

Stress Level among Married Working Women

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Abstract: Our society is experiencing far reaching changes with expanding urbanization & industrialization and job market. Family is being transformed in terms of its structure & functions. Change also found in shifting the role structure of women, role conflicts also seen, family distortions, children are the victims of maternal stress.

Keywords: Stress, Working women.

1. INTRODUCTION

“To keep the body in good health is a dutyotherwise we shall not be able to keep our mind strong and clear.” – Buddha. Stress is becoming indispensable part of life. Recent life style changes, growing demands on people to find jobs, rising cost of living, fierce competition in the workplace all contribute to increased stress. Stress has been found to have both positive and negative influence on the human mind and body. Our bodies are designed to feel stress and react to it. It keeps us alert and ready to avoid longer, sustained or pervasive stress which tends to have an illness producing effect on the individual. The person may feel trapped and unable to cope especially if the person has a genetic predisposition or genetic vulnerability to stress. Stress can be good when it helps us to perform better or it can be bad when it causes upset or makes us sick. Hans Selye (1974) the father of stress theory defined stress as “the non-specific response of the body to any demand made upon it. Another commonly accepted definition attributed to Richard S. Lazarus (1984) is that a person perceives conditions that demand exceed the personal and social resources the individual is able to mobilize.

It is rather difficult to assess the stress objectively, stress has many faces. It is said that, fear, anxiety, distress, confusion, frustration, insecurity etc some of the manifestations of stress, cause more illnesses in modern society than those caused by microorganisms. Stress may not seem to kill people directly. But it is capable of pushing people to grave through the hands of champion killer like Acute Myocardial Infarction – the heart attack. Stress has percolated virtually to all strata of modern society, though upper strata – the cream of society, seem to be the prominent victims of this modern killer. Stress has snatched away glamour and love of life from the face of mankind. In simple terms, stress has its origin in satisfaction of desires and needs.

2. RESEARCH METHODOLOGY

Objective of the study: The present study is aimed to identify the stress among married working women & suggest solutions to such problems based on empirically available evidences

Research Design: the research design will be descriptive and exploratory where the investigator wants to explore and describe the factors for stress among married working women.

Sample Size:

$$n = Z^2 pq$$

E2

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For the present study 95% confidence level and 90% power with 10% non response error sample size come to be 240.

Data collection: the data was collected by using interview schedule specifically framed for the purpose of the study.

Pilot study: (n=20) was undertaken in order to pre-test the interview schedule to find out feasibility of the study and to make the necessary changes wherever needed.

3. RESULTS & DISCUSSIONS

Table .1 Stress due to Work

Stress due to work	Number of respondents	Percentage
Yes	161	67.5
No	78	32.5
Total	240	100.0

Table explains about the stress of respondents due to their work. It depicts that, 67.5% of respondents are stressed due to their work and 32.5% of respondents are not stressed due to their work. Stress is the mental and physical strain that people feel when they pursue a need satisfaction. It is normal in the sense that it is associated with goal directed behaviour. It prepares out mind and body to pursue activities leading to need satisfaction. Stress is a part of living and that can be conducive to personal growth, development and mental health. However stress becomes dysfunctional when it is excessive and prolonged. Such stress is said to be related to health problems such as insomnia, asthma, ulcers and heart disease. (source : *Dictionary of Human Resource Management Edited by Gagan Raj, Himalaya Publishing House Page no- 245*) So stress might induce fight through aggression, flight accompanied by fear, and fright in the form of inactivity, depression, hopelessness, psychomotor retardation etc. Behavioural manifestations of stress are disorganised, disrupted, emotionally distressed responses. It may also caused impairment of psychological functions or a decrement in performance on a goal – oriented task. (source : “*All You should know about Mental Stress*” by C.R. Trivedi published by Peacock books, page no – 34)

Table 2. Having night shifts

Having night shifts	Number of respondents	Percentage
Yes	44	18.3
No	196	81.7
Total	240	100.0

Table 2 show s that, 81.7% of respondents are not having night shift in their job and 18.3% of respondents are having night shifts. Shift work is formal tour of duty that is mostly outside of “normal” daytime business hours. According to Richard A Edwards, in “shift work: Performance and Satisfaction, Personal Journal (November 1975), an examination of the research on the efficiency or night or shift workers seems to indicate that it is a “physiological fact of life that night shift workers will never perform with the same efficiency as the other shifts”(Source: *Dictionary of Human Resource Management, Edited by Gagan Raj Page no-235*). In the study out of 240 respondents majority of respondents are not involved in shift works due to multiple responsibilities on them. These women need to balance their occupational, social as well as family responsibilities together.

Table 3. Satisfaction with working condition

Satisfaction with working condition	Number of respondents	Percentage
Yes	199	82.9
No	41	17.1
Total	240	100.0

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The table 3 explains about the satisfaction of respondents related to their working condition. It shows that, 82.9% of respondents are satisfied with their working condition and only 17.1% of respondents are not satisfied with their working condition. Working conditions are those factors, both physical and psychological, which comprise an employee's work environment. It includes arrangement of office equipment, salary, benefits, supervision, fair employment practices, health and safety precautions, duration of work and relationship with co-workers (source : Dictionary of Human Resource Management, Edited by Gagan Raj Page no-282). The study clearly shows that, majority of working women studied are happy with their working conditions.

Table 4. Measures to improve working condition

Measures to improve working condition	Number of respondents	Percentage
No idea	188	78.3
Resign	2	.8
Changes in working time	12	5.0
Training	3	1.3
fill the vacancies	10	4.2
Special facilities for women	25	10.4
Total	240	100.0

The table 4 shows that, 78.3% of respondents studied are not having any idea about the measures to improve working condition. So they are not able to express the opinions. Researcher also observed that, they are not much bothered about working conditions too. Only 10.4% of respondents said that, there should be some special facilities for working women in the work place.

Table 5. Difficult aspect of the job

Difficult aspect of the job	Frequency	Percentage
No Difficulties	185	77.1
Self decision	6	2.5
Over / extra work	32	13.3
Computer work	8	3.3
All	4	1.7
Dual role	5	2.1
Total	240	100.0

The table 5 explains about the difficulties in the work of the respondents studied. It shows that, 77.1% of respondents don't have any difficulties in their work. They enjoy their work. And only 1.7% of respondents said that every part of their work is difficult for them. The unique causes for difficulties in relation to work are discrimination, stereotyping, work interface and social isolation. (Source: Study on the relationship of work stress and family stress to the self-rated health of women employed in Industrial sector in Korea conducted by Gwan suk kim etc.al).

Table 6. Problem facing at work

Problem facing at work	Number of respondents	Percentage
Yes	162	67.5
No	78	32.5
Total	240	100.0

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The table 6 shows that, out of 240 respondents, 67.5% of respondents are facing one or the other problems in their work. And 32.5% of respondents are not facing any problem in their work. Problems at work are non co-operation from colleagues, lack of rewards, value clash, etc may lead to stress in turn causes ill-health, poor performance, absenteeism etc. So the working women need to cope with these problems .

4. CONCLUSION

In the year to come stress would find more place in our lives. One has to adopt specific skills to combat stress. People who are working at different levels will be able to recognize the stress factors inherent in their work place and learn to develop the preventive methods for mitigation of these stressors this in turn would help to arrest the decline in job-performance, burnout and family related problems.

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