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Psychological And Behavioral Manifestations Of Workplace Stress In Women Employees

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Abstract:

In today's rapidly evolving professional landscape, the experiences of women employees have become a focal point for workplace research. This study investigates stress among women in the workforce, focusing on the unique challenges and stressors they encounter. Conducted in Coimbatore city with a sample size of 44 respondents, this research employs descriptive and analytical methods to analyze the interplay of demographic, occupational, and personal factors contributing to workplace stress. Key findings indicate that stress arises from work-life balance challenges, job responsibilities, limited career advancement opportunities, and moderate workplace flexibility. The study also highlights the significance of social support systems and stress management programs in mitigating stress levels. Practical recommendations are provided to enhance organizational strategies and foster a supportive and inclusive work environment. By addressing these stressors, organizations can promote employee well-being, job satisfaction, and overall productivity.

Keywords:

Women employees, workplace stress, work-life balance, occupational challenges, stress management, organizational well-being, Coimbatore, employee satisfaction.

INTRODUCTION

In today's dynamic workplace, understanding the nuanced experiences of women employees is imperative. This study delves into the multifaceted realm of stress among women in the workforce, recognizing the unique challenges they encounter. As women increasingly contribute to diverse professional domains, the intricate interplay of personal and professional factors influencing their stress levels warrants meticulous investigation. This research seeks to uncover the specific stressors that women employees face, examining the impact on their well-being and job performance. By dissecting the intricate layers of stress, we aim to provide nuanced insights that not only contribute to the academic discourse but also offer practical implications for organizations striving to create supportive and inclusive environments for their female workforce. This study is a crucial step towards fostering a healthier, more equitable workplace for women, ultimately benefiting both individuals and the organizations they serve.

STATEMENT OF THE PROBLEM

In contemporary workplaces, the stress experienced by women employees represents a critical yet underexplored facet of organizational dynamics. The intersectionality of gender and professional responsibilities introduces unique stressors, demanding a thorough investigation into the factors influencing the well-being of women in the workforce. Despite advancements in workplace policies, there remains a noticeable gap in understanding the specific stressors that women encounter, and how these stressors manifest in their professional and personal lives. This study addresses this gap by scrutinizing the intricate dimensions of stress among women employees, aiming to identify key stress factors and their repercussions. Through a comprehensive exploration of these challenges, we seek to contribute valuable insights that can inform organizational strategies, policies, and support mechanisms, fostering an environment where women can thrive professionally while maintaining their mental and emotional well-being.

The objectives of the study:

1. To know the demographic variable of the respondents.
2. To analyse the working status of the respondents in the study area.

Scope of the study:

The research will address a range of aspects related to stress, such as its psychological, behavioral, and physical manifestations. The questionnaire will also collect data regarding the opinions of female employees regarding the job and meeting deadlines, as well as their contentment with their compensation and physical working conditions. In addition, the research will examine the stress management initiatives the companies presently provide and compile ideas and recommendations for new initiatives and programs. The survey is being carried via online with female employees in all sectors. To make intelligible conclusions, statistical methods are used to analyze the data. Organizations can use the study's findings to strengthen their stress management initiatives and improve the wellbeing of their female employees.

Materials and methods:

- Type of Research – Descriptive and Analytical, Type of Sampling – Convenient Sampling Method, Location – Coimbatore City, Sample Size – 44, Type of Data – Primary Data, Research Period – A month, Tools Used – Percentage Analysis, Descriptive Analysis.

Limitation of the study:

The limitations of a study on stress in women's employment may include sample bias, cultural variations, and the subjective nature of stress perception. Factors like individual coping mechanisms and external support systems can also affect the study's generalizability. Additionally, time constraints and evolving workplace dynamics might impact the study's relevance over an extended period.

Review of literature:

Sathya Priya (2012) Fast social and technical progress has produced extremely stressful lifestyles. Physical, psychological, and behavioral problems can result from stress. In today's varied and quickly changing culture, the workplace changes happen almost instantly. Many workers tolerate stress and overlook its long-term repercussions; those who are conscious of their stress levels could find it difficult to manage. Over the past ten years, occupational health and organisational stress have gained significant attention on a national and international level. Work stress looks to be rising, which is not surprising given the value of work in modern culture, the amount of time spent at work, and the current developments that are impacting the nature of work. The information and data gathered from 300 female IT workers using a straightforward random sample approach. Thangamalar, R (2020) To create a foundation for this research, it is necessary to comprehend and analyse a variety of literature on the aspects of work-related stress. It is a brief synopsis of earlier studies conducted by the academics that are pertinent to the field of study covered in theses, dissertations, research papers, journal articles, and books. In order to provide the study topic more strength and comprehension, it is beneficial to support the research activity with other researchers in the same domain.

Richa darshan (2014) made an effort to examine the issues and effects of stress experienced by women who work in Indore call centers. According to the report, stress, an unfavorable work environment, and a work-life balance are the main problems that women workers in contact centers confront. Women are not able to spend enough free time with their families since they work strange hours and night shifts. Consequently, there is a gap in communication between the family members. High levels of stress are caused by their jobs' monotony and dealing with aggressive clients. The workplace offenses and sexual harassment are two additional big problems in contact center. Kumaraswamy.G (2013) gathered 100 samples and, using multiple regression analysis, discovered that stress was the primary cause of the overall decline in work performance. Chronic stress causes burnout. Compared to male employees, female employees experience higher levels of stress. Employees without spouses are willing to take on additional responsibilities, but stress has less of an impact on their work performance. KUMAR (2012) emphasized the current rate of attrition in the BPO sector, the causes of attrition, the issues attrition causes for organizations, and recommended strategies for preventing attrition. One hundred employees were included in the study's sample, which was chosen using basic random sampling. The following list of reasons was used to rank the reasons why the employees were let go: lack of a flexible work schedule; stress from overwork and work-life imbalances; poor working conditions; mismatch between the job and the employee; financial considerations; organization's focus on business rather than employees; lack of supportive coworkers; lack of trust; and insufficient coaching and feedback. A cost-effective and efficient hiring approach that would help companies find the right people. ROOPA RANI (2013) The performance of the workforce is impacted by compensation changes. Employees' blood pressure rises as their workload increases. Employees with late-night work shifts are more likely to have heart disease. An employee's performance and their pay, job duties, coworkers, late-night shifts, goals, autonomy, and workload are all significantly correlated. DEEPA ANANDA PRIYA. P (2013) collected 384 samples and discovered that the two main variables impacting women employees' workplace stress are meeting deadlines and job instability. The least significant elements impacting the job stress of female employees include harassment and/or discrimination, as well as a poor rapport with coworkers. There is a negative correlation between job stress and employee engagement; physical and psychological effects have no bearing on employee engagement. Women employees are more likely to experience psychological stress than physiological stress as a result of their jobs

Analysis and interpretation:

S.no	particulars	Demographic variable	percentage
1.	Age	35-45	77.8%
2.	Employment status	Full time	66.6%

Source of data: primary data

Descriptive Statistics

	N	Mean	Std Dev	Range	Minimum	Maximum	Sum
AGE	44	2.80	.41	1.00	26-35	35-45	123.00
EMPLOYMENTSTATUS	44	1.52	.90	3.00	Full time	Self employed	67.00
INDUSTRY	44	2.45	1.39	4.00	IT	Others	108.00
RATETHELEVELOFSTRESSCAUSEDBYWORKLOAD	44	1.82	.62	2.00	Low	High	80.00
INFLUENCEOFJOBRESPONSIBILITIESONPERSONALLIFE	44	1.89	.72	2.00	Not at all	Significantly	83.00
PERCEPTIONTOWARDSJOBSECURITY	44	1.68	.71	2.00	Secure	insecure	74.00
SUPPORTSFROMCOLLEAGUESANDSUPERIORS	44	1.70	.73	2.00	Strong support	Limited support	75.00
FLEXIBILITYINWORKINGHOURS	44	1.91	.71	2.00	Very flexible	Not flexible at all	84.00
OPPORTUNITIESFORCAREERADVANCEMENT	44	1.66	.64	2.00	Abudant	None	73.00
IMPACTOFWORKONFAMILYLIFE	44	1.80	.70	2.00	Minimal	Significant	79.00
AVAILABILITYOFSOCIALSUPPORTOUTSIDEOFWORK	44	2.00	.75	2.00	Extensive	limited	88.00
PARTICIPATIONINSTRESSMANAGEMENTPROGRAMS	44	2.18	.76	2.00	Regularly	Never	96.00
ARETHEREANYWORKPLACE	44	1.32	.47	1.00	yes	no	58.00
OVERALLWORKPLACEENVIRONMENTINRELATIONTOSTRESS	44	2.55	.93	3.00	Very satisfied	Dissatisfied	112.00
HOWDOYOUTYPICALLYCOPEWITHSTRESSATWORK	44	2.27	.82	2.00	Exercise	Games	100.00
UTILIZATIONOFVACATIONANDDAYS	44	1.82	.72	2.00	Regularly	Rarely	80.00
SELFREPORTEDOVERALLSTRESSLEVEL	44	1.80	.59	2.00	Low	High	79.00
SATISFACTIONTOWARDSWORKLIFEBALANCE	44	3.07	.25	1.00	neutral	dissatisfied	135.00
Valid N (listwise)	45						
Missing N (listwise)	1						

Source:primary data

In the above table, it indicates that the satisfaction towards work life balance of women employees ranks first with 3.07 mean value, Age tanks second with 2.80 mean value and overall workplace environment in relation to stress ranks third with 2.55 mean value.

Findings and suggestions:

It indicates that the majority of the respondents are found to be in the age group 35-45. It indicates that the majority of the respondents are found to be full time workers. It indicates that the majority of the respondents work in IT sector. It indicates that the majority of the respondents are found that they have moderate stress caused by work. It indicates that the majority of the respondents are found to have some influence of job responsibilities on personal life. It indicates that the majority of the respondents are found to be secure about their job security. It indicates that the majority of the respondents are found have stopped support from colleagues and superiors. It indicates that the majority of the respondents are found have somewhat flexible in their working hours. It indicates that the majority of the respondents are found have limited opportunities for career advancement. It indicates that the majority of the respondents are found have moderate impact of work on family life. It indicates that the majority of the respondents are found have adequate availability of social support outside of work. It indicates that the majority of the respondents are found to participating occasionally in stress management program. It indicates that the majority of the respondents are found to agree towards workplace policies or practices. It indicates that the majority of the respondents are found to be neutral towards workplace environment. It indicates that the majority of the respondents are found playing games to cope with stresses at work. It indicates that the majority of the respondents are found to be utilizing their vacation occasionally.

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