



STRESS MANAGEMENT STRATEGIES ADOPTED BY WOMEN EMPLOYEES – A STUDY

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Cite This Article: Kavin Kumar Ganeshan, Dr. D. Divya Prabha, Dr. V. B. Mathipurani & S. Selva Krishna, “Stress Management Strategies Adopted by Women Employees – A Study”, International Journal of Interdisciplinary Research in Arts and Humanities, Volume 4, Issue 1, Page Number 31-35, 2019.

Abstract:

Stress is defined as “a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs.” Stress has often been misunderstood to be negative, with few people acknowledging the importance and usefulness of positive stress. In our everyday lives, stress is everywhere and definitely unavoidable; hence our emphasis should be on differentiating between what is good stress, and what is bad. Stress is one of the most important things that play a major role in human life. The conclusion is that level of acceptance towards withdrawal has an influence towards the age of the respondents and age has to be taken in to consideration for the decision making process when taking decision on the factors related to level of acceptance towards withdrawal with the respondents and while taking decision on level of acceptance towards work performance the factors related to perception towards psychological symptoms has to be taken for decision making process of the study. There is a positive impact towards behavioral symptoms and negative impact towards physical symptoms with women employees. The IT industry can empower staff to control their own workload and consider whether it is appropriate to provide additional support for staff during periods of change and uncertainty.

Key Words: Stress, Psychological Symptoms & Workload

Introduction to the Study:

The Indian women today have ventured beyond the traditional roles of daughter, wife and mother and have sought employment and career outside their homes. They are actively participating in the economic and social development of the nation. With the developments of globalisation, there is an exceptional spread of services sector, additionally in terms of outsourcing thus creating more employment avenues round the clock especially for women. The increasing expectations, acquired skills and the abilities to do so give her a chance to realise her own potentials, exploit talents and exercise choices in terms of how she would live her life. Women work in order to earn a living, to be independent and self-reliant. It gives women a way to actualise her and gain self-esteem and confidence and ultimately the most cherished gender equality. Stress is not something strange to our daily life nowadays. Everybody feel stressed when they face situations under pressure. Unbalanced situation arising out of the difference between perception and reality will lead to an experience of stress and ultimately into stress reaction.

Normally, high level of stress would lead to unsatisfied work, work absenteeism, and work abandonment. Factors like unsatisfied attitude of supervisors or colleagues, bad work environment, lack of proper working hours also leads to a stressful atmosphere. Stress could be caused due to factors at home like lack of physical and moral support from family members. She may not be able to give time to her children and their requirements. Stress reactions include several psychological reactions like anxiety and sadness, physiological reactions like headache, high blood pressure, digestion disorders, and menstrual problems. Unsatisfied work/family environment would lead into stress factor and causing physical and psychological health problems.

Review of Literature:

Jones & Mckenna (2002) revealed that the absence of the support may lead to difficulties for working mothers. The work intensification and long hours, along with child rearing demands resulted in stress. A study by Ramon Lewis (1999) inspected that teachers' estimations of the stress was high when they were unable to discipline students as they ideally preferred. The most concerned teachers also expressed a greater tendency to get sick as a result of the stress. Astrid M. Richardsen (1997) analysed that the organizational support was positively correlated with all the work outcomes, indicating that women were more satisfied with both career and job when organizational supports were present. Similarly, Susanna Lo (2003) found that changes in work patterns towards a flexible schedule would be beneficial for both employers and employees. Kristina Holmgren (2008), studied women sick listed because of work related stress. Overall work related stress was associated with the increased odds of high level of self-reported symptoms. In a study, Elliott (2003) examined that in order to afford high quality child care which was costly and consumed a large portion of income and reduced the likelihood that the mother had to be employed. They had to face the more emotional double burden of child care and elder care than men. Surena Sabil (2011) suggested that practicing work-home segmentation and support

from family members helped them to manage work and family commitment effectively and efficiently and would lead to lesser stress.

Statement of the Problem:

To find the perception and satisfaction of the employees about various welfare and social facilities offered by the company to its employees and their stress level in the company. Immigrant workers at Manufacturing Companies area live as a community and facing several problems such as Low wages, Health hazards, Exploitation, Denial of the rights, Satisfy in work place, Hostel facilities, Food facilities and Recreation. They are exploited by the supervisors at work place. Their children do not getting proper care and medical facilities and children's education facilities. The immigrant workers do not have proper quarters for staying.

Objectives of the Study:

- To find out the Stress details regarding the immigrant people from other locality.
- To analyze the impact of stress work in the society.
- To identify the health status of migrant workers.
- To develop an understanding of migrant workers perceptions of health and well being.
- To make relevant recommendations arising out of the research.

Scope of the Study:

Manufacturing companies has introduced a new stress system from 2001 onwards. This study will enable us to find out how much the recreation system will help the employee and improve the overall performance of the organization. And can measure the attitude of employees and management towards the effectiveness role of the stress. This study aimed to collect demographic information about the new communities, gain understanding about the spoken languages, age groups, education etc..

- This study will identify employment conditions.
- This study will enable to identify housing and living conditions.
- This study will help to identify skills and qualifications held by the migrant workers.
- This study aimed to find out the food facility, hostel facility, leave facility and the recreations provided by the firm for migrant workers.

Research Methodology:

Research Design: A research is the arrangement of condition for the collection and analysis of data in a manner that aims to combine relevance to search purpose with the economy in procedure.

Relevance of the Study: Human Resource Development uses various techniques, performance analysis, training and development, career planning and development, etc. for employees growth and organizations growth as well. Role of Stress level deals with various aspects of work environment, which facilitates the human resource development efficiently.

Tools of Data Collection: The main tools of data collection were observation, questionnaire, and interview method. The interview and questionnaire methods consisted of almost all aspects economic, social, and cultural. The interview method was selected as the tool for the data collection because the researcher felt that if respondents are personally interviewed, the investigator can create fair atmosphere by explaining the purpose of the study, and can assure the confidential nature of the data and doubts about the questions can also be cleared.

Population and Samples: The population of the study constitutes the people working in manufacturing companies. 200 respondents were observed, interviewed and data collected for analysis. The total workforce in manufacturing companies is 480 and which is a combination of both permanent employees and contract laborers. The company has employed 377 permanent workers and 103 workers are either contract or apprentice workers in nature. The research has taken 200 employees of all the categories.

Types of Data Collected: For this study, primary and secondary data was used. Primary data was collected through the methods like questionnaire, interview, observation and schedule. Secondary data was collected through the literature such as newspapers, books, articles, journals, magazines, text books.

Sample Size: The sample size taken from the study was 200.

Analysis of Data: The data after collection has to be processed and analyzed in accordance. The analysis of data includes the process such as editing, coding, classification and tabulation of the collected data. For analyzing the data Simple percentage method and charts were used.

Statistical Tools Used: Simple percentage analysis, Chi – Square test and Correlation

Limitations of the Study:

- The most important limitation of the study is that, since the study was not conducted in a full fledged manner with relevance to all the employees among the total population the study may not reveal the overall outcome.
- Since there were certain limitations to meet the respondents directly inside the organization the data was collected through a third party, and hence the data may not be relevant.
- Main drawback is language barrier.

- Time limit.

Analysis and Interpretation:

	Particulars	Frequency	Percentage
Age	20 to 25	140	70
	26 to 30	60	30
	Total	200	100
Educational Qualification	10th class	148	74
	Pre-Degree	28	14
	Under Graduation	24	12
	Total	200	100
Marital Status	Married	96	48
	Unmarried	104	52
	Total	200	100
Type of family	Nuclear	124	62
	Joint	76	38
	Total	200	100

Interpretation:

Majority [70 percent] of the respondents were in the age from 20 to 25 years and the remaining [30 percent] of the respondents were in the age from 26 to 30 years. Majority [74 percent] of the respondents were 10th class while 14 percent of the respondents were Pre-Degree and remaining 12 of the respondents completed Under Graduates. More than half [52 percent] of the respondents were unmarried and remaining 48 percent of the respondents were married. [62 percent] of the respondents were nuclear and the remaining 38 percent of the respondents were joint.

Accustomed to the Climate:

Accustomed to the Climate	Frequency	Percentage
Yes	176	88
No	24	12
Total	200	100

Interpretation:

From the above table it reveals about the accustomed to the climate for the workers level. 88 percent of workers agree with familiar climate and rest 12 percent respondents are non-familiar with the climate.

Opinion of the respondents on each day work appears as though it will never end

S.No	Opinion	Frequency	Percentage
1	Strongly Agree	24	12
2	Agree	76	38
3	Rarely	68	34
4	Disagree	20	10
5	Strongly Disagree	12	6
	Total	200	100

Interpretation:

The above table reveals that 38 percent of the respondents agree that their work is never ending process, while 34 percent of the respondents rarely agree, 12 percent of the respondents strongly agree, while 10 percent of the respondents disagree and remaining 6 percent of the respondents strongly disagree.

Depressions Away from Their Family:

S.No	Opinion	Frequency	Percentage
1	Strongly Agree	60	30
2	Agree	56	28
3	Rarely	50	25
4	Disagree	20	10
5	Strongly Disagree	14	7
	Total	200	100

Interpretation:

The above table shows that 30 percent of the respondents strongly agree that they feel depressed about away from their family, while 28 percent of the respondents agree, 25 percent of the respondents rarely agree, whereas 7 percent of the respondents strongly agree and the remaining 10 percent of the respondents disagree that they were depressed about away from their family.

Demographic Profiles (age) and Level of Acceptance of Employees:

The hypothesis framed for analyzing the relationship between demographic profile (age) and satisfaction of customers.

H₀: There is no significant relationship between age and level of acceptance of employees towards stress.

H₁: There is a significant relationship between age and level of acceptance of employees towards stress.

Level of acceptance of employees	Chi-Square Value	P Value	Result
Opinion of the respondents on each day work appears as though it will never end	7.548	0.110	Accept
Respondents depressions away from their family	5.605	0.231	Accept
Opinion of the respondents about friendliness with the locality people	11.348	0.023	Reject
Opinion of the respondents satisfy their work	10.871	0.028	Reject
Respondents towards the working condition	3.610	0.461	Accept
Opinion of the respondents felt that language is a barrier at the place of work	0.566	0.967	Accept
Respondent's opinion about feel comfortable to work with the local people.	6.572	0.160	Accept
Opinion of the respondents the job really demanding	2.983	0.561	Accept
Opinion of the respondents work involves deadlines that has to completed	1.290	0.863	Accept
Opinion of respondents entitled for casual leave	8.407	0.078	Accept
Opinion of the respondents satisfy with the leave facility	7.190	0.126	Accept
Respondents frequent chances to go to your hometown	4.087	0.394	Accept
Taking decisions on respondents satisfied with the food provided here.	4.613	0.329	Accept
Respondents opinion about the hostel facilities	5.393	0.249	Accept
Opinion of the respondents the mode of recreation that you sought to	6.381	0.172	Accept

Interpretation:

The above table shows about relationship between age and level of acceptance of employees towards stress. There is a relationship between age and Opinion of the respondents satisfy their work (0.028), Opinion of the respondents about friendliness with the locality people (0.023) as the level of significance is less than 0.05.

KMO and Bartlett's Test for Level of Acceptance of Employees:

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.55
Bartlett's Test of Sphericity	Approx. Chi-Square	109.499
	df	105
	Sig.	0.362

KMO of sampling adequacy value for employee's level of acceptance measures is 0.550 and it indicates that the sample is adequate to consider the data as normally distributed. The number of factors as identified by performing the screen plot. The results are shown below, The factors are Opinion of the respondents on each day work appears as though it will never end, respondents towards the working condition, opinion of the respondents the job really demanding, opinion of the respondents work involves deadlines that has to completed, respondents frequent chances to go to your hometown, taking decisions on respondents satisfied with the food provided here.

Findings:

- Majority of the respondents qualified only 10th standard
- Majority of the respondents in manufacturing companies are unmarried
- Respondents mostly preferred nuclear type of family.
- Majority of workers agree with the accustomed to the climate in that industry.
- In the Manufacturing companies majority of the respondents interested in their job.
- Most of the respondents agree that their work is never ending process.
- Most of the respondents strongly agree that they feel depressed about away from their family.
- Maximum of the respondents rarely agree that they are very friendliness with the locality people.
- Maximum of the respondents strongly agree that they are satisfied in their work.
- Most of the respondents rarely agree for working condition.
- Language is a barrier at the place of work.
- Most half of the respondents are felt comfortable with the local people.
- Most of the respondents agree their work involves deadlines.
- Maximum of the respondents strongly agree that they entitled for casual leave.
- Most of the respondents are very much satisfied with the leave facility provided in the Manufacturing companies.

Suggestions:

- The respondents said that there is no ending process in their work and the management has to reconsider it for the convenient of employees so that the quality of work will be increased in future period of time.
- The employees feel that language is one of the barrier in work place and for this the management can coordinate the employees based on their language so that a friendly atmosphere will be created in working place which leads to increase in productivity of the firm.
- Learn when and how to say "no."
- Acquire and use good social skills in order to keep friends and reduce conflicts with others.
- Learn and practice rational problem-solving techniques.
- Seek professional assistance when experiencing uncomfortable levels of physical or emotional distress

Conclusion:

The suggestion to set up a recreational facility. Further from this survey it shows that the organization will be benefited and with the help of the suggestions given the organizations can improve its functioning and the overall satisfaction level in the organization and its performance will increase.

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