Relationship Between the Job Stress and Factors Influencing Stress Among Women

M. Ilamathi *
Dr. UmaRaman. M**

Abstract

Women in India play a vital role in both family and Workplace. Women prove to be the best in all their ways. Behind every success of women, they hide a big struggle story. Changing role of women and they also maintain a traditional household ethos. The study carried to find out the relationship between job stress and the factors causing job stress for working and non-working women and the Relative difference between working women and Non-Working Women, coping methods to balance both work stress and Family. There are various factors influencing stress for women like workplace stress, personal and family stress. Examples of workplace stress are no proper recognition, personal stresses are Pessimistic Attitude and the family stresses are Anxiety about children's future. Women exposure their talents and wanted to use the opportunity for job in the right place. Working women tries to balance both job stress and families and tries to succeed in their life. A study carried with 110 working women and simple random techniques has been applied and concluded that there is no significant relationship between the Working women feel more stress than Non-working women with regards to the age of the employees.

Keywords: Personal stress, Workplace stress, Family Stress, Pessimistic Attitude, Proper Recognition, Anxiety.

Introduction

The Industrial revolution in a part was fuelled by the necessity of women. Women are mostly willing to find a job which is comfortable and within their domestic location. Most of the women were working in sectors like Teaching, Textile, and in domestic services. After Independence women found a long way to prove themselves to be the best. They started to find their carrier in all the sectors equal to men. In today's busy life, both men and women are working to take the balance of their life. It is not quite easy to tell that all the jobs are stress less. Most of the jobs are filled in all the sides with the term called stress. It is not an exception for the women to escape from the stress. The factors influencing stress is different from working and non-working women but both are stressed. All the life's is not same as the life is not a heaven.

What do you mean by Stress?

We all live in stress filled life. Stress is starting from our childhood age itself but the volume of stress is different in terms of all the ages. Stress occurred in the job is because when we hold additional responsibilities, taking two or more jobs, and this gives frustration. The frustrated employees are waiting for the opportunities in search of another job and thus increase unemployment. These strains make us stressors. The Stressors are uncontrollable and tolerable pressures. Much of the stress research are in the characteristics which contribute stress are role conflict, role ambiguity, underutilization of skills. This study focuses on finding the factors which gives stress for working women and in comprising with the non-working women.

The term Stress is associated with both physical and Psychological relations. The Physical stress is directly

* Ph.D Research Scholar, Department of Management Studies, St. Peter's Institute of Higher Education and Research, Avadi, Tamil Nadu. milamathi.vel@gmail.com

** Professor, Department of Management Studies, Rajalakshmi Engineering College and Research Supervisor, St. Peter's Institute of Higher Education and Research, Avadi, Tamil Nadu

linked with the problems like headache, increase of weight, hair loss, Back Pain, Skin and Hair Problems. The Psychological stress linked with the problems like change of behavior, hyper tension, Depression/ Anxiety. Stress can be positive or negative. Positive stress is also known as Estruses, Negative stress is also known as distress.

Factors causing stress for working women

Work place Stress

- Generation gap problems
- Additional Works in job
- High Work load
- No Proper Recognition
- No Proper timing

Personal Stress

- Pessimistic Attitude
- Low self confidence
- Lack of assertiveness
- No Growth
- Low Salary

Family Stress

- Financial Problems
- In laws Troubles
- Lack of Family support
- Anxiety about children's future
- Neighbor problems

Review of Literature

Nelson 1985, most of the working women gets stress in their job is because of the lack of organizational support and the non-traditional roles. This leads to get social isolation stress and it is continuous in nature.

Jick and Mitz 1985, the consequences of stress for women in their workplace shows the symptoms like high rate of psychological distress, minor illness, and more physical illness.

AL-Hussami, 2008, Occupational stress is caused and based on the chronic stress workplace stress and that affects both the performance of women in job and family.

Abdullah et al., 2008, Frone, Russel and Cooper 1997, Work based problems will lead to depression, physical health problems and hypertension.

Sadiq and Ali 2014, working women are more abnormal, anger and hostility than the non-working women. Both working and non-working women are different in the variables of insomnia and depression. Most of the dissatisfaction with job and family is due to the insufficient time to perform the work and energy to complete the given task.

Barnett & Baruch, 1985, Barnett & Marshall, 1992; Roskies & Carrier, 1994, the financial problems of the family can be met by the working women. Housewives will get an experience of lack of satisfaction, boredom and feeling worthlessness when they could not able to support the family in terms of financial needs. The problem becomes seriousness when they are omitted from the family since they are not working. Working women will get an opportunity with positive energy and support their family.

Bhadoria 2013, Working women are more optimistic but the non-working women are pessimistic in nature. Most working women suffer from fatigue as compared to non-working women. Working women is busy in nature and will continue to be busy in their routine work but non-working women feels dislike and self-centered.

Objective of the study

1. To examine the factors causing stress for Working Women.
2. To identify the relative difference between working women and Non-working Women.
3. To suggest the coping methods to balance both work stress and family.

Methodology

The study was conducted among the working and Non-working women in Tiruppur city. The Sample consists of 110 respondents. The study was based on both the primary and secondary data. Percentage Analysis, Weighted Average Method and Mean scores and Chi-Square Analysis was used. The Percentage Analysis method is used to find the number of respondents with regards to their age, experience and area of living. The Weighted Average method is used to find which factors gives them highest to lowest level of stress and the chi-square is used to find the relative difference in terms of analyzing the relationship between the stress among working and non-working women with their respective age of the respondents.

Data Analysis and Interpretation

Descriptive Analysis

The descriptive analysis is used in this study to find the number of respondents in each category and their percentage level. The table 1 shows that the number of respondents belongs to different age groups and they are also different in their experience and the area of living or staying.

Table 1: Showing the demographic profile of the respondents

Demographic factors		Percentage
Age	18-26	17
	27-36	40
	37-46	19
	47-56	15
	Above 56	8
Experience	Below 2 years	21
	2-4 years	44
	4-6 years	16
	6-10 years	7
	Above 10	12
Area of living	Rural	25
	Urban	56
	Semi-urban	19

Source: Survey data

Inference: From the above table, it shows that 17% of the respondents are in the age group between 18-26, 40% are in the age group between 27-36, 19% are in the age group between 37-46, 15% are in the age group between 47-56 and 8% are above the age group of 56. 21% are having an experience of below 2 years, 44% are having an experience between 2-4 years, 16% are having an experience between 4-6 years, 7% are having an experience between 6-10 years and 12% are having an experience above 10 years. 25% of the respondents are living in rural areas, 56% are in living in rural areas, 25% are in urban areas and 19% are in semi-urban areas.

Weighted Average Method

The weighted mean is calculated by multiplying the probability in association with the particular outcomes. It is very helpful in finding the category with the weighted scores and thus ordered in terms of their ranking

Table 2: Satisfactory Ranking given by respondents with regards to the Work Place Stress

Workplace stress	SA	A	N	DA	SDA	Weighted Average	Weighted Score	Rank
Generation gap problems	14	11	9	11	5	168	11.2	4
Additional Works in job	25	6	9	7	3	193	12.86667	1
High Work load	23	11	3	7	6	188	12.53333	2
No Proper Recognition	17	6	9	11	7	165	11	3
No Proper timing	14	8	9	14	5	162	10.8	5

Source: *Survey data*

Inference: The Above Table clearly shows that, 11.2 weighted scores with 4th was given to generation gap problems, 12.8 scores with 1st rank was given to additional works in job, 12.5 with 2nd rank scores was given to high workload, 11 scores with 3rd rank was given to no proper recognition and 10.8 scores with 5th rank was given to no proper timing. The Additional works in job gives high workplace stress and less satisfied with the timing of work

Table 3: Satisfactory Ranking given by the respondents with regards to the Personal Stress

Personal stress	SA	A	N	DA	SDA	Weighted Average	Weighted Score	Rank
Pessimistic Attitude	14	6	9	9	12	151	10.06667	5
Low self confidence	25	11	7	3	4	200	13.33333	2
Lack of assertiveness	17	6	14	9	4	173	11.53333	4
No Growth	24	12	4	5	5	195	13	3
Low Salary	19	24	3	1	3	205	13.66667	1

Source: *Survey data*

Inference: The Above table 3 clearly shows that, 10.06 weighted scores with 5th rank was given to Pessimistic Attitude, 13.3 scores with 2nd rank was given to Low self-confidence, 11.5 scores with 4th rank scores was given to Lack of Assertiveness, 13 scores with 3rd rank was given to no salary and 13.6 scores with 1st rank was given to Low salary. Low salary earned in their job gives high Personal stress and less satisfied with the Pessimistic attitude.

Table 4: Satisfactory Ranking given by the respondents with regards to the Family Stress

Family stress	SA	A	N	DA	SDA	Weighted Average	Weighted Score	Rank
Financial Problems	15	13	9	11	2	178	11.86667	2
In laws Troubles	11	8	14	9	8	155	10.33333	4
Lack of Family support	28	21	1	0	0	227	15.13333	1
Anxiety about children's future	14	21	13	2	0	197	13.13333	3
Neighbor problems	14	7	4	13	12	148	9.866667	5

Source: *Survey data*

Inference: The Above Table 4 clearly shows that, 11.8 weighted scores with 2nd rank was given to Financial Problems, 10.3 scores with 4th rank was given to in laws troubles, 15.1 scores with 1st rank was given to Lack of Family support, 13.1 scores with 3rd rank was given to the Anxiety about children's future and 9.86 scores with 5th rank was given to Neighbor Problems. Lack of Family Support gives high Family stress and less satisfied with the Neighbor Problems.

Hypothesis testing through Chi-Square

H0: Working women feel more stress than Non-working women with regards to the age of the employees.

H1: Working women do not feel more stress than Non-working women with regards to the age of the employees.

Table 5: Hypothesis testing through Chi-Square

OI	EI	Oi-Ei	Oi-Ei
6	4.490909	1.509090909	2.277355372
4	2.763636	1.236363636	1.528595041
6	4.663636	1.336363636	1.785867769
2	3.454545	-1.454545455	2.115702479
1	3.627273	-2.627272727	6.902561983
5	8.272727	-3.272727273	10.7107438
2	5.090909	-3.090909091	9.553719008
9	8.590909	0.409090909	0.167355372
9	6.363636	2.636363636	6.950413223
10	6.681818	3.318181818	11.01033058
6	4.490909	1.509090909	2.277355372

OI	EI	Oi-Ei	Oi-Ei
3	2.763636	0.236363636	0.055867769
2	4.663636	-2.663636364	7.094958678
5	3.454545	1.545454545	2.388429752
3	3.627273	-0.627272727	0.393471074
2	3.072727	-1.072727273	1.150743802
4	1.890909	2.109090909	4.448264463
2	3.190909	-1.190909091	1.418264463
2	2.363636	-0.363636364	0.132231405
3	2.481818	0.518181818	0.268512397
7	5.672727	1.327272727	1.761652893
3	3.490909	-0.490909091	0.240991736
8	5.890909	2.109090909	4.448264463
2	4.363636	-2.363636364	5.58677686
4	4.581818	-0.581818182	0.338512397
Total		85.006	

Source: *Survey data*

The table 5 value of chi-square tends to be 21.026 at 5% level of significance. The table value is 21.026 and is lesser than the calculated value 85.006. So Accept Null Hypothesis and reject Alternative hypothesis. So there is no significant relationship between the Working women feel more stress than Non-working women with regards to the age of the employees.

Recommendations and Conclusions

Our finding reveals that 40% are in the age group of 27-36, 44% are having an experience between 2-4 years. Additional works in job gives high workplace stress and least satisfied with the timing of work. Low salary gives high personal stress and least satisfied with the pessimistic attitude. Lack of family support gives high family stress and least satisfied with the neighbor problems. There is no significant relationship between the Working women feel more stress than Non-working women with regards to the age of the employees.

Balancing both family and work is a key role for women in their life. Accepting job responsibilities and fulfilling the family requirements is key success of women. Proper planning at work and family will help to reduce the family and personal stress, not carrying the official works at home, discussing their role and responsibilities of job with their family members, spending more time with their family will help to balance both job and family.

References

1. Prof.Parul.Tripathi, Prof.Sandeep Bhattacharjee, Feb 2012, A study on Psychological stress of working women, International Journal of Multidisciplinary Research Vol.2, ISSN 2231 5780.
2. Dr. Latha Krishnan, 2014, Factors Causing Stress among Working Women and Strategies to Cope Up, IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668. Volume 16, Issue 5. Ver. V , PP 12-17.
3. Laidmae, Virve-ines,M.A 2015, Women in the Family- the sources of stress, European Journal of Health,ISSN 2052-5249
4. Dr. Fatima Islahi 2017, Women, Work and Stress: Analysing the Liaison, The International Journal of Indian Psychology ISSN 2348-5396 (e) | ISSN: 2349-3429 (p) Volume 5, Issue 1, DIP: 18.01.055/20170501.