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A STUDY OF OCCUPATIONAL STRESS AMONG WORKING WOMEN AND THEIR PERSONALITY PATTERNS

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ABSTRACT

Stress is not a new word. Our ancestors too were not free from stress. They experienced it due to the unpredicted natural phenomenon, and that is why it was regarded as 'Age Of Uncertainty'. Whereas our stress in the present world is mainly due to overdemands and expectations. Hence it is considered the 'Age Of Anxiety'. With the development of psychology the terms 'Occupational Stress' got importance and researchers and psychologists worked on it. They have listed a lot of causes for it and have given a lot of suggestions to minimize it. Occupational Stress is the negative psychological and physical effects an employee experiences due to the responsibilities, environment, or other pressures of the work place. Here we are focussing on Occupational Stress among working women in relation to their personality patterns. In this study Occupational Stress Index (OSI) constructed and standardised by Srivastava and Singh to measure the occupational stress and Dhar and Jain's Type A/B Behavioural Pattern Scale (ABBPS) to know the personality patterns.

Keywords : Occupational Stress, Working Women, Personality

INTRODUCTION

Stress is the natural reaction your body has when changes or challenges occur. It can result in many different physical, emotional and behavioural responses. Everyone experiences stress from time to time. You can't avoid it. Stress responses help your body adjust to new situations. Stress can be positive keeping you alert, motivated and ready to avoid danger.

Occupational Stress is work related stress. It is the response people may have when presented with work demands and pressures that are not matched their knowledge and abilities. That which challenged to their ability to cope. It is the negative psychological and physical effects an employee experiences due to the responsibilities, environment or other pressures of the workplace. Working Women always stuck with the

occupational stress. They have to manage their career while maintaining traditional roles. It means for working women it is two sets of overlapping responsibilities. Therefore in addition to their traditional roles, professional roles seem to be one of the major sources of stress that working women have to face.

Personality refers to the enduring characteristics and behaviour that comprise a person's unique adjustment to life, including major traits, interests, drives, values, self-concepts, abilities and emotional patterns. Occupational stress among working women has much good and bad effects on the personality.

SIGNIFICANCE OF THE STUDY

Being a working woman is a task where a woman works not only for her livelihood but also for her self-respect. Her hectic life does not make her tired but gives her satisfaction of being complete in her. Working women rather are seen with great respect and liked by all of us in our society. Their suggestions are taken into consideration in a family too. But it is important to know while doing their duties and performing their responsibilities, whether they face any types of stress and strain. Because planning and preparations are needed before you leave home for work, you need to complete all your household activities and plan things for your kids as who will take care of them in your absence. So this study is about to throw light on these aspects. So this study is highly significant.

OBJECTIVES OF THE STUDY

- To study the occupational stress among working women.
- To study the personality patterns of the working women.

METHODOLOGY

Present study is a factual and verifiable study and it is also exploratory in nature. In the present study data has been collected from Nagpur district Maharashtra on **total 200 women** having working portfolio. In this study **Occupational Stress Index is calculated by OSI by Dr Srivastava and Dr A. P. Singh**. To know the personality patterns we use **Dhar and Jain's Type A/B Behavioural Pattern Scale (ABBPS)**.

SAMPLE

It is not feasible to investigate into any phenomenon on the entire population. Thus the representative sample of the population has to be selected in order to reduce expenditure and save time. Therefore the present study was **conducted in Nagpur district, in Maharashtra**. **Total 200 working women have been taken as the sample** of the study, in jobs like school teachers, doctors, nurses, bureaucrats, bank employees, engineers etc.

FACTOR ANALYSIS

The factor analysis of the personality traits, point of the fact that each of the big five personality traits have independent spheres of influence on the occupational role stress, psychological stress and strain, and personal coping resources. At the same some traits complement each other to deal with the occupational stress. Hence the results of factor analysis point to some significant directions in understanding and explaining the relationships between big five traits and psychological stress and strain among the women employees.

ANALYSIS OF THE DATA

The data is analysed with respect to different variables like **professional level, personality type, age, type of family and marital status** along with their occupational stress.

1. To study the occupational stress among working women.

There are maximum number of working women in different professions are under immense stress. They are bound to face stress at working place due to divergent reasons. The study shows that only few women have less occupational stress.

2. To study the personality patterns of the working women

- I. **Personal Information Sheet** - A personal information sheet is comprised of name (optional), age, sex, occupation, experience (in years), salary and working hours was given to various female employees and asked to share their views.
- II. **Type A/B Behavioural Pattern scale** - To measure Type A and Type B personality test was used. It contained two parts named as part-I containing seventeen questions and part II containing sixteen questions having their answers on five points rating scale ranging between strongly agree to strongly disagree.

For Part-I all the seventeen questions were summed up to six factors demonstrating Type A behavioural pattern are **Tenseness, Impatience, Restlessness, Achievement, Domineering and Workaholic**. The **same process was followed for Part-II** and factors that come out to be standing as Type B Behavioral pattern factors are Complacent, Easy-going, Non Assertive, Relaxed and Patience.

Upon analysing completely filled up questionnaires, we found that there were **112 individuals possessing Type A personality** and **77 individuals possessing Type B personalities** also for 11 respondents, the total score for all the factors of Type A and Type B personalities came identical, therefore we rejected those responses and our **actual sample size turned out to be 189**.

RESULTS AND DISCUSSIONS

Firstly the five factors for individuals with Type A personality were compared against individuals of Type B.

1. Tenseness for Type A against Type B

It is inferred that mean for Type A is significantly higher than that of Type B which clearly supports the theory that Type A individuals feel high tension in comparison to Type B individuals.

2. Impatience for Type A against Type B

It is validated that mean for Type A is considerably higher than Type B which proves the theory that Type A individuals are impatience in their day to day life when compared to Type B individuals.

3. Restlessness for Type A against Type B

It is verified that mean for Type A personality is though slightly higher than that of Type B but then also it supports theory saying that Type A individuals are restless in their work and lifestyle when compared to Type B individuals.

4. Achievement for Type A against Type B

It is indicated that differences in the mean of Type A individuals and Type B individuals is 0.4862 but it validates the theory of indicating Type A individuals working hard for their achievements and 'Play to win' concept.

5. Domineering for Type A against Type B

It is inferred that even though the difference the mean of domineering factor between Type A and Type B individuals is of 0.950487 but it satisfies the theory which says Type A individuals are dominating by nature.

6. Workaholic for Type A against Type B

It is shown that mean for Type A and Type B individuals for workaholic factor is 0.52435 which substantially supports the theory that Type A individuals are workaholic by nature and they like to finish their tasks on or before pre-set deadlines.

Next we compared all five factors for women with Type B personality against Type A personality.

1. Complacent for Type B against Type A

It can be seen that though the mean for Type B personality showing satisfaction or complacent is just 0.65422 more than that of Type A but still it validates the theory that of Type B women possess more satisfaction than Type A in terms of personal and professional life.

2. Easy going for Type B against Type A

The difference of mean 0.39448 for easy going in between Type B and Type A individuals but even then it validates that Type B individuals are easy going by nature and like to work on 'slow and steady wins the race' concept.

3. Non-Assertive for Type B against Type A

It is inferred that there is a high significant difference between the mean of non-assertive factor for Type B when compared to Type A. Hence it validates theory that Type B individuals are more non-assertive than that of Type A.

4. Relaxed for Type B against Type A

It is indicated that there is a significant difference between the mean of relaxed factor for Type B and Type A. The difference in the mean is 0.723215 and it substantially proves that Type B individuals are more relaxed than Type A.

5. Patience for Type B against Type A

It is inferred that mean for patience in Type B is 1.00406 higher than of Type A. Hence it clearly depicts that individuals with Type B are more Patient than Type A which is clearly according to the theory.

CONCLUSION

It is seen that when Type B factors compared with Type A factors like **Easy going and complacent** have **very low mean difference** and it is because that individual with Type A personality could also act as Type B personality in particular conditions. But **Type B individuals could never act as Type A individuals whatever be the situation.** It is **concluded that working women of Type A personality individuals are more goal oriented, workaholic and dominating in comparison to Type B.** (Byrne and Reinhart, 1989) similarly said that individuals with Type A personality are more research oriented than Type B.

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