A STUDY ON STRESS MANAGEMENT OF WORKING WOMEN IN TWIN CITIES

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ABSTRACT: At present scenario women’s are playing various roles in the family and in the work place. Women suffer in both sides from mental tension and physical harassment at workplaces, apart from the common job stress. Since long women may suffer from terrific stress such as ‘aggressive work environment harassment’, which is defines in legal terms as ‘offensive or intimidating behavior in the workplace’. Most of the working women are they complaining that when they are feeling stress, they have more hair falling that is rather than head ache, body pain / ulcer, stomach pain and skin problem, getting anger and they will not get proper sleep, having poor concentration and having emotional outburst.

Key Words: Women, work stress, harassment, work place, family, Personal or Family Problems, Impact of Stress on Mental, personal health

1. INTRODUCTION
Women may suffer from mental and physical harassment at workplaces, apart from the common job stress. Since long women may suffer from terrific stress such as ‘aggressive work environment harassment’, which is defines in legal terms as ‘offensive or intimidating behavior in the workplace’. This can consist of unwelcome verbal or physical conduct. These can be constant source of tension for women in job sectors. Also, slight discriminations at workplaces, family pressures and societal demands add to these stress factors. When they are feeling more tension, they unable to handle work, not only that arise more family problems. Today there are many women who do not want to just stay at home and do house work but want to have their careers. ‘Women relieve stress by altering their life style includes building greater stress tolerance, changing their pace of life, controlling distressful thoughts, acquiring problem solving skills, and seeking social support.

Workplace Culture: Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns of the boss as well as the co-workers, can be lesson of life. Maladjustments to workplace cultures may lead to subtle conflicts with colleagues or even with superiors. In many cases office politics or gossips can be major stress inducers.

Job Insecurity: Organized workplaces are going through changes under intense economic transformations and consequent pressures. Reorganizations, takeovers, mergers, downsizing and other changes have major stressors for employees, as companies try to live up to the competition to survive.

High Demand and Performance: Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload extremely long working hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained.

Technology: The expansion of technology – computers, pagers, cell phones, fax machines and the internet has resulted in heightened expectations for productivity speed and efficiency, increasing pressures on the individual worker to constantly operate at peak performance levels. Workers working with heavy machinery are under constant stress to remain alert. In this case both the worker and their family members live under constant mental stress. There is also the constant pressure to keep up with technological breakthroughs’ and improvisations, forcing employees to learn new software all the times.

Personal or Family Problems: Employees going through personal or family problems tend to carry their worries and anxieties to the workplace. When one is in a depressed mood, his unfocused attention or lack of motivation affects his ability to carry out job responsibilities. Absence of reciprocal and joint emotion management within family is a nagging stressor for women. This can be both physically and psychologically draining

1.1. OBJECTIVES OF THE STUDY
• Who is the more effecting person in the family?
• How they are balancing family and professional as women.
• To assess the perception of the personnel towards their Job Stress.
• To identify the different ways in which the women teachers manage stress.
1.2. NEED OF THE STUDY
- To find out root causes of stress in your personal life and professional life.
- To examine the soundness of the methods followed in reducing the stress.
- Learn healthy ways to relieve stress and reduce its harmful effects.
- Examine their influence on the existing pattern of stress management.
- Who are the more effecting person in the family.
- How they are balancing family and professional as women.

1.3. RESEARCH METHODOLOGY
Application of appropriate methods and adoption of scientific techniques is an outcome of systematic enquiry. The present study is a questionnaire consists of multiple choices and it has distributed to employees of all working women’s in area of Secunderabad, Telangana State. The sample size is 100. This has an important bearing on the collection of reliable and accurate information as well as on the outcome of the study. The collection of opinions of employees constituted the survey method in the study.

1.4. SCOPE OF THE STUDY
The study to ensure fairly an adequate representation of all working women’s surrounding area of the Secunderabad only.

1.5. LIMITATIONS OF THE STUDY
The present study is limited to employees of all working women’s surrounding in the Secunderabad, Telangana State only.

2. REVIEW OF LITERATURE
Review of the literature provides a basis for future investigation, an insight in to the problem It intensifies the need for data collection, relates the findings of one study to another with the hope to establish scientific knowledge. It can shed light on ways to improve the efficacy of the study and obtain useful advice on how to increase the effectiveness of data analysis and it can also unveil some promising methodological tools. It can also serve as a connecting link between the findings of the previous research that has been done in the problem area and the results of the proposed study. The purpose of the literature review is to convey the reader what knowledge and idea have been established on a topic.

Abrol (1990) discussed about, Every person wants more and more for the attainment of pleasure, due to this competition is increased in every field of life and this competition generates stress among people no doubt the competition is must but we don't ignore its result in the recent years as more and more women are coming to take on many jobs. But these women college teachers facing various challenges, one is stress and stress is one cause of coronary heart disease. Stress is common among the career women at workplace. Nowadays the percentage of coronary heart disease is increased among Women College teachers the main causes are work related stress, value conflict, type of work, standard of living, nutrition, lack of physical exercise.

Charu Modi(2012) the literature on stress recommends that working women are lying on to the same face stressors practiced by working men. So far, women are also confronting with possibly exceptional stressors such as inequality, social disconnection, and work/home classes. Stress arises due to many causes which have been emphasized in this research paper. The research paper also contains reasons of stress and how to ease the stress and rise above such problems by the working women at their workplace, especially in banking industry.

Dayo Akintayo (2012) found that working environment is significantly related to workers' morale and also working environment is significantly correlated with perceived workers' productivity.

K.Chandrasekar (2011) found that environmental factors are conducive to work and he also found that factors that affect attitude of employees to work are- interpersonal relationships control over environment, shift, emotional factors, job assignment, overtime duty, extended work.

3. DATA ANALYSIS
1. Age group

<table>
<thead>
<tr>
<th>S.No</th>
<th>Up to 25yrs</th>
<th>26-30yrs</th>
<th>31-35yrs</th>
<th>36-40yrs</th>
<th>Above 40yrs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents</td>
<td>10</td>
<td>13</td>
<td>8</td>
<td>10</td>
<td>9</td>
</tr>
<tr>
<td>Percentage</td>
<td>20</td>
<td>26</td>
<td>16</td>
<td>20</td>
<td>18</td>
</tr>
</tbody>
</table>

Table No.01

Interpretation: According to my research 26-30 yrs working women’s are more respondents that is 26% than to others.
2. Experience And Level Of Stress

<table>
<thead>
<tr>
<th>Experience</th>
<th>level of stress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 1 Year</td>
<td>Low: 28, Medium: 32, High: 40</td>
</tr>
<tr>
<td>2-5 Years</td>
<td>Low: 20, Medium: 60, High: 20</td>
</tr>
<tr>
<td>Above 5 Years</td>
<td>Low: 5, Medium: 20, High: 40</td>
</tr>
</tbody>
</table>

**Table No.02**

**Interpretation:** Those, who will have the above 5 years of experience, they are experiencing medium and high stress, both are equal.

3. Impact of Stress on Mental

<table>
<thead>
<tr>
<th>S.No</th>
<th>Sleep disturbance</th>
<th>Poor Concentration</th>
<th>Anger</th>
<th>Emotional outburst</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents</td>
<td>14</td>
<td>11</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Percentag e</td>
<td>28</td>
<td>22</td>
<td>30</td>
<td>20</td>
</tr>
</tbody>
</table>

**Table No.03**

**Fig No. 03**

**Interpretation:** According to my research, most of working women’s when they are felling stress, they are getting anger(30%) and others when they are getting stress, they will not get proper sleep. And 22% of working women’s are having poor concentration and 20% of working women’s are having emotional outburst.

4. Impact Of Stress On Personal Health

<table>
<thead>
<tr>
<th>S.No</th>
<th>Headache</th>
<th>Stomach pain</th>
<th>Body pain /ulcer</th>
<th>Hair fall</th>
<th>Skin problem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents</td>
<td>10</td>
<td>8</td>
<td>8</td>
<td>19</td>
<td>5</td>
</tr>
<tr>
<td>Percentag e</td>
<td>20</td>
<td>16</td>
<td>16</td>
<td>38</td>
<td>10</td>
</tr>
</tbody>
</table>

**Table No.04**

**Fig No. 02.1 (a)**

**Interpretation:** Through the research those, who will have the below 1 year experience, they are experiencing different levels of the stress that is 40% of the working women feeling high stress, 32% of the working women feeling medium, 28% of the working women feeling low stress.

**Fig No. 02.2 (b)**

**Interpretation:** Those, who will have the 2-5 years experience, they are experiencing medium and high stress that is 60% & 20%.

**Fig No. 02.3 ©**

**Above 5 Years**
Interpretation: The research shows that the most of the working women’s complaining that when they are feeling stress, they have more hair falling that is rather than head ache, body pain / ulcer, stomach pain and skin problem.

5. Impact of stress on other areas:

<table>
<thead>
<tr>
<th>S.No</th>
<th>Personal Problems</th>
<th>Family Problems</th>
<th>Job &amp; Organizational Problems</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents</td>
<td>20</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>Percentage</td>
<td>40</td>
<td>40</td>
<td>20</td>
</tr>
</tbody>
</table>

Table No.05

Interpretation: The above table shows that impact of stress on personal problems and family problems are equal percentage that is 40% and only 20% of the working women’s are facing job & organizational problems.

6. Most Affected Person Due To Distress

<table>
<thead>
<tr>
<th>S.No</th>
<th>Children</th>
<th>Spouse</th>
<th>Friends/Relative</th>
<th>Parents</th>
<th>Subordinates/coworker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents</td>
<td>17</td>
<td>15</td>
<td>5</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td>Percentage</td>
<td>34</td>
<td>30</td>
<td>16</td>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>

Table No.06

Interpretation: The above table shows that most affected person due to distress is 34% of the children and 30% of the spouse and 16% of the working women when they are feeling stress, they will show on subordinates and coworker rather than parents and friends/relatives.

4. FINDINGS

- According to my research most of the working women facing more family problems, they are unable to balance the family and job so that they are feeling stress.
- Some working women not getting proper family support that to those who are living with in-laws.
- The research shows that the most of the working women’s complaining that when they are feeling stress, they have more hair falling.
- According to my research, most of working women’s when they are feeling stress, they are getting anger and others when they are getting stress, they will not get proper sleep, others having poor concentration and having emotional outburst.
5. SUGGESTIONS
- For working women employees required family support and management support will reduce the stress. The family members helping in the house work and positive encouragement this will help a lot for the working women through this easily they can reduce stress.
- To avoid stress always reject anything that makes you physically or mentally weak.
- While working take any rest (small time) again star doing the job that will also reduce stress.
- In the working place we have to avoid the organizational politics that will helps a lot to reduce the stress. Make time to enjoy an activity outside the work place.
- To introduce the women’s grievance redressal cell. The cell is responsible for looking into any complaints filed by the women staff in the working place.

6. CONCLUSION
Work stress is a real challenge for everyone those who are working but especially for women those who are working in the various companies and organizations. It is important that your workplace is being continuously monitored for stress problems. Further, it is not only important to identify stress problems and to deal with them but to promote healthy work and reduced harmful aspects of work. Work, itself can be a self-promoting activity as long as it takes place in a safe, development and health-promoting environment. Successful employers and managers provide leadership in dealing with the challenge of work stress. Women relieve stress by altering their life style includes building greater stress tolerance, changing their pace of life, controlling distressful thoughts, acquiring problem solving skills, and seeking social support.

BIBLIOGRAPHY

A. BOOKS

B. WEBSITES