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HARD WORKERS OCCUPATIONAL STRESS: A WOMEN EMPLOYEE'S AT WORK PLACE

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ABSTRACT

The research study on occupational stress towards women employees at workplace is one of the making works less challenging and less satisfying for many workers. . Occupational stress is one of the major health hazards of the women workers in modern workplace. It accounts for much of the physical illness, substance abuse, and family problems experienced by millions of blue and white-collar workers. Occupational stress and stressful working conditions have been linked to low productivity, absenteeism, and increased rates of accidents on and off the job. The two objectives of the study are; 1.To study the job characteristics among women employees. 2. To determine the common types of workplace stress among women employees. The present study is only descriptive in nature. It is mainly used to gathering information on workplace stress among women employees. The primary and secondary data was used for the data collection of present study. A Random sampling techniques is used for data collection with a questionnaire is framed on sampling size of 55 working women employees in different work place. The workplace demands and family responsibilities, women show burnout signs through physical, emotional, and psychological symptoms. Usually, when the workplace demands exceed a person's capacity to handle them, it leads to stress, burnout, and anxiety. . In the present research study the job characteristics on 58 % of the women's better feel the nature of job control, and 27% of the women's feel new job stress. Work is a central part of human life. It is the expression of the basic need to accomplish, to create, to feel satisfaction, and to feel meaningful.

KEYWORDS: *Occupational stress, women employees, workplace stress, job control and demand.*

INTRODUCTION

The introduction of new technologies, many jobs has become more fragmented and job tasks have been narrowed, leaving workers more disconnected from the final product. This process of "deskilling" has created increased levels of boredom, making work less challenging and less satisfying for many workers. Offices are becoming factories with rows of workers connected to computers that are capable of monitoring every key punched. The knowledge that every minute of one's working day is being recorded has intensified the pressure of the job, which, in turn, has led to an increased rate of cardiovascular health problems/heart disease among office and clerical workers. Occupational stress is one of the major health hazards of the modern workplace. It accounts for much of the physical illness, substance abuse, and family problems experienced by millions of blue and white-collar workers. Occupational stress and stressful working conditions have been linked to low productivity, absenteeism, and increased rates of accidents on and off the job. Work is a central part of human life. It is the expression of the basic need to accomplish, to create, to feel satisfaction, and to feel meaningful. Rewarding work is an important and positive part of our lives. the cause of the stress can be identified, is of short duration, and can be responded to by a specific set of actions that eliminate the cause, this is a healthy stress reaction. However, when the source of the stress is not identifiable, becomes excessive, repeated, prolonged, or continuous, it becomes "distress" and creates unhealthy physiological and psychological reactions.

There are a number of working conditions that we encounter on a daily basis which contribute to making work stressful. These working conditions are called "stressors" and consist of those things which have a negative effect on a worker's physical or emotional well-being. In addition these working conditions or stressors are associated with two job characteristics: job control and demand.

The **Job control** determines how much or how little control a worker has over her/his job. It can be defined in terms of one's ability to make decisions about how work is done and the ability to use a range of skills on the job. The **Job demand** determines how much or how little production or productivity pressures on the worker and the quality of the physical work environment.

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Job Control Stressors Include

- Lack of control over your work,
- Lack of recognition for work done,
- Job insecurity,
- Fear of layoffs,
- Harassment,
- Lack of respect from supervisors,
- Racism,
- Age discrimination,
- Inadequate pay,
- Isolation from fellow employees either physically or psychologically, and
- Lack of promotion opportunities.

Job demand Stressors Include

- Contracting out work,
- Fragmentation/job declassification,
- Poor ventilation and heating,
- Poor lighting,
- Forced overtime,
- Shift-work,
- Speed-ups,
- Conflicting job demands,
- Physical danger,
- Fear of accident or even death on the job,
- Poor computer workstation design,
- Monitoring (e.g., AWT standards),
- Lack of training, and
- Unnecessary paperwork.

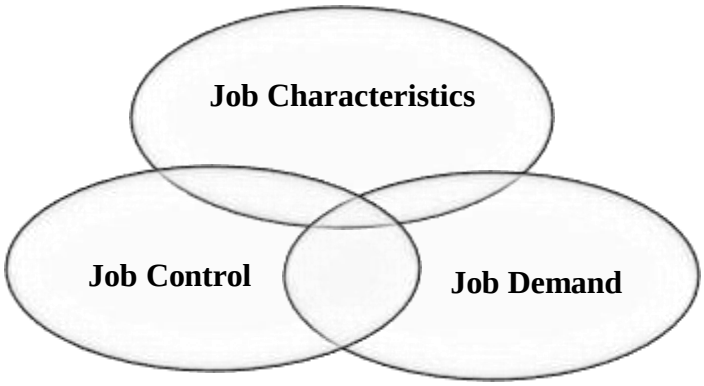
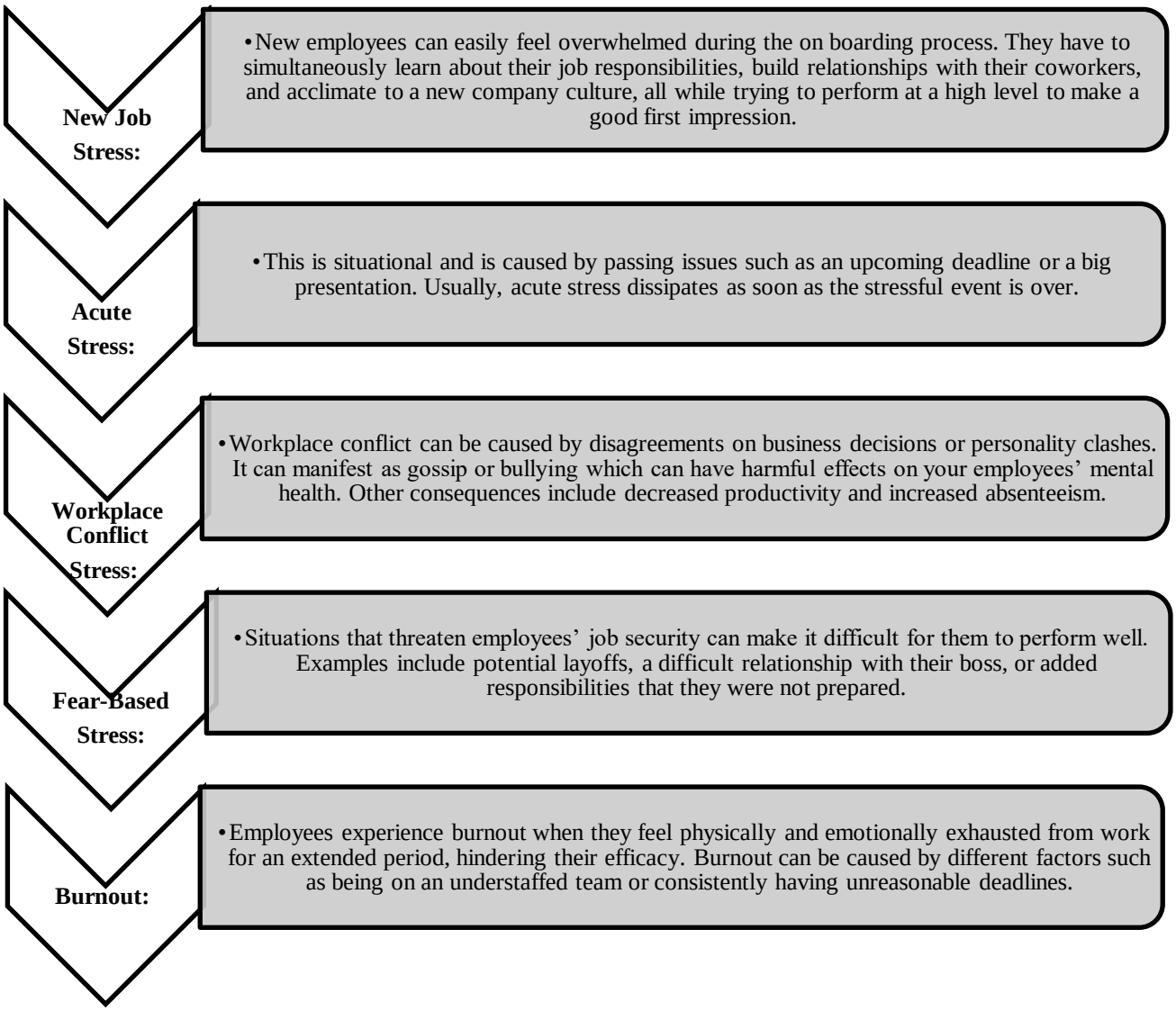


Figure:1 Job Characteristics

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COMMON TYPES OF WORKPLACE STRESS



In present study many women report feeling pressured at work, with much more demands than they can handle. In the survey by Cigna, women reported heavy workloads as the major cause of stress at work. Many of these women reported that work was invading their personal time. The Common symptoms of stress in women include:

- Physical Headaches,
- Difficulty sleeping,
- Tiredness,
- Pain (most commonly in the back and neck)
- Overeating/under eating,
- Skin problems,
- Drug and alcohol misuse,
- Lack of energy,
- Upset stomach,
- Less interest in sex/other things
- Emotional.

COMMON STRESS SYMPTOMS IN WOMEN

The women were more stressed than men and exhibited both psychological and physical symptoms. Some of the common symptoms include:

1. Trouble sleeping
2. Poor health management
3. Digestive issues
4. Weight loss or gain
5. Agitation and mood swing
6. Anxiety and depression
7. Panic attacks

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REVIEW OF LITERATURE

Priya MakhijaDr Gajendra NaiduRakesh (2016), Occupational stress amongst women employees – a review of literature, Asia pacific journal of research, Vol: I. Issue XLII, August 2016. The Stress is a common feature in our lives, especially as the pace of development increases. Work is a common term which is applied for all sorts of occupation. It is a basic condition for most people and is an important component of the atmosphere for human survival. It is also a major element for the development of the individual as well as the economy of the nation. Many adults spend half of their lives in work related activities. It is natural to experience work related stress on tension or strain in the body or the mind if there is no release or outlet for the bent-up feelings. A phrase "stress collapses everything" has a prominent place in the minds of millions. It is a silent killer in the modern age. The word "stress" is defined by the Oxford Dictionary as "a state of affairs involving demand on physical or mental energy". In medical parlance "stress" is defined as a perturbation of the body's homeostasis. Extreme stress conditions are detrimental to human health. But in moderation stress is normal and in many cases, proves useful. An occupational stress can be caused by too much or too little work, time pressure and deadlines, fatigue from physical strains of work environment, excessive travelling, long hours, having to cope with changes in work. Occupational stress, in particular, is the inability to cope with the pressures in a job (Rees, 1997),because of a poor fit between someone's abilities and his/her work requirements and conditions (Holmlund- Rytkönen & Strandvik, 2005). It is a mental and physical condition which affects an individual's productivity, effectiveness, personal health and quality of work (Comish & Swindle, 1994, 26). Main components of the work-stress process are potential sources of stress (stressors), factors of individual differences (moderators/mediators), and consequences of stress (strain) (Lu et al., 2003, 481). **Dr. Gurnam Singh(2023), Stress Among Working Women: A Literature Review , The International Journal of Indian Psychology ISSN 2348-5396 (Online) | ISSN: 2349-3429 (Print) Volume 11, Issue 1, January- March, 2023.** Women are playing a very important role in the economic and social development of the nations all over the world. Research suggests that females globally rarely manage time to feel relax and are stressed and overworked most of the time. Working women have a whole set of problems involving both family and professional lives. Women have to play their role as a wife, a mother and an earner. They have to manage their career while maintaining traditional roles. That 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. This review of literature gives information about working women stress, factors in the working environment that cause stressful situations among working women. Based on the review of the literature, stress could be classified according to the nature of the stressor (physiological, psychological), its influence on individual (positive eustress, negative distress), and the exposure time of stressor (acute or short-term, chronic or long-term).

OBJECTIVES OF THE STUDY

1. To study the job characteristics among women employees.
2. To determine the common types of workplace stress among women employees.

Hypothesis Testing

H1: Mean Variation in between demographical factors with job characteristics.

H2: Mean association between job characteristics with workplace stress on women employees at workplace.

METHODOLOGY

The present study is only descriptive in nature. It is mainly used to gathering information on workplace stress among women employees. The primary and secondary data was used for the data collection of present study. A Random sampling techniques is used for data collection with a questionnaire is framed on sampling size of 55 working women employees in different work place.

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DATA ANALYSIS

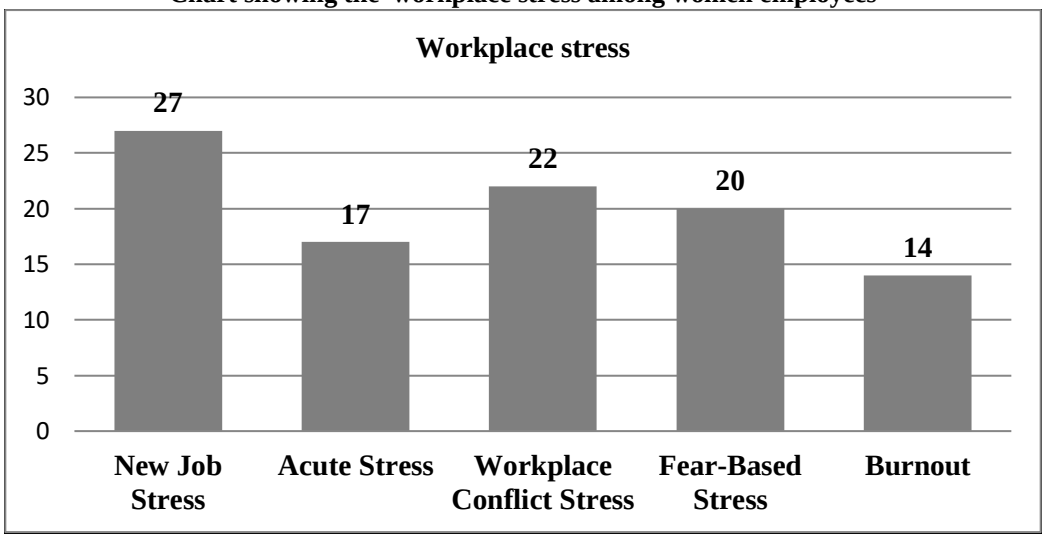
Table No:1
Demographical Factors women employees

Sl. No	Demographical Factors	Women Respondents	Percentage
	Age		
1.	Upto 20 years	8	14
2.	21-30 years	13	24
3.	31-40 years	19	35
4.	Above 40 years	15	27
	Total	**55**	**100**
	Education Qualification		
1.	Illiterate	16	29
2.	School Level	12	22
3.	Graduate	20	36
4.	Post Graduate	7	13
	Total	**55**	**100**
	Occupation		
1.	Private employees	15	27
2.	Government employees	13	24
3.	Business women	8	14
4.	Professionals	19	35
	Total	**55**	**100**
	Monthly Income		
1.	Upto 10,000 Rs	17	31
2.	10,001- 20,000	10	19
3.	20,001-30,000	20	36
4.	Above 30,000	8	14
	Total	**55**	**100**
	Job characteristics		
1.	Job Control	32	58
2.	Job Demand	23	42
	Total	**55**	**100**
	Workplace stress		
1.	New Job Stress	15	27
2.	Acute Stress	9	17
3.	Workplace Conflict Stress	12	22
4.	Fear-Based Stress	11	20
5.	Burnout	8	14
	Total	**55**	**100**

Source: Primary data

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Chart showing the workplace stress among women employees



H1: Mean Variation in between demographical factors with job characteristics.

Table No: 2

CHI SQUARE ANALYSIS ON DEMOGRAPHICAL FACTORS WITH JOB CHARACTERISTICS

Pearson Chi-Square	Calculated Chi-square Value	Df	Table value	S/NS	Remarks
Job Characteristics	36.223 [a]	14	23.685	S	Rejected (H0)

Pearson's chi-square value of the above table is 36.223 [a] and table value is 23.685 at 5% level of significant. Hence, the null hypothesis (H_0) has been rejected and the alternative hypothesis (H_1) has been accepted. Mean Variation in between demographical factors are significantly with job characteristics on women employees.

H2: Mean association between job characteristics with workplace stress on women employees at workplace.

Table No: 3

ANOVA TABLE SHOWING THE JOB CHARACTERISTICS WITH WORKPLACE STRESS

Job characteristics	Workplace Stress	ANOVA	Value
Job Control	New Job Stress Acute Stress Workplace Conflict Stress Fear-Based Stress Burnout	Mean square	3.241
		Calculated value of F distribution	6.356
		Table value of F distribution	9.120
		Df	4
		H0	Accepted
		Significant/ Not Significant	NS
Job Demand	New Job Stress Acute Stress Workplace Conflict Stress Fear-Based Stress Burnout	Mean square	5.621
		Calculated value of F distribution	8.571
		Table value of F distribution	9.120
		Df	4
		H0	Accepted
		Significant/ Not Significant	NS

Source: Primary data

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CONCLUSION

To be concluded that the Working women, even with their let's-get-it-done attitude, are feeling the strain of workplace stress and anxiety more than men. The burden of job stress among women is not uncommon. Women, especially between the age of 35 and 54, are more likely to juggle many roles, including motherhood, career, homemaker, and sometimes even the primary breadwinner. The workplace demands and family responsibilities, women show burnout signs through physical, emotional, and psychological symptoms. Usually, when the workplace demands exceed a person's capacity to handle them, it leads to stress, burnout, and anxiety. In the present research study the job characteristics on 58 % of the women's better feel the nature of job control, and 27% of the women's feel new job stress. Work is a central part of human life. It is the expression of the basic need to accomplish, to create, to feel satisfaction, and to feel meaningful.

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