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A Study on Work Stress in Women Employees In Coimbatore District

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ABSTRACT

Modern life is full of stress on individual's ranges from personal life to the organization activities. Stress is natural word, the term "distress" has negative connotations indicating that the individual is exposed to noxious stimuli and the term "eustress" has a positive meaning attached to it including a sense of euphoria. Urbanisation, industrialization and increase in the scale of operations in the society cause increasing the stress in changing environment, participation, transaction, planning and regulation between the key issues. Our interviews indicated that for the occupational mental health of working women, the establishment of modified and supportive interpersonal relations within workplace environments may be required because of the gender roles expected of women in a male-dominant socio culture.

Keywords : Distress , Environments, Planning , Rules and Regulation

Introduction:

Stress differs from one person to another. Stress has been considered as the body's reaction to environment changes and challenges and therefore it is part of our normal functioning and integral to life. The common expression of stress is tension. It is the state of discomfort felt in the mind and experienced by the body.

Stress does not affect all people, but stress can lead to illness and negative experiences. Coping with stress is therefore an important factor, it affects whether and how people search for medical care and social support and how they believe the advice of the professionals. There is increasing evidence that social support that is, collegial relationship with co-workers or superiors can buffer impact of the stress. The logic underlying this moderating variable is that social support as palliative, mitigating and negative efforts of even high strain jobs.

Each with its own frustrations attached, people feel stress, as they can no longer have complete control over what happens in life. There is no escape for the stress in the modern life.

Barriers to Career Progress as Stressors

Another important stressor for employed women is the lack of career progress. While this is a potential stressor for all employees, it is particularly problematic for women because they are clustered in the lower levels of the hierarchy. For example, women hold only 2% of senior management positions and 5% of corporate board positions. An explanation for this finding is that stereotypes and biases of male decision-makers prevent women's career advancement. The barrier formed by these biases has been referred to as the "glass ceiling."

The well-known Framingham Heart Study showed that women's health may be jeopardized by such barriers (Haynes & Feinleib, 1980). One of the major predictors of coronary heart disease among female clerical workers was decreased job mobility. Further women reported more job changes but fewer promotions than did men, indicating that their upward

mobility may be severely constrained.

Objectives:

Primary objective:

1. To assess the stress level experienced by the women employees.
2. To identify the reaction of women employee to the stress.
3. To find out whether women employees are able to balance the workload in the office and family.
4. To know the ways and means adopted by the women employees to reduce their stress.

Need of study

The organizations recognize the costs of stress to women, researchers and authors have suggested a wide range of strategies aimed at preventing or eliminating workmen's experience of work stress. The suggestions range from individually focused actions to broad based organizational policy changes (Freedman & Phillips, 1988; Nelson & Hitt, 1922). These include the following

1. Promote equity in pay and benefits for women
2. To know the stress level of the women employees
3. Educate men regarding importance of sharing responsibilities outside of work
4. Provide more job flexibility for women and men to better manage work home conflicts.
5. Support educational opportunities for women

Review of Literature

A study was made on sense of self that can feel relaxed with itself. Confident. Assured and centered, that kind of metastate structure enables one to operate from a sense of safety and security.

A Study conducted by Freeman, stated as, the managers feel psychological stress by being unemployed, but the degree of stress is of course is different for different individuals.

A study conducted by Pines and Aronson(2002), stated as, the burnout is often confused with occupational stress but researchers noted that burnout occurs as a result of ongoing work stress. Thus burnout, in itself is one of the most important consequences of uncorrected work stress.

Methodology

Methodology is an essential aspect of any research. It enables the investigator to look at the research problem in a systematic, meaning and orderly way. Methodology comprises of the sources of data collection, sampling design, hypothesis and techniques used for analyzing the data. The research design undertaken in this study of descriptive in nature, since it provides a description of the state of affairs as it exists in the organization at performance management. The sample size taken for the study constitute for 100 women employees. The instrument used in the present study is Questionnaire. Pilot study were done to test the questions and to make some modifications in the questionnaire. The study concentrated through the analysis of tabulation, comparative percentage, bar diagrams, Chi-square test is used in the appropriate places.

The Chi square test is an important test amongst several tests of significance developed by statisticians. Chi square, symbolically written as X(pronounced as chi-square) is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. As a non-parametric test. It can be used to determine if categorical data shows dependency or the two classifications are independent. It can also be used to make comparisons between theoretical population and actual data when categories were used. Thus the Chi-square test is applicable in large number of problems. The test is, in fact, a technique though the use of which it is possible for all researchers to (i) test the goodness of fit (ii) test the significance of association between two attributes, and (iii) test the homogeneity or the significance of population variance

$$X^2 = (O - E)^2 / E$$

Analysis

The following table shows the common stress symptoms and the relaxation to come out of the stress

Common stress symptoms	Relaxation				Total
	Yoga	Positive thinking	Exercise	Entertainment	
Decrease in Energy	6 (7.25)	8 (8.7)	5 (5.8)	10 (7.25)	29
Muscle tension	4 (2.5)	2 (3)	2 (2)	2 (2.5)	10
Head-ache	8 (5)	6 (6)	3 (4)	3 (5)	20
Nervous problem	5 (5)	4 (6)	5 (4)	6 (5)	20
Others	2 (5.25)	10 (6.3)	5 (4.2)	4 (5.25)	21
Total	25	30	20	25	100

The table value of X² for 5% level of significance at 12% degree of freedom is 21.0. Comparing the table value and the calculated value of X², we find that the calculated value is smaller than the table value. Null hypothesis is accepted and Alternative hypothesis is rejected. So there is no significance difference between the common stress symptoms and the relaxation for coming out of the stress.

Findings

- It is observed that many women respondents become more stressful
- Most of the respondents have decrease in energy as their stress symptoms
- It is observed that many respondents have agreed that their deadlines are manageable at sometimes.

Maximum of the respondents postpone their work due to stressful situation

Suggestions

- Women employees have more stress in their work life, so they can reduce their work time to avoid high level of stress
- They can attend some yoga and meditation classes to overcome the anger and stress
- They can relax themselves by watching TV, hearing songs to come out of the stress
- Family support for the working women is necessary to reduce stress and to face the problems

Courageously.

Conclusion

Everybody have stress in life. But women have more stress than men. Because as women have more responsibilities to be performed. They have to work, look after their children, etc. Men do not share the work of the women. They can overcome these stress by doing yoga, taking things positively, etc. Many of the respondents felt that making such studies would increase their confidence level in themselves. In recent years much has been learned about the unique stressors which employed women experience, as well as some of the health-related outcomes resulting from these stressors. Policies and programs need to be developed that are preventive in focus in order for women to maximize their career potential, and for organizations to benefit from the rich resources that women bring to the work force.

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