



The Effect Of Multiple Role Conflicts And Work Stress On The Work Performance Of Female Employees

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Abstract

Woman in India have demonstrated their backbone in the work space. Behind such achievement lies a real issue of battle and opportunity in the conventional social field. Also, changing jobs of working ladies, they have kept up with the customary work ethos of family. This examination is dedicated towards observing the main drivers of the current issues looked by the functioning women. It additionally targets observing possible arrangements that have been polished somewhere else and should be taken on at other social fronts. Women are playing a vital role in the economic and social development of the nations all over the world. Working women have a whole set of problems involving both family and professional lives. This study shows the level of stress increasing day by day in dual career women which causes some physiological changes and health problems which cause stress. Stress' word has been derived from physics and mechanics where it is defined as physical pressure exerted upon and between different parts of body, when deformation occurs as a result it is called strain. This research is devoted towards finding the root causes of the existing problems faced by the working women.

Key word :— dual role, women, health, stress

Introduction :

Worldwide, the participation of women in the world of work has started to increase since the 1960's (U.S Census Bureau, 2003). So, this shows that in terms of quantity, female workers are a very potential labor factor. The demand to support the household economy is one reason for women to work.

Stress is your body's reaction to the day by day activities that arise for your lifestyles. Everyone reviews pressure. Stress may be nice and encourage ladies to acquire wonderful goals. But pressure also can be terrible and destructive, taking its toll in lots of lifestyles areas. When pressure turns into continual or excessive, it turns into more difficult to conform and cope. Chronic pressure builds up in order that pressure looks as if a ordinary manner of lifestyles for a few ladies. Oftentimes ladies are so busy that they do now no longer take time to gradual down lengthy sufficient to reflect on consideration on how pressure is negatively affecting them.

Work-Family Conflict (WFC) as defined by (Greenhaus & Beutell, 1985) is a type of dual role conflict in which the role demands of work or family do not fit in some way. An examination of the literature on conflict between work and family roles suggests that work-family conflict exists when: (a) time devoted to the requirements of one role makes it difficult to fulfil requirements of another; (b) strain from participation in one role makes it difficult to fulfill requirements of another; and (c) specific behaviours required by one role make it difficult to fulfil the requirements of another.

According to Jang et al., (2016), a predetermined or expected role results from a person's expectations about accurate behavior in a certain position. Role conflict is described as a psychological tension caused by a role stress conflict. Both work and family domain have their respective demands and problems and can result in work disrupting family life, or vice versa. According to Haggard et al., (2011), many studies that side with women in this case are based on concerns over women's role conflicts, both as mothers / wives and as workers.

The word stress itself has a long history. It is possibly derived from the latin word "Stringer which means "to draw tight". Robert Mannyng used the word stress in the years 1303 AD. Later it was used in the 15th century as a shortened or apathetic form of "distress" to denote obnoxious human experience (Rees, 1976). According to Oxford dictionary, stress in the 17th century mean "Hardship", "Straits", "Adversity", or "affliction". During the late 18th century meant "force, pressure, strain or strong effort" exerted upon a persons organs or mental powers. Throughout the 19th and 20th century the work "Stress and Strain" has been described mental tension as "nervous stress and strain"

Stress is the problem most often faced by every individual in completing work. Stress can be described as feeling tense, restless, or worried. This is in accordance with the opinion of Hans et al., (2014) which states that job stress is an organizational problem that affects the performance and growth of an organization in a competitive environment.⁵ Another study have found that heavy workloads, work stress, and physical hazards are the main causes of injuries to workers. Women who work and have a family, have different performance than women who work but are not married. If these dual roles are not handled properly, it will cause conflict and affect performance.

Stress is the issue most frequently looked by each person in finishing work. Stress can be depicted as feeling tense, fretful, or worried. that occupation stress is an authoritative issue that influences the exhibition and development of an association in a serious environment. weighty jobs, work pressure, and actual risks are the primary driver of wounds to workers. Women who work and have a family, have unexpected execution in comparison to ladies who work however are not hitched. In the event that these double jobs are not taken care of appropriately, it will cause struggle and influence performance.

Stress is AN integral a part of daily vocabulary (Monat and Lazarus, 1985). the first standard time models of stress were physiological. Selye (1956) outlined stress "as a nonspecific response of the body to any demand created upon it". more modern models of stress have targeted the impact of psychological variables, and particularly the interaction between the person and also the t environment within the perception of and reaction to worry (French et. al., 1982). Thus, it's not things that's inherently trying, however it should be appraised intrinsically by the individual. Characteristic of each people and things square measure thus, implicated, with signs of stress indicating ing somebody's inability to deal with perceived environmental demands.

The participation rate of females in varied jobs magnified appreciably for each the agricultural and concrete areas. many factors square measure answerable for the expansion of the recently rising category of those operating girls. The socio-economic changes within the country square measure the most factors that have affected the lives of the Indian girls. The inflation because the dominant development have compelled the Indian girls to come back out of their homes and work. Still the ladies square measure solely the secondary jobholder within the family and supplement the financial gain. thanks to this twin role she is probably going to possess a lot of lay role conflicts and stresses.

Balancing multiple roles in work and family has become a challenge for an increasing number of men and women as female labour force participation and single parenthood have increased. The most well documented pressures family members experience in balancing work and family are overload and conflict due to multiple roles. With this background a study was planned and undertaken with the subsequent main objectives :

1. To study the causes of stress in working women towards the house and job activities.
2. To study the effect of stress on work and family activities.

Methodology :

This study was conducted to seek out the role conflict result in varied styles of stress in urban ladies . Kanpur town of UP state was the area of study. Two professional operating as academics with academic establishments of intermediate degree normal, operating as official /supporting workers with development establishments, were known through stratified sampling so equal illustration from major employment areas of serve category lady may well be obtained. choice of office and school were created through random basis. A listing was preparation of working ladies from designated school and offices . Twenty five therefore in were designated from an academic establishment and twenty five from an office procession all fifty respondents were designated for the current study from ejaculate interview technique was accustomed collect the data , proportion and correlation were the necessary applied math tools for interpreting the data proportion and Co relation were the necessary applied math tools for interpreting information. This study is proscribed to Solely urban based mostly married operating ladies. This type of research use an analytical observational study with a cross sectional study design

Data Collection :

Data was collected mainly using secondary sources such as newspapers, magazines and online sources such as websites and blogs.

Results And Discussion :

Table 1: Causes of stress in working ladies towards the home activities N= 50

S.No.	Statements	Education N=25	Office profession N=25
1.	Lack of even time for family	12 (48.00)	16 (64.00)
2.	Lack of interest in household work	08 (32.00)	10 (40.00)
3.	Lack of Confidence of household work	08 (32.00)	09 (36.00)
4.	More expectation by the family members	20 (80.00)	18 (72.00)
5.	Lack of coordination with family	19 (76.00)	16 (64.00)
6.	Excessive household work	21 (84.00)	21 (84.00)
7.	Lack of coordination of husband	14 (56.00)	18 (72.00)
8.	lack of coordination with in-laws	20 (80.00)	20 (80.00)
9.	Psychological conflicts	12 (48.00)	06 (24.00)

It is observed from Table 1-That Eighty percent respondents in education profession reported that Lack of coordination with in-laws and more acceptations of by the family members. Most of respondents belonging both profession(84 %) excess households work were more causes of stress causes of stress in working ladies towards the house and job activities: Major proportion of coordination happiness to each professions united that "expectations were additional from family members" followed by "lack of coordination with in-laws", were the key psychological conflicts. Whereas, lack of confidence in family work was conjointly gave the impression to be in conflict purpose the however by a awfully tiny range of respondents of teaching profession. Among the working ladies of different establishment terribly tiny range of respondents reportable that lack of interest in family work was another purpose for conflict.

Table 2 . Effect of stress on ladies health

S.No.	Statement	N=50	Percentage
1.	Depression and anxiety	41	82
2.	Heart problems	19	38
3.	Headache and migraine	50	100
4.	Obesity	35	70
5.	Bowel problems	16	32
6.	Pregnancy issues	38	76
7.	Menstrual problem	42	84

It is depict, table 2. Eighty two percent (41) respondents that higher rate of depression and anxiety due to stress . Cent percent (50) women respondents reported headache and migraine are common due to stress. Seventy six percent (38) respondents reported that they have pregnancy issues and Eighty four percent (42) menstrual problem like menstrual syndrome is more severe with increasing stress level. Thirty eight percent (19) respondents reported stress increase heart problem like increased blood pressure and heart rate . Seventy percent (35) Women reported that they are more prone to stress related weight gain and thirty two percent (16) respondents that they suffering from bowel problems.

Commen health problems due to stress :

Women have the following problems due to stress

- Depression and anxiety. Women have higher rates of these conditions and other psychological disorders including panic disorder and obsessive compulsive disorder than men.
- Heart problems. Stress increases blood pressure and heart rate.
- Headaches and migraines. Tension headaches are more common in women than men.
- Obesity. Women are more prone to stress-related weight gain than men.
- Bowel problems. Stress can lead to such bowel problems as irritable bowel syndrome.
- Pregnancy issues. Women with higher stress levels have a more difficult time becoming pregnant than women with lower stress levels.
- Menstrual problems. Premenstrual syndrome is more severe with increasing stress levels.

How can women better manage stress?

Here are some stress relievers that are great for the body:

Women can manage stress by practicing healthy self-care strategies for coping with stress. Examine your negative stress signs in each of these six life areas: physical, emotional, mental, occupational, social, and spiritual. What would you like to be different in your life? What do you need to do to achieve more balance or potential? Here are some suggestions.

- Physical. Exercise, practice relaxation techniques (yoga, meditation, listen to relaxing music), eat healthy (for example, follow the Mediterranean diet), schedule leisure time, get enough sleep (7 to 9 hours/night).
- Emotional. Express your emotions, repeat positive emotions, work toward a healthy self-esteem.
- Mental. Have a positive outlook, realistic thinking, resilient attitude, be creative.
- Occupational. Establish doable goals, identify home-work balance, set limits.
- Social. Strive to maintain loving relationships, establish healthy boundaries, stay connected with friends.
- Spiritual. Find your meaning/purpose, focus on gratitude, stay in the present moment

Other helpful hints

- Reflect on the sources of your stress.
- Face change.
- Focus on the present.
- Listen to your mind.
- Integrate love, work, and play.
- Practice acceptance.
- Accept and care for yourself like you do others.
- Seek help.
- Reflect on aspects of your life for which you are grateful.
- Look for time to exercise.
- Eat lots of fruits and vegetables; processed foods sap your energy.
- Don't allow yourself to dwell on the negative.
- Smile
- Avoid Unhealthy Coping Habits
- Spa Treatments
- Set limits. When it comes to things like work and family, figure out what you can really do. There are only so many hours in the day—set limits with yourself and others. Don't be afraid to say "no" to requests for your time and energy.

Conclusion :

The major findings of the study showed considerable average difference in blood pressure, pulse pressure was found among the working women in corporate sector, whereas the difference in heart rate, respiration rate and temperature was found among the women's working as financial advisors. In case of aptitude test result shows that performance of the workers reduces in the evening as compared to morning, which altogether shows the physical as well as mental stress among the working women.

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