



“Working Women: Stress and its Impact on Organization”

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Abstract:

Industrialization made a drastic change in human life. The 19th and 20th century created a well developed different scenario at global level. Gender discrimination about job and career is decreasing day-by-day but yet women are suffering at workplace mentally and physically. They are tortured by men at workplace in several ways. The impact of mental condition affect to the work and responsibilities given at workplace and even it affects at home too. Women are more sincere about their responsibilities and jobs at compare to men. Organization aims to have minimum input output and maximum output. Profit is the main motto of any organization. The current scenario show that in many companies and organizations the number of working women in increasing. In India, including Air force to private companies, government jobs, women are working from lower post to high post. After proving self-skills, they are still apart of harassment at home and in an organization. The stressful mind effects in a negative way on the work and workplace. The current paper is an attempt to focus on the impact of working women’s stressful mind on the organizational growth.

Key Words: Women, workplace, stress, organization, financial crises, family matter etc.

Introduction:

It is said in India that man and woman are the two wheels a bullock-car, they are the two sides of a coin, but the fact is that, there is huge gap between saying and doing. Practically from lower group of society to the upper group of society, women are seen and treated as the subordinate to man. They don’t have equal rights and treatment at home, in the society, in the education, in the politics and even in an organization.

Industrial growth increased lots of competition at global level. Expectations are increasing day-by-day and target group is middle class society. Everyone wants more physical facilities for the comfort of life. To avail these all expected physical facilities, the earning of one man is not sufficient. Women of the family need to earn money for the wellbeing of family and for the fulfilment of expectations of family. Due to this main

reason, women started to work. As per their educational qualification and the choice of career, they select their workplace. But, there are many examples which show that working women are suffering with mental illness after few time of their job. There are many reason being the stress, they are facing. Few of the common reason why working women suffer from stress are given below:

The Stress in Working Women:

The modernism permits women to work and earn money for the family. Common people feel that working women are happy and lucky. It is found that working women are under stress. A global survey conducted by Nielsen is that around 87% working women in India are under stress next comes about the Mexico i.e. 74%, then Russia with 69%, Spain 66%, 64% France and Italy and the USA is of 53%. This indicates Indian working women have more percentage of stress. There are many reasons behind the stress of working women. Though, we feel Indian society and family is changing the structure. Few common reasons are as below:

a. Expectation of Multiple Roles:

India is country where the family structure is existing. Hence, they have to manage multiple roles at home and at workplace. In both, perfection is expected from them. It is true that in India, women have more opportunities in the job, but Indian family and social structure do not allow her to build a good career. In maximum cases, it is found that the husband expect every house hold task should be completed by her. Even, with job, she should follow all traditions and rituals at home are expected. To handle these multiple tasks, they feel hard. No one can understand their workload and trouble at both places i.e. home and workplace. Due to overburden of responsibilities, they slowly convert themselves unknowingly as a mental ill person. Stress is the major disease, they suffer.

b. The Regressive Mindsets of the Society:

In the Indian society, there are the regressive mindsets. With a culture, to reward performance based the workplace an effort mainly the number of working hours. These working hours spent as an indicator instead of the result. At home during the critical phases such as a childbirth, adoption, etc., the rigid workplace policies which do not consider the need to spend extra time but these are more prevalent in India.

c. The Conflict of Ego between Male and Female:

There are many families where women are having higher designation than her husband. In such cases, women feel that they don't want to work in home. They want these household tasks should do by their maid. Family do not want to that should not be done by maid. Male dominating society never accept that women as a superior, though women earn more, the conflicts of ego and superiority arose in the life and women feel stressed due to it. The universal mental disorder is that aggressiveness, ego and feeling of superiority creates the trouble in the family and working women becomes target of it.

Kids would be neglected and turn into drug addicts or psychopaths by age 10. Soon, all-male world leaders would lose their tempers at the slightest provocation, and bomb the guts out of each other's countries. In short, without women and their sanity, the world would perish.

d. Dreams and Expectations of Working Women:

The working women have also their own dreams and own life. When they earn, they feel they have their own dreams and expectation. They want to achieve the higher post at work place; they want live a life style which they feel comfortable. But in this male dominating society, many times, it happens that they have to listen as they are not capable to complete the project or task because they are women. Sometimes, it happens that they need to give more time for desired promotion in an organization and due to the responsibilities of family; they could not give more time. Sometimes it happens that for the promotion there is the sexual harassment of women at workplace. These all problems work as the road breaks in their dreams and expectations and they get stressed. Though, working hard, they could not live life as they want and mental illness becomes their close friend for life time. They lack support from family and suffers a lot.

e. Prejudice about Women:

There are many prejudices about female/women as they will mix her two lives i.e. home and organization which are harmful for the company. As compare to men, women are more victim of this prejudice. Dedication is actual more than men of women, but due to the impact of male dominating society, their thoughts of self superiority, women suffers a lot and this prejudice is one more cause of women's stress at workplace. It management is super and impartial; they can see the dedication and efforts made by a person irrespective of women or men.

f. Impartial Treatment to Women:

Any job, given by any organization, first checks the educational qualification of the person, then individual's ability, abilities, efforts, hard work & zeal. This is necessary to make good network to achieve the business profit at higher level. Already, male dominating society never thinks positive about women and their capability. They treat women as subordinate and inferior to them. Hence, they give impartial treatment to her.

g. Expectation of Husband:

Indian family is concern is based on traditional beliefs and ritual. In traditional Indian families, husband's expectations are more from wife though she is working. Their wife should take care of their parents, family, and children, even of him also. Further, they don't want that his wife should leave home for more time. She should not earn more than him; she should give all money to husband of her earning. How to expense that money should be decided by her husband. Such expectations are highly impossible her to fulfil if she is doing a job. Then conflict arises in the family and being women she has to adjust with all expectations of husband and live life as per his wish. This increases stress in her life and she faces mental illness.

h. Impact of Children of Family Conflict:

Working women have not only problem of senior members of family or husband. Continue conflicts and crises of parents i.e. working parents' results into the children's demoralization. Due to continue arguments of parent, their fighting neglects the children and development of their morals and values of life. They may turn themselves into drug addiction, crimes. Degradation of moral values, respect to parent, seniors etc. main principles of Indian family lost due to the stress of working women. This occurs because –it is believed that there are the responsibilities of mother to take of everything including children care. When mother is suffering from mental stress then who will take care of children.

Suggestion to Come out of the Stress:

Male dominating society expects that female should adjust every time, though they are working and earnings for the society. There are few suggestions which can make women to come out of stress as:

a. Controlling the Behaviour:

It is suggested both male and female to control their anger and leave the aggressive attitudes every time. Controlling the behaviour including anger is very essential for both i.e. male and female. It will take a time to change but change is very necessary for the happy and stress-less life.

b. Have a Confident in Self:

There is very important to think about the self and self strength. Self analysis is very important and it is very essential be who you are, to have a confidence in yourself. You need not to think that what others do, you need to find what power and strength of self. To have a confidence in yourself and do what your conscious mind say.

c. Do More and Speak Less:

It is always said that action speaks more than words. So, women are suggested that rather than making arguments with family members, colleagues and seniors, better to work hard and prove yourself as the best one. Your action should, with your work and denotation and good result, you can show your potential.

d. Keep Devotion, Hard work and Consisting: If you are doing a good job at work and your boss doesn't value you, tell him that, or quit. Talented, hard-working people are much in demand.

e. Do Practice of Exercise: When we feel negative environment around us, we think everything in a negative way. Working women are not exemption for it. So they are suggested for daily practice of exercise. Yoga and meditation can help to come out of the stress.

- f. Develop Good Communication Skills:** Home and working place both needs the cooperation and coordination with other people. it can help to develop good rapport amongst all people around us. Your way of talking works a lot as an outcome. Hence. It is suggested that to develop positive attitude and good communication.
- g. Accept Responsibilities as Challenges:**
- h.** Women have dwell responsibilities of taking caring of home and their job. They feel stressed to follow these dwell responsibilities. Rather than getting stressed, they should accept it as a challenge and look towards challenge with positive attitude. Hence is it suggested not to stress about having a dual responsibility of family and work place. Think that though it is difficult, it can be manageable. Nothing is impossible in the world. There are lots of examples where women proved that they are superior to man. They can deal any task with a good and fine result.
- i. Support of the Family:** The main point is that family support is very important. Basically, family should be supportive and understands the stress of working place. They are also human being; they do have for hobbies, interests, work). Many women are not having any kind of support of family and even husband. Many are not getting support from husband as they are not doing anything or any work to earn and to support family financially. They need to support for it.

Conclusion:

Thus, the connection between work life balance and job stress is very important to manage in a proper way.. The varied factors of stress also because the different impact that it's on the private lives of the respondents, especially on maintaining the work life balance. This study shows that the physiological and social needs of the respondents got to be met so as to assist them in managing their stress levels. Also, inadequate stress management of the ladies faculty results in poor performance on their level. The study further revealed that family related stress factors cause difficulty in maintaining the balance between their work life and private life have an impression on the performance of the lecturers, professors and other women faculty within the higher educational institutions in India. Thus, supported the findings of the present study it's going to be implicated that workplace environment and factors features a significant impact of stress on the feminine faculty members which indirectly impacts their work life balance.

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