

ANALYSIS ON STRESS LEVELS OF WOMEN EMPLOYEES IN INDUSTRY

Dr B. RAJESH

Professor ,Dept of MBA,AITAM College,Tekkali,
Srikakulam, Andhra Pradesh

ABSTRACT

The HRD practices in Indian organization are not uniformly distributed overall level of employees. Several studies argued that top level, middle level managers, operational level managers has different HRD practices in their organization. Stress is used in everyday vocabulary to capture a variety of human experiences that are disturbing or disruptive. Stress can lead to physical, physical, and behavioral difficulties. Today in a rapidly -evolving and diverse society, workplace changes occur virtually overnight. Many employees accept tensing and disregard its long term effects: those who are aware of their tensing levels may not cope effectively.

Key Words: Stress, Occupational stress, Professional colleges, Corporate women , Work and Family

INTRODUCTION

An interpersonal relationship is the nature of interaction that occurs between two or more people. People in an interpersonal relationship may interact overtly, covertly; face to face or even anonymously. Interpersonal relationships occur between people who fill each other's explicit or implicit physical or emotional needs in some way. In order to understand the socio-economic features and level of stress of women executives of industries, the descriptive statistics, percentage analysis and frequency distribution are worked out. The interpersonal relationship dimensions, causes for stress and effectiveness of stress management measures, weighted mean are worked out. In order to study Chi-Square Test has been employed. In order to study the relationship between socio-demographics and causes of stress and interpersonal relationships and causes of stress, the Person's correlation coefficient is worked out. In order to identify the factors Cause the stress, the factor analysis has been employed with principal component extraction with varimax rotation. To assess of the internal consistency if scale "Coefficient of Internal

Consistency (Cronbach alpha) has also been computed. In order to discriminate the job position of women executives based on interpersonal relationship, the discriminate analysis has been employed. In order to analyze the effect of stress of effect of stress on interpersonal relationship among women executives, the multiple liner regression analysis by ordinary least square (OLS) estimation has been applied.

SCOPE

This study of the stress depends on the women employees. Because the stress related to work, family, decision, future, and more. Stress is both physical and mental. It is caused by major life events such as illness, the death of a loved one, a change in responsibilities or expectation at work and increase job promotion, avoids loss, or changes in the organization, changing worker demographics (race/ethnicity, gender, and age) and worker safety and health. This study allows us to understand the stress level faced by the women in the academic and corporate sector

REVIEW OF THE LITERATURE

Any discussion of work stress must avoid making the impression that work is a psychologically, 'dangerous' activity as it is not necessarily inherently stressful. Indeed, the intrinsic value of work to the health and life satisfaction of the worker is well recognized (Probert, 1990)¹. Early philosophers such as Freud and Adler contended that work forms an integral part of basic human existence, In his well accepted theory of development, Erikson (1950)² notes the importance of work to an individual's sense of selfhood.

Work is integrally involved in the process of identity development and self – esteem (Winefield, et.,al. 1993)³. Work, therefore, plays a major role in people's lives and weilds an important influence on their sense of well- being and identity (Barling, 1990, Feather 1990)⁷. It provides a medium by which people identifies themselves in society and can be influenced by economic, societal, cultural and individual factors. A person's identity is a function of his or her validated social roles, particularly those associated with occupation. Consequently, the loss of such valued roles can lead to psychological distress and subsequent loss of function.

Rama Subramanian (2009)⁴ imparts his valuable advice on "Work Life Balance". Balanced diet is indispensable for the physical well being of an individual. A balanced life is necessary for the well being of people. Quality of life is greatly affected due to overwork and increased stress.

Health disorders are all evidences of an unhealthy work-life balance. Stress may lead to binge eating, smoking and alcohol consumption. Poor maintenance of work-life balance leading to stress can result in poor coping skills, irritability, insecurity, exhaustion and difficulty in concentrating. This in turn affects children, families organizations etc. Therefore adopt a planned approach to life. Do not *be* obsessed with work. A relaxed approach to life work will enhance productivity and quality of work.

Clifford Sawhney (2010)⁵ enlightens the readers from his finding that it is possible "To convert stress building thoughts into stress-lushing ones". The impact of stress in one's body is such that it constricts the blood vessels raising the blood pressure. Stress, inspite of the negatives spoken of, is not alarming if sorted out and solved. No doubt stress causes increase in metabolism, with hormonal, physiological and biochemical changes taking place in the body system. Stress can become very intense and chronic and lead to related diseases if ignored. Stress could be categorized as common and uncommon stress. Most of these stressors can ultimately impair immune functions. Men are more stressed than women, but opinions vary. Stress building attitude should be replaced with stress ones. An excellent stress luster is to reduce stress by talking to you in a reassuring way. Positive attitude can reduce stress and transform an individual's life. When one has realistic and flexible expectations, regular exercise, a healthy lifestyle and a balanced diet reduces stress. Therefore handling stress the right way is most important.

OBJECTIVES OF THE STUDY

1. To study the interpersonal relationship with reference to women executives in Industries.
2. To identify the strategies adopted by the women executives to cope up with stress.

DISCUSSIONS AND RESULTS:

It is clear that the results indicated that about 79.30 per cent are living with husband whereas the rest of 20.70 per cent are separated/ widowed. About 51.00 per cent are having joint family whereas the rest of 49.00 per cent are having nuclear family and about 43.70 per cent are having nuclear family and about 43.70 per cent are post graduates followed by professionals (34.70 per cent) and under gradate (21.60 per cent).

It is clear that about 36.40 per cent belong to the income group of Rs.10001-15000 followed by Rs.5001-10000(26.30 per cent), more than Rs15000(24.00 per cent) and less than Rs.5000(13.30) per cent it is apparent that about 62.30 per cent of women executives are permanently employee while the rest of 37.70 per cent women executives are temporally employed.

The results indicated that about 56.70 per cent of women executives are working in middle level followed by lower level (35.60 per cent) and top level (7.70 per cent). About 36.00 per cent of spouse are under graduates followed by post graduates (35.30 per cent) and below under gradation (28.70 per cent) and about 41.00 per cent a of mother of women executives are having own business followed b employed (30.67 per cent), unemployed (14.33 per cent) and professional (14.00 per cent).

It is clear that about 47.33 per cent of women executives are having children below five year followed by 5-10 year (31.67 per cent). The results showed that about 38.00 per cent of women executives are continued their studies after marriage while the test of 62.00 per cent is not continuing their studies after marriage.

It is clear that under the causes of stress due to job and Family the variables of considering the job is secondary comparing to family and ready to quit the job if spouse getting transfer and considering the family is primary and not accepting the promotions also if it affects the family and concentration on child care and family is more important than career advancement are strongly agreed by the women executives.

The variables or regularly stresses due to give financial support to their family, due to get recognition in the society, due to attain economic independence. They had well determined plan for their career while doing their graduation. They have changed their career ambition because of their dual – role after marriage, They will be satisfied if their present job status continues, they will not compel their career advancement, commitment towards relatives and friends are more which disturbs her job commitment, Because of dual role their health stands as on hurdle for working toward career advancement, they cannot forget their child even when they are in job, they cannot concentrate on their personal development because family chores in their husband, It is because it will affect their career. It is because the spouse is not interested and other family

members oppose it and taking care of their child's studies is primary than their career are agreed by women executives.

It is clear that women executives don't agree the variable if regularly stresses due to gain self satisfaction, cause the stress among them while the variable of regularly stresses due to achieve their goal in the career got neutral status by women executives which caused the stress among them.

It is clear that organizational factors of career path in the organization is well-defined for every one with opportunities clearly specified, training is given in the organization to achieve advancement in the career, easy approach to the supervisors/

It is clear that the family circumstances of sufficient care is not given to their children by their absence and their income is considered secondary by their family are strongly agreed while the family circumstances of career achievement or advancement is not appreciated by the family members, career development beyond their spouse's status is not encouraged, consoling their children is difficult if they Spends more time on their job, in spite of any job commitment the expectation by the family members does not differ and their parents have not given the right direction for their career before their marriage are not agreed by women executives.

Occupational Stress

According to Cooper and Marshal (1976), occupational stress includes the stressors such as work overload, role ambiguity, role conflict and poor working conditions. Organizational role stress is caused by conditions in the workplace that negatively affect an individual's performance and well-being (Pareek, 1976). By exploring inter-role relationships, Pareek's (1976) organizational role stress model is associated with Kahn's (1973) views of conflict, ambiguity and overload. Four types of role conflict namely intra-sender role conflict, inter-sender role conflict, person-role conflict, and role overload were identified by Miles and Perrault (1976). The use of role concepts suggests that job related stress is linked with individual, interpersonal and structural variables (Katz and Kahn, 1978; Whetten, 1978). Supportive peer groups and relationships with supervisors are negatively correlated with role conflict (Caplan et al., 1964).

SUGGESTIONS

- ❖ It is suggested that to strengthen the interpersonal relationship both at work and life, proper work-life balance strategies should be practiced by women executives for balancing both weir and family consequences besides peeper mediation.
- ❖ It is suggested that effective use if individual and organizational strategies maul recue the possibilities if stress among women executives. At the organizational level, pre and post departure training, language training cross- cultural training are needed to be implemented and they shield be regularly monitored be supported by the family and friends.
- ❖ It is suggested that moment executives are trying to come out stressful situation by adopting coping strategies such as cultivating belief in self. Cultivating positive habits, promoting the norm of small family. Employees are offered a weekly, one-hour stress management session focusing on mental relaxation techniques, cognitive restructuring exercises and coping skills to handle stress, including work-related stress.
- ❖ It is suggested that the rooms would provide employees with comfortable, stress-free venues to enhance creativity and productivity.
- ❖ It is suggested that to retain good friends and to share the stressful situations to reduce the stress and to avoid the friends who always discourage each and every activity.
- ❖ It is suggested that to have the idea of limiting the human power but to believe the unlimited power which has given by eternal power
- ❖ It is suggested that to control Anger since anger is the prime cause for our problems and it leads to stress.
- ❖ It is suggested that to have Time Management and self Management to avoid stress.
- ❖ It is suggested that to listen mild music or good spiritual speech during the tine of stress
- ❖ It is suggested that to control the uncontrollable environment since many things in our life are beyond to our control particularly the behavior of other people.

CONCLUSIONS:

Women executives unable to co ordinate effectively with colleagues and can I effectively communicate among the employees, Due to the mismanaged interpersonal relationship by the impact of stress. The age family status and educational qualification of women executives are statistically significant at one per cent of level of significance but, these factors are positively influencing the interpersonal relationship among women executives. Though the women executives are under stress they are able to cope up with their job performance and not significantly affects the job efficiency unless it affects the interpersonal relationship.

Scope for Further Research

This study considers the women executives of IT sector. Further research can be undertaken based on the particular Relationship due to stress among women executives may also be an important area of concern. There is a scope for evolving and redefining the managerial strategies for management of stress which will lead to efficiency of work performance of women executives.

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