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Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 19702 RNI –Application No 2017103794

A Comparative Study on Job Stress among the Women Employees of various Occupations

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ABSTRACT

Today's work and life style are increasingly causing stress related problems. This study aimed at bringing to light the stressors experienced by the women employees and their impact on work, social and family life. It is focused to identify the factors causing stress among women in each of the occupation and the coping strategies to manage stress. The study is descriptive in nature. The stratified sampling technique used for this study. Both primary and secondary data were collected. For collecting primary data, field survey technique was used. The survey was conducted with 600 respondents, i.e., about 60 respondents from each of the above occupations from Erode, Salem & Namakkal districts. The data collected were organized as simple tables and further analyzed with the help of appropriate statistical tools such as – percentage analysis,



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weighted average method, ranges, standard deviation, two-way tables, Chi-square Test, Friedman's Test, etc., for logical interpretation of the data collected. Apart from the uni-variate analysis, certain multi-variate tests like - Multi Discriminate Analysis and Factor Analysis have been used to ascertain the level of stress among the working women in the study area. This analysis find out the level of stress and experienced by the respondents with respect to their occupation, age, marital status, educational qualification, family size, family system, work place location, monthly income and the service of the respondents and also the effect of coping strategies in reducing stress is also said to differ with the socio-demographic variables.

KEY WORDS: *Stress, Women employees, Level and causes of stress, coping with strategies, Descriptive study.*

Chapter-I

1.1.INTRODUCTION

Women play multiple roles, and are able to manage their multiple roles in ways that add tremendously to their life satisfaction without undue distress. The family environment is an important source of social support, but may be another area in which women are at a comparative disadvantage. Perhaps, because of previous gender role socialization, women typically provide their partners with more social support than they receive from them. This imbalance results in greater marital stress, role conflict and depression for women.



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Women often report significantly more conflict involving professional roles than do men. Coping is defined as constantly changing cognitive and behavioral effort to manage specific external or internal demands. Differences in conceptualization of coping have led to a number of ways of classifying coping strategies. Individuals with a strong sense of coherence, although conscious of difficulties or frustrations, do not ignore them and have confidence that basic difficulties will be resolved or can be dealt with and have confidence that they will be able to cope with the inherent pressures of daily life.

In solving any problem it is essential that one should find the root cause for it. As this study is focused on solving the stress among the women employees, it was essential that the root cause has to be analyzed, which was a primary step to be taken. Unless the root cause is finalized, it is very difficult to derive an appropriate solution to it. Taking this into consideration, this chapter deals with identifying the causes of stress among the women employees. The causes like Organizational, Family, Societal, Personal factors, locations and ‘Coping with stress’, attempted at identifying the coping mechanisms and their impact in reducing the respondents’ stress were analyzed here.

1.2.OBJECTIVE OF THE STUDY

- To analyze the level and causes of stress among women employees.
- To ascertain various coping strategies practiced by the selected sample women employees to manage the stress.



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1.3.REVIEW OF LITERATURE

Sagar Sharma (1979)¹, in his research titled, 'A Comparative Study of General Anxiety among Engineers and white collar workers as function of certain Demographic Variables', studied about the anxiety levels among engineers and white collar workers of a state Public Works Department as a function of job level, age, length of service and educational qualifications. The comparative study of various sub-groups of engineers and white collar workers revealed that engineers are significantly less anxious than white collar workers, at some job, age, experience and educational levels only.

Singh & Mishra (1983)², in their article titled 'Effect of Occupational Stress and Ego-strength on the Job Involvement of first-level Industrial supervisors' attempted to find out the influence of certain personality and attitudinal variables on job involvement of first-level supervisors. The results revealed that job involvement scores are not significantly related to occupational stress and ego-strength; also, occupational stress and ego-strength have significant negative relationship.

1.4.RESEARH METHODOLOGY

The descriptive research design was used for this study. The Sampling technique is stratified technique. For data collection both primary and secondary data was made systematically. For

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ENGINEERING AND MANAGEMENT (IJRREM)**

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collecting primary data, field survey technique was used in the study area i.e., Erode, Salem & Namakkal District. First-hand information pertaining to the respondents socio-economic background, general details related to the job, symptoms of stress, factors contributing to stress, consequences of stress and the coping strategies followed by them to manage stress were also collected. The data collected were organised as simple tables and further analysed with the help of appropriate statistical tools such as – percentage analysis, weighted average method, ranges, standard deviation, two-way tables, Chi-square Test, Friedman’s Test, etc., for logical interpretation of the data collected. Apart from the uni-variate analysis, certain multi-variate tests like - Multi Discriminate Analysis and Factor Analysis have been used to ascertain the level of stress among the working women in the study area.

SAMPLING DESIGN

The survey was conducted with 600 respondents, i.e., about 60 respondents from each of the below occupations from Erode, Salem & Namakkal districts.

DISTRIBUTION OF SAMPLE RESPONDENTS

IN THE STUDY AREA

S. No.	OCCUPATION OF THE RESPONDENTS	NO. OF SAMPLES
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1	School Teachers	60
2	College Teachers	60
3	Bank employees	60
4	Insurance employees	60
5	Police women	60
6	Nurses	60
7	Powerloom employees	60
8	Spinning & Textile mill employees	60
9	Employees of Computer centres, Photocopying centres & STD booths	60
10	Employees of Garment showrooms, Jewellery shops & Departmental stores	60
	TOTAL	600

Chapter-II

International Journal of Research Review in Engineering and Management (IJRREM), Volume - 3, Issue -7, July-2019, Page No:39-56, Impact Factor: 2.9463, Scribd Impact Factor :4.7317, academia Impact Factor : 1.1610



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DATA ANALYSIS AND INTERPRETATION

Association between Personal Profile factors and the Personality Traits

The personality traits of a person may have an impact on his stress level. The association between the personality traits and the personal profile factors namely Sector, Age, Marital status, Qualification, Category, Family Members, Family System, Workplace location, Monthly income, Service in this organization, Working hours, Weekly off, Work on shift, Night shift, overtime work and level of stress was analyzed in this section. The chi-square test was used at 5% level of significance.

H_0 : There is no association between the personal profile factors and the personality traits of the respondents.

H_a : There is association between the personal profile factors and the personality traits of the respondents.

In order to find the relationship between the personal profile factors and level of personality traits, chi-square test was used and the result of the test was shown in the following table. The table below shows the calculated chi-square value, the degrees of freedom and the probability value for the personal variables. The probability value is the chance that the association is not significant.

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TABLE 4.1.39

LEVEL OF PERSONAL TRAITS (CHI SQUARE TEST)

Factors	Chi-square Value	Df	P
Occupation	107.228	18	0.000**
Age	7.540	4	0.110*
Marital status	4.433	2	0.109*
Qualification	27.339	6	0.000**
Category of employment	14.176	2	0.001**
No. of Family Members	15.802	4	0.003**
Family System	8.569	2	0.014*
Workplace location	12.372	4	0.015*
Monthly income	24.743	8	0.002**
Service in the organization	40.445	10	0.000**

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Working hours	10.217	4	0.037*
Weekly off	6.400	2	0.041*
Shift Work	7.578	2	0.023*
Night shift work	18.882	2	0.000**
OT work	10.828	2	0.004**
Level of stress	18.934	4	0.001**

* Significant at 5% level

** Highly significant at 1% and 5% level

It was noted from the above table that, the ‘p’ value is less than 0.05 for the dependent variables like - Occupation, Age, Marital status, Qualification, Category of employment, Number of Family Members, Family System, Workplace location, Monthly income, Service in this organization, Working hours, Weekly off, Shift work, Night shift work, overtime work and level of stress and hence the result was significant at 5% level. Hence, the hypothesis “there is association between the personal profile factors and the personal traits of the respondents” holds good. From the above analysis it was concluded that, there was close relationship between the factors like - Occupation, Age, Marital status, Qualification, Category of employment, Number of Family Members, Family System, Workplace location, Monthly income, Service in the



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organization, Working hours, Weekly off, Shift work, Night shift work, overtime work and level of stress and that of the personality traits of the respondents.

SOCIO-DEMOGRAPHIC VARIABLES AND THE EFFECT OF COPING STRATEGIES

(CHI-SQUARE TEST)

To find out whether there was any relationship existing between the effect of coping strategies followed by the respondents to reduce stress and that of the various independent (socio-demographic) variables like – occupation, age, marital status, educational qualification, number of family members, family system, workplace location and monthly income of the respondents, chi-square test was used.

Hypothesis I:

H₀: There is no significant relationship between the occupation of the respondents and the effect of the coping strategies followed by them to reduce stress.

H_a: There is significant relationship between the occupation of the respondents and the effect of the coping strategies followed by them to reduce stress.

Hypothesis II:

H₀: There is no significant relationship between the age of the respondents and the effect of the coping strategies followed by them to reduce stress.



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H_a: There is significant relationship between the age of the respondents and the effect of the coping strategies followed by them to reduce stress.

Hypothesis III:

H₀: There is no significant relationship between the marital status of the respondents and the effect of the coping strategies followed by them to reduce stress.

H_a: There is significant relationship between the marital status of the respondents and the effect of the coping strategies followed by them to reduce stress.

Hypothesis IV:

H₀: There is no significant relationship between the educational qualification of the respondents and the effect of the coping strategies followed by them to reduce stress.

H_a: There is significant relationship between the educational qualification of the respondents and the effect of the coping strategies followed by them to reduce stress.

Hypothesis V:



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H₀: There is no significant relationship between the family size of the respondents and the effect of the coping strategies followed by them to reduce stress.

H_a: There is significant relationship between the family size of the respondents and the effect of the coping strategies followed by them to reduce stress.

Hypothesis VI:

H₀: There is no significant relationship between the family system of the respondents and the effect of the coping strategies followed by them to reduce stress.

H_a: There is significant relationship between the family system of the respondents and the effect of the coping strategies followed by them to reduce stress.

Hypothesis VII:

H₀: There is no significant relationship between the workplace location of the respondents and the effect of the coping strategies followed by them to reduce stress.

H_a: There is significant relationship between the workplace location of the respondents and the effect of the coping strategies followed by them to reduce stress.

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Hypothesis VIII:

H₀: There is no significant relationship between the income of the respondents and the effect of the coping strategies followed by them to reduce stress.

H_a: There is significant relationship between the income of the respondents and the effect of the coping strategies followed by them to reduce stress.

TABLE 4.3.1

SOCIO-DEMOGRAPHIC VARIABLES AND THE EFFECT OF COPING STRATEGIES

Hypotheses	Factors	Calculated Value ²	Table Value	D.F	Remarks
I	Occupation	81.411	16.9	9	Significant at 5% Level
II	Age	1.472	5.99	2	Significant at 5% Level
III	Marital status	2.154	3.84	1	Significant at 5% Level

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IV	Educational Qualification	10.185	7.81	3	Significant at 5% Level
V	Family size	5.405	5.99	2	Significant at 5% Level
VI	Family system	1.215	3.84	1	Significant at 5% Level
VII	Workplace location	13.435	5.99	2	Significant at 5% Level
VIII	Monthly income	0.617	9.49	4	Significant at 5% Level

Chapter-III

3.1.Inference

Inference I: The calculated chi-square value (81.411) is greater than the table value (16.9) and the result is significant at 5% level. Hence, the null hypothesis that “occupation of the respondents and the effect of the coping strategies followed by them to reduce stress are not



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associated” does not hold good. So, it was concluded that, there is relationship existing between the occupations of the respondents and the effect of the coping strategies followed by them to reduce stress.

Inference II: The calculated chi-square value (1.472) is lesser than the table value (5.99) and the result is significant at 5% level. Hence the null hypothesis that “age of the respondents and the effect of the coping strategies followed by them to reduce stress are not associated” holds good. So, it was concluded that, there is no relationship existing between the age of the respondents and the effect of the coping strategies followed by them to reduce stress.

Inference III: The calculated chi-square value (2.154) is lesser than the table value (3.84) and the result is significant at 5% level. Hence the null hypothesis that “educational qualification of the respondents and the effect of the coping strategies followed by them to reduce stress are not associated” holds good. So, it was concluded that, there is no relationship existing between the marital status of the respondents and the effect of the coping strategies followed by them to reduce stress.

Inference IV: The calculated chi-square value (10.185) is greater than the table value (7.81) and the result is significant at 5% level. Hence, the null hypothesis that “educational qualification of the respondents and the effect of the coping strategies followed by them to reduce stress are not associated” does not hold good. So, it was concluded that, there is relationship existing between



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the educational qualification of the respondents and the effect of the coping strategies followed by them to reduce stress.

Inference V: The calculated chi-square value (5.405) is lesser than the table value (5.99) and the result is significant at 5% level. Hence the null hypothesis that “the family size of the respondents and the effect of the coping strategies followed by them to reduce stress are not associated” holds good. So, it was concluded that, there is no relationship existing between the family size of the respondents and the effect of the coping strategies followed by them to reduce stress.

Inference VI: The calculated chi-square value (1.215) is lesser than the table value (3.84) and the result is significant at 5% level. Hence the null hypothesis that “family system of the respondents and the effect of the coping strategies followed by them to reduce stress are not associated” holds good. So, it was concluded that, there is no relationship existing between the family system of the respondents and the effect of the coping strategies followed by them to reduce stress.

Inference VII: It was found that, the calculated chi-square value (13.435) is greater than the table value (5.99) and the result is significant at 5% level. Hence, the null hypothesis that “work place location of the respondents and the effect of the coping strategies followed by them to reduce stress are not associated” does not hold good. So, it was concluded that, there is



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relationship existing between the work place location of the respondents and the effect of the coping strategies followed by them to reduce stress.

Inference VIII: The above table revealed that, the calculated chi-square value (0.617) is lesser than the table value (9.49) and the result is significant at 5% level. Hence the null hypothesis that “monthly income of the respondents and the effect of the coping strategies followed by them to reduce stress are not associated” holds good. So, it was concluded that, there is no relationship existing between the monthly income of the respondents and the effect of the coping strategies followed by them to reduce stress.

3.2.FINDINGS

- There is association between the personal profile factors and the personality traits of the respondents.
- There is relationship existing between the occupations of the respondents and the effect of the coping strategies followed by them to reduce stress.
- There is no relationship existing between the family size of the respondents and the effect of the coping strategies followed by them to reduce stress.

3.3.CONCLUSION

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Stress is the common factor in every workforce. The organization should make changes to reduce the stress. They are assigning the work load based on the workers capabilities and resources, define the worker roles and responsibility properly, developing communications, make opportunity for social interaction with other subordinates. Prepare work schedules and create opportunities for workers to utilize their skills. Management should conduct stress management programs give more awareness about stress and techniques to reduce the stress like deep breathing, muscle relaxation techniques, exercising, taking a walk, sleep, listening to relaxing music, mediating and yoga, organizing the time, organize the work space, take breaks, share a problem etc. These are all helps to maintain every individual peaceful in work environment.

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