

A STUDY ON DEMOGRAPHIC VARIABLES AND OCCUPATIONAL STRESS OF WORKING WOMEN IN PRIVATE SECTOR

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ABSTRACT

Stress has physiological and psychological effects on everyone. As compared to the male counterpart, women face more stress in the workplace since they have to perform the dual role of housewife and office staff. If the stress is maintained at the optimum level, it contributes positively towards efficiency. But the causes of stress are many and its effects on individuals and organizations are enormous. The need for higher target achievement; increased working hours, strict supervision, etc. has increased the stress level of employees in the private sector, especially women employees and it created several complications on both the domestic and professional fronts for the employees. The objectives of this study are to determine the level of stress experienced by the working women and also an attempt was made to understand the phenomenon of various coping strategies adopted by working women in the private sector in Noida, Ghaziabad. It was estimated by this study that 31.1% of working women are highly stressed while 44.4% are moderately and 22% are lower stressed in the private sector. 44.4% of the working women faced the high stress of the age group of 31-40 and those had graduated and postgraduate degree is also highly stressed. 36.3% had 5-10years work experienced were faced high stress. 38.6% married women's regularly felt stress in their occupation. The level of stress was highest (33.3%) among the working women's of having above 4 to 5 members, dependents in their family and 50% of working women are highly stressed of income group between Rs.15001 and 25000. On the other hand working women's continuously felt anxiety, body aches, and pain, tiredness, anger and frustration with serious back problems which resulted in high absenteeism and sickness due to stress, however, very less numbers of the women's did yoga, meditation and physical exercise: those were efficient to reduce stress.

Keywords: working women, occupational stress, private sector,

I. INTRODUCTION

At present work environment has become more stressful because of diverse role expectations, globalization, technological innovation and high competition. Such changes have created several complications on both the domestic and professional fronts for the working women's. It is because of these problems that a number of organizations have been organizing several programs for helping their employees get rid of their baggage's of stress. Occupational stress is increasing worldwide in all organizations, professionals, employees, employers,

families and the society (Karimi and Alipour, 2011). According to (Abualrub and Alzaru, 2008) Occupational stress has unwelcome results such as absenteeism, loss of productivity and ill health. (Ademola, 2005) revealed that Human lives are filled with many pressures and problems which produce positive and negative results. (Melinda et al. (2010) remarked tension, irritability and inability to concentrate as common stress reactions. According to Owen (2006), stressful situations in the workplace create occupational stress, which guides to negative and adverse effects on both employers and employees.

II. REVIEW OF LITERATURE

The Previous works show that there is a relationship between Demographic variables and occupational stress. In this section, the literature concerning occupational stress is reviewed briefly. Researches by Marwat and Khan (2010) and Chandriah et al. (2003) reported more stress levels in younger age groups as compared to their counterparts. Also, Sharma et al. (2012) revealed that the respondents of age more than 30 years suffered from less role stress than the respondents of age less or equal to 30 years. Though, Sharma et al. (2012) revealed a high stress among high-income groups. In addition, Sharma et al. (2008) brought into light that role stress is more with the banking employees who earn a monthly salary of more than Rs. 20,000 the reason attributed in the study was that banks force directly or indirectly their employees to work for long hours. This forceful long working hours in the case of private sector banks was done in order to economize the cost. Furthermore, the study identified that the majority of the respondents falling in the category of below 40 years age group were more concerned about the present enjoyment of their hard-earned money. The study also revealed that the employees with higher salary were six times more susceptible to role stress as compared to those who are earning a relatively lesser salary. Deshpande, C. Revati (2012) has explored the various causes of stress at workplace. A healthy way to handle workplace stress through Yoga, Meditation, and Soothing It aims at suggesting the various stress management techniques like humor Yoga, Meditation and Soothing. The study was exploratory in nature and based on secondary data. The researcher has suggested that Stress is reduced if companies take the right steps. Employees perform greater, work hardened, feel happier and have a long-term commitment to the organization in a stress-free environment. Now the time has come when the organizations adopt the philosophy of Healthy mind and Healthy body. Bhattacharya Sunetra & Basu Jyanti (2007) have perceived in their research Distress, Wellbeing and Organizational Role Stress with IT Professionals: Role of Life Events and coping resources", that's through IT professionals of Kolkata, subjectively experienced distress and wellness are closely associated with Organizational role stress. The researchers have observed that personal and professional stresses exert a cumulative effect on the individuals. The older age group takes more distressed than the younger age group. Organizational role stress can be predicted from the number of stressful life events and coping resources taken together.

III. OBJECTIVES

1. To study the level of occupational stress of working women on demographic variables in the private sector.
2. To identify the coping strategy to deal with stress.

IV. RESEARCH METHODOLOGY

4.1 Research Design

A Descriptive research design was adopted in order to achieve the objectives of the study. This form of research design is more bending to carry out the research. The population for the study includes working women's in the Private sector including Private Banks, Hospitals, and BPO's of Noida and Ghaziabad District. A total of 90 working women's was selected equally from the three sectors selected for the study.

4.2 Methods of Data Collection

The data collection related to this study involves both primary and secondary data. The primary data is collected through a questionnaire from randomly selected samples. The secondary data is collected from sources like manuals, magazines, and the internet.

V. FINDINGS

Table1: Classification of level of Stress

S.NO	Category	No. of Respondent	Percentage (%)
1	Low	22	24.4
2	Moderate	40	44.4
3	High	28	31.1
	Total	90	100

Source: Primary Data

Table 2: The level of occupational stress on working women's on demographic variables

Variables		Low N (%)	Moderate N (%)	High N (%)	Total
Age	20-30	11(47.82)	7(30.43)	5(21.7)	23
	31-40	4(12.12)	13(39.39)	16(48.43)	33
	Above 41	7(20.5)	20(58.8)	6(20.58)	34
Total		22	40	28	90
Qualification	HSL	7(26.9)	13(50)	6(23.07)	26
	Graduate and Post Graduate	10(20.40)	21(42.85)	18(36.73)	49
	Other Professional Degree	5(33.3)	6(40)	4(26.66)	15
Total		22	40	28	90



Experience					
	5-10 years	12(23.07)	21(40.38)	19(36.53)	52
	11-15 years	6(28.57)	10(47.61)	5(23.80)	21
	Above 15 years	4(25)	9(56.25)	3(18.75)	16
Total		22	40	28	90
Marital Status	Unmarried	5(13.88)	22(61.11)	9(25)	36
	Married	5(15.62)	12(37.5)	15(46.8)	32
	Divorced	12(54.54)	6(27.27)	4(18.18)	22
Total		22	40	28	90
Number of Dependent					
	1 to 3 Members	12(25.53)	21(44.68)	14(29.78)	47
	4 to 5 Members	6(25)	10(41.66)	8(33.3)	24
	Above 5 Members	4(21.05)	9(47.36)	6(31.57)	19
Total		22	40	28	90
Monthly Salary					
	UP to Rs 15000	4(26.6)	6 (40)	5(33.3)	15
	15001 to 25,000	2(20)	3(30)	5(50)	10
	25001 to 35000	10(23.8)	21(50)	11(26.19)	42
	Above 35000	6(26.08)	10(43.47)	7(30.43)	23
Total		22	40	28	90

Source: Primary Data

Table 1 represents the level of occupational stress of women working in the private sector. Out of a total of 90 employees, 22 (24.4%) had low stress, 40(44.4%) had moderate stress and 28(31.1%) were highly stressed. These results show that majority of working women's were moderately and highly stressed. The data gathered on respondents' ages show that a majority of the employees within the 31-40 age group recorded highest (48.43)% level of occupational stress while those between the ages of 40 years and above the experienced moderate level of occupational stress. The data collected on qualification revealed that Graduate and postgraduate degree holders experience (36.73) % higher level of occupational stress, However, the higher secondary level of respondent experienced a moderate level of Occupational stress. Women's with a low level of experience tend to experienced (36.53) % level of stress. The information showed that women's who have 5-10 years' experience, showed a high level of occupational stress, but the majority of those who have 15 years and above experience, tend to have a moderate level of stress recording 56.25%. The results further indicated that married women's were the category to experience high level of occupational stress (46.8) % compared to single women's. While the majority of unmarried women's experienced moderate level of occupational stress. It could be identified from the table that the percentage of high level of stress was the highest (33.3%) among the women employees of having above 4 to 5 members, dependents in their family and the percentage of moderate level of stress was the highest (47.36%) among the women employees of above 5 member's dependents in their family. It could be inferred from the above table that the percentage of high level of Stress was the highest (50%) among the women employees whose monthly income between Rs.15001 and 25000 and the percentage of moderate level of stress was the highest (50%) among the women employees whose monthly income between Rs.25001 to 35000.

Table 3: Coping Strategies to deal with Stress

S.No	Coping Strategies	Never/Rare (%)	Sometimes (%)	Regularly (%)	Total (%)
1	Yoga	57	26	17	100
2	Physical Exercise	68	22	10	100
3	Meeting friends & Relatives	28	38	34	100
4	Watching Television	22	33	45	100
5	Meditation	50	29	21	100
6	Shopping	38	44	18	100
7	Outing	28	32	40	100
8	Writing/Reading	36	21	43	100

Source: Primary Data

Fig: 1 Coping Strategies to deal with Stress

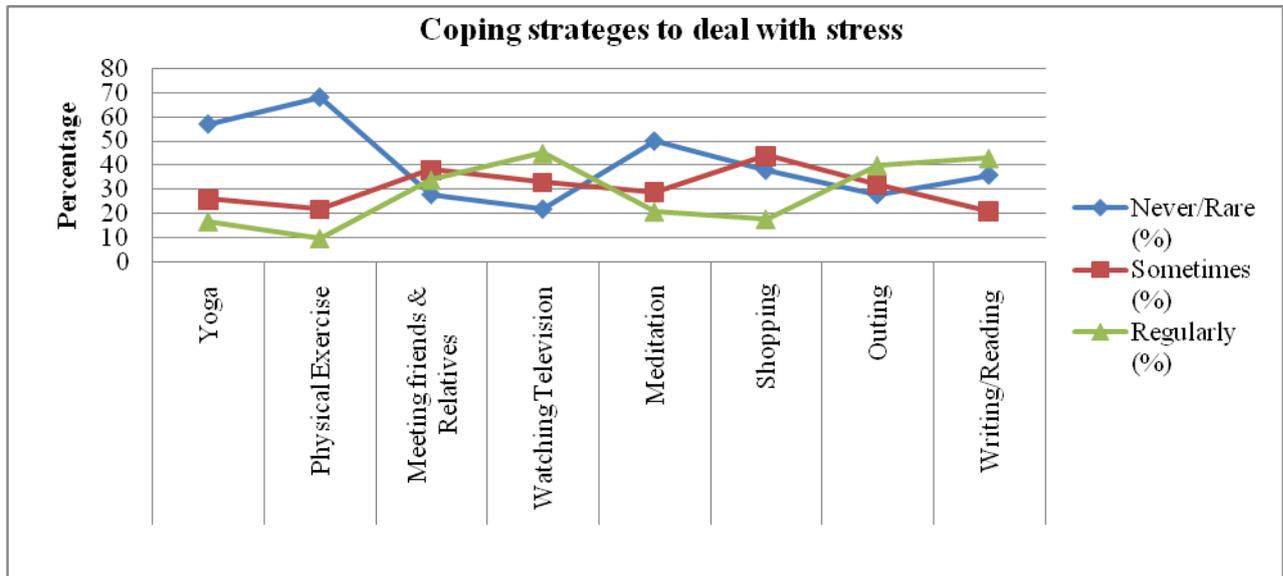


Table 2 represents that only 17% of women employees did yoga to deal with stress, while 26% did sometimes and 57% of the women’s never did yoga to deal with stress. 10% women employees reported that they did physical exercise on a regular basis, while 22% did it sometimes and 68% never did physical exercise. 34% employees reported that they regularly met their friends or relatives to cope up with stress, while 38% met sometimes and 28 % met rarely with friends and relatives. 45% working women’s reported that they spent time on watching television to deal with stress on a regular basis, while 33% did it sometimes and 22% never spent the time to watch television to deal with stress. 21% of women did meditation to deal with occupational Stress, while 29% did sometimes and 50% of the employees never did meditation. Shopping, outing, and writing or reading regularly did for reducing stress 18%, 40% and 43% of the working women respectively.

VI. DISCUSSION

The overall findings of the study conclude that there is a significant relationship between the level of women, occupational stress with age, qualification, experience, number of dependents, Monthly salary and marital status. The Result shows that the age of the working women has a strong relationship with their stress levels. Wherein the respondents of age above 31 years experienced more stress than other age groups. This reflects that higher the age of women employees, higher is their occupational stress. This result may be due to the fact that, middle age employees form an integral part of the working population and are poised to work harder to earn a living and therefore stress related roles may have been delegated to these ‘fresh blood’ employees. Another significant aspect of the findings was that higher level of occupational stress and high qualification reflects a higher level of stress among women employees. The employees of higher qualification bear more responsibilities and accountability as compare to others. These highly educated individuals are expected to engage in planning and taking higher decisions. So their highly stressful roles may have resulted in the

experience of the high-stress level among this category of women employees. Several types of research reflect that employee of higher qualification suffers more from occupational stress and negative health effects. Further, the respondents with 5-10 years working experience predicted a high level of stress as compared to others. This finding suggests that as women employees grow in work experience she witnesses more occupational stress by virtue of additional responsibilities and work pressure. Many studies have identified that employees working with organizations for a long time face higher occupational stress. The results of the study showed that married employees reported a high level of stress compared to the single and divorced employees. Work-family conflict may lead to stress and strain and the inability to balance the demands of work and home is a source of stress. The result also shows that women respondents with 4 to 5 members of dependents experiences (33.3) % higher level of occupational stress than other categories. The findings also disclose the association of the income of the employees with their occupational stress. More specifically, the respondents who have a monthly income of 15001-25,000 were found to experience more stress than others, it reflects that women employees of this income group are more targets and additional responsibility; the employees are bound to face more occupational stress.

VII. CONCLUSION

It is concluded that the organizations must take the initiative for managing their employees' stress as their age, income, working experience, qualification and their marital status augments by promoting employee motivation through recognizing their excellent performance, facilitating effective leadership style and building good relationships with them. Employees feel more stress due to lack of advancement opportunities in the Private sector. An Organization must begin to manage people at work differently, improve the physical work climate, treat them with respect and value their contribution. Besides stress management at the organizational level, there are lots of ways of managing stress at an individual level and to prevent it from emerging into more serious problems. Individuals should improve their time management skills, think positively and take a healthy diet. To prevent the consequences of occupational stress on health, an individual should meditate and exercise regularly because a healthy person with a healthy mind has a better ability to cope with stress. In addition, individuals can stay away from occupational stress by relaxation, improving sleep patterns, indulging in activities related to their hobbies and listening to music. Further, to overcome the problem of stress individuals should adopt a networking technique by sharing their problems with others close to them, like friends, colleagues, relatives, parents, spouse, etc. and welcoming advice from them.

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