

AN ANALYSIS ON STRESS MANAGEMENT OF WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO COIMBATORE DISTRICT

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ABSTRACT:

According to WHO, health is a state of complete physical, psychological and social well-being and not merely the absence of diseases or infirmity. In India, a large number of working women employees is facing stress. The studies conducted so far have an endeavor to analyze the stress and related problems of the working women employees. The questionnaire method was used non probability sampling technique was used in this study

The Questionnaire tool were engaged to analyze the data finally this study concluded that working women employees how they are facing and managing stress in their personal and professional. Hence steps are provided in managing their personal advantageous to reduce their stress.

Keywords: Stress, Working women employees, Occupation, Job Stress, Over Load

INTRODUCTION:

The working women employees are the makers of a responsible for talented generation. They play an imperative role in shaping human behavior. Occupational stress among working women employees has over the year become a major area of discussion and apprehension. Women stress may be defined as the experiences by a working of unpleasant emotions such as tension, aggravation, anxiety, anger and melancholy resulting from aspects of their work.

The increasing awareness of working women employees stress stems in part from a concern that many good working women employees leave the profession because of stress in part from the mounting evidence that prolonged occupational stress can precipitate both mental and physical ill.

In organization, the procedure is very hard and it is very difficult to understand their co-worker and supervisor. In Coimbatore there are a large number of women are working .They are facing a lot of problems due to their personal and professional. If the problem is occurred, they cannot work in good .So we must to find out the reasons for the stress women employees. Working women employees must overcome their physical and psychological tension then only can work in a good way. According to the HSE, the circumstances which may lead to stress include; too much – or too little to do, boring or respective work, role confusion, lack of control, lack of communication and discussion, blame culture, lack of support for individuals to develop their skills, inflexible work schedules, poor working relationships with others, bullying, racial or sexual annoyance.

Therefore, it is a felt need to conduct a pragmatic study on the stress faced by working women employees in Coimbatore.

STRESS

Stress is a psychological and corporeal response of the body that occurs whenever we must acclimatize to altering circumstances, whether those conditions are real or perceived, positive or negative, although everyone has stress in their lives, people respond to stress in different ways. Some people seem to be sternly exaggerated while others seem calm, cool, and collected all the time.

Stress is an unbearable state of emotional and physiological stimulation that people experience in situations that they recognize as dangerous or threatening to their wellbeing. Stress is a common experience.

Wemay feel stress when we are very busy, have important deadlines to meet, or have too little to finish all our tasks. Often people are facing experience stress because lot of problems Occurred work place and social relationships. Stress can have both positive and negative effects. Stress is a threat. It signals danger and prepares us to take defensive action. Fear of things that pose realistic threats motivates us to deal with them or avoid them.

Stress is an inevitable concomitant of organizational life. It source is an organization task or role related. Stress affects the employee's performance that indirectly affects the organization survival because if employees reduce their work efficiency and can't work best for their organization performance and if also affects the psychological health of the working women employees.

Models of Stress Management:

It is quite complicated to recognize all possible models of stress management, because the way how stress effects on each of us is very unique, as well as our reaction on it. We can specify the models not only personally, but by gender, age, type of work and by other factors. However two main models can be marked out: Transactional and Health Realization Models.

Transactional Model:

Richard Lazarus and Susan Folkman were among the first who presented Transactional Model of stress Management. In 1984 the model was described as follows:

Stress can be thought of as resulting from an imbalance between demands and resources or as occurring when pressure exceeds one's perceived ability to cope

The transactional model describes the way in which you can use transactions in message flows to accomplish certain tasks and results. A message flow consists of the following constituent parts: An input source. The message flow or logic, which is defined by a sequence of nodes.

Health Realization model:

In the Health Realization model, all psychological phenomena, from severe disorder to glowing health, can be understood as manifestations of three operative "principles" first identified by Sydney Banks. These principles are "Mind," "Consciousness," and "Thought." "Mind" is the name given to the universal energy that animates all of life, the source of innate health and well-being.

"Consciousness" is the name given to our ability to be aware of our lives. "Thought" is the name given to the sum total of our mental activity. "Mind" has been likened to the electricity running a movie projector, and "Thought" to the images on the film. "Consciousness" is then like the light from the projector that throws the images onto the screen, making them appear real.

This model proposes that helping stressed individuals understand the nature of thought— especially providing them with the ability to recognize when they are in the grip of insecure thinking, disengage from it and access natural positive feelings—will reduce their stress.

Occupational Stress:

A term commonly used in the professional business industry, occupational stress refers to the on-going or progressing stress an employee experiences due to the responsibilities, conditions, environment, or other pressures of the workplace. There are several types of occupational stress, depending on the individual employee, their job role, the company culture, and more.

Occupational stress is defined by National Institute for Occupational Safety and Health (NIOSH, USA) Work-related stress is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.

Causes of Work-Related Stress:

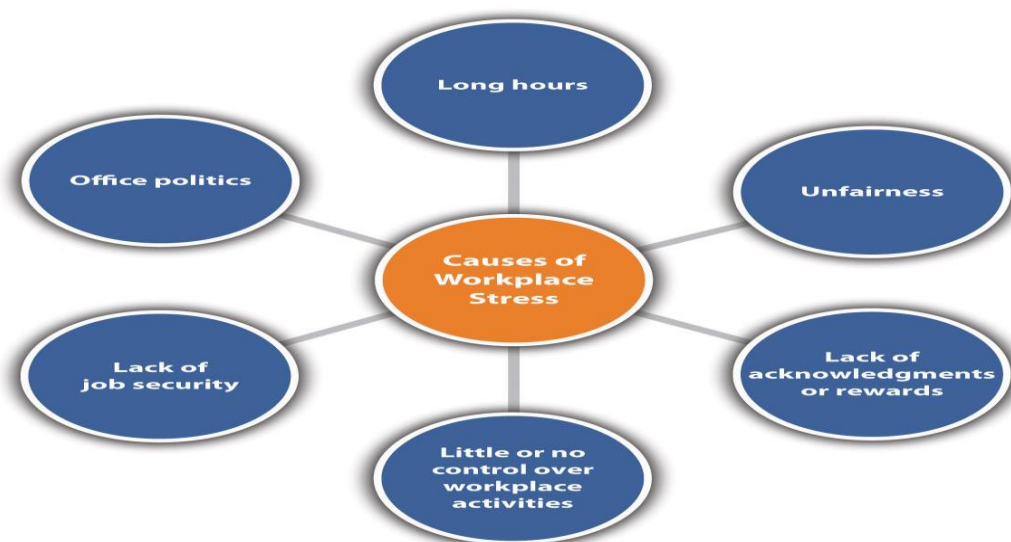


Figure 1 causes of work related stres

Women Employees Stress: Definition:

McGrath (1970) “defined stress as a perceived imbalance between demand and response capacity under conditions where failure to meet demand has important consequences.

Ryhal and Singh (1996) stated that stress is the state of an organism it perceived that its wellbeing is endangered and that it must direct all its energies to its protection.

Effects of Stress:

Stress is difficult to define because it is a highly prejudiced phenomenon. Things that are distressful for some individual can be pleasurable for others. There are abundant physical as well as emotional responses. Few of them are as follows:

Frequent headaches, Neck pain, back pain, muscle spasm, sweating, blushing, cold and hot flashes, infections, heatburns, chestpain, frequenturination, lowsexualdrive, disturbedappetite, rritabilityconfusion, d ifficulty in concentration, reduced work productivity, feeling of loneliness or worthlessness, weight gain or loss without dieting, social withdrawal. etc.

Coping Mechanisms for Stress:

The best approach to deal with this long-lasting problem is to build up some coping mechanisms somewhat than putting your energy into combating it or trying to control things that you cannot control. Here are a few ways to handle with stress in healthy ways, minimize some of the symptoms, and help dispirit turning to things that can breed addictive behavior:

1. Participate in activities that divert your mind from the stress.
2. Seek counseling or group therapy to vent.
3. Develop an action plan that defines where stress comes from and ways you might diffuse it.
4. Meditate and breathe deeply.

5. Take steps to manage work/life balance.

OBJECTIVES OF THE STUDY:

1. To analyze the level of occupational stress among women employees in Coimbatore District
2. To identify different methods and techniques to reduce job related stress.
3. To study the effects of stress on the health status of employees.

Concept of the Study:

To achieve the objectives of the present study a total of 100 employees -respondents from working in functioning at Coimbatore district in Tamil Nadu were selected by using simple random sampling technique. To collect the necessary primary data a questionnaire was used. As the present study intends to be descriptive by nature the collected data was coded and analyzed by using descriptive analytical methods to arrive general conclusions. Hence, the present article discusses the important findings achieved through the study.

RESULT AND DISCUSSIONS:

This paper also includes an analysis of data collected by representing it in tabular form along with interpretations. The information collected was analyzed for arriving at proper conclusion on the topic.

Table No. 1: Percentage of Private Working women employees Who Felt Stressed in Their Life:

S.No	Category	% of Working women employees
1	Stressed	58
2	Mild stressed	28
3	Not stressed	14

From the above table it is indicated that majority of working women employees in company were stressed in their Lives, only few were not stressed.

Table No.2: Attributes of Stress

S.No	Causes	% of Working women employees
1.	Time Management	24
2.	Work related Stress	30
3.	Professional distress	20
4.	Discipline and Motivation	14
5.	Professional Investment	12

From the above table, it is informed that major causes of stress among the company working women employees are work related stress (30%) and lack of time management (24%). Hence it was found the working women employees felt that they were facing severe work pressure, Time stress is created by real or imaginary deadline.

Table No.3: Steps to Overcome the Stress Levels of Working women employees

S.No	Steps	% of Working women employees
1.	Relaxation	15
2.	Exercise	10
3.	Recreation	23
4.	Advice andSupport	8
5.	Professional Help	17
6.	Action Planning	27

From the above table, the steps considered to be overcome stress is Action plan and recreation activities are highly considered to be stress reliever by company working women employees and the next is the professional help and relaxation compared to others.

The next section focused on an analysis of the relationship between the job stressors and the coping mechanisms. This was necessary in order to establish the effectiveness of the varying coping techniques. As we are looking at the likert scale ordinal variable of coping techniques the relationship between coping and job stress was tested using a Spearman’s Rho. The results indicated that statistically there were no highly significant or moderate correlations between sources of women employee stress and the popular coping methods. However, it is worth noting that there was a negative weak significant correlation between work - related stress and exercise ($r = -.27, p < 0.05$) and also between work -related stress and recreation activities ($r = -.24, p < 0.05$). This indicates that there may be potential to investigate further the theory that as hobbies and exercise are increased work related-stress factors decrease. Furthermore, there was also a negative weak significant correlation between professional distress and relaxation

($r = -.28, p < 0.05$), exercise ($r = -.25, p < 0.05$) and Hobbies ($r = -.25, p < 0.05$). This also highlights the possibility of exploring the possibility that professional distress stressors decrease with the increased usage of relaxation, exercise and recreation activities. The results of this correlation test can be seen in table below

Correlation of the Study

		Time Management	Work Related Stress	Professional Distress	Discipline and Motivation	Professional Investment
Relaxation Exercise	Correlation Coefficient	0.062	-0.119	-.282*	-0.09	-0.199
	Sig. (2-tailed)	0.586	0.293	0.429	0.429	0.076
Recreation Advice and Support	Correlation Coefficient	-0.022	-.272*	-0.111	-0.111	-0.178
	Sig. (2-tailed)	0.85	0.015	0.327	0.327	0.113
Professional Help	Correlation Coefficient	0.07	-.236*	-0.151	-0.151	-0.133
	Sig. (2-tailed)	0.538	0.035	0.181	0.181	0.24
Relaxation Exercise	Correlation Coefficient	0.166	0.147	0.034	0.034	0.043
	Sig. (2-tailed)	0.141	0.192	0.767	0.767	0.704
Recreation Advice and Support	Correlation Coefficient	0.035	-0.011	0.016	0.016	0.037
	Sig. (2-tailed)	0.759	0.926	0.885	0.885	0.742
Professional Help	Correlation Coefficient	0.001	-0.028	0.025	0.025	0.041
	Sig. (2-tailed)	0.991	0.807	0.826	0.826	0.721

Table 4: Spearman’s Rho Test on Sources of Stress and Coping

An additional question was asked in relation to whether or not the participants had taken part in a stress reduction course and 88% answered no with the remaining 12% stating they had previously attended such a course. This could be for a number of reasons including; the potential lack of knowledge around such an option or that it is possibly considered ineffective based on others experience of it.

One Way Anova Test on Age and Sources of Stress”

There were no statistical differences found between the age groups, perceived levels of stress ($x(2) = .430, p = .806$) and frequency in which stress was experienced ($x(2) = 1.143, p = .565$). The author then turned to focus on whether there was any digression in relation to age group and each category of stress. A Kruskal – Wallis H Test was carried out. The table shows the results which indicate that again there were no statistical differences between any of the stress groups and age. A One Way ANOVA, as seen in table 15, on age and professional distress ($F = .364, P = .696$) and work related stress ($F = .160, P = .852$) also showed no significant difference

Table 5: One Way Anova Test on Age and Sources of Stress ANOVA

		Sum of Square	df	Mean square	F	Sig.
Work Related stress scale	Between Groups	.162	2	.081	.160	.852
	Within Groups	39.008	77	.507		
	Total	39.170	79			
Professional distress scale	Between Groups	.424	2	.212	.364	.696
	Within Groups	44.844	77	.582		
	Total	45.268	79			

Findings:

As total of respondents were females it is obvious that they also responsible to take care of the family along with occupational-personal stress. Almost all they (96%) stated that no support was extended by their friends simply as they hesitated to share stressful situation-conditions with their friends, even with company. While probed further regarding the stress level in women -respondents it is found that 46% have difficulty in making decisions; 54% are strong enough to take decisions; only 63% stated that they satisfied occasionally with their work after done for the day; 81% stated that there is a misconception with their company which ultimately led to conflict with them and hence needless to mention that 83% of the teacher-respondents have a feeling of hopelessness as a consequence the stress level increase in them.

However, as 80% of them were too busy in their routine employee activities, they did not get enough time even for themselves; more than three-fifths (63%) in the total revealed that they do not look forward before starting work. This shows that majority of working women employees are not taking decisions by themselves. Above all a vast majority in the total (90%) felt that they are not adequately rewarded in terms of status of promotion in accordance with their ability and commitment in work

SUGGESTIONS

1. The work environment leans upon knowledge source, management must take initiatives to organize innovative courses for working women employees to reduce stress.
2. Support from management for faculty development activities to enrich their knowledge by attending various seminars etc.
3. Management must adopt an optimistic appraisal system to transparently state that evaluation is done for increasing the skills.
4. Social and emotional support should be made available to working women employees to reduce the stress level.
5. Appreciation and reward for achievements and recognition may be given to enhance the achievement

CONCLUSION:

Clearly working women employees are experiencing in high level of stress. Because of their will power to give support for personal and professional environment.

This study found in the various problem like work load, working conditions, Time Management and Environment among women employees in Coimbatore District. Therefore it is necessary to provide the working women employees with appropriate trainings and counseling programs to cope with their stress level while their career.

To prevent the stress and other issues of working women employees is essential. Introduction of therapies such as yoga therapy, music therapy and medication to reduce their stress, they have opportunities to share their problems with colleagues, superiors' interaction with all the working women employees, because they may have chance to understand their problems to find out some remedial measures, due importance to stress management programmers, placing a complaint box.

So that the authoritarians of the institutions could able to take decisions upon complaints of the working women employees and also arranging staff meeting regularly, at least twice in a month. Hence women will discuss their problems with their family members .It can be minimize the stress level among women employees.

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