

**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**

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Abstract: 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 a quantitative method with a correlational research design, using a path model. A convenience sampling through self-administered survey questionnaires was given to 200 female Myanmar migrant workers in Bangkok and Samut Sakhon areas. The results showed that there was a direct effect of a workplace stressor on stress and subjective well-being. Stressor of workplace injustices and barriers to exit job was associated with increased levels of stress and decreased levels of subjective well-being. There was an indirect effect of workplace stressor of coercive working conditions on stress mediated by problem-focused coping strategies. Similarly, emotion-focused coping strategies mediated the relationship between coercive working conditions and stress as well as subjective well-being. Social support was negatively associated with stress and positively associated with 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.

Keywords: Workplace Stressors; Stress; Subjective Well-Being; Coping Strategies; Social Support; Female Myanmar Migrant Workers

Introduction

Labor migration has become more widespread as it is beneficial to both sender and receiver countries. However, unfair working conditions at the workplace can lead to loads of stress and threaten migrant workers' well-being. Migrant workers also frequently encounter more strenuous and more physically

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stressful situations than native workers (Aalto et al., 2014). When workplace conditions are appraised as harmful beyond a person's ability to manage the stressor, stress may arise and threaten the psychological well-being of a person (Lazarus & Folkman, 1984). On the other hand, coping strategies (Endler & Parker, 1994) and social support can play a major role in reducing stressors and strengthening well-being (Thoits, 2010).

Labor migration from Myanmar to Thailand has increased since the 1990s due to extreme impoverishment, lack of investment from the Myanmar central government, and the impact of internal conflict (Chantavanich, 2012). As of March 2019, it was estimated that 1.9 million documented Myanmar migrant workers were working in Thailand, among which more than 500 thousand were female (International Labour Organization [ILO], 2019). The rate of Myanmar women's labor force participation has doubled compared to men in 2005 to 2010 despite considering the women as household workers such as cooking, cleaning, rearing children, and taking care of older ones. Despite increases in women's labor force participation, they continue to bear the major responsibility for unpaid care work, in addition to their paid jobs (Asian Development Bank, 2016). Due to the lack of domestic job opportunities, many Myanmar women and girls leave their families searching for employment and go overseas to Thailand for a better life and support their families. Though migrant workers have experienced economic growth and livelihood, they tend to experience exploitation and unfair treatment at the workplace (Archavanitkul & Hall, 2011). Female migrant workers are more disadvantaged due to their status as immigrants subject to gender inequality which carries double risk (Moyce & Schenker, 2018) and faced more exploitation and abusive conditions than male workers (Archavanitkul & Hall, 2011). 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 predict the level of stress and subjective well-being of female migrant workers.

The stressful situation of migrant workers has led the researcher to focus on workplace stressors that predicted the level of stress and subjective well-being of documented female Myanmar migrant workers in Thailand working in low-skilled settings. Although previous research were done on workplace and security-related stressors and adverse effects on mental health outcomes, the mediated effect of coping strategies and social support were not explored (Meyer et al., 2015). The present study hoped to fill the literature gap to better understand migrant workers' stress and well-being. Moreover, results from these findings will contribute to raising the awareness of migrant's workplace stressors, level of stress and subjective well-being, coping strategies, and

perception about available social support to provide important new insights for social workers and church communities when implementing their mission for migrant workers.

Literature Review

Workplace Stressors

A stressor is defined as a process of stress which is demanding or threatening events to a person's well-being when appraised as harmful (Lazarus & Folkman, 1984). Work conditions are experienced as stressful when they are perceived as the demands being not well matched to workers' knowledge and skills or their needs, especially when workers have little control over work and receive little support at work (Cox et al., 2000). Workplace factors that cause stress are called psychosocial hazards, which contribute to a more stressful working environment with severe consequences for workers' mental health and well-being (ILO, 2016). Drawing from the International Labour Organization (2011)'s definition of forced labor, Meyer (2014) described migrant's workplace stressors as experiences of forced labor 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. Further, the author has classified the workplace stressors into four factors and labeled them as *barriers to exit Job, coercive working conditions, daily hassles and stressors, sexual and physical abuse, and harassment* (Meyer, 2014).

Stress

Hans Selye (1956) defined *stress* as a response. This negative or positive biological condition is caused by environmental stressors that can impact a person's mental or physical health and well-being. In *General Adaptation Theory of Stress*, Selye (1936) hypothesized a biological stress syndrome which is based on the hypothesis that the body has a normal level of resistance to stress. According to the *Transactional Theory of Stress*, Lazarus & Folkman (1984) described stress as 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. Transactional Theory points out *cognitive appraisal* and *coping* processes as central mediators within the person-environment transaction.

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 happiness, satisfaction, morale, and positive affect by evaluating the quality of a person's life from that person's perspective, including cognitive and emotional components (Diener et al., 2018). SWB is a wide concept which focuses on three components. Firstly, the positive effect includes pleasant emotions such as enjoyment, contentment, and affection; secondly, the negative effect includes unpleasant emotions such as fear, anger, and sadness; and thirdly, personal judgments about satisfaction (Biswas-Diener et al., 2004). Therefore, SWB includes experiencing pleasant emotions, low levels of negative moods, and high levels of life satisfaction (Diener, 2000).

Coping Strategies

Coping is commonly known as how people deal with stress-related situations in their daily life. It is defined as a particular behavioral and cognitive effort that people use to master, tolerate, reduce, or minimize external and internal demands of stressful events (Lazarus & Folkman, 1984). The coping approach can differ depending on the personal characteristic or specific environmental demands regardless of the same environmental stressors (Endler & Parker, 1994). Lazarus and Folkman (1984) distinguished two basic types of coping strategies: problem-focused coping and emotion-focused coping. *Problem-focused 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). *Emotion-focused coping* 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 a cognitive appraisal (Lazarus & Folkman, 1984).

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). Social support can be assessed as received support and perceived support. Received support is a person's report about the social support he or she receives from others. Perceived support is the person's belief about the availability of social support from significant ones, family, and friends whom a person can depend on when needed (Gurung, 2019). In the present study, social support measures focused on perceived support that individuals' perception had whether social relationships were adequately supportive or not. Perceived social support increases an individual's perception about the possibility of managing with the

demands imposed by a situation. As such, a negative event may be seen as less stressful and less potentially harmful.

Workplace Stressors and Stress

Literature indicated that the stress at work occurs when a worker has little control over work and receives little support at work, as well as work demands are not well matched to the knowledge and the skills or needs of a worker (Cox et al., 2000). The related research revealed that workplace stressor was positively associated with distress (Page et al., 2014). Precarious employment status, long working hours (Kim et al., 2016), and unstable jobs (Reid et al., 2014) were associated with higher depressive symptoms. Among the female migrant workers, a high level of stress was caused by loneliness, homesickness, inability to adjust well to the culture, worries for family and children, financial matter, pressure, demand, overwork, insecurity, no time to rest, work, and limited agency (Nisrane et al., 2019; Van Bortel et al., 2019). Moreover, the language barrier, perceived discrimination, and harassment from police and immigration also lead to a high level of acculturative stress (Vergara & Noom, 2014).

Workplace Stressors and Subjective Well-being

The literature on Transactional Theory demonstrates that stressor threatens one's well-being due to the perception of the impossibility of manageable resources when a person encounters specific demands beyond his/her ability (Lazarus & Folkman, 1984). When a worker perceives work demands exceed his/her personal resources, work stress develops, threatening the employee's well-being. Strong evidence showed that workplace stressor has a significant impact on subjective well-being. Interpersonal conflict at the workplace and work overload cause sadness and disappointment to individuals, leading to feelings of stress and anxiety that directly influence SWB (Kuykendall & Tay, 2015). A work-related stressor such as job insecurity, lower wages, and financial insecurity affect employees' well-being (Green, & Leevess, 2013). In terms of migrant workers, stressors such as discrimination, linguistic limitations, being female, lack of social support, and shorter length of stay were also found to negatively influence migrant mental well-being (Miller et al., 2019). Despite improved financial status, migrant workers were less happy and more mentally distressed than workers at home (Chen et al., 2019).

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). Coping responses are used as a mediator when a worker encounters a stressful event at work. The impact of work stressors on employees' well-being and performance is mainly

influenced by the employees' coping strategies (Dewe et al., 2010). Although stressors cause stress to all workers, a stressor assessed as unpleasant to one employee may not be considered a trouble for someone else. The effect of the stressor on strain depends on the worker's coping strategies (Gates, 2001). As a result, the worker who does not evaluate the event as an unfavorable stressor will not need to apply a coping strategy.

On the other hand, a worker who responds to work events as an unpleasant stressor can be in the stress-strain cycle, depending on how the worker copes with the stressor (Gates, 2001). Studies found that problem-focused coping had higher well-being despite higher students' stress (Chao, 2011), mediating the direct and indirect effects of stress on job performance and satisfaction (Parveen et al., 2018). Gender differences in stressors and coping found that women used more emotion-focused coping strategies than men on finding emotional support, expressing feelings, and reframing to positive thinking (Cocchiara, 2017). However, a study found that women mostly apply problem-focused coping strategies at the workplace to reduce their stressful situations (Groysberg & Abrahams, 2014).

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

According to the stress-buffering model, social support buffers the damaging effects of stressful events on stress and well-being (Rodriguez & Cohen, 1998). Social support protects against 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). Studies found that social support mediates the relationship between stress and life satisfaction of substance use disorder (Yang et al., 2018), buffers against the stress of college students to keep up their well-being (Chao, 2011), associated with reduced psychological problems and increased psychological well-being (Ngaru, & Kagema, 2017). Concerning migrant workers, research showed that social support was highly related to the life satisfaction of migrant workers in China (Liu et al., 2017). Furthermore, social isolation was associated with stress, and social connectedness was positively associated with all domains of quality of life and happiness of female migrant domestic workers in Singapore (Anjara et al., 2017).

Conceptual Framework

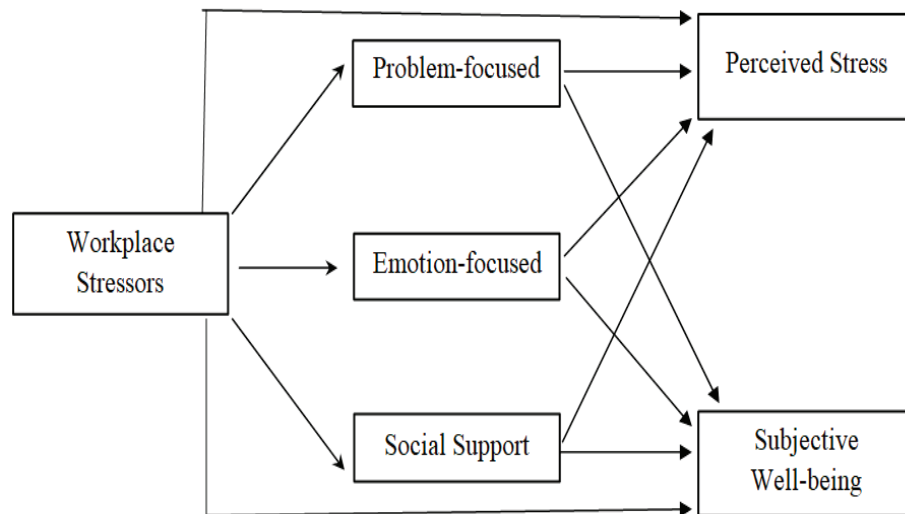


Figure 1. Conceptual Framework

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

Research Questions and Hypothesis

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

Q: Do workplace stressors directly or indirectly affect 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?

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 strategy, 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 strategy, 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.

Methodology

Participants

The sample consisted of 200 female Myanmar migrant workers registered under Memorandum of Understanding (MOU) and National Verification (NV), working in Thailand for six months and above, age ranged between 18 to 59 years old, working in different sectors. A non-probability convenient sampling technique was used to recruit the participants within the Church area. A quantitative method with correlational research design, specifically path analysis, used multiple regression to test the direct and indirect effects of workplace stressors.

Instruments

The *Workplace Stressors Questionnaire* by Meyer, 2014 was used to measure the workplace stressors of migrant workers across 18 items. The *Perceived Stress Questionnaire* (PSQ; Levenstein et al., 1993) measured the stressful life events and circumstances in general across 30 items. The *Coping Inventory for Stressful Situation* (CISS; Endler & Parker, 1990) assessed coping strategies in stressful situations across 48 items. For the purpose of the present study, only Task-oriented (Problem-focused) and Emotion-oriented (Emotion-focused) coping factors that contain 32 items were measured. The *Multidimensional Scale of Perceived Social Support* (MSPSS; Zimet et al., 1988) was used to measure the respondent's perception of social support adequacy from significant others, family, and friends across 12 items. The *Satisfaction With Life Scale* (SWLS; Diener et al., 1985) was used to

measure a person's cognitive judgment for his or her overall life satisfaction. The questionnaire is a 5-item.

Procedure

Participants were recruited from Bangkok and Samut Sakhon cities within the area of Church contact. Besides the Sunday worshippers, the researcher visited some of the residences and working areas during their available time to collect data. The participants were explained about the nature and purpose of the current study with their consent to participate secured through informed consent.

Results

Demographic Information of Participants

Of the 200 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 in the (18-25) age group amounting to 42.5% (n = 85) and the mean age was 29. They were employed as factory workers 53.5% (n = 107), seafood processing 18.5% (n = 37), domestic workers 16.0% (n = 32), service workers (food shop/restaurant) 5.5% (n = 11), construction workers 2.5 % (n = 5), market salespersons/street vendors 2% (n = 4) and others 2% (n = 4). Among them 36% (n = 72) had been working one to two years, 17.5% (n = 35) seven to nine years, 16 % (n = 32) three to four years, 15.5% (n = 31) five to six years, 8% (n = 16) six months to one year, and 7% (n = 14) ten years or more.

Exploratory Factors Analysis for Workplace Stressor

The 15 items Workplace Stressors Questionnaire was earlier used in qualitative and quantitative mixed methods research with Myanmar migrant workers (Meyer, 2014). Exploratory Factor Analysis (EFA) was performed using principal components analysis followed by an oblique rotation. Based on the understanding of the items in the Factor loading, Factor (1) is labeled as *Workplace Injustices and Barriers to Exit Job*, and Factor (2) is labeled as *Coercive Working Conditions*.

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. A general rule of thumb suggested that the ideal between .70 and .80 be an acceptable reliability coefficient (DeVellis, 2017). It was found that the computed Cronbach's alpha coefficients for all the seven scales were adequately ranging from .74 to .91, and, therefore, all the items were retained for further analysis.

Mean and Standard Deviations for the Computed Variables

As a result, workplace injustices and barriers to exit job ($M = 1.44$; $SD = .61$) and coercive working condition ($M = 1.83$; $SD = .73$) were rated below the mid-point on their respective scales. In terms of dealing with workplace stressors, problem-focused ($M = 3.05$; $SD = .80$) was rated above the mid-point and emotion-focused ($M = 2.85$; $SD = .75$) was rated below the mid-point on their respective scales. Social support ($M = 4.72$; $SD = 1.19$) was rated above the mid-point on its respective scale. The participants also rated their perceived stress ($M = 2.32$; $SD = .52$) slightly below the midpoint on its respective scale and rated subjective well-being ($M = 4.50$; $SD = 1.33$) slightly above on its scales.

Path Analysis of Hypothesized Path Model

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.

H1: The result findings supported the first hypothesis that there was a significant direct effect of workplace stressors 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 ($\beta = -0.17$, $p < .01$).

H2: The study supported the second hypothesis that a significant indirect effect of workplace stressor of coercive working conditions on stress mediated by problem-focused coping strategies ($\beta = 0.20$, $p < 0.05$) of female Myanmar migrant workers in Thailand.

H3: The third hypothesis was supported by the result of a significant indirect effect of workplace stressor of coercive working conditions 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 ($\beta = -0.19$, $p < 0.01$).

H4: The result of social support didn't support the fourth hypothesis. 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 ($\beta = 0.61$, $p < 0.001$).

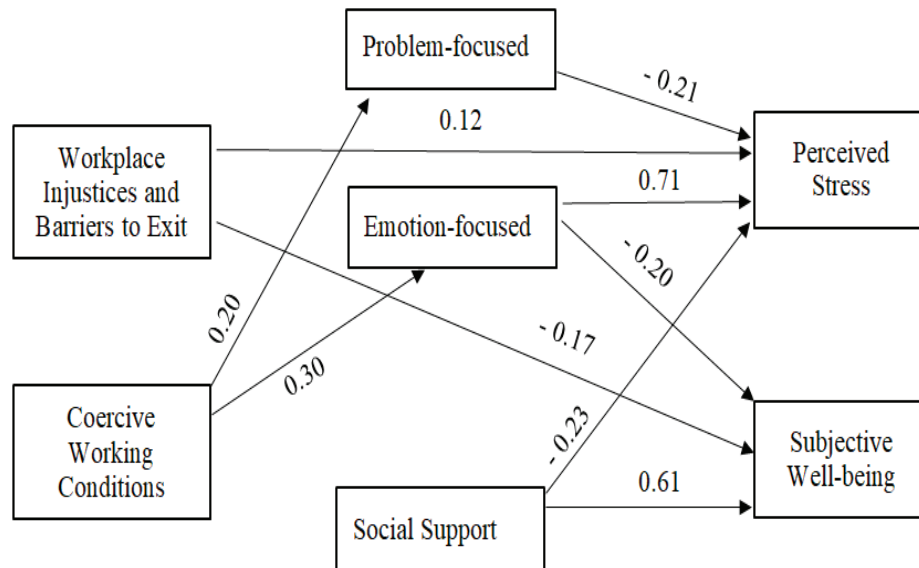


Figure 2. Results of Path Model of Participants

Figure 2. Result of path model and 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.

Discussion

The main purpose of this study was to investigate the direct and indirect effects of workplace stressors on stress and subjective well-being mediated by coping strategies and social support. The present results revealed that workplace injustices and barriers to exit jobs directly affected the stress and subjective well-being of female Myanmar migrant workers in Thailand. Thus, the more migrant workers experienced workplace injustices and barriers to exit job, the higher their reported levels of stress and the lower their reported levels of subjective well-being. However, workplace stressor of coercive working conditions has no significant direct effect on stress and subjective well-being. This finding is partially consistent with the Transactional Theory of Stress by Lazarus and Folkman (1984). When the stressor of workplace injustices and barriers to exit job was appraised as harmful and beyond their ability to manage, migrant workers subjectively experienced a state of stress and well-being threatened. Likewise, this result aligns with previous research conducted on 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).

Some possible reasons for the stressor unmanageable situations were that most of the documented migrant workers relied on recruiters and agencies to get a job, as well as the need to rely on brokers for their registration process, which was costly and caused them to be in debt bondage (Beesey et al., 2016). After they arrived in Thailand, many workers find that agencies and employers have deceived them to work in different occupations or faced unfair working conditions. However, they couldn't run away from the job due to the fear of being undocumented (ILO & UN Women, 2015). Due to the lack of compliance of their employers with labor regulations and lack of access to unions and workers' representation, migrant workers enjoy minimal levels of visibility and representation (Beesey et al., 2016). All the above conditions may be beyond their effort to manage the stressful situation of workplace injustices and barriers to exit the job, positively related to stress and negatively related to subjective well-being.

In contrast, workplace stressors of coercive working conditions didn't directly affect stress and subjective well-being. The result didn't support the stress theory of Lazarus and Folkman (1984). The failure to predict the direct effect of coercive working conditions on stress and subjective well-being could be attributed to the effect of mediators (Baron & Kenny, 1986). It can be said that workers could manage the stressors as demonstrated by the coping strategies of Lazarus and Folkman (1984).

Concerning the effort to cope with the workplace stressor, the results from this study demonstrated that female migrant workers used both problem-focused coping strategies and emotion-focused coping strategies when dealing with the stressor of coercive working conditions. Although problem-focused coping mediated the effect of workplace stressors of coercive working conditions on stress, it failed to mediate subjective well-being. Hence, the female migrant workers from this study applied problem-focused coping strategies to eliminate their stressful situations at the workplace. As a result, their reported stress levels were low. The current result was in line with the coping theory of Lazarus and Folkman (1985). They specified coping as a mediator in the relationship between stressor and strain and problem-focused as a way of actively managing to decrease the stressful causes. Also, this present result is consistent with previous research. For example, problem-focused mediated the stressful encounter at work (Gates, 2001), increased use of problem-focused coping significantly predicted low levels of psychological distress (Snow et al., 2003). Similarly, the finding also indicated that emotion-focused coping strategies mediate the effect of workplace stressors of coercive working conditions on stress and subjective well-being. However, coercive working conditions were positively associated with stress and negatively associated

with subjective well-being. Therefore, the participants who applied emotion-focused coping strategies reported high levels of stress and low level of subjective well-being. This finding was consistent with research on emotion-focused coping as ineffective and positively associated with psychological distress (Tran & Chantagu, 2018).

One of the possible reasons for migrant workers who employed emotion-focused coping strategies at their workplace could be that their wages in their host country were much higher than in their home country. Their feelings of being content with higher wages also might prompt them to ignore unfair treatment and hardships and tolerate every situation in order to cover up all the expenses incurred in search of work in Thailand to support their family. In attempting to find an explanation, it might be worthwhile to explore the core value of Myanmar culture. Generally, Myanmar people are very patient and stoic in difficult circumstances. It is attributed to the spiritual culture of the country that encourages people to be tolerant and patient. When reacting to the problems, they restrained themselves by saying, 'Let it be.' Therefore, in difficult situations as this explanation of problems can make them feel as if they somewhat deserve to suffer (Evason & Nina, 2017). It could be that when the perceived coercive working conditions as manageable, female migrant workers used problem-focused coping. When the conditions were unmanageable, they used emotion-focused strategies. A previous study with Ethiopian migrant women workers reported that problem-focused coping was applied to escape from the oppressive employer or in trying to change the situation, the emotion-focused coping was applied by cry, prayer, and to think positive things by benefit-finding while dealing with stressful situations (Nisrane et al., 2019).

Concerning social support, the current results provided no evidence of 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 current study results showed that social support had a negative effect on stress and a positive effect on subjective well-being. The current result finding was consistent with the previous studies that higher social support was related to decreased stress levels (Thoit, 1983), highly related to life satisfaction (Liu et al., 2017). Hence, in the context of the present study, the more female migrant workers perceived social support, the lower their reported levels of stress and the higher their reported levels of subjective well-being.

Some possible explanations for the higher social support of female migrant workers might be that since participants were recruited within the scope of the Church, the participants in this study could have a good network of social relationships to support and help each other. For the spiritual and social welfare of Myanmar migrant workers, Myanmar Catholic priests are assigned to work as Chaplain in Bangkok, Samut Sakhon, and some provinces. Most Myanmar Catholic workers, including other religions, gathered every weekend to attend Sunday mass and joined social activities such as rendering social services, sharing meals, playing games, and chatting with each other to share their life experiences. Traditionally, Myanmar people are deeply religious, and religion has been a cornerstone to organize themselves or join networks of like-minded people for religious as well as social purposes (Transnational Institute and Burma Center Netherlands, 2011). It could be that female Myanmar migrant workers perceived the availability of social support from which social relations enriched them to have higher subjective well-being as well as diminish stress. A similar 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 stress (Straiton et al., 2017). Likewise, a study found that in Tokyo, Japan, Filipino female migrant workers' subjective well-being was contributed by social communication, support network, faith, and sense of identity (Paillard-Borg & Hallberg, 2018).

This present research has a number of limitations. The path model hypothesized the relationships between variables, which should be considered with caution in terms of causality. Likewise, the present research employed the convenience sampling to obtain the sample and was conducted under church-based within the particular area of Thailand (Bangkok and Samut Sakhon). Participants were migrant workers who came into contact with Church for their spiritual and social activities; so, the respondents might have offered socially desirable responses. As a result, the strength and accuracy of the sample could be biased, and it may be improper to generalize with a limited sample to a large population. Additionally, the research paper has not sufficiently dealt with the injustice issue. Therefore, future research may be good to do elaborately on this topic.

Conclusion

Based on the findings, the more female migrant workers experience workplace stressor of workplace injustices and barriers to exit job, the higher their level of stress and the lower their level of subjective well-being. Moreover, problem-focused coping strategies mediate the effect of the workplace stressor of coercive working conditions on stress. Similarly, emotion-focused coping

strategies mediate the effect of the workplace stressor of coercive working conditions on stress and subjective well-being. Furthermore, although social support doesn't mediate the effects of workplace stressors, the results demonstrate that the more female migrant workers perceive higher social support, the lower their level of stress and the higher their level of subjective well-being.

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