



## Impact of Job Stress on Career Orientation of Working Women

### KEYWORDS

Job stress, Career Orientation, Women Employees, Higher Education

**M.C. Shivakumar**

Assistant Professor of Commerce, Maharani's Commerce and Management Collage for Women, Mysore

**Dr. S. Venkatesh**

Assistant Professor of Commerce, Maharaja Collage, University of Mysore, Mysore

**ABSTRACT** *In the modern, competitive, globalized world, stress has become part of job. Complications, contradictions, work pressure, over work-load, restlessness, identity crisis, lack of coordination, failures, and lack of success have been considered to be major responsible factors for job stress. The present study examined the impact of job stress on career orientation of women working in degree collages. The field study data for the cross section of people collected and used for the present analysis. Data collected from 350 women employees working in degree collages. It has been found from the study that the career orientation of women has not been influenced by job stress. However, teaching and research extension works of women employees have been significantly and negatively influenced by job stress. Therefore, the job stress of has to be reoriented to ensure the career orientation of women faculty working in degree collages for better performance.*

### Introduction:

In the modern, competitive, globalized world, stress has become part of job. Complications, contradictions, work pressure, over work-load, restlessness, identity crisis, lack of coordination, failures, and lack of success have been considered to be major responsible factors for job stress. Differences in the interests of the co-workers will also lead to job stress. Understanding and rectifying the problem of job stress is essential to ensure the quality in the higher education. Furthermore, the career orientation of working women in degree collages is determined by various factors like, dual role, role conflict, work involvement, job stress, job satisfaction and problems of women. The career orientation of women varies based on these factors. It is assumed that in the absent of these factors the career orientation of women will be optimum. Hence, examining the impact of these factors has gained at most importance in the academic arena. Having this background, in the present paper an attempt has been made to examine the impact of job stress on career orientation of women working in degree collages.

Women working in the degree collages get into stress have been identified by number of factors like; (1) complications and contradictions, (2) work pressure, and over work-load, (3) restlessness, (4) identity crisis, (5) lack of coordination, and (6) failures, and lack success and (7) personal problem.

The career orientations of women have been grouped in to four categories namely; (1) attending and presentation of papers in conferences and seminars at state, national and international levels, (2) publication of research work, (3) teaching and research extension, and (4) teaching and capabilities. Having said the nature of job stress and career orientation, it will be interesting to have a close examination of interactions between job stress and career orientation of women employees working in the degree collages.

### Review of Literature:

The overload strain is a significant issue for dual career women (N.A, R, & Bryson, 1977). Female experienced higher rate of stress compared to male (Beena & Podu-

val, 1992). Job stress of women is a major hurdle for better performance and career orientation (Cooper, Dewe, & O'Driscoll, 2001). The family stress of women always negatively affects her works performance (Sahu & Mishra, 1995). Women professor relatively have more stress due to their role conflict, which negatively influence her career orientation (Smith, Anderson, & Lovrich, 1995). Hence, always there is a conflict between works and family (Ahmad, 1999). Gender does affect the professionalism (DeVault, 1999). As a matter of fact, married women showed lower job involvement and orientation (Kyung-Moon, 2002). It has been resulted in works life imbalance and role conflict (Sakthivel, Kamalanabhan, & Selvarani, 2011), (Noor & Sahibzada, 2012). Empirically nurses experienced more stress than the lecturers (Orpen, 1996). Stress of academicians varies according to their teaching experience (Ryhal & Singh, 1996). Stress of academicians also varies according to their designation as professors, associates and assistants (Ansari & Singh, 1997). Age and job level can have strong influence on job stress. However, stress is common for both male and female teachers (Kahn, R. L; Wolfe, D. M; Quinn, R. P; Snoek, J. D; Rosenthal, R. A, 1964). Some studies have also examined the reasons for stress and also suggested the remedial measures (Usha & Geetha, 2010).

### Methodology:

The field study data for the cross section of people collected and used for the present analysis. Data collected from 350 women employees working in government, university and private collages in various urban, semi-urban and rural places, in different disciplines and also studied in Kannada and English medium working as assistant and associate professors with different qualification and experiences. Information collected from the employees have been first converted to scores and by using scores the index value has been computed for each individual respondent by using following formula;

$$\text{Index} = \frac{[(\text{OV}-\text{MIN}) / (\text{MAX}-\text{MIN})] * 100}$$

Where;

OV = Observed value, MIN = Minimum value, and MAX =

Maximum value

By using index values for career orientation and job stress of women employees the following regression model has been constructed;

$$COW = \alpha + \beta (JSTW) + \epsilon$$

Where;

$\alpha$  represents constant and  $\beta$  represents co-efficient of JSTW and  $\epsilon$  is a error term,

COW = Career orientation of women, and JSTW = Job stress of women

Based on the equation no (1) four working models have been constructed to estimate the impact of role conflict on different career orientation segments as mentioned above.

$$COWAPCS = \alpha + \beta (JSTW) + \epsilon$$

$$COWPRW = \alpha + \beta (JSTW) + \epsilon$$

$$COWTRE = \alpha + \beta (JSTW) + \epsilon$$

$$COWTC = \alpha + \beta (JSTW) + \epsilon$$

Where;

COWAPCS = Career orientation of women in attending and presentation of papers in conferences and seminars.

COWPRW = Career orientation of women in publication of research works.

COWTRE = Career orientation of women in teaching and research extension.

COWTC = Career orientation of women in teaching and capabilities.

**Results and Discussion:**

The regression models have been run to estimate the impact of job stress on attending and presentation of papers in conferences and seminars, publication of research works, teaching and research extension, and teaching and capabilities. The theoretical assumption is that job stress has negative impact on career orientation and it has been tested in the models. The results of the models have been presented below;

$$COWAPCS = \alpha + \beta (JSTW) + \epsilon$$

$$COWAPCS = 27.386 - 0.033 (JSTW)$$

$$t: (10.518) (-0.621)$$

$$Sig: (0.000) (0.535)$$

$$R^2 : 0.63$$

It has been found from the above regression results that the model is fairly good fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is negative but not significant. Therefore, job stress of the women employees not significantly influencing the career orientation of women employees in terms of attending and presenting papers in state, national and international conferences and seminars. It has been proved by the results that job stress is not affected in terms of attending and presenting papers in state, national and international conferences and seminars. Accordingly, women faculties working in the degree col-

leges may not take job stress as excuse for not attending and presenting papers in state, national and international conferences and seminars.

$$COWPRW = \alpha + \beta (JSTW) + \epsilon$$

$$COWPRW = 21.530 - 0.016 (JSTW)$$

$$t: (15.367) (-0.292)$$

$$Sig: (0.000) (0.770)$$

$$R^2 : 0.68$$

It has been found from the above regression results that the model is fairly good fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is negative but not significant. Therefore, job stress of the women employees not significantly influencing the career orientation of women employees in terms of publication of research work. It has been proved by the results that job stress will not negatively affect the publication of research work. Accordingly, women employees working in the degree collages may not take job stress as excuse for not making publication of their research work.

$$COWTRE = \alpha + \beta (JSTW) + \epsilon$$

$$COWTRE = 47.296 - 0.111 (JSTW)$$

$$t: (26.724) (-2.074)$$

$$Sig: (0.000) (0.039)$$

$$R^2 : 0.82$$

It has been found from the above regression results that the model is highly fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is negative and significant at five percent level. Therefore, job stress of women employees does significantly influencing the career orientation of women employees in terms of teaching and research extension. It has been proved by the results that job stress will affect the teaching and research extension. Accordingly, women faculty working in the degree collages are suffering from problem with job stress in order to engaging in teaching and research extension.

$$COWTC = \alpha + \beta (JSTW) + \epsilon$$

$$COWTC = 36.570 + 0.056 (JSTW)$$

$$t: (19.368) (1.042)$$

$$Sig: (0.000) (0.298)$$

$$R^2 : 0.56$$

It has been found from the above regression results that the model is moderately good fitted. The constant of the model is positive and significant at one percent level. The coefficient of independent variable is positive but not significant. Therefore, job stress of women employees does not significantly influencing the career orientation of women employees in terms of teaching and capabilities. It has been proved by the results that job stress will not affect the teaching and capabilities. Accordingly, women faculty

working in the degree collages may not take job stress as excuse for not efficiently engage in teaching and capabilities.

### Conclusion:

The present study examined the impact of job stress on career orientation of women working in degree collages. It has been found from the study that the career orientation of women in terms of attending and presenting papers in state, national and international conferences and seminars, publication of research work, and teaching and research extension have not been influenced by job stress. However, teaching and research extension works of women employees have been significantly and negatively influenced by job stress. Therefore, women have lesser opportunities in the degree collages teaching and research extension activities. At the same time, job stress of women has been proved to be insufficient for better career orientation. Therefore, the job stress of has to be reoriented to ensure the career orientation of women faculty working in degree collages for better performance.

### REFERENCE

- Ahmad, A. (1999). Gender role orientation of husbands and work-family conflict of wives in dual-career families. *Journal of Social Science and Humanities*, 6(2) , 1-10. | Ansari, M. R., & Singh, R. (1997). A study on nature and extent of stress in teachers and impact of moderators on stress. *J. Extn. Edn.*, 8(2) , 1623-1625. | Beena, C., & Poduval, P. (1992). Gender difference in work of executives. *Psy. Stu.*, 37(2&3) , 109-113. | Cooper, C., Dewe, P., & O'Driscoll, M. (2001). *Organizational stress: A Review and critique of theory, research, and applications*. California: Sage. | DeVault, M. L. (1999). *Liberating method: Feminism and social research*. Philadelphia: Temple University Press. | Kahn, R. L; Wolfe, D. M; Quinn, R. P; Snoek, J. D; Rosenthal, R. A. (1964). *Organizational stress: Studies in role conflict and ambiguity*. New York: Wiley. | Kyung-Moon, C. (2002). The Influences of Work-family Conflict and Sex-role Identity on Married Female Teacher's Job Involvement. *Journal of Korean Home Economics Association*, Vol. 3, No. 1 , 95-109. | N.A, H., R, B., & Bryson. (1977). Problems of professional couples: A content analysis. *Journal of Marriage and the Family* , 323-330. | Noor, F., & Sahibzada. (2012). An Empirical Analysis of Factors Affecting Work Life Balance among University Teachers: the case of Pakistan. *Journal of International Academic Research* (2012) Vol.12, No.1 , 1-10. | Orpen, C. (1996). Cognitive failure as a moderator of the effect of work stress on personal strain: An empirical study. *Psy. Stu.*, 41(1&2) , 50-52. | Ryhal, P., & Singh, K. (1996). A study of correlates of job stress among university faculty. *Indian Psy. Rev.*, 46(1-2) , 20-26. | Sahu, K., & Mishra, N. (1995). Life stress and coping styles in teachers. *Psy. Stu.*, 40(3) , 115-119. | Sakthivel, R., Kamalanabhan, & Selvarani. (2011). Work-life balance reflections on employee satisfaction. *Serbian Journal of Management* 6 (1) , 85-96. | Smith, E., Anderson, J., & Lovrich, N. P. (1995). The multiple sources of workplace stress among land-grant university faculty. *Research in Higher Education*, Vol.36, No.3 , 261-282. | Usha, & Geetha, K. (2010). *Stress and Cope-up Strategies: A Case Study of Odd Hour Women Employees* . New Delhi: Sage Publications. |