



JOB STRESS FOOTPRINTS ON WOMEN EMPLOYEES

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Abstract: Women role is multi tasked now days. They face lot of issues in work due to various reasons likely family role and imbalance between the organizational demands and the personal ability to manage things. To identify the level of job stress among women employees those who are working in organizations were focused. This article in an outcome of the doctoral research study, factors influencing job stress among women employees were high lighted

Index Terms - Women Employees, Job Stress

INTRODUCTION

There are many reasons for stress but when we analyze in detail the root cause of the stress may be work life balance, relationship issues, etc., working women are spending more hours on work place and their tasks were plenty much. When they return home care taker role makes them more stressed. Work and family this dual demand makes women more stressful. Apart from this there are many organizational factors also contributing for stress. Even though work life provides greater satisfaction to women on self esteem, they fall on stress due to various circumstances.

Need for the study

Women employment is common phenomena after globalization. Earlier women were engaged in few types of work and they are in more challenging job also. Job Stress is the main issue which is affecting the mental health of employees in general and women employees in particular. Due to this both their work and family life are getting affected. Stressful working conditions can also impact health indirectly by limiting a person's ability.

Concept and definitions of Job Stress

Job Stress is considered as the harmful physical and emotional responses that occur to individuals when the requirements of the job do not match the capabilities, resources, or needs of the worker. Stress may be physiological that is a specific response by the body to a stimulus as fear or pain that disturbs or interface with the normal physiological equilibrium of an organism. Many people have a hard time understanding of what exactly stress is. Stress is feeling but not really an emotion. It seems to be a common aspect of many different emotions including frustration, anger, worry, fear, sadness and even despair.

Health Effects Studies of workers show that certain stressful job characteristics, when combined, can be particularly damaging to long term health. For instance, workers who say their jobs are very demanding (physically or mentally) and who also say they have little control over job tasks are more likely to experience health problems such as heart disease and other chronic conditions as compared with workers in jobs with lower demands and more decision-making opportunities.

According to Agarwal Narin (2002), career developments of women depend on both social factors and family support. Job Stress arises when demands exceed abilities, while job-related strains are reactions or outcomes resulting from the experience of stress. (Westman, 2005)

Job Stress is an increasing problem in organizations. According to Keith Davis and J.W. Newstrom (1995) almost any job condition can cause stress depending upon the employee's reaction to it. Some of them are Work over load, time deadlines, quality of supervision, role ambiguity, difference between work values and employee values, changes of type of work, temporary layoff or transfer etc. By analyzing these factors in jobs, the organization can work on the individual worker, its policies, strategies, structure, design, process and working conditions ensuring a supportive organizational climate for an individual to effectively cope up with the stress related problems.

Reviews on Job stress

R. M. Alagu Krithika & Prof. M. Robinson (2016): This study shows that a large number of bankers are facing high stress because of their job and the reasons behind this stress include long hours of working, improper reward system, lack of job autonomy, organizational culture, role conflict etc. The employees indicated a number of symptoms of high level stress among them. Not only health but personal life of bankers are also being affected because of high Job Stress, most employees are unable to spend time at home or with family.

Bhawana Sharma and Manju Nair (2015): The present study was conducted to investigate the faculty's viewpoint towards stress at workplace through a structured questionnaire. Data were collected from different private colleges. Researcher tried to collect necessary information from those women, who are working with different educational institutions in district of Jaipur in Rajasthan. The finding of the study states that stress among working women occurs due to long working hours, various family and official responsibilities, job security and so on.

Maryam Zarra-Nezhad, Ali Moazami-Goodarzi, Leila Hasannejad and Khadijeh Roushani (2010): The purpose of this study was to assess the relationships between occupational stress and family difficulties among working women. A sample of 250 married working women with 2 or more children participated in this study during 2010 in one of the largest city of Iran, Ahvaz. A non-experimental, cross-sectional survey design was conducted using Demographic Information form, The Sources of Work Stress Inventory (SWSI) and Family Adaptability and Cohesion Evaluation Scales-II (FACES-II) were used. By using correlation and regression analysis, results suggested that there were significant positive relationship between levels of occupational stress and family difficulties in working women.

Budhraj (2008): The study was conducted in two insurance companies with the population of 100 employees selected from all levels. It was identified that the insurance employees mostly suffered from stress due to heavy work load and unattainable targets. Majority of the employees faced severe stress-related ailments and a lot of psychological problems. Stress in Insurance sector is mostly due to excess work pressure and heavy targets.

Rajeshwari, T.R., (1992): Stress is defined as a description of the individual's reactions to the environmental demands and influences which are potential stressors. The present study brings out the potent stress situations of bank employees. They are classified into factors relating to organizational policy, structure, process, physical working conditions, group behavior and others. The study identified structural rigidity, poor physical working conditions and extra organizational factors to be such stressors.

Problem Formulation

Job-related stress is a major challenge for working women. Being employed, women have the possibilities of stress in their job as like men. On the other hand they may cope with Job Stress as they come out of home to face situations for the sake of economic independence. All these issues joined together to take up this study as a problem to be studied. This research study was made to understand the Job Stress of Women Employees and the influence of personal and organizational factors towards job stress.

Methodology

The research method used for the study is descriptive in nature. Descriptive research is a type of research that describes a population, situation, or phenomenon that is being studied. To know the factors influencing job stress of women employees, a questionnaire was used and collected data from women employees in different organizations.

Objectives

The present research study focuses on the following objectives:

- To describe the socioeconomic and job profile of women employees.
- To identify the level of Job Stress of women employees.
- To find out the socio-economic and organizational factors influencing Job Stress of women employee.

Sampling

The sample of the study is 309 women employees who are working in different organizations in and around Coimbatore. The type of sample is Accidental, a non-probability sampling. The researcher requested the employers of different organizations and where ever the permission was given, she had given the questionnaire to the women employees who are willing to respond.

Job Stress Scale

To identify the level of stress on the job, a scale was collected from the work of Moor head, G & Griffin R.W(1999).It contained 20 items .The reliability value as established by the author is 0.81 (Cronbach's Alpha)

Major Findings and Discussion

The data were collected and used SPSS package for analyzing. The results are classified as socio economic background of the women employees, the level of Job Stress and the factors influencing Job stress.

Socio Economic Background of the Women Employees

- Majority (39%) of the respondents belong to the age group of 21-30 years.
- Majority (45.3%) of the respondents are first born children. However most of the respondents (54.7%) are the middle and last born.
- It is found that majority(87%) of the respondents are under graduates and post graduates.
- It is observed that majority of the respondents (47.9%) native is urban.
- Most (68%) of the respondents are married.
- Findings reveals that 68.3% of the respondents are living in nuclear type of family.
- Majority (62.8%) of the respondents spouse are employed.
- It is found that the nature of employment of spouse of the respondents (43.4%) is employees' type only.
- Nearly 69% of the respondents are having less than three dependents.
- Majority (70.9%) of the respondents are not having children below five years.
- It is observed that 56.2% of the respondents children are studying primary, high school and other.
- Nearly 34% of the respondents' children are not sent to tuition classes.
- Around half of the sample respondents (46.6%) are reading newspapers.
- Majority (70.6%) of the respondents are having more than three friends.
- Larger majority (90.3%) of respondents' family members are helpful to them.
- More than half (54%) of the sample respondents are having own property.
- Nearly 76% of respondents are not having house maids for help.
- Majority (63.1%) of respondents are spending their leisure time by watching Television and films.

Job Profile of Women Employees

- It is found that 69.9% of the respondents are working in private concerns.
- Larger Majority of the respondents' (95.1%) employment category is non- technical.
- Majority (38.8%) of the respondents are having below 5 years of experience. However 67.3% respondents are having below ten years of working experience is more.
- Nearly 46% of the respondents are holding the present employment as the first job.
- Few (36.9%) of respondents are earning one lakh to two lakhs per annum.
- Around half (48.5%) of the total respondents are working in service sector organizations like hospitals, banks, insurance agencies etc...
- Working hours for majority of the respondents (72.5%) is 8 hours.
- Majority (82%) of respondents are residing five to fifteen kilometers from their office.

- Most (49.5%) of respondents are using public transport facility for travel.
- Larger majority (76.4%) of respondents felt that their qualification for job is suitable to them.
- Majority (44%) of respondents are having more than four superior cadres working above their job level.
- Nearly 71% of respondents are comfortable in their interpersonal relationship at the work place.
- Most of the respondents (66.7%) are not having health problems due to their work.
- Larger majority (78.3%) of respondents preferred to be employed and not self- employed.
- It is found that majority (55.7%) of the respondents are working after their specified working hours.
- A finding reveals that 53.4% of respondents are satisfied with their income.
- Most (63.4%) of respondents are having satisfaction with leave facility.
- Larger majority (74.8%) of respondents are satisfied with their work atmosphere.

Table No:1**Job Stress level of the Women Employees**

Level of Job Stress	No of Respondents	Percent
Normal level (20-29)	84	27.2
Problematic level (30-49)	136	44.0
Dangerous level (50-60)	89	28.8
Total	309	100.0

The above table shows the classification of Job Stress levels among the respondents. Majority (44.0) of the respondents are having problematic level of Job Stress. Women employment is either because of economic necessity or for supplementary income to the family. So they fall prey to problematic level of Job Stress. The classification of normal, Problematic and Dangerous level are done as per the key given for the scale by the author of the scale

Table No:2
Factors influencing Job stress of Women Employees

S.No	Variables	Test	Significance
1	Age	ANOVA	NS
2	Order of birth	ANOVA	NS
3	Educational Qualification	ANOVA	*
4	Native place	ANOVA	NS
5	Marital Status	ANOVA	NS
6	Type of family	Chi- Square	NS
7	Spouse Employment	ANOVA	NS
8	Husband's nature of Job	ANOVA	NS
9	Number of Dependents	ANOVA	NS
10	Number of children below 5yrs	ANOVA	NS
11	Reading Habits	ANOVA	*
12	Number of close friends	Chi- Square	*
13	Family members help	Chi- Square	*

14	Owning Property	Chi- Square	NS
15	Leisure Time spending	ANOVA	*
16	Job Status	Chi- Square	NS
17	Present Designation	Chi- Square	NS
18	Years of Experience	ANOVA	NS
19	Job Changes	ANOVA	NS
20	Salary	ANOVA	NS
21	Type of Organization	ANOVA	*
22	Distance from home to office	ANOVA	NS
23	Mode of Travel	ANOVA	*
24	Suitability of Qualification for the job	ANOVA	NS
25	Number of Superiors	ANOVA	*
26	Interpersonal Relationship at work place	ANOVA	*
27	Preference of work	Chi- Square	NS
28	Extended working hours	Chi- Square	NS
29	Satisfaction with Salary	ANOVA	*
30	Satisfaction with Leave facilities	ANOVA	*
31	Satisfaction with work atmosphere	ANOVA	*

NS: Not Significant

*: Significant

Discussion on findings

Absence of Spouse employment as a reason for Job Stress

It is found that when the spouse is not employed it increases the Job Stress of women employees. When the husband is not employed women become the bread winner of the home. It reflects in her job. Even a minor increase in work hours or reduction in salary or disturbances by the supervisor may aggravate Job Stress. Job Stress makes everyone more stressful in home and it is a challenge for women employees.

Property on own causes Job Stress

Property on own is a moral support for everyone. In current situation lot of family are availing loans to purchase property and own it. Even though they own the property they have to work hard to earn more to pay for the loan. This leads to stressful situation in the job leading to Job Stress. So women employees' Job Stress is increased if they own property.

More salary leads to Job Stress

For more salary more work has to be done. The process of more work accompanies with stress. Due to personal financial commitment employees are expecting good salary. If the management offers good salary their work load also can be more. For achieving the task employees are working hard to finish their targets which puts them under Job Stress.

Feeling of over qualification leads to Job Stress

Qualification is a stepping stone for employment opportunity. Job description is formed based on educational qualification. Sometimes for the sake of income persons with over qualification join job of a lesser cadre. Feeling of over qualification may makes them feel stress because they are over qualified to do this job. They are capable of doing more but they are underutilized, this thought makes them to experience Job Stress.

Health problem due to work induces Job Stress

Work environment and nature of job may also cause health problems. Such kind of health problems are common for the working population. When the work environment or nature of job are not conducive employees have to work with disgust. It is natural that women employees may feel Job Stress when the work

environment and nature of job are causing health problems. Job Stress induces more problem in work life and personal life also.

Satisfaction with work atmosphere also leads to Job Stress

Even when the employees are satisfied with the work atmosphere they are facing Job Stress. Wherever the work atmosphere is good the expectation of the employer on performance of the employee is more, as the work atmosphere is made conducive. Expectation on more work performance may induce Job Stress. Hence the satisfaction with work atmosphere influences the job stress of the respondents of this study.

Conclusion

Job Stress is a common phenomena among working population. When considering women employees the level of stress is more because they have roles both at home and work place. It is understood that both personal and job factors have an impact over Job Stress. Especially relationship issues and balancing between work and life are the main reasons for job stress. To come out stress good amount of sleep, regular exercises, find time to relax with family and friends will help.

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