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## Strategy Implementation on Stress among Private Sector Working Women in Radhapuram Taluk

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### ABSTRACT

In the traditional society, women's role was naturally limited to the family many factors like urbanization, technical progress and women's education have profoundly changed these traditional condition even in a developing country like India slowly starting with the metropolitan areas and going back the women's role at home has become lights due to technical progress. Working women are in a state of constant stress which manifests itself is symptoms like feeling weak, tired, irritable a headache, body hyperacidity, pain in the abdomen and other gastro-intestinal problems. Hence, study was taken to know the stress among private sector working women, The main objective of this paper is identified and analysis the factors influencing workplace stress among private sector working women and how to reduce the stress.

**Key words:** Working Women Stress, Stress Factors, Coping Strategies.

### INTRODUCTION

Right from the day of entering into service till the day of retirement an individual is invariably exposed to various stressful situations for one reason or the other. In the field of Organizational Behavior and Industrial Psychology too, the concept of stress has obtained its own position under the label organizational job stress/ Organizational stress originates in organizational demands, which are experienced by the individuals. It is the stress related to the organizational factors and the job itself.

### STATEMENT OF THE PROBLEM

Workplace stress is a very real occurrence in the modern world, with the incidence of stress related claims having risen dramatically. Studies have pointed to growth in non-standard work and other changing work patterns as contributing to the recent sharp increase in the stress levels in the workplace.

The timetable of working mother makes one tired just by looking at it. A typical day would start at 6 A.M and end after dinner time. The hard work can be compounded by children's illnesses and deadline to be met at work. A women in this situation always feel guilty that she is not doing enough for her children and her family. Suffer from a feeling of in adequate and is also found wanting by colleagues and bosses at work and husband and in-laws at home. The children feel that their mother is not at home for them colleagues are usually unsympathetic. The husband feels that he is being neglected, classically housework is not considered work at all but just something a woman does, naturally so it is rare that anybody in the family appreciates what the woman is doing for home and under stands why she is tired and irritable. Symptoms like feeling weak, tired, irritable a headache, body hyperacidity, pain in the abdomen and other gastro-intestinal problems. These complications take them to various doctors and specialists. Who usually prescribe symptomatic treatment without realizing that the basic problem is excessive stress.

### OBJECTIVES OF THE STUDY

The study attempts to address the following key research objectives:

- 1 To identify the kinds of stress found among the working women.
- 2 To trace out the various stress factors existing among the working women in the work place.
- 3 To analyze the stress coping –up strategies adopted in the work place.
- 4 To give suggestions to tackle the stressors and to improve the stress coping-up strategies in the work place.

### HYPOTHESIS OF THE STUDY

- Ho: There is no significance difference between the Type of family and Personal stressor for every day hassles  
 Ho: There is no significance difference between the Income and Personal stressor for every day hassles  
 Ho: There is no significance difference between the age and Life stressor  
 Ho: There is no significance difference between the Income and Life stressor  
 Ho: There is no significance difference between the Type of working sector and Life stressor

### METHODOLOGY OF THE STUDY

Questionnaire and interview method is adopted by the researcher to collect the primary data. The questionnaire contains Choice based questions, Open ended questions. For data collection questionnaire and interview schedule are used by the researcher to collect the primary data. Secondary data is collected from journals, websites and magazines etc.

**SAMPLE SIZE:** Study sample was collected of 120 Private sector working women.

### STUDY METHOD:

Structured, preformed and pretested questionnaire was prepared. Data was collected by using the questionnaire regarding the socio-demographic profile which contained name, age, education status, socio-economic status, marital status etc.

### TYPE OF WORKING SECTOR

Data relating to the type of working sector wise classification of the respondents are described in the following tables are given below.

Sl. No	Type of working sector	No. of Respondents	Percentage
1	Production sector	26	21.667
2	Service sector	20	16.67
3	Teaching profession	24	20
4	Sales sector	40	33.33
5	Others	10	8.33
<b>Total</b>		<b>120</b>	<b>100</b>

### Source: Primary data

The above table shows that 21.67% of the respondent's Production sectors, 16.67% of the respondents are Service sector, 20% of the respondents are teaching profession, 33.33% of the respondent's Sales sectors, 8.33% of the respondents are others.

It is evident from the above table that a majority of the respondents Sales sector.

**SUFFER ANY FOLLOWING PROBLEMS**

Sl.No	Factors	Yes	No	Total
1	Sleeplessness	40	80	<b>120</b>
2	Nervousness	40	72	<b>120</b>
3	Headache	104	16	<b>120</b>
4	Overweight	94	26	<b>120</b>
5	Backache	100	20	<b>120</b>
6	Depression	78	42	<b>120</b>
7	Neck pain	102	16	<b>120</b>
<b>Total</b>		<b>558</b>	<b>272</b>	

**Source: Primary data**

The above table shows that most of the respondents is answer the interview schedule they are suffer from following problems in our working.

Sl.No	Factors	Yes	No	Total
1	<b>Time spend with your family</b>	102	18	<b>120</b>
2	<b>Time to attend your personal obligations every day</b>	98	22	<b>120</b>
3	<b>Discuss your work related problem with your family and friends</b>	78	42	<b>120</b>
4	<b>You talked with professional person problem</b>	68	52	<b>120</b>
5	<b>Regularly spend time for entertainment</b>	70	50	<b>120</b>

**Cause of stress**

Sl.No	Cause of stress	Score	Rank	Percentage Position	Score	
					Scale	PRS
1	Work conditions	55.12	V	4.17	83	95.83
2	Work overhead	56.37	III	12.5	73	87.5
3	Work under load	51.5	VI	20.83	66	79.17
4	New technology	62.13	I	29.17	61	70.83
5	Information overhead	57.82	II	37.5	56	62.5
6	Role conflict	48.58	VII	45.83	52	54.17
7	Responsibility	43.5	IX	54.17	48	45.83
8	Relationships with colleagues	42.9	X	62.5	43	37.5
9	Lack of responsiveness	41.08	XI	70.83	39	29.17
10	Lack of job security	44.83	VIII	79.17	34	20.83
11	Scientific Development	55.13	IV	87.5	27	12.5
12	Retirement	39.68	XII	95.83	17	4.17

**The relationship between the Type of family and Personal stressor for every day hassles**

Variable	Degree of freedom	Calculated Chi-square value	Level of significance	Table value	Remarks
Type of family	2	3.63	5 %	5.99	No Significant

The calculated value of chi-square (3.63) is less than the table value (9.99) at 5 % level of significance. Hence the null hypothesis is accepted. We conclude that there is no significant difference in the Type of family and Personal stressor for every day hassles of the respondents for stress among private sector working women.

**The relationship between the Income and Personal stressor for every day hassles**

Variable	Degree of freedom	Calculated Chi-square value	Level of significance	Table value	Remarks
Income	10	15.18	5 %	18.3	No Significant

The calculated value of chi-square (15.18) is less than the table value (18.3) at 5 % level of significance. Hence the null hypothesis is accepted. We conclude that there is no significant difference in the Income and Personal stressor for every day hassles of the respondents for stress among private sector working women.

**The relationship between the age and Life stressor**

Variable	Degree of freedom	Calculated Chi-square value	Level of significance	Table value	Remarks
Age	10	15.02	5 %	18.3	No Significant

The calculated value of chi-square (15.02) is less than the table value (18.3) at 5 % level of significance. Hence the null hypothesis is accepted. We conclude that there is no significant difference in the age and Life stressor of the respondents for stress among private sector working women.

**The relationship between the Income and Life stressor**

Variable	Degree of freedom	Calculated Chi-square value	Level of significance	Table value	Remarks
Income	10	20.72	5 %	18.3	Significant

The calculated value of chi-square (20.72) is greater than the table value (18.3) at 5 % level of significance. Hence the null hypothesis is rejected. We conclude that there is a significant difference in the Income and Life stressor of the respondents for stress among private sector working women.

**The relationship between the Type of working sector and Life stressor**

Variable	Degree of freedom	Calculated Chi-square value	Level of significance	Table value	Remarks
Type of working sector	8	16.32	5 %	15.5	Significant

The calculated value of chi-square (16.32) is greater than the table value (15.5) at 5 % level of significance. Hence the null hypothesis is rejected. We conclude that there is a significant difference in the Type of working sector and Life stressor of the respondents for stress among private sector working women.

**SUGGESTION**

- The organization must introduce Employee Assistance Programme (EAPs) and stress control workshops accordingly to the level of employees, because there is a strong relation between the level of stress and level of employees. EAP includes counseling employees who seek assistance no how to deal with managing personal finance, handling conflicts at the work place, dealing with marital and other family problems, and coping with health problems.
- Employees should be given frequent breaks with limited monitoring during breaks.
- Company can take their employees for outdoor visit like hill stations so that they get relief and also motivated.
- Employees should be provided training in time management techniques so as to avoid last minute rush in accomplishing the given targets which induces stress.

**CONCLUSION**

Without stress there would be no life at all. We need stress, but not too much stress for too long. Our body is designed to react to two types of stress. Good stress helps keep us alert, motivates us to face challenges, and drives us to solve problems. These low levels of stress are manageable and can be thought of as necessary and normal stimulation. Problems can occur when over activation of the sympathetic system is unnecessary. What we all need is to learn how to approach matters in more realistic and reasonable ways. Strong reactions are better reserved for serious situations. Manageable reactions are better for the everyday issues that we all have to face. Thus, it can be safely stated that “Stress Management” has become one of the most critical factors in today’s world also specially in an organizations working today and it will gain more important as the market become more and more competitive. Organization must begin to manage people at work differently, treating them with respect and valuing their contribution. If we enhance the psychological well-being and health of the employees, in the coming future the organization would make more revenue as well as employee retention. Because it is said that, “A Healthy Employee is a Productive Employee”.

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