



# OCCUPATIONAL STRESS AMONG WOMEN EMPLOYEES – A STUDY OF SOUTH CENTRAL RAILWAY EMPLOYEES KAZIPET JUNCTION

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## Abstract

The stress depends on the women employees. Because the stress related to work, family, decision, future, and more. Stress is both physical and mental. It is caused by major life events such as illness, the death of a loved one, a change in responsibilities or expectation at work and increase job promotion, avoids loss, or changes in the organization, changing worker demographics (race/ethnicity, gender, and age) and worker safety and health. This study allows us to understand the stress level faced by the women in the organisation sector. However, data pertaining to the level of stress were collected from the Women employees of Railways concerned. the study shows individual differences as to different sources of stress. Modern life is full of stress. Stress on individuals ranges from personal day-to-day life of their organisational activities. Urbanisation, industrialisation and increase in scale of operations in the society are causing increasing stresses. In this changing environment, participation, interaction, transaction, planning, and regulation become key issues, each with its own frustrations attracted. Indian Railways (IR) is an administration organization under the responsibility for of Railways that works India's public rail line framework. It deals with the fourth-biggest railroad network on the planet by size, with a course length of 67,956 km (42,226 mi) starting at 31 March 2020. 45,881 km (28,509 mi) or 71% of all the expansive check courses are zapped with 25 kV 50 Hz AC electric foothold starting at 1 April 2020.

**Key words:** Indian Railway, Women Employees, Stressful Working, Occupational Stress.

## Introduction

Stress is an unavoidable piece of the present quick life. In this period of globalization, progression and privatization of the economy, rivalry among associations has expanded. Supervisors endeavor to outflank each other to arrive at the top. Work pressures, tight timetables, gatherings, pointless partners, basic managers, bumbling subordinates have made the existence of heads very hopeless. People and associations need to pay financial and human expense because of these issues. Adjusting work and family Jobs have become a major concern as well as a family issue for many people. Work and family are the two most important aspects of people's daily lives, and despite the fact that they are unmistakable aspects of life, they are inextricably linked. The concept of tension was picked up. The idea of stress was acquired from the regular science. Stress was famously utilized in seventeenth century to mean difficulty, strain misfortune (or) torment. It was utilized in eighteenth and nineteenth hundreds of years to signify power pressing factor, strain or solid exertion with refluence to an item or individual (Hinkle, 1973).

Stress is characterized as an organic entity's all out reaction to ecological requests or pressing factors. At the point when stress was first concentrated in the 1950's, the term was utilized to mean both the reason and the accomplished impacts of these pressing factors. Stress in people results from connections among

people and their current circumstance that are seen as stressing or surpassing their versatile limits and undermining their prosperity. The component of discernment demonstrated that human pressure reactions in character just as contrasts in actual strength or general wellbeing.

Stress is additionally influenced by the various leveled status of the laborers at the work environment. It influences the impression of stress and the capacity to adapt to it. It is assumed that work with serious level of shared help between associate's is less unpleasant when contrasted with that including strain and struggle with partners at something similar or diverse progressive level.

### **Concept of Stress:**

The word pressure is gotten from the Latin expression 'stringers' which signifies "to draw tight". Stress might be perceived as a condition of strain experienced by people confronting additional customary requests, imperatives or openings. Stress is a pressing factor condition and difficulty. It is an interior wonders and a psychological demeanor. Stress is a flavor of life and nonattendance of stress makes life dull, dreary and spiritless. Stress is for the most part accepted to have harmful impact on wellbeing and execution. Be that as it may, a base degree of stress is fundamental for powerful working and pinnacle execution. It is the person's response to push which has a significant effect. If something is felt to be pressure relies upon the individual perspective. In this way we can say that pressure is a psychological, enthusiastic or actual response coming about because of a person's reaction to natural pressing factor and comparative upgrades. It alludes to the pressing factor individuals feel throughout everyday life. Word related pressure is characterized as a reaction to persistent occupation related pressure, portrayed by physical and passionate depletion (Onder and Basim, 2008) and stress related problems.

### **Meaning of pressure:**

As per wellbeing and security leader (HES) stress is characterized as "the unfavorable response individuals need to unnecessary pressing factors or other sort of interest put on them". Hotel regular language stress happens when the apparent pressing factor surpasses your apparent character to adapt.

Stress is characterized as any condition or normal for workplace which compromises the person's mental and physiological homeostasis. Stress might be characterized as reaction to the apparent connection between the requests on us and our capacity to adapt.

### **Significance of Stress:**

Human asset are considered as the most unique and significant resource of the association. It can take the association to extraordinary stature. Expanding globalization, urbanization and modernization has influenced practically every one of the nations and all callings including every one of the classes of laborers. It has influenced the family and society too. The quantity of working women's has been expanding step by step. In 1950's women's packed short of what 33% of the work/labor force. Anyway it was estimated that by the following thousand years women will address practically 50% of the labor force.

Due to the expected adverse results of pressure and expanding number of women's in the labor force, research on word related pressure among working women's has become a subject of importance to the people just as to the associations. Mc Donald, and Korabik then again found that women's are being dependent upon various kinds of stress than men. These creators tracked down those female administrators are bound to report pressure emerging from work home interface, separation and sexual orientation-based hindrances than their male associates in the working environment.

A review at Kenexa Research Institute has shown that female endured more work environment stress than their male partners. It was normal that women's' anxiety were 10% higher for those in administrative positions, 8% higher pressure in help and creation occupations than men, and 6 percent higher in center and upper administration than men similarly situated So, there is a more noteworthy need to consider word related pressure among women. Burke and Belcourt (1974) found that women would in general talk about issues with their loved ones more frequently than men.

### **Faces of Stress:**

**Productive pressure:** Constructive pressure acts in a positive way for the individual and the association. It is some of the time called as eustress. Eustress demonstrates a circumstance where the individual is in balance or inside passable cutoff points. Moderate pressure can expand exertion, animate imagination and empower determination in one's work.

**Damaging pressure:** It isn't solid for the individual or association. It is additionally called as pain. Pain would show impacts that are out of equilibrium or outside as far as possible. Extreme pressure may prompt over-burden and separate an individual's physical and mental frameworks. Execution can endure as individuals experience disease or respond to high pressure through non-attendance, turnover, blunders, mishaps, disappointment and decreased execution.

**Ideal degree of stress:** The idea of a proper measurement of stress is profoundly significant. Stress writing demonstrates that a definitive objective is to lessen pressure. It could be nevertheless not really. For certain individuals, the degree of recreation is exceptionally low; they are exhausted and need greater energy and challenge. On the off chance that pressure is impartial idea, the objective is to diminish trouble and keep up eustress.

**Nature of stress:** Stress is a condition of strain experienced by people confronting additional conventional requests, imperatives or openings. Stress can either be positive or negative. For instance some new work circumstance can bring us sure difficulties and fervor, while others are exceptionally upsetting and nervousness stirring. People can have an assortment of responses to work pressure. They can respond sincerely by feeling baffled or restless, cheerful or energized, exhausted or discouraged. They may encounter psychological barriers, be extremely touchy to analysis or experience difficulty concentrating.

### Symptoms of Stress:

#### Natural

These include a lack of hunger, a desire for food when stressed, regular acid reflux or indigestion, blockage or the runs, a sleeping disorder, consistent sluggishness, a proclivity to perspire unexpectedly, worried jerks, nail-gnawing, cerebral pains, problems and muscle fits, and queasiness.

#### Social

Consistent crabbiness with individuals, feeling incapable of adapting, lack of premium throughout daily life, consistent or intermittent dread of sickness, a sense of being a disappointment, a sense of being awful or of self-loathing, difficulty deciding, a sense of grotesqueness, lack of premium in others, consciousness of suppressed outrage, powerlessness.

### Category of Stress

Stress has regularly been misconstrued to be pessimistic, with few individuals recognizing the significance and convenience of positive pressure. In our everyday life stress is all over and certainly unavoidable. Consequently it is important to separate between great pressure and terrible pressure. Negative pressure causes numerous physical and mental issues while positive pressure stretches out help to achieve targets without any problem. There are four principle classification of stress to be specific eustress, trouble, hyper pressure and hypo stress.

#### Distress

It is a negative type of pressure. This happens when the psyche and body can't adapt to changes and typically happens when there are deviations from the ordinary. They can be arranged in to intense pressure and ongoing pressure. Intense pressure is exceptional yet doesn't keep going for long. Then again persistent pressure endures throughout extensive stretch of time. Trigger occasions for misery can be an adjustment of occupation degree or schedule that the individual can't deal with or adapt to.

#### Hyper Stress

It is a negative pressure that happens when the individual can't adapt to responsibility. Models incorporate the exceptionally distressing positions which require longer working hours than the individual can deal with in the event that you speculate that you are experiencing hyper pressure you resemble to have unexpected passionate breakdowns over inconsequential issues It is significant for you to perceive that your body needs a break or you are encountering constant physical and mental responses.

#### Hypo Stress

Hypo stress happens when an individual has nothing to do with his time and feels continually exhausted and unmotivated. This is because of an inadequate measure of pressure. Consequently some pressure is inescapable and accommodating to us. Organizations ought to try not to have laborers who experience Hypo Stress since it will decrease profitability. In the event that the work extension is exhausting and dreary, it would be a smart thought to execute some type of occupation turn so that there is continually

something new to learn.

Misery is the most regularly alluded sort of pressure having adverse ramifications, while Eustress is a positive type of pressure normally identified with alluring occasions in the existence of an individual.

### Nature of Stress

Stress is exceptionally individualistic in nature. A few group have high capacity to bear pressure and flourish well despite a few stressors in the climate. Truth be told, a few people won't perform well except if they experience a degree of stress which initiates and energizes them to invest their best amounts of energy. Then again, a few group have low degree of capacity to bear pressure and they become incapacitates when they need to interface with schedule regular factors that seem bothersome to them.

For each person, there is an ideal degree of stress under which the individual in question will perform to full limit. Assuming the pressure experienced is underneath this level, the individual gets exhausted, the inspirational level to work arrives at a depressed spot. In the event that one works in an extremely low pressure climate and continually encounters weariness, the individual is probably going to be mentally or truly removed from work. Mental withdrawal will bring about thoughtless errors being regularly made, carelessness and inattentiveness. Actual withdrawal will expand non-attendance which will at last prompt work turnover.

Then again, if the stressors in a person's current circumstance are such a large number of and too extraordinary, their consequences for execution will again be unfriendly. Mistakes will expand, terrible choices will be made and the individual will encounter a sleeping disorder, stomach issues and psychosomatic ailments. Authoritative execution and individual wellbeing are at their top at ideal degrees of experienced pressure. It is confirmed from the accompanying table:

**Table 1: Levels of Stress**

Stress level	Low Stress	Optimum Stress	High Stress
Reactions	Boredom	High energy	Exhaustion
Behaviors	Low motivation Carelessness Psychological withdrawal Actual withdrawal Inactivity	High inspiration Elevated discernment High contribution Elite	Uneasiness Nervousness Indecisiveness Bad judgment
Performance	Low performance	High performance	Poor performance
Health effects	Dull health	Good health	Sleep deprivation Psychomatic ailments

In spite of the fact that the ideal feeling of anxiety might be distinctive in various people, every individual can detect and decide how much pressure is useful for the person in question to work in a profitable way.

### Causes of Stress

There might be various conditions in which individuals may feel pressure. Conditions that will in general reason pressure are called Stressors. Albeit even a solitary stressor may cause pressure like demise of close to one, ordinarily stressors join to press a person in an assortment of ways until stress creates. The different stressors can be assembled in to four classifications:

- Individual Stressors
- Group Stressors
- Organizational Stressors
- Extra authoritative Stressors

## Individual Stressors

There are numerous stressors at the individual level which might be created with regards to hierarchical life or his own life. Following are the primary elements which cause pressure to people:

- Job concerns
- Career changes because of advancement or move
- Economic issues because of low income
- Changes in life structure
- Increase in obligation
- Personality

## Group Stressors

These are the components which cause pressure to individual in associations and society. This is because of poor relational connections or clashes. These contentions can be among the individuals from the gathering or between the chiefs and subordinates. Gatherings impact the representatives' conduct, execution and occupation fulfillment. Gathering stressors can be of the accompanying:

- Lack of gathering cohesiveness
- Lack of social help
- Inter individual and entomb bunch clashes
- Unfriendly hierarchical environment

There is no relevant outcomes or impacts of weight on wellbeing of the representatives and their work execution. Stress expands costs of the association too. Individuals who experience the ill effects of pressure have genuine physical and mental issues. It is the useless parts of the great degrees of stress that ought to be and are a significant worry for contemporary society all in all and for viable human asset the executives specifically. The results of pressure are clarified in table 2.2.

**Table 2: Outcomes of stress**

Ramifications for the Individual	Ramifications for the family	Ramifications To organisations
Physiological symptoms	Misery, Misgiving	Low performance and productivity
Behavioral symptoms	Under eating or over eating.	Prolong illness death.

## Behavioral symptoms

Any conduct which shows that you are not acting your standard self might be an indication of unfavorable response to stretch. Direct conduct that may go with significant degrees of stress include:

- Under eating or over eating.
- Restlessness.
- Expanded smoking and drinking.
- Medication misuse.
- Losing your awareness of what's actually funny.
- Moving in a strained and jerky manner.
- Responding apprehensively.
- Non-appearance and work turn over.
- Decrease in profitability.
- Ramifications for the family

Pain which is taken care of by people in broken manners, for example, falling back on drinking or withdrawal practices, will adversely affect their everyday life. The impacts of this will be life partner misuse, kid misuse, estrangement from relatives and even separation. Consequences to Organisations

The effects of employees stress on organizations are the following:

- Low performance and productivity.
- High rate of absenteeism and turn over.
- Loss of customers due to poor attitudes of workers.
- Increased alienation of workers from the job.
- Destructive and aggressive behavior resulting in strikes and sabotage.

The stresses experienced by the key employees like pilot, train driver etc. can even result to loss of lives. Therefore, the costs of employees stress to the organization in terms of lost profits, declining assets, bad image projection, poor reputation and loss of future business are enormous.

## **Stress Management**

Significant level pressure influences the individual straightforwardly and through them, their families and associations moreover. The powerlessness of a representative to adapt to the requesting climate creates nervousness and produces protective conduct and stress manifestations. There front, a decent arrangement of the board ought to be intended to defeat the unfortunate results of high pressure. There are various ways by which an individual can keep away from distressing conditions, change them or figure out how to adapt to them. Stress can be overseen by a person, which will empower him to recover command over his life. The adapting systems are of individual and hierarchical.

### **Singular adapting techniques for stress**

Stress may cause inside the hierarchical setting and outside. There front, adapting systems might be received by individual with out reference to the association. Singular adapting methodologies will in general be more receptive in nature. That is they will in general be methods of adapting to pressure that has effectively happened. Since singular techniques, for example, actual exercise can be both receptive and proactive, however most are outfitted towards aiding the individual who is now experiencing pressure. Following are the significant individual adapting systems.

#### **Actual exercise**

It is a decent system to get body fit and to conquer pressure. Actual exercise of various sorts like strolling, running, swimming, playing and so on is acceptable techniques for beating pressure.

#### **Unwinding**

Effect of pressure can be overwhelmed by unwinding. The unwinding can be straightforward one or some particular methods of unwinding, for example, biomed back and reflection. In biomed back the individual learns the interior rhythms of a specific body measure through electronic signs input that is wired to the body territory. From this criticism the individual can figure out how to control body cycle to address. Contemplation includes very packed inward considerations to rest the body actually and inwardly. Supernatural reflection attempts to think for two times of fifteen to twenty minutes per day, focusing on the redundancy of some mantra. Any contemplation basically includes a generally peaceful climate, an agreeable position, a tedious mental upgrade and a uninvolved demeanor. Reflection has been perceived as an amazing strategy for decreasing pressure. Regardless of whether an individual takes simple one or explicit unwinding method, the aim is to take out a promptly distressing circumstance or deal with a drawn out unpleasant circumstance all the more successfully.

## Intellectual treatment

Due to expanding pressure, extraordinary intellectual treatment strategies have been created by analysts. In these strategies, addresses and intuitive conversation meetings are masterminded to help the members.

- Perceive occasions at work and what condition they inspire.
- Since mindful of the impacts of such perception on their mental and enthusiastic reactions.
- Deliberately assess the target results of occasions at work.
- Supplant foolish cognizance that pointlessly excites strain.

## Stress control workshop and representative help program

The association can hold periodical workshop which may assist representatives with learning the elements of stress and the approaches to conquer its terrible impacts. Additionally the association can make plan for helping representatives in defeating their own and family issues. This plan may incorporate overseeing individual accounting, managing family issues, managing medical issues and managing different sorts of individual and family focuses.

The two kinds of individual and hierarchical adapting techniques taken together, presumably, help to diminish the propensity of happening stresses among individuals and their adverse consequence can be defeated without any problem.

## Scope of the Study:

This examination study was for the most part worried about a request and examination about the women working in Kazipet Railway Station. The accentuation is on human social components. The goal of the examination was to illuminate the human part of the focal government representatives. The investigation was directed on Group-D Working Women Employees in different positions in Kazipet Railway Station, Warangal Urban.

## Objectives of the Study:

- To study the significant wellsprings of stress of the Group – D working Women Employees in Kazipet Railway Junction.
- To study the Relation between the different component of word related pressure.
- To study the level of Occupational Stress among the working employees in Kazipet Railway Junction.
- To study the impact of work life balance.

## About Indian Railways

Indian Railways (IR) is an administration organization under the responsibility for of Railways that works India's public rail line framework. It deals with the fourth-biggest railroad network on the planet by size, with a course length of 67,956 km (42,226 mi) starting at 31 March 2020. 45,881 km (28,509 mi) or 71% of all the expansive check courses are zapped with 25 kV 50 Hz AC electric foothold starting at 1 April 2020.

In the financial year finishing March 2020, IR conveyed 808.6 crore (8.086 billion) travelers and shipped 121.22 crore (1.2122 billion) tons of cargo. IR runs 13,169 traveler prepares day by day, on both significant distance and rural courses, covering 7,325 stations across India. Mail or Express trains, the most widely recognized sorts of trains, run at a normal speed of 50.6 km/h (31.4 mph). Rural EMUs run at a normal speed of 37.5 km/h (23.3 mph). Conventional traveler trains (incl. blended) run at a normal speed of 33.5 km/h (20.8 mph).[4] The greatest speed of traveler trains shifts, with the Vande Bharat Express running at a pinnacle speed of 180 km/h (110 mph). In the cargo section, IR runs 8,479 trains day by day. The normal speed of cargo trains is around 24 km/h (15 mph). The most extreme speed of cargo trains changes from 60–75 km/h (37–47 mph) contingent upon their hub load with 'compartment uncommon' trains running at a pinnacle speed of 100 km/h (62 mph).

As of March 2020, Indian Railways' moving stock comprised of 2,93,077 cargo carts, 76,608 traveler mentors and 12,729 locomotives.[4] IR possesses train and mentor creation offices at a few areas in India. It had 1.254 million representatives as of March 2020, making it the world's eighth-biggest business. The public authority has focused on jolting India's whole rail network by 2023–24, and become a "net-zero (fossil fuel byproducts) railroad" by 2030.

### About Kazipet Junction Railway Station

Old tradition the Kakatiyas " has instilled numerous cutting edge strategies into our everyday schedule life. Kazipet arranged at 140 km away from the state capital is one of the tri-urban communities of Warangal local. Kazipet railroad station assumes a dominating part in socio, financial and social advancement of the country. Today kazipet rail route station set up in the year 1889 is a center of close by towns which drives as numerous as lakhs of travelers travel each day. Bit by bit commitment of ladies in socio/prudent/social advancement has been expanding breaking the obstructions of customs and customs in days of yore which has stifled them with strict convictions. Kazipet rail route station has been conveyed with number of ladies for driving travelers day by day through various offices. It is a pivotal rail line intersection associating Northern and Southern India. With the culmination of the Kazipet–Balharshah interface in 1929, Chennai was straightforwardly connected to Delhi.

The vast majority of the trains running on Kazipet–Vijayawada area go through the station and serve 35000 travelers day by day. The station and all trains are worked by Indian Railways' Secunderabad railroad division, which is important for the South Central Railway Zone. The station is on the New Delhi–Chennai line that hurries to Vijayawada Allahabad and New Delhi. An adjoining rail line station is Warangal Station.

### History

The Wadi–Secunderabad line was inherent 1874 with financing by the Nizam of Hyderabad. It later turned out to be important for Nizam's Guaranteed State Railway. In 1889, the primary line of the Nizam's Guaranteed State Railway was stretched out to Vijayawada, at that point known as Bezwada.

### Group-D workers work obligations:

**Sweeper:** sweeper work to keep up broad tidiness and upkeeping the part, unit. The work may likewise incorporate cleaning of the structure, installations and so on.

The **duties** of trackmen include laying, repairing, maintaining, cleaning tracks, checking on track ballast, upkeep of safety equipment, ensuring tracks are not blocked, checking for cracks, and looking for damages in fishplates.

A Gangmans work is to ensure safety of railway tracks where trains run one after another in all climates ie summer rainy season and winter. He carries heavy materials in a bag and a spanner to tighten loose bolts holding rails .He also watches the rail gap where too much or too less gaps have to be attended with help of a full gang after taking permission. The running of trains often cause loose fittings and gravels. In adverse weather it is very difficult. Previously they had hardly any promotion but now I think they can become even officer! Most critical is they have to carry water to quench thirst in open surroundings. Mostly no shade you see.

### Attenders:

#### Obligations of Coach Attendants, as endorsed by the Indian Railways

1. To be available in the mentor 30 minutes before the takeof the train and watch that all inner fittings in the mentor accommodated the comfort and wellbeing of travellers are flawless and ready to rock 'n roll and that water tanks have been filled and all fittings for supply and utilization of water in the restrooms are good to go.
2. To convey the rundown of travellers going in his mentor and oblige travelers joining enrout.
3. To check tickets of travelers when they initially enter the mentor to possess billets/seats in the mentor, if a TTE isn't there to practice this check.
4. To go to by and by to minor electrical/mechanical deformities creating in the mentor and call support staff worried for taking care of different fixes.
5. To keep the compartments bolted when the train is on the run and open them for occupation as and



when required.

6. To keep the seats and billets of compartment appropriately cleaned at customary stretches by specifically tidying something very similar.
7. To help travelers in acquiring food, reward and care for their benefit for the most part.
8. To guarantee that washrooms, compartments, passages, wash bowls and mirrors are cleaned by safaiwalas at customary spans.
9. To watch out on the mentor from the specialist's seat especially during night and not to rest while on the job.
10. To show up in legitimate uniform and have name identifications to be effectively distinguished by the voyaging public.

### **Asst. Carriage & Wagon :**

Carriage and Wagon (C&W) is responsible for upkeep of train and cargo load of the Indian Railways. A Helper is the least level representative in C&W. He helps Technicians at different support occupations like Fitting, Welding, Plumbing, etc. He needs to follow their seniors' orders and work appropriately. Nothing else.

#### **A. Related with Open Line working:-**

- To guarantee and co-work in more secure running of rolling stock.
- To go to required timetable support and running fixes of moving Stock till the stock are again due for P.O.H.
- To aid time running of trains to keep up the promptness.

#### **B. Related with Work - Shop working:-**

- To go to Periodical Overhauling of Rolling Stocks.
- To receive required alterations.
- To keep up legitimate records of the multitude of moving stock running in Indian Railways

### **Human resource in the Indian Railways.**

Human asset is the central point deciding achievement of each association. The financial parts of representatives work life assume a vital part in persuading the representatives. It is so particularly in India where the majority of the center level representatives are as yet taking a stab at reasonable way of life. Yet, different angles like social and work culture are quickly acquiring significance. In any case, the money related advantages actually involve the primary spot in the rundown of workers execution. Kazipet railway junction, the greatest public area transport in the Indian Railways.

In the present truly changing and serious workplace, anxiety is expanding both in the representatives just as the supervisors. Because of this work pressure, an ever increasing number of supervisors and representatives, particularly ladies, are giving indications of constant exhaustion and wear out. They are needed to stay at work past 40 hours even to finish the normal work thus they are encountering a significant degree of stress at work place and even at home. So stress the board is enormously felt in the rail lines.

The answer for defeat different difficulties in the business requires cautious coordination to guarantee discipline and to improve inspiration. The nature of work life in rail line Department should be improved in order to draw in new ability and life to the business and upgrade fulfillment level by controlling the tensivity of work. The activities required are:-

## Acceptance of new ability to look after development.

Acceptance of touchy execution the board framework by sound objective setting, bunch based impetus plans, appraiser preparing and HR measure discipline.

- Precise progression in arranging, Representatives ought to be moved to profession tracks that suit their inclination and the necessities of association.
- New HR practices ought to be acquainted with lessen worker portion of absolute expenses.
- Enable help and center chiefs as it is the switch to charge HR in the association. Workers ought to be given satisfactory ability to act. Huge re-skilling is needed at each level to move from dominantly railway office jobs to prevalently support jobs.
- HR the executives needs new innovation and abilities. Top administration should start by testing their own attitude.
- The nature of work life of representatives should be improved in order to guarantee satisfactory help to accomplish authoritative objectives.
- The individual and authoritative adapting procedures ought to be fortified.
- Compensation bundle ought to be comparable with the weight of work and hazard in it. Stress control workshop and worker help program ought to be coordinated.
- Profession arranging and guiding ought to be presented.
- Occupations of workers ought to be appropriately enhanced.
- Physical and mental wellness of workers ought to be guaranteed.
- The authoritative environment ought to be made helpful for development to expand profitability of representatives.
- The quantity of occasions ought to be expanded to help resolve of representatives.
- Relationship in the rail lines ought to be reinforced to feel effortless and security among female representatives.

## Conclusion

The study reveals that occupational stress creates a lot of problems for women employees. Stress is becoming a universal phenomenon. It is being experienced by people of all walks of life. There are various factors responsible for the stress. Some of these are internal as well as external in nature. There are various causes of stress such as work over load, lack of feedback, improper working conditions, lack of communications, changes in market conditions, change in ownership pattern etc., The organisation should keep the women employees aware about the latest development taking place in the economy. The organisation should remove the various obstacles faced by them. The organisation should provide proper feedback to the women employees. The more emphasis should be given on team spirit.

Our suggestions reveals that all these methods can go a long way in solving occupational stress among Group-D women employees in the industrial sector. There are large numbers of factors such as medical related problem, decline in the growth of organisation, lack of decision making, lack of motivation, aggressiveness causing occupational stress among Group-D women employees. Enhancement of knowledge and skills of Group-D women employees can go a long way in reducing the occupational stress among Group-D women employees. There is a need to motivate the Group-D women employees in order to reduce their stress at work place. There are large number of coping techniques such as Involvement in hobbies, welfare programs, job design, Stress management training and exercise. In order to reduce the occupational stress, organizations and individuals should adopt strategies in such a manner that Group-D women employees should feel relaxed. The Group-D women employees should involve themselves in hobbies and perform a lot of exercises in order to reduce the stress. They should involve themselves in various types of activities such as gardening, child care, meeting relatives and friends. Organizations should train them in handling stress related tasks through training and team building practices. Sports facilities should be provided to Group-D women employees at the work place. All these coping techniques can help organisation and individuals to reduce occupational stress Group-D women employees. The Group-D women employees should show a behavioural pattern which should help them in overcoming stress at

workplace. The Group-D women employees should remain alertness and show team spirit at workplace. Group-D women employees should exhibit behavior at work place which in such a manner that they should feel relaxed.

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