



A STUDY ON THE FACTORS INFLUENCING STRESS LEVEL OF WORKING WOMEN IN COIMBATORE CITY

Commerce

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ABSTRACT

Stress is a part of everybody's life, but women tend to be its most common victims and it is particularly the working women who fare stress more than others. Women compete with men in all walks of life. They have increasingly started entering into the male dominated professions. There has also been negative impact of role conflict and work place. Stress which affects the productivity in the organization. The study is based mainly on the working women of both public and private sectors in Coimbatore. The study concentrates on the factor which causes occupational stress and personal stress to working women. Research methodology is a study of solving the problem systematically. 150 working women were randomly chosen for the survey. In this study convenience sampling method is adopted. The collected data were analyzed in different statistical test. Statistical tools like Percentage Analysis, Descriptive Statistics and Mean Based Ranking were applied and findings were used to offer suggestion.

KEYWORDS

Stress, working women, occupational stress and personal stress.

INTRODUCTION:

In the traditional society, women's role was naturally limited to the family. Since she was the bearer of children, she was fully occupied with her duties as a mother and homemaker. This was no small feat, since the traditional household may be described as both a production and a consumption unit. Man's responsibility was to provide the household with raw materials, which were then converted by the woman into consumable products or conditions by means of rudimentary methods and tools. Workplace stress is a very real occurrence in the modern world, with the incidence of stress related claims having risen dramatically in the last ten years. Studies have pointed to growth in non-standard work and other changing work patterns as contributing to the recent sharp increase in the stress levels in the workplace. Stress is the wear and tear our bodies experience as we adjust to our continually Changing environment; it has physical and emotional effects on us and can create Positive or Negative feelings.

• Work Place Stress

Women may suffer from mental and physical harassment at workplaces, apart from the common job stress. Sexual harassment in workplace has been a major source of worry for women, since long women may suffer from tremendous stress such as 'hostile work environment harassment', which is defines in legal terms as 'offensive or intimidating behavior in the workplace'. This can consist of unwelcome verbal or physical conduct. These can be constant source of tension for women in job sectors. Also, subtle discriminations at workplaces, family pressures and societal demands add to these stress factors.

• Job Insecurity

Organized workplaces are going through metamorphic changes under intense economic transformations and consequent pressures. Reorganizations, takeovers, mergers, downsizing and other changes have major stressors for employees, as companies try to live up to the competition to survive.

• High Demand and Performance

Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload extremely long work hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained. Excessive travel and too much time away from family also contribute to an employee's stressors.

• Technology

The expansion of technology – computers, pagers, cell phones, fax machines and the internet has resulted in heightened expectations for productivity speed and efficiency, increasing pressures on the

individual worker to constantly operate at peak performance levels. Workers working with heavy machinery are under constant stress to remain alert. In this case both the worker and their family members live under constant mental stress. There is also the constant pressure to keep up with technological breakthroughs' and improvisations, forcing employees to learn new software all the times.

NEED OF THE STUDY:

Women compete with men in all walks of life. They have increasingly started entering into the male dominated professions. There has also been negative impact of role conflict and work place. Stress affects the productivity in the organization. With greater enlightenment on the adverse effects of workplace stress in working women, new coping techniques and can be developed by the organization to reduce stress. This study therefore aims at identifying the level of stress among the working women in Coimbatore city.

OBJECTIVES OF THE STUDY

- To identify the significant dimension of stress among working women in Coimbatore.
- To study the influence of personal profiles on Organizational causes of stress.
- To identify various factors contributing towards stress and steps taken to manage stress in both private and public sector.

RESEARCH METHODOLOGY

The present study is based on convenience sampling method. The researchers have collected Primary data has been collected from the employees using interview schedule method and secondary data has been collected from websites, books and journals with regard to gated community.

Area of the study

Area of the study is confined to Coimbatore city only. Coimbatore has always been of the self-initiate. It is an important tier-2 city in the state, next only to the state capital Chennai.

• Sample size

Convenience sampling method is used and 200 respondents were interviewed.

• Statistical tools used for the study

The following statistical tools have been used to analyses the primary data.

- Percentage Analysis
- Descriptive statistics
- Mean Based Ranking

LIMITATIONS OF THE STUDY

The following are the limitation of the study

- The study was limited to (Coimbatore city only).

- The sample was confined to 200 respondents.
- The data was obtained through questionnaire and it has its own limitations

ANALYSIS AND INTERPRETATION

Personal Profile		No of Respondents	Percent
Age	20-30	28	14.0
	31-40	65	32.5
	41-50	58	29.0
	Above 51	49	24.5
Educational Qualification	School Level	49	24.5
	Under graduation	84	42.0
	Postgraduate	67	33.5
Occupational Status	Employed	27	13.5
	Business	107	53.5
	Professional	56	28.0
	Others	10	5.0
Marital Status	Married	145	72.5
	Unmarried	55	27.5
Monthly Income	Below 30000	11	5.5
	30000-50000	34	17.0
	50001-70000	81	40.5
	Above 70001	74	37.0
Type of family	Joint family	127	63.5
	Nuclear family	73	36.5

The above table shows that the most of the respondents aged between 31 to 40 (32.5%). Majority of the respondents have completed under graduation (42.0%) and doing business (53.5%). (72.5%) of them are married and earning as monthly Rs.50001- Rs.70000 (40.5%). Majority of respondents are from Outside Coimbatore (80.5%) and living joint family (63.5%).

DESCRIPTIVE STATISTICS

Factorization Of Organizational Causes Of Stress (Ocs)

The factor analysis has been applied to 23 variables to understand the dominant latent dimensions in them. The Extraction Method of Principal Component Analysis and Rotation Method of Varimax with Kaiser Normalization have been applied and the results are shown in

Table 2

Descriptive Statistics of OCS Variables

OCS Variables	Mean	Standard Deviatio
Job Insecurity	2.78	1.585
Lack of Concern For Employee Health And Well-Being	3.01	1.387
Poorly Motivated	2.68	1.296
Less of Salary/Wages/Compensation	3.11	1.358
Excessive Work Load	3.49	1.360
Long Working Hours	3.11	1.383
Lack of Proper Channel	3.08	1.238
Lack of Concentration In Planning	2.97	1.302
Unsafe Working Environment	2.28	1.124
Improper Salary Structure	2.60	1.337
Frequent Changes In Responsibility/Authority	2.85	1.345
Improper Grievance Handling Mechanism	3.22	1.298
Inadequate Infrastructure	2.95	1.321
Lack of Career Development Opportunities	3.11	1.522
Unclear Policies And Procedures	3.01	1.240
Comparing Performance With Other Employees	3.02	1.283
Innovation And Creativity Is Not Encourages	2.87	1.328
Lack of Counseling	3.10	1.233
Lack of Training And Development	2.91	1.341
Lack of Role Clarity	2.99	1.300
Lack of Management/Peer Support	2.73	1.370
Lack of Participation In Decision-Making	3.13	1.351
Maternity And Paternity Leave Not Sanctioned	3.03	1.514

The Table 2 shows that with the lower standard deviation values, the mean values of OCS variables.

MEAN BASED RANKING

Table – 3

MEAN BASED RANKING FOR REDUCING STRESS

S.No	MEASURES TO REDUCE STRESS LEVEL	MEAN	S.D	RANK
1.	Ensuring job security	4.39	0.725	1
2.	Providing fair and good Salary/Compensation	4.04	0.824	6
3.	Employee's participation in decision making	4.11	0.868	5
4.	Adaptable organizational climate/culture	3.93	0.877	9
5.	Providing healthy and safe working environment	4.15	0.904	2
6.	Job redesign	3.92	0.958	10
7.	Timely reaction to grievances	4.14	0.774	3
8.	Concern about employee health & well being	4.03	0.809	7
9.	Adopting motivational methods	3.96	0.947	8
10.	Proper training and development	4.12	0.941	4

Table – 3 reveals that respondents giving importance to reduce stress level among working women is ensuring (4.39) job security followed by (4.15) providing healthy and safe working environment, (4.14) timely reaction to grievances, (4.12)proper training and development, (4.11) employee's participation in decision making, (4.04) providing faire and good salary/compensation, (4.03) concern about employee health and well being , (3.96) adopting motivational methods, (3.93) adoptable organizational climate/culture and (3.92) job redesign.

SUGGESTIONS:

Suggestions for Organizations and Management:

- Organizations should ensure Job security among the working women to reduce the stress level.
- Organizations should allow Workers' Participation Management (WPM)
- Most of the women employees opine that working environment is a major factor causing the stress. So, the management should provide good working environment to reduce the stress level.
- Management should adopt effective modern motivational methods in monetary as well as non-monetary motivation to motivate women employees which is a key factor to reduce the stress level.

Suggestions for Working Women:

- Working women must spend quality time with family and also concentrate for self development to eliminate the work life imbalance which is a major cause of high level stress.
- Working women should eliminate the feeling of inequality to maintain better relations with Subordinates/ Peers.
- Time management and effective planning is required to eliminate high work pressure.
- Working women should understand the role, responsibility and authority and adopt to the organizational culture to reduce job dissatisfaction.

CONCLUSION:

The Study reveals that working women in private sector having high level of stress and working women in government sector are having moderate level of stress. The major factors causing the stress among working women are job insecurity, Poor motivation, Lesser Compensation, Excessive workload, improper working hours, Poor work Environment, lack of opportunities and recognition, counseling, Training and Development, Job design and Job analysis, Participative management and Maternity and Paternity leaves significantly influence the Organizational Stress. High pressure in work, work life balance, Feeling of Inequality and lack of time management and planning is major factors causing the Personal stress among working women. While identify the measures to reduce stress among the working women, it was found that ensuring job security, Good Salary/wage management system, Workers' participation in decision – making, job redesign, proper training and development would reduce the stress level of the working women. The vital factors influences stress level of working women are the following **Engagement Factor, Maintenance Factor, Organization Structure Factor, Environment Factor and Maternity and Paternity Leave Factor.**

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