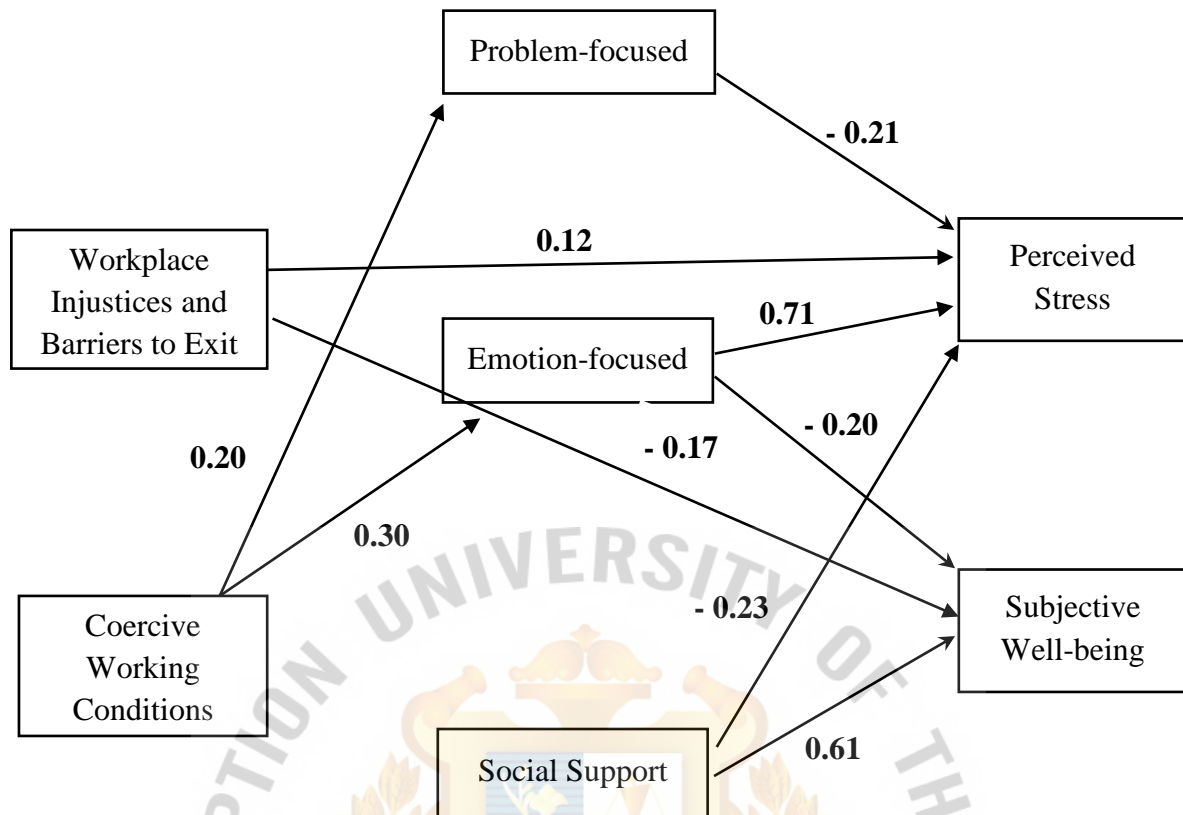


Figure 2. Result of path model together with standardized regression coefficients of the relationship between workplace stressors and stress, workplace stressors and subjective well-being mediated by problem-focused, emotion-focused and social support.

The first multiple regression analysis of stress and five predictive variables from the above finding shows that workplace stressor of workplace injustices and barriers to exit job ($\beta = 0.12$, $p < 0.05$), problem-focused coping ($\beta = -0.21$, $p < 0.001$), emotion-focused coping ($\beta = 0.71$, $p < 0.001$) and social support ($\beta = -0.23$, $p < 0.001$) were the significant predictor of stress. However, workplace stressor of coercive working condition was not the significant predictor of stress. The overall independent variables explained 55% ($R^2 = .55$) of the variance in stress which was significant at $F(5,194) = 46.644$, $p < 0.001$.

The second multiple regression analysis of subjective well-being and five predictive variables indicated that workplace stressor of workplace injustices and barriers to exit job ($\beta = -0.17$, $p < 0.01$), emotion-focused coping ($\beta = -0.19$, $p < 0.01$) and social support ($\beta = 0.61$,

$p < 0.001$) were the significant predictor of subjective well-being. They contributed 47% ($R^2 = .47$) of the variance to the subjective well-being which was significant at $F(5,194) = 33.657, p < 0.001$. However, coercive working condition and problem-focused coping were not the significant predictors of subjective well-being.

The third multiple regression analysis of problem-focused and two predictive variables explained that stressor of workplace injustices and barriers to exit job was not the significant predictor of problem-focused coping. However, coercive working condition was the significant predictor of problem-focused coping ($\beta = 0.20, p < 0.05$) and it explained 6% ($R^2 = .06$) of the variance in problem-focused coping which was significant at $F(2,197) = 6.321, p < 0.01$.

The fourth multiple regression analysis of emotion-focused and two predictive variables demonstrated that stressor of coercive working condition was the significant predictor of emotion-focused coping ($\beta = 0.28, p < 0.001$) which contributed 14% ($R^2 = .14$) of the variance to the emotion-focused coping and significant at $F(2,197) = 16.006, p < 0.001$, but workplace injustices and barriers to exit job was not significant predictor of emotion-focused coping.

The fifth multiple regression analysis of social support and two predictive variables revealed that both workplace stressors of workplace injustices and barriers to exit job and coercive working conditions were not the significant predictor of social support.

H1: The result findings supported the first hypothesis that there was a significant direct effect of workplace stressor of workplace injustices and barriers to exit job on stress and subjective well-being of female Myanmar migrant workers in Thailand. Workplace stressor of workplace injustices and barriers to exit job was positively associated with stress ($\beta = 0.13, p < 0.05$) and negatively associated with subjective well-being ($\beta = -0.17, p < .01$). Thus, the higher they experienced workplace injustices and barriers to exit job, the higher

their reported levels of stress and the lower their reported levels of their subjective well-being. However, there was no direct significant effect of workplace stressor of coercive working conditions on stress and subjective well-being.

H2: The study supported the second hypothesis that there was a significant indirect effect of workplace stressor of coercive working condition on stress mediated by problem-focused coping strategies ($\beta = 0.20$, $p < 0.05$) of female Myanmar migrant workers in Thailand. Thus, the higher they experienced coercive working condition the more they applied problem-focused coping strategies. The more they used problem-focused coping, the lower their reported levels of stress. While, coercive working condition didn't indirectly affect on subjective well-being. On the other hand, workplace injustices and barriers to exit job didn't indirectly affect on stress and subjective well-being.

H3: The third hypothesis was supported by the result that there was a significant indirect effect of workplace stressor of coercive working condition on stress and subjective well-being mediated by emotion-focused coping. Emotion-focused coping was positively associated with stress ($\beta = 0.71$, $p < 0.001$) and negatively associated with subjective well-being ($\beta = -0.19$, $p < 0.01$). Hence, the more workers experienced coercive working condition, the higher they used emotion-focused coping, the more they used emotion-focused coping the higher their reported levels of stress and the lower their reported levels of subjective well-being. In contrast, workplace injustices and barriers to exit job didn't support the third hypothesis and there was no indirect effect of workplace stressor of workplace injustices and barriers to exit job on stress and subjective well-being.

H4: The result of social support didn't support the fourth hypothesis and there were no indirect effects of workplace stressors on stress and subjective well-being of female Myanmar migrant workers mediated by social support. However, social support was a significant predictor of stress ($\beta = -0.23$, $p < 0.01$) and subjective well-being ($\beta = 0.61$, $p <$

0.001). As a consequence, the more the workers reported high levels of social support, the lower their reported levels of stress and the higher their reported levels of subjective well-being.



CHAPTER V

Discussion

The purpose of this study was to examine the direct and indirect effects of workplace stressors (workplace injustices and barriers to exit job and coercive working condition) on stress and subjective well-being of female Myanmar migrant workers in Thailand mediated by social support and two coping strategies; problem-focused and emotion-focused. A total of 200 female Myanmar migrant workers participated in the study by filling in a survey questionnaire designed to study the main variables. Once the data collection was completed, statistical analysis was conducted through descriptive and inferential statistical of multiple regression analysis.

The final Chapter comprises of five sections presented in the following order: (1) Discussion of findings, (2) Limitations of the study, (3) Conclusion, (4) Recommendations and (5) Avenues for future research.

Discussion of Findings

This section presented the discussion about the results of the variables of this study related to the theoretical perspectives and research studies outcome.

Workplace Stressors, Stress and Subjective Well-being

Workplace Injustices and Barriers to Exit Job. The result from this study significantly revealed that workplace stressor of workplace injustices and barriers to exit job has a direct effect on stress and subjective well-being of female Myanmar migrant workers in Thailand. The result showed that workplace injustices and barriers to exit job was positively associated with stress and negatively related to subjective well-being. It can be said that as the workers experienced workplace injustices and barriers to exit job more, the higher their reported levels of stress and the lower their reported levels of subjective well-being. This

finding was consistent with the Transactional theory of stress by Lazarus and Folkman (1984) that when migrant workers appraised the stressors as harmful and the stressors were beyond their ability to manage, they subjectively experienced a state of stress and their well-being was threatening. Perhaps, migrant workers who experienced this stressor were in unmanageable situations which caused them a state of stress. Likewise, this result was consistent with previous research conducted to female Myanmar workers in Mae Sot, Thailand. The result demonstrated that workplace stressor of barriers to exit job was significantly associated with depression and anxiety symptoms (Meyer et al., 2015). Moreover, the result was consistent with the stressors related to work and agency that were associated with the stress of female migrant workers in Singapore (van Bortel, Martin, Anjara, Nellums, 2019).

A possible reason for the stressor was unmanageable situation. Most of the documented migrant workers relied on recruiters and agencies to get job which were costly and even causing them to be in the debt bondage (Beesey, Limsakul, & McDougall, 2016). After arriving in Thailand, many of the workers found that they were being deceived by agencies and employers to work in different occupations or faced with unfair working conditions. However, they couldn't run away from the job due to the fear of being undocumented (ILO & UN Women, 2015). When migrant workers were unable to deal with such conditions and their expectations were not being met, they become more stressful. When the stressful situations persisted or occurred repeatedly it affected their mental and physical well-being. Therefore, the stressor of workplace injustices and barriers to exit job was beyond their control which in turn increased their levels of stress and decreased their levels of subjective well-being.

Coercive Working Conditions. Workplace stressor of coercive working conditions didn't have a direct effect on stress and subjective well-being. The result didn't support

Lazarus & Folkman's (1984) theory of stress. The failure to predict the indirect effect on coercive working condition on stress and well-being could be attributable to the effect of mediators (Baron, & Kenny, 1986). It can be said that workers could manage the stressors effectively as demonstrated by the coping strategies of Lazarus and Folkman (1984) that coping lessened the negative effect of emerging stressor on stress and well-being.

Within the context of present investigation, as the results showed stress was below the average levels and subjective well-being was slightly above the average levels on their respective scales. It can be said that the participants from this study were having low levels of stress and high levels of subjective well-being. Likewise, workplace stressors were below the average on their respective scales; thus, female Myanmar migrant workers from this study experienced a low level of workplace stressors. The findings of this study were consistent with the previous research conducted on Myanmar migrant workers at Samut Sakhon district. Large majority of the participants reported that increased frequency of factors associated with well-being and the low frequency of risk factors associated with mental health problems (Kesornsri et al., 2018).

There are many possible reasons that female Myanmar migrant workers had low levels of workplace stressors, low levels of stress and high levels of subjective well-being. The possibility of low levels of stressors could be that migrant workers who participated in this study were documented workers with Church contact only. Although the data showed there were some levels of stressors, which indicated that most migrant workers felt protective with their legal status and church support. And also, it can be said that there had been some progress made in the documentations and supports of Myanmar migrant workers in Thailand.

Another possible reason can be that since migrant workers were recruited within Church contact, most of them might participate in the Church activities or social activities or religious practices. This might create strong connections among migrant members and

available support to avoid the stressful situations. Also, there could be a possibility that within the church community, migrant workers would have the tendency of responding in a socially desirable way that might result in low levels of stressors. Moreover, according to the social, cultural and religious norms, women are more submissive to their feelings and respectful to Church authority which might hinder them to fully open up their feelings and name those feelings. Most of the migrant workers came from remote areas without educational background with minimum knowledge of their basic fundamental rights which might incapacitate them to see or complain about the unfair situation which created low levels of stressors as well as low levels of stress.

Workplace Stressors, Stress and Subjective Well-being mediated by Coping Strategies

Problem-focused Coping. The results from this study demonstrated that problem-focused coping strategies mediate the effect of workplace stressor of coercive working condition on stress. Hence, the participants from this study applied problem-focused coping strategies to eliminate their stressful situations at the workplace; as a consequence, their reported stress levels were low. The more female migrant workers experienced workplace stressor the more they used problem-focused coping, the more they applied problem-focused coping, the lower their reported levels of stress. This current research study supported the coping theory of Lazarus and Folkman (1985) that problem-focused was a way of actively managing to decrease the stressful causes. Also, this present result was consistent with many research studies. For example, problem-focused mediated the stressful encounter at work (Gates, 2001), women workers used problem-focused strategies at the work place to reduce their stressful situations (Groysberg & Abrahams, 2014), Korean migrant workers in Canada used problem-focused coping to reduce the influence of perceived racial discrimination on

depression (Noh & Kaspar, 2003). However, this result showed that problem-focused coping failed to predict the subjective well-being.

Emotion-focused Coping. The result finding indicated that emotion-focused coping strategies mediated the effect of workplace stressor on stress and well-being. Emotion-focused coping was positively associated with stress and negatively associated with subjective well-being. The participants who used emotion-focused coping strategies reported high levels of stress and low level of subjective well-being. Therefore, when female migrant workers in this study experienced stressful situations of coercive working conditions at the workplace, they tended to apply emotion-focused coping too. This result supported the literature of emotion-focused coping strategies seem as maladaptive and ineffective (Endler & Parker, 1994). Likewise, the result was in line with study finding of Endler and Parker (1990b) that emotion-oriented coping strategies focus more on emotion arousal, internalize negative and maladaptive feelings which can become very upset and very tense and increases the stress level (Endler & Parker, 1990b). Moreover, this present finding was consistent with many works of literature review on emotion-focused as maladaptive and ineffective and positively associated with psychological distress (Lazarus, 1999; Grady et al., 2007; Tran & Chantagu, 2018).

One of the possible reasons for migrant workers who employed emotion-focused coping strategies at their workplace could be that the wages they receive in their host country are three times higher than their home country. So, workers might try to bear up and tolerate every situation in order to cover up all the expenses incurred in search of work in Thailand and to support their family. Their feelings of being content with higher wages also may elude them to ignore the unfair treatment. Female as a breadwinner and life bearer for their family, although there were discrimination and unfair treatment, they might try to suppress their

hardships and challenges whatever it would be. However, emotion-focused coping strategies led to higher stress level and lower subjective well-being.

This present study demonstrated that female migrant workers who in this study used both coping strategies to deal with the stressors at the workplace. This finding supported the findings of several researchers who stated that people used both coping strategies to deal with the stressors which depended upon the manageable or unmanageable (Lazarus, 1999; Folkman & Moskowitz, 2004). A related study reported that female secretarial employees in the USA's low level of psychological distress was predicted by problem-focused coping and by using emotion-focused coping that increased the level of psychological distress while dealing with workplace stressors (Snow et al., 2003). Similarly, Ethiopian migrant women workers returnees (Nisrane, Ossewaarde & Need, 2019) and female migrant domestic workers from the Philippines reported that both problem-focused coping and emotion-focused coping strategies were employed to manage their stressful situations (van der Ham, Ujano-Batangan, Ignacio, & Wolffers, 2014).

Besides, this present finding showed problem-focused was slightly above the average level and emotion-focused was slightly below the average on their respective scales. The result shows female migrant workers in this study favoured problem-focused than emotion-focused though the statistical differences were not tested. Problem-focused coping was more effective and emotion-focused coping that was less effective for female migrant workers when dealing with workplace stressors. Dewe, O'Driscoll, and Cooper (2010) also reported that employees' well-being is influenced by the employees' coping strategies although workplace stressor has a potential impact on stress and well-being. The result can be concluded that when the stressor of coercive working condition was manageable, migrant workers used problem-focused coping and when the stressor was unmanageable, they used emotion-focused coping.

On the other hand, workplace stressor of workplace injustices and barriers to exit job was not mediated by problem-focused and emotion-focused coping. Hence, there was no indirect effect of workplace injustices and barriers to exit job on stress and well-being. As it was already mentioned earlier, possible that stressor of workplace injustices and barrier to exit job was beyond the workers' control and workers might not handle and manage the situation. So, coping strategies couldn't help to mediate the effect of workplace injustices and barrier to exit job. Therefore, when the stressor of workplace injustices and barriers to exit job was high, their reported levels of stress was high and the levels of subjective well-being was low.

Workplace Stressors, Stress and Subjective Well-being mediated by Social Support

The current result provided no evidence of the indirect effects of workplace stressors on stress and subjective well-being mediated by social support. The finding was inconsistent with the proposed model of stress-buffering (Rodriguez & Cohen, 1998) role of social support on the relationship between stressors and the outcome of stress and well-being. However, the present study revealed that social support had a negative effect on stress and a positive effect on subjective well-being. For female migrant workers from this study, social support was a very useful strategy. This study was consistent with many researchers' statements on social support on decreasing the levels of stress (Cohen, Mermelstein, Kamarck & Hoberman, 1985, Thoits, 1982; 1983; Rodriguez & Cohen, 1998). Another research also found that there was no buffer effect of social support between work stress and strain of employer; however, social support had a modest direct effect of lowering strain (Ganster, Fusilier, & Mayes, 1986). The current result was related with many previous works of literature of migrants workers that higher social support was highly related to life satisfaction (Liu et al., 2017), positively associated with all domain quality of life (Anjara, Nellums,

Bonetto, & Van Bortel, 2017). Hence, in the context of the present study, the more female migrant workers perceived social support higher, the lower their reported levels of stress and the higher their reported levels of subjective well-being.

There are some possible reasons that social support didn't mediate the relationship between workplace stressors and stress as well as subjective well-being. One possible reason is that migrant workers didn't appraise the workplace stressors as stressful situations; so, social support didn't mediate the relationship between stressors and stress as well as subjective well-being. Cohen and McKay (1984) demonstrated that the buffering effect of social support is primarily a cognitive mediator which is operated by the influence of one's appraisal of the situation as a stressful. Besides, many authors supported the buffering effects of social support to protect a person from stressful life events in the prediction of depressive symptomatology only when there is a high level of stress (Cohen & Hoberman, 1983; House, 1981).

Another possible explanation for female migrant workers having higher social support is that since participants were recruited within the scope of Church, so, the participants in this study already had a good network of social relationships to support and help each other. As Pierce et al. (1996) reported that worker's belief about the support and the ability of a supportive network meets the worker's need to cope with the stressors. Therefore, migrant workers can deal with their related stressors through a supportive network community as well as peer support at the workplace (Gates, 2001). It can also be said that female Myanmar migrant workers perceived the ability of social support from family, friends and significant ones where the social relations enriched them to have higher subjective well-being as well as to diminish the stress. And finally, the study of Helgeson (2017) found that women are likely to perceive support from network members. They also tend to maintain good relationships and seek out support from those relationships (Taylor et al., 2000). Likewise, female migrant

workers in this study might have a similar tendency to form social network members and perceived to have available support from them. Therefore, perceived social support seemed to be a very useful strategy to diminish the stress and to enhance the subjective well-being for female Myanmar migrant workers in Thailand.

Limitations of the Study

This present research has a number of limitations.

First, the path model hypothesized the relationships between predictor variables, mediator variables, and criterion variables (Baron, & Kenny, 1986). Thus, the path analysis conducted to test these relationships is essentially correlational and not experimental: that is, the study did not involve the manipulation of the primary predictor variables. Therefore, path analytic results can only be interpreted in terms of relationships and not in terms of causality (Asamoah, 2014). For example, while the findings showed that there are significant relationships between workplace stressors and stress, and subjective well-being; however, no causality can be concluded that workplace stressors alone cause stress or affect subjective well-being.

Second, the present research employed the non-random convenience sampling technique to obtain the sample and was conducted under church-based within the particular area of Thailand (Bangkok and Samut Sakhon). As a result, the external validity of the study's finding is limited and the strength and accuracy of the sample could be biased (Jager, Putnick, & Bornstein, 2017). Participants were migrant workers who came into contact with Church for their spiritual and social activities; so, they could be different from migrants who do not contact Church. Likewise, the pre-existing relationship with Church may have been beneficial and the respondents might have offered socially desirable responses. In the context of this study, the potential for this sampling bias can be indicted that there are migrant workers who could not be reached for the survey in and around Bangkok and Samut Sakhon

but who experience more stressors than present sample group. Moreover, the sample consisted only of 200 female Myanmar migrant workers out of a population of 500 thousands who are working in Thailand. Thus, it may be improper to generalize with a limited sample to a large population.

Third, the scales of the psychosocial variables employed in this study (PSQ, CISS, MSPSS, SWLS) were although reliable, they are not well-researched and fully validated within Myanmar context yet. Since the psychometric properties of the scales measurement were developed and standardized based on English language's response, translation to Myanmar language was not tested in a big sample to establish the psychometric properties. Likewise, the scale employed for workplace stressors was although developed and standardized within Myanmar migrant workers in Thailand context, it was limited to assess only for workplace stressors and may not measure all aspects of the migrant's stressors. Focusing on workplace-related stressors may exclude a number of stressors outside the workplace such as culture shock, language barrier, insecure and inappropriate living conditions. Thus, restricting the analysis to predictor variables may limit the explanatory scope of this study.

Fourth, the theoretical perspectives and literature reviewed underpinning the present research hypotheses were based on Western perspective and may not be directly relevant or applicable to the Asian context. Therefore, the validity of the present research findings might be questionable for further verification. In addition, the current research didn't consider the effects of religions, ethnic, age, marital status, length of working, and type of working on the strength of the causal links (confounding variables were not identified in this study). Thus, the findings of results may represent an oversimplification. Nevertheless, in spite of some identified limitations, this present study is quite unique in itself as it would contribute to a new knowledge and database for migrant workers as well as individuals and groups who are

interested in promoting migrant workers' well-being. Moreover, the findings would offer a new perspective towards the expansion of the literature for researchers.

Conclusion

Based on the findings it can be concluded that there is a direct effect of workplace stressor (workplace injustices and barriers to exit job) on stress and subjective well-being. Thus, the more female migrant workers experienced workplace stressor (workplace injustices and barriers to exit job), the higher their reported level of stress and the lower their reported level of subjective well-being.

Moreover, workplace stressor (coercive working condition) has an indirect effect on stress mediated by problem-focused coping strategies and an indirect effect on stress and subjective well-being mediated by emotion-focused coping strategies. Hence, the more female migrant workers experienced workplace stressor (coercive working condition) the more they applied problem-focused coping, the more they applied problem-focused coping the lower their reported level of stress. On the other hand, the more they used emotion-focused coping strategies, the higher their reported level of stress and the lower their reported level of subjective well-being.

Furthermore, it has been demonstrated that social support doesn't mediate the relationship between workplace stressors and stress, and subjective well-being. However, social support was negatively associated with stress and positively associated with subjective well-being. Therefore, the more female migrant workers perceived social support, the lower their reported level of stress and the higher their reported level of subjective well-being.

In addition, the current findings reveal that female Myanmar migrant workers had low level of stressors and moderate low level of perceived stress, but, moderate high level of subjective well-being. Moreover, problem-focused coping strategies and perception about

social support lessened the stress and promote the subjective well-being of female Myanmar migrant workers in Thailand.

Recommendations

Based on the research findings, female migrant workers with legal documentation experienced less workplace stressors and accessed low level of stressful situations. Workplace injustices and barriers to exit job and coercive working conditions at the workplace are related to migrant's stress and well-being. Eliminating the stressful situation, enhancing effective coping strategies and providing social support will help migrant workers enjoy the benefits of labour productivity and life satisfaction. Thus, the researcher wants to offer the following recommendations to migrant workers, service providers and policymakers.

To migrant workers.

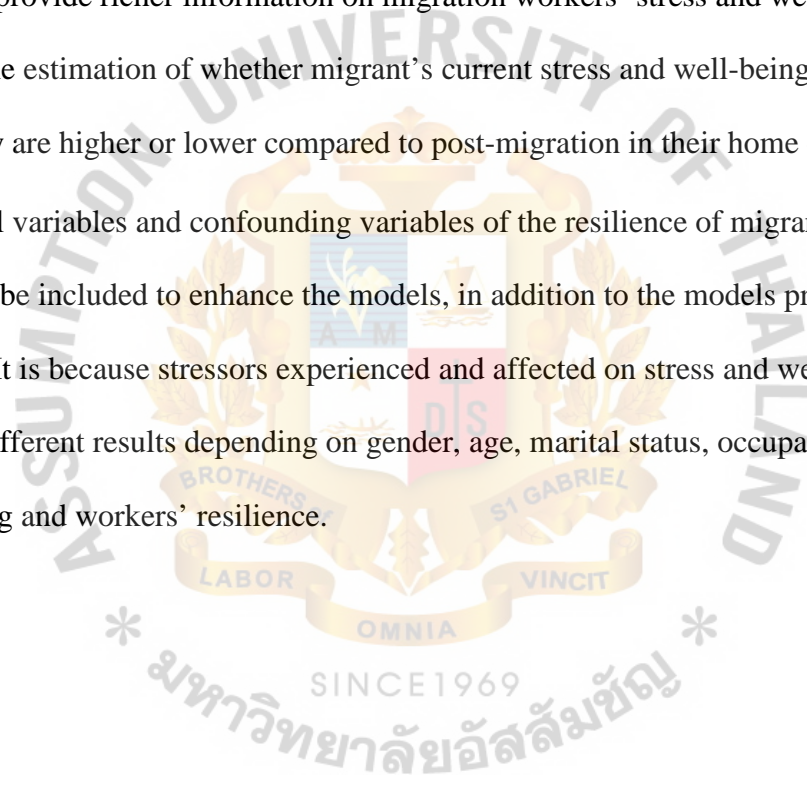
1. Before coming to work in Thailand, workers need to make sure about the accurate information of their work, contract, employer, recruitment agency and recruiter or broker.
2. Before signing a contract with employer, migrant workers should have the knowledge and understand all the terms and conditions of their work.
3. If any migrant workers experience workplace injustices and coercive working conditions, they should not be afraid to talk to trustful people such as family, friends and co-workers. They should have the courage to complain and ask for help from service providers, church-based organizations and community-based organizations. They should find a way to connect with migrant communities, family and friends in order to avoid vulnerability and harmful situations.

To service-providers and policymakers.

1. Both Governments from Myanmar and Thailand should provide migrant workers to access legal documents with cheaper and easier procedures for the application. Myanmar government should create working opportunity for Myanmar workers.
2. Recruitment agencies, brokers, and employers who deceive migrant workers and violate their labours' rights should be strictly and heavily penalized. And also the unregistered recruitment agencies should be eliminated.
3. Community-based service providers and church-based providers who are helping migrant workers should increase outreach programs to migrant communities to help them raise their voice on violations and abusive situations, address their labours' rights and legal services.
4. Preventive interventions should be increased and outreached to people in Myanmar before the workers decided to come and work in Thailand. Community-based service providers or Church-based providers in Myanmar should improve awareness-raising programmes about the migration process, recruitment agencies, practical knowledge on migrant workers' rights, and the pros and cons of working conditions in Thailand.
5. Intervention can be supported by Church-based providers or Community-based organizations by developing informal counselling services to migrant workers who are having higher stress symptoms. Besides, the workers should be psycho-educated about stress and well-being such as stress management, coping with stressors and social support. Moreover, there should be religious activities, regular gatherings and social activities in order to build strong networks and support among migrant workers.

Avenues for Future Research

1. This present result finding was limited due to the small sample size but generalized for the female Myanmar migrant workers. Researcher suggests that it would be much better to conduct research with a larger sample size to enhance the external validity of the study's findings and to have more representative picture of the larger populations.
2. Longitudinal study and experimental data on migrant workers should be done in order to address the methodological limitations in the future. Natural experimental data would provide richer information on migration workers' stress and well-being. It can offer the estimation of whether migrant's current stress and well-being in their host country are higher or lower compared to post-migration in their home country.
3. Control variables and confounding variables of the resilience of migrant workers should be included to enhance the models, in addition to the models presented in this study. It is because stressors experienced and affected on stress and well-being may have different results depending on gender, age, marital status, occupation, year of working and workers' resilience.



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APPENDICES

Appendix – A

Informed Consent

Dear Participant,

I would like to invite you to participate in my research conducted from the Assumption University, Thailand.

The title of my research is “The Influence of Stressors on Perceived Stress and Subjective Well-Being of Female Myanmar Migrant Workers in Thailand Mediated by Coping Strategies and Social Support” in partial fulfillment of the course requirements for my degree.

This information is provided to help you in making the decision whether or not to participate in this exercise of answering the questionnaires. It is important that you read and understand the following statements prior to participation. If you agree to participate, you will be asked to answer all these questionnaires as honestly as you can. There is no right or wrong answers. All information provided by you will be kept confidential and will be used only for the purposes of this research. In addition, you can withdraw at any point from answering the questionnaires if you don't want to continue.

Thank you for your help and cooperation.

Yours sincerely,

Sr. Nant Mu Mu Aung (Sr. Grace)

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Appendix – C

Part II. Workplace Stressors Questionnaire

Directions: Please consider each of the statements listed below and then decide how often the situation described in that statement has happened to you in the last 3 months. Use the rating scale below and circle the number in the box.

	In the past three months I have...	Never	Seldom	Sometimes	Often	Always
1	Been threatened, pressured or compelled to take a job.	1	2	3	4	5
2	Had physical force used by anyone to make you take a job.	1	2	3	4	5
3	Felt that a person with power or authority took advantage of you to make you take a job.	1	2	3	4	5
4	Been unable to leave a job due to a fear of punishment.	1	2	3	4	5
5	Been kicked, hit or slapped by an employer, manager or wunna.	1	2	3	4	5
6.	Been force to work without payment.	1	2	3	4	5
7	Been restricted from leaving my workplace on my free time.	1	2	3	4	5
8	Been forced to work when I am sick.	1	2	3	4	5
9	Been forced to work overtime.	1	2	3	4	5
10	Had to pay additional fees for police protection to my employer out of my salary.	1	2	3	4	5
11	Been yelled at by an employer, manager or wunna.	1	2	3	4	5
12	Had documents retained by an employer to force me to work.	1	2	3	4	5
13	Have you ever been unable to leave a job due to debt to employer.	1	2	3	4	5
14	Had my salary withheld or reduced as a form of punishment or treat.	1	2	3	4	5
15	Had my employer, manager or wunna threatened to turn me into authorities.	1	2	3	4	5

Source: Wunna is a Burmese word (borrowed from the Thai word, hua na, or “boss”) used to describe the manager/ go-between of the employer, who is directly responsible for giving workers orders and is usually a Burmese individual who speaks Thai and has been in Thailand for a long time.

Appendix - D

Part III. PSQ

Directions: Please consider each of the statements listed below and then decide how often the situation described in that statement applies to you. Using the rating scale below, circle the number in the box that best reflects your opinion. There is no right or wrong answer.

		Almost Never	Sometimes	Often	Usually
1	You feel rested.	1	2	3	4
2	You feel that too many demands are being made on you.	1	2	3	4
3	You are irritable or grouchy.	1	2	3	4
4	You have too many things to do.	1	2	3	4
5	You feel lonely or isolated.	1	2	3	4
6	You find yourself in situations of conflict.	1	2	3	4
7	You feel you are doing things you really like.	1	2	3	4
8	You feel tired.	1	2	3	4
9	You fear you may not manage to attain your goals.	1	2	3	4
10	You feel calm.	1	2	3	4
11	You have too many decisions to make.	1	2	3	4
12	You feel frustrated.	1	2	3	4
13	You are full of energy.	1	2	3	4
14	You feel tense.	1	2	3	4
15	Your problem seems to be piling up.	1	2	3	4
16	You feel you are in a hurry.	1	2	3	4
17	You feel safe and protected.	1	2	3	4
18	You have many worries.	1	2	3	4
19	You are under pressure from other people.	1	2	3	4
20	You feel discouraged.	1	2	3	4

21	You enjoyed yourself.	1	2	3	4
22	You are afraid for the future.	1	2	3	4
23	You feel you are doing things because you have to not because you want to.	1	2	3	4
24	You feel criticized or judged.	1	2	3	4
25	You are lighthearted.	1	2	3	4
26	You feel mentally exhausted.	1	2	3	4
27	You have trouble relaxing.	1	2	3	4
28	You feel loaded down with responsibility.	1	2	3	4
29	You have enough time for yourself.	1	2	3	4
30	You feel under pressure from deadlines.	1	2	3	4



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Appendix - E

Part IV: CISS

Directions: The following statements are ways in which people react to various difficult, stressful, or upsetting situations. Circle the number in the box that best reflects how often you react in that way, using the rating scale below.

		Not at all	Seldom	Sometimes	Often	Very much
1	Schedule my time better.	1	2	3	4	5
2	Focus on the problem and see how I can solve it.	1	2	3	4	5
3	Blame myself for putting things off.	1	2	3	4	5
4	Do what I think is best.	1	2	3	4	5
5	Preoccupied with aches and pains.	1	2	3	4	5
6	Blame myself for having gotten in to this situation.	1	2	3	4	5
7	Outline my priorities.	1	2	3	4	5
8	Feel anxious about not being able to cope.	1	2	3	4	5
9	Become very tense.	1	2	3	4	5
10	Think about how I have solved similar problems.	1	2	3	4	5
11	Tell myself that it is really not happening to me.	1	2	3	4	5
12	Blame myself for being too emotional about this situation.	1	2	3	4	5
13	Become very upset.	1	2	3	4	5
14	Determine a course of action and follow it.	1	2	3	4	5
15	Blame myself for not knowing what to do.	1	2	3	4	5
16	Work to understand the situation.	1	2	3	4	5
17	'Freeze' and don't know what to do.	1	2	3	4	5
18	Take corrective action immediately.	1	2	3	4	5
19	Think about the event and learn from my mistake.	1	2	3	4	5

20	Wish that I could change what had happened or how I felt.	1	2	3	4	5
21	Worry about what I am going to do.	1	2	3	4	5
22	Tell myself that it will never happen again.	1	2	3	4	5
23	Focus on my general inadequacies.	1	2	3	4	5
24	Analyze my problem before reacting.	1	2	3	4	5
25	Get angry.	1	2	3	4	5
26	Adjust my priorities.	1	2	3	4	5
27	Get control of the situation.	1	2	3	4	5
28	Make an extra effort to get things done.	1	2	3	4	5
29	Come up with several different solutions to the problem.	1	2	3	4	5
30	Take it out on other people.	1	2	3	4	5
31	Use the situation to prove that I can do it.	1	2	3	4	5
32	Try to be organized so I can be on top of the situation.	1	2	3	4	5



Appendix – F

Part V: MSPSS

Directions: The following statements are situations in which you can get support from others when you face stressful events. Please read each statement carefully and indicate your feelings by circling the appropriate number, using the scale below.

1 = Very strongly disagree

2 = Strongly disagree

3 = Mildly disagree

4 = Neutral

5 = Mildly agree

6 = Strongly agree

7 = Very strongly agree

1	There is a special person who is around when I am in need.	1	2	3	4	5	6	7
2	There is a special person with whom I can share joys and sorrows.	1	2	3	4	5	6	7
3	My family really tries to help me.	1	2	3	4	5	6	7
4	I get the emotional help & support I need from my family.	1	2	3	4	5	6	7
5	I have a special person who is a real source of comfort to me.	1	2	3	4	5	6	7
6	My friends really try to help me.	1	2	3	4	5	6	7
7	I can count on my friends when things go wrong.	1	2	3	4	5	6	7
8	I can talk about my problems with my family.	1	2	3	4	5	6	7
9	I have friends with whom I can share my joys and sorrows.	1	2	3	4	5	6	7
10	There is a special person in my life who cares about my feelings.	1	2	3	4	5	6	7
11	My family is willing to help me make decisions.	1	2	3	4	5	6	7
12	I can talk about my problems with my friends.	1	2	3	4	5	6	7

Appendix - G

Part VI: SWLS

Directions: Indicate your agreement or disagreement with each item by circling the number in the box which best reflects your opinion.

1 = Strongly disagree

2 = Disagree

3 = Slightly disagree

4 = Neither agree or disagree

5 = Slightly agree

6 = Agree

7 = Strongly agree

1	In most ways my life is close to my ideal.	1	2	3	4	5	6	7
2	The conditions of my life are excellent.	1	2	3	4	5	6	7
3	I am satisfied with my life.	1	2	3	4	5	6	7
4	So far I have gotten the important things I want in life.	1	2	3	4	5	6	7
5	If I could live my life over, I would change almost nothing.	1	2	3	4	5	6	7

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มหาวิทยาลัยอัสสัมชัญ

Appendix - H

Letter of Dean to seek Permission to Collect Data



มหาวิทยาลัยอัสสัมชัญ
ASSUMPTION UNIVERSITY

Graduate School of Human Science
Assumption University
Hua Mak, Bangkok
Bangkok, 10240
THAILAND

October 1, 2019

To

Chaplain for Myanmar Migrant Workers
Bangkok Archdiocese
Mueang Samut Sakhon,
Samut Sakhon Province 74000
Thailand

Sub: Seek permission to collect Data

Dear Rev. Fr. Albert Pho Kwah

I would like to introduce Ms. Nant Mu Mu Aung who is a student in the Master of Science in Counseling Psychology, Graduate School of Human Sciences, Assumption University, Thailand. Her thesis proposal entitled "The Influence of Workplace Stressors on Perceived Stress and Subjective Well-being of Female Myanmar Migrant Workers in Thailand Mediated by Coping Strategies and Social Support" will be carried out in Assumption University.

In this regard, Ms. Nant Mu Mu Aung would like your kind consideration and permission to collect data for her study at your province.

Should you need more information, please contact the student at resgraccal@gmail.com. Thank you so much in anticipation of your positive reply to this request and her.

Sincerely Yours

A handwritten signature in black ink, appearing to read "Suwattana Eamorphan".

Assoc. Prof. Dr. Suwattana Eamorphan
Dean, Graduate School of Human Sciences
Assumption University

Appendix - I

Letter to Church Leader



มหาวิทยาลัยอัสสัมชัญ
ASSUMPTION UNIVERSITY

To

Chaplain for Myanmar Migrant Workers
Bangkok Archdiocese
Mueang Samut Sakhon,
Samut Sakhon Province 74000
Thailand

Sub: Seek permission to collect data

Dear Rev. Fr. Albert Phra Koch

I am a student of Master of Science in Counseling Psychology at Assumption University, Bangkok, Thailand. The topic of my research is: **"The Influence of Stressors on Perceived Stress and Subjective Well-being of Female Myanmar Migrant Workers in Thailand Mediated by Coping Strategies and Social Support"**. My supervisor is Dr. Parvathy Varma who can be contacted by parvathyvarma@hotmail.com.

As part of the research, I am in need of 200 female Myanmar Migrant workers who are working in Thailand. I will be approaching them to fill up a questionnaire and that will be used only for academic purpose. Therefore, may I request you to kindly allow me to collect the data from among the female Myanmar Migrant workers who are under your pastoral care. I assure that all details that I will collect from them will be kept confidential.

The questionnaires are:


- a) Workplace Stressors Questionnaire
- b) Perceived Stress Questionnaire (PSQ)
- c) Coping Inventory for Stressful Situations (CISS)
- d) Multidimensional Scale of Perceived Social Support (MSPSS)
- e) Satisfaction With Life Scale (SWLS)

The study will help gain understanding on the perspectives of how migrant workers cope with their stress and the role of social support to improve their wellbeing. As a result it could provide useful data in this regard. I have attached the permission letter I received from the Dean, Graduate school of Human Sciences, Assoc. Prof. Dr. Suwattana Pamoraphan.

I hope that you will grant me permission to include female Myanmar migrant workers in my research.

Thanking you in advance.

Yours Sincerely,


Nant Mu Mu Aung (Sr. Grace)

Appendix – J

Research Output

Descriptive for Demographics

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Age	200	18	59	29.09	8.309	69.047
Marital	200	1.00	5.00	1.6200	.81172	.659
Job description	200	1.00	8.00	2.8600	1.79626	3.227
Years	200	1.00	7.00	3.2650	1.61176	2.598
Valid N (listwise)	200					

Frequency Table for Demographics

Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 18	4	2.0	2.0	2.0
19	10	5.0	5.0	7.0
20	7	3.5	3.5	10.5
21	10	5.0	5.0	15.5
22	12	6.0	6.0	21.5
23	19	9.5	9.5	31.0
24	11	5.5	5.5	36.5
25	12	6.0	6.0	42.5
26	12	6.0	6.0	48.5
27	8	4.0	4.0	52.5
28	9	4.5	4.5	57.0
29	7	3.5	3.5	60.5
30	14	7.0	7.0	67.5
31	3	1.5	1.5	69.0
32	4	2.0	2.0	71.0
33	7	3.5	3.5	74.5
34	4	2.0	2.0	76.5
35	7	3.5	3.5	80.0
36	3	1.5	1.5	81.5
37	3	1.5	1.5	83.0

38	2	1.0	1.0	84.0
39	3	1.5	1.5	85.5
40	7	3.5	3.5	89.0
41	1	.5	.5	89.5
42	5	2.5	2.5	92.0
43	3	1.5	1.5	93.5
44	4	2.0	2.0	95.5
45	2	1.0	1.0	96.5
47	1	.5	.5	97.0
48	2	1.0	1.0	98.0
52	1	.5	.5	98.5
54	1	.5	.5	99.0
59	2	1.0	1.0	100.0
Total	200	100.0	100.0	

Marital Status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid single	105	52.5	52.5	52.5
married	77	38.5	38.5	91.0
divoced	9	4.5	4.5	95.5
widow	7	3.5	3.5	99.0
other	2	1.0	1.0	100.0
Total	200	100.0	100.0	

Job Description

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid domestic	32	16.0	16.0	16.0
factory/industry	107	53.5	53.5	69.5
construction	5	2.5	2.5	72.0
seafood processing	37	18.5	18.5	90.5
Service work(food shop/ restaurant)	11	5.5	5.5	96.0
Market sale person/ street vendor)	4	2.0	2.0	98.0
other	4	2.0	2.0	100.0
Total	200	100.0	100.0	

Years of working

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 6 months - 1 year	16	8.0	8.0	8.0
1-2 years	72	36.0	36.0	44.0
3-4 years	32	16.0	16.0	60.0
5-6 years	31	15.5	15.5	75.5
7-8years	35	17.5	17.5	93.0
10 years and above	14	7.0	7.0	100.0
Total	200	100.0	100.0	

Reliability Analysis

Scale: Workplace Stressor (Workplace injustices and barriers to exit)

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.867	.868	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach' s Alpha if Item Deleted
15. Had my employer, manager or wanna threatened to turn me into authorities.	10.0600	17.514	.735	.619	.837
14. Had my salary withheld or reduced as a form of punishment or treat.	10.0900	17.439	.651	.581	.847
13. Had ever been unable to leave a job due to debt to employer.	10.0650	17.398	.761	.673	.834
12. Had documents retained by an employer to force me to work.	10.0500	17.244	.728	.621	.837
10. Had to pay additional fees for police protection to my employer out of my salary.	10.1350	19.223	.587	.442	.854
6. Been force to work without payment.	10.2650	20.608	.420	.377	.869
5. Been kicked, hit or slapped by an employer, manager or wanna.	10.4200	21.320	.452	.338	.868
4. Been unable to leave a job due to a fear of punishment.	9.6950	15.469	.687	.492	.849

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.5400	23.426	4.83999	8

Scale: Workplace Stressor (Coercive Working Conditions)**Case Processing Summary**

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.776	.786	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
1. Been threatened, pressured or compelled to take a job.	7.5550	8.791	.614	.417	.659
2. Had physical force used by someone to make me take a job.	7.9350	12.332	.215	.081	.776
7. Been restricted from leaving my workplace on my free time.	7.2500	7.575	.636	.495	.644
8. Been forced to work when I am sick.	7.3800	8.649	.639	.438	.649
11. Been yelled at by an employer, manager or wanna.	6.4400	8.278	.467	.231	.725

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
9.1400	13.397	3.66024	5

*Scale: Perceived Stress Questionnaire (PSQ)***Case Processing Summary**

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.911	.914	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PSQ1	66.7050	230.983	.264	.254	.912
PSQ2	67.3950	227.858	.403	.374	.910
PSQ3	67.2600	222.917	.612	.513	.907
PSQ4	67.0700	224.859	.461	.460	.909
PSQ5	67.4350	225.654	.441	.434	.909
PSQ6	67.5900	221.942	.599	.503	.907
PSQ7	66.6100	231.706	.195	.340	.914
PSQ8	66.9350	224.785	.504	.380	.908
PSQ9	67.1750	225.964	.401	.297	.910
PSQ10	66.8950	227.280	.396	.460	.910
PSQ11	66.9000	227.357	.371	.361	.910
PSQ12	67.0500	221.274	.607	.557	.907
PSQ13	67.2000	229.075	.292	.344	.912
PSQ14	67.3250	222.562	.614	.507	.907
PSQ15	67.4050	220.775	.627	.520	.906
PSQ16	67.2250	223.693	.480	.435	.909
PSQ17	67.1250	230.663	.208	.322	.914
PSQ18	66.9850	219.392	.646	.605	.906
PSQ19	67.4800	222.040	.584	.477	.907
PSQ20	67.2250	220.919	.606	.531	.907
PSQ21	67.2000	223.749	.454	.469	.909

PSQ22	66.8850	222.524	.463	.390	.909
PSQ23	67.0650	220.946	.550	.446	.908
PSQ24	67.2200	221.238	.612	.533	.907
PSQ25	67.0300	224.833	.409	.413	.910
PSQ26	67.1100	221.505	.624	.550	.907
PSQ27	67.2900	222.096	.567	.438	.907
PSQ28	67.2950	219.757	.610	.568	.907
PSQ29	66.7850	224.451	.455	.372	.909
PSQ30	67.3250	221.658	.603	.517	.907

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
69.4550	239.144	15.46427	30

Scale: Problem-focused coping

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.906	.906	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
CISSp1	46.4350	151.282	.361	.185	.907
CISSp2	45.9900	143.538	.600	.467	.900
CISSp4	45.6100	145.304	.490	.322	.904
CISSp7	45.8050	142.419	.596	.424	.900
CISSp10	45.9650	147.582	.527	.417	.902
CISSp14	45.6500	141.847	.620	.474	.899
CISSp16	45.4700	143.014	.627	.506	.899
CISSp18	45.6050	142.421	.613	.419	.899
CISSp19	45.4950	143.729	.568	.379	.901
CISSp24	45.7200	143.509	.583	.416	.900
CISSp26	45.5850	142.143	.619	.501	.899
CISSp27	45.5300	142.843	.638	.490	.899
CISSp28	45.3000	143.296	.579	.383	.900
CISSp29	45.8200	142.148	.639	.468	.898
CISSp31	45.9800	143.296	.571	.442	.901
CISSp32	45.5900	139.962	.674	.545	.897

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
48.7700	162.419	12.74438	16

Scale: Emotion-focused coping

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.884	.884	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
CISSe3	42.8800	124.166	.619	.492	.874
CISSe5	42.9150	125.757	.541	.482	.877
CISSe6	43.0800	124.717	.592	.490	.875
CISSe8	42.6650	124.726	.617	.454	.874
CISSe9	42.8800	123.734	.713	.589	.871
CISSe11	42.9450	132.786	.365	.246	.883
CISSe12	42.8350	122.561	.702	.562	.871
CISSe13	42.7650	124.633	.608	.549	.874
CISSe15	42.9350	124.815	.619	.495	.874
CISSe17	43.4100	130.052	.427	.326	.881
CISSe20	42.1500	128.500	.430	.296	.882
CISSe21	42.3600	122.051	.621	.473	.874
CISSe22	42.3850	124.931	.550	.438	.877
CISSe23	42.3350	127.370	.486	.292	.879
CISSe25	42.4350	131.453	.368	.229	.884
CISSe30	42.6500	133.636	.281	.248	.887

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
45.5750	142.959	11.95655	16

Scale: Multidimensional Scale of Perceived Social Support (MSPSS)**Case Processing Summary**

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.870	.870	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
MSPSS1	52.2350	174.522	.509	.530	.863
MSPSS2	52.0150	174.909	.560	.527	.859
MSPSS3	51.3150	178.147	.510	.434	.862
MSPSS4	51.5950	177.167	.475	.476	.865
MSPSS5	52.2700	171.113	.589	.549	.858
MSPSS6	52.3350	177.711	.541	.480	.861
MSPSS7	52.3500	177.133	.518	.456	.862
MSPSS8	51.5050	171.447	.606	.507	.856
MSPSS9	52.0250	175.090	.559	.532	.859
MSPSS10	52.1650	171.234	.585	.454	.858
MSPSS11	51.4600	170.983	.632	.579	.855
MSPSS12	51.9900	173.708	.581	.553	.858

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
56.6600	205.160	14.32341	12

Scale: Satisfaction With Life Scale (SWLS)

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.777	.782	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
SWLS1	18.1650	30.209	.513	.277	.749
SWLS2	17.7850	31.034	.585	.404	.727
SWLS3	17.6500	29.947	.616	.440	.716
SWLS4	18.3300	29.820	.536	.311	.741
SWLS5	17.9700	28.421	.524	.292	.748

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.4750	44.231	6.65060	5

Mean and Standard Deviation of Variables**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Workplace injustices and barriers to exit	200	1.00	3.63	1.4425	.60500	.366
Coercive working condition	200	1.00	4.75	1.9838	.87794	.771
Perceived stress questionnaire	200	1.07	3.73	2.3152	.51548	.266
Subjective wellbeing	200	1.00	7.00	4.4950	1.33012	1.769
Problem-focused	200	1.19	4.88	3.0481	.79652	.634
Emotion-focused	200	1.06	4.50	2.8484	.74728	.558
Social Support	200	1.42	7.00	4.7217	1.19362	1.425
Valid N (listwise)	200					



Regression Analysis

Path Analysis Regression (DV: Perceived Stress) (IV: Workplace injustices and barriers to exit, Coercive working condition, Problem-focused, Emotion-focused, Social Support)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739 ^a	.546	.534	.35824

a. Predictors: (Constant), Coercive working condition, Social Support, Problem-focused, Emotion-focused, Workplace injustices and barriers to exit a job

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.930	5	5.986	46.644	.000 ^b
	Residual	24.897	194	.128		
	Total	54.827	199			

a. Dependent Variable: Perceived Stress Questionnaire

b. Predictors: (Constant), Coercive working condition, Social Support, Problem-focused, Emotion-focused, Workplace injustices and barriers to exit a job

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
		B	Std. Error	Beta	t		Tolerance	VIF
1	(Constant)	1.609	.152		10.598	.000		
	Problem-focused	-.136	.037	-.207	-3.704	.000	.751	1.332
	Emotion-focused	.482	.039	.708	12.371	.000	.715	1.399
	Social-Support	-.096	.022	-.218	-4.385	.000	.951	1.052
	Workplace injustices and barriers to exit from job	.107	.050	.124	2.137	.034	.698	1.433
	Coercive working conditions	.016	.043	.022	.373	.709	.666	1.503

a. Dependent Variable: Perceived Stress Questionnaire

Path Analysis Regression (DV: Subjective Well-being) (IV: Workplace injustices and barriers to exit, Coercive working condition, Problem-focused, Emotion-focused, Social Support)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.682 ^a	.465	.451	.98581

a. Predictors: (Constant), Coercive working conditions, Social Support, Problem-focused, Emotion-focused, Workplace injustices and barriers to exit job

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	163.542	5	32.708	33.657	.000 ^b
	Residual	188.533	194	.972		
	Total	352.075	199			

a. Dependent Variable: Subjective well-being

b. Predictors: (Constant), Coercive working conditions, Social Support, Problem-focused, Emotion-focused, Workplace injustices and barriers to exit job

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.509	.418		6.004	.000		
	Problem-focused	.071	.101	.043	.701	.484	.751	1.332
	Emotion-focused	-.333	.107	-.193	-3.105	.002	.715	1.399
	Social Support	.677	.060	.607	11.275	.000	.951	1.052
	Workplace injustices and barriers to exit job	-.371	.138	-.169	-2.684	.008	.698	1.433
	Coercive working conditions	.031	.117	.017	.261	.794	.666	1.503

a. Dependent Variable: Subjective wellbeing

Path Analysis Regression (DV: Problem-focused) (IV: Workplace injustices and barriers to exit, Coercive working condition)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.246 ^a	.060	.051	.77604

a. Predictors: (Constant), Coercive working condition, Workplace injustices and barriers to exit from job

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.614	2	3.807	6.321	.002 ^b
	Residual	118.642	197	.602		
	Total	126.256	199			

a. Dependent Variable: Problem-focused

b. Predictors: (Constant), Coercive working condition, Workplace injustices and barriers to exit from job

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.512	.163		15.424	.000		
	Workplace injustices and barriers to exit a job	.103	.108	.078	.957	.340	.713	1.402
	Coercive working condition	.212	.089	.195	2.379	.018	.713	1.402

a. Dependent Variable: Problem-focused

Path Analysis Regression (DV: Emotion-focused) (IV: Workplace injustices and barriers to exit, Coercive working condition)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.374 ^a	.140	.131	.71840

a. Predictors: (Constant), Coercive working condition, Workplace injustices and barriers to exit a job

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16.521	2	8.261	16.006	.000 ^b
	Residual	101.672	197	.516		
	Total	118.193	199			

a. Dependent Variable: Emotion-focused

b. Predictors: (Constant), Coercive working condition, Workplace injustices and barriers to exit from job

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.049	.151		13.588	.000		
	Workplace injustices and barriers to exit a job	.173	.100	.136	1.733	.085	.713	1.402
	Coercive working condition	.298	.082	.283	3.621	.000	.713	1.402

a. Dependent Variable: Emotion- focused

Path Analysis Regression (DV: Social Support) (IV: Workplace injustices and barriers to exit, Coercive working condition)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.079 ^a	.006	-.004	1.19592

a. Predictors: (Constant), coercive working condition, Workplace injustices and barriers to exit from job

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.764	2	.882	.617	.541 ^b
	Residual	281.756	197	1.430		
	Total	283.520	199			

a. Dependent Variable: Social Support

b. Predictors: (Constant), Coercive working condition, Workplace injustices and barriers to exit from job

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.926	.251		19.623	.000		
	Workplace injustices and barriers to exit a job	-.167	.166	-.085	-1.009	.314	.713	1.402
	Coercive working conditions	.020	.137	.013	.149	.882	.713	1.402

a. Dependent Variable: Social Support

