



A STUDY OF STRESS MANAGEMENT BY WORKING WOMEN

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ABSTRACT

Modern life is full of stress. As organizations become more complex, the potential for and the amount of stress increases. Urbanization, industrialization, and the increase in scales of operations are causing increasing stress. These are the inevitable consequences of socio-economic complexities. People feel stressed as they can no longer have complete control over what happens in their life. And this situation is more complicated for working women because on the one side they have to look after family, kids, and elders in the family, do household chores and on the other hand they have to cope up with official work deadlines, work pressure, office politics. Working women population is also increasing day by day. So the researcher feels the need to study how the modern working women are combating the stress created by work life as well as personal life. In this paper researcher has tried to give some suggestions also to overcome the stress.

KEYWORDS : Stress, working, Eustress, stressor, psychological, harassment, stress management

Introduction:-

Stress is an individual's response to a disturbing factor in the environment and the consequences of such reaction. Stress obviously involves interaction of the person and the environment. The physical or psychological demands from the environment that cause stress are called stressors. Stress can manifest itself in both a positive way and a negative way. Stress is said to be positive when the situation offers an opportunity for one to gain something. Eustress is the term used to describe positive stress. Eustress is often viewed as motivator since, in its absence, the individual lacks that 'edge' necessary for peak performance. It is negative when stress is associated with heart-disease, alcoholism, drug abuse, marital breakdowns, absenteeism, child abuse and a host of other social, physical, organizational and emotional problems.

Stressors originate at individual, group and organizational levels. The most common individual level stressors are type of personality, role overload, and role conflict and role ambiguity. Group level stressors are caused by group dynamics and managerial behaviors. Sexual harassment is yet another group level stressor. Organizational stressors affect large number of employees. Leadership structure and organizational life cycle are organizational stressors.

Modern era is the era of science and technology where everyone is striving to excel in his/her field whether it is at home or at work place. In this modern era, stress has become a universal phenomenon. Every person wants more and more for the attainment of pleasure, due to this competition is increased in every field of life and this competition generates stress among people, no doubt the competition is must but we don't ignore its result in the recent years as more and more women are coming to take on many jobs. Since the turn of the century, the status of women in India has been changing due to growing industrialization, urbanization, spatial mobility and social legislation. With the spread of education and awareness, women have shifted from kitchen to higher level of professional activities. Rapid changes in traditional values, life styles, competitiveness and industrialization are the few factors that have changed the whole environment. This change in environment has encouraged and motivated the women for search of work outside the home, which creates stress in women who handled the role of housewife, mother and employed woman at a time.

So the researcher feels the need to study how the modern working women are combating the stress created by work life as well as personal life. In this paper researcher has tried to give some suggestions also to overcome the stress.

Objectives:-

- (1) To know the level of stress on working women

- (2) To know who is more affecting person in the family?
- (3) To study the health issues due to stress
- (4) To know the root causes of stress in lives of working women
- (5) To identify the different ways in which women employees manage stress.

Literature Review:-

K.Asathappa (2008), says Individual level stressors directly relates to a person's personality and job responsibilities. Experts estimate that more than 10 million workers have computer related vision problems each year that require a trip to an optometrist. Forty percent of these people use special glasses while working with video display terminals.

Another serious interpersonal stressor is the rising wave of physical violence and aggression in the workplace. It is estimated that more than 1000 employees are murdered at work each year in the U.S.

N.K.Sahni (2009), observes that a mild stress is must for stimulation, motivation and growth which is desirable. Till you can manage stress, it is not harmful but when stress starts managing you it becomes harmful. High degree and unmanageable stress is harmful and is a curse. Stress must be managed before stress could start managing us. Prevent those situations, events, places or persons who may give stress to you.

Research Methodology: - To realize the objective of the study, the researcher has to collect evidence for verifying his current conclusions. The data required for this is obtained from:-

- (1) Documentary Sources
- (2) Field sources

Documentary source is published or unpublished documents, diaries etc. The field data is gathered from the working women of Govt. organizations of Ambala. Information from these knowledgeable persons may be obtained through personal interviews, questionnaires or a schedule.

The nature of the research project necessitated the collection of primary information-both qualitative as well as quantitative. As such, information was collected on the basis of a questionnaire. I have used the random sampling method.

Limitations of study:-

- (1) The study is restricted to Ambala district only and the result may not be applicable to other places.
- (2) The result obtained is based on respondents' opinion, so there are chances of biasness.

Analysis and Discussions:-

Table 1 Demographic Profile of Respondents

Demographic Element		No. of respondents	Percentage
Age	Up to 25 years	10	33.33%
	26years-40 years	15	50.00%
	Above 40 years	05	16.67%
Marital Status	Unmarried	05	16.67%
	Married	25	83.33%
Qualification	School Level	05	16.67%
	Degree	13	43.33%
	Post Graduation	07	23.33%
	Professional	05	16.67%

Table 1 show that 33.33% respondents are of the age group of up to 25. Maximum respondents i.e. 50% are of the age group of 26 years to 40 years.

16.67% respondents are unmarried and 83.33% respondents are married.

Mostly respondents (43.33%) have educational qualification up to degree level followed by post graduates (23.33%), school level and professionals are in equal proportion i.e. (16.67).

Table 2 Level of stress

Level of stress	No. of respondents	Percentage
Low	02	06.67%
Medium	08	26.67%
High	20	66.67%

Above table show that only 06.67 % women feel less stress and personal interview shows these 02 respondents are unmarried women. Maximum 66.67% respondents feel high level of stress.

Table 3 Most affected persons due to stress

	Children	Spouse	Friends	Parents	Co-workers
No. of respondents	25	18	05	10	12
Percentage	83.33%	60%	16.67%	33.33%	40%

*because every single respondent has selected more than one option

Table show that children(83.33%) are most affected by mother's stress, second comes spouse(60%),next co-workers(40%) and least affected are friends(16.67%).

Findings:-

Major findings of the study are:-

- Majority of respondents are of the age group of 26-40 years.
- 16.67% respondents are unmarried and 83.3% respondents were married.
- Majority of respondents (43.33%) has qualification up to degree level.
- 66.67% respondents feel high level of stress. Only 6.67% respondents feel low level of stress and these respondents mainly include unmarried women. The unmarried women feel stress mainly due to family circumstances.
- The research shows that the women who are feeling stress are facing health problems like headache, hair fall, anger, body pain, lack of concentration, in cases depression also.
- According to personal interviews done by me-the women who are facing more family problems find more difficult to cope up with the jobs. The root cause of stress in their life is managing family and kid's studies, not getting any worthy help from spouse in household chores or non-adjustable approach of in-laws, uncooperative attitude of immediate boss.
- 83.33% respondents consider children are most affected in the family due to mother's stress then (60%) agree spouse is also affected by stress of counterpart.
- 40% respondents agree that it is becoming difficult to adjust with co-workers due to their stress.

- Maximum respondents do physically nothing to reduce stress, although some do minor efforts like leave from job for one or two days, watch favorite daily soap on TV., go for shopping(only financially well respondents).

Suggestions:-

- Learn how to say "no." Know your limits and stick to them. Whether in your personal or professional life, taking on more than you can handle is a surefire recipe for stress. Distinguish between the "should" and the "musts" and, when possible, say "no" to taking on too much
- Avoid people who stress you out. If someone consistently causes stress in your life, limit the amount of time you spend with that person, or end the relationship.
- Take control of your environment: If the evening news makes you anxious, turn off the TV. If traffic makes you tense, take a longer but less-traveled route. If going to the market is an unpleasant chore do your grocery shopping online.
- A stress journal can help you identify the regular stressors in your life and the way you deal with them. Each time you feel stressed; keep track of it in your journal. As you keep a daily log, you will begin to see patterns and common themes. Write down:
 - What caused your stress (make a guess if you're unsure)
 - How you felt, both physically and emotionally
 - How you acted in response
 - What you did to make yourself feel better
- Express your feelings instead of bottling them up. If something or someone is bothering you, be more assertive and communicate your concerns in an open and respectful way. If you've got an exam to study for and your chatty roommate just got home, say up front that you only have five minutes to talk. If you don't voice your feelings, resentment will build and the stress will increase.
- Make time for fun and relaxation.
- DO light exercises, yoga, laughter therapy, brisk walk to reduce stress.
- Appoint domestic helpers to help you out in household chores.

Conclusion:-

Economic conditions of inflation, desire to maintain high standard of living, or develop "one's identity" are contributing to the economic push of women into the work force. Thus, financial burden is stated as main stressors among working women. But as women increasingly gain occupational mobility, they are not only exposed to the same physical hazards of work environment as men but also exposed to the pressures created by multiple role demands and conflicting expectations. By fulfilling their economic needs, employment has no doubt made women independent with an identifiable social status but it has also made them to juggle into two main domains of life- work and family. They have stepped into work place but the role responsibilities of women still remain the same. Multi-tasking is the buzzword these days for working women. An individual requires special skills to perform multiple tasks simultaneously. One way to minimize stress while multi-tasking is to plan, prioritize, and perform. It can thus be concluded that working women were significantly more stressed. It is also important to broaden the horizons of one's mind right from one's youth so that one can overcome the possessiveness excessive attachment, too many & choosy expectations from family members (which are usually responsible for discord & bitterness in family). One should be flexible about this point. This involves efforts to acquire physical, instinctual, emotional & intellectual well being. In addition, total well being pertains not merely to an individual but to whole mankind in fact whole universe.

Reference:-

- N.K.sahni(2009),Management Process and Organizational Behavior, Kalyani Publications.
- K.Aswathappa (2008), Organizational Behavior, Himalaya Publishing House.