

Stress among Working Women

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Abstract

Stress has been found in all types of organizations especially in schools and colleges. Stress is an unavoidable part of life. The good stress named as eustress is good for organizational and personal development. Many researchers have been conducted to understand the level of stress among school teachers but a few research have been done among college teachers. Women are playing a vital role in the financial and social development of the countries globally. Working women have a whole set of problems involving both family lives and professional. Women have to play multiple roles as a wife, a mother and an earner. Working women have to manage their professional carrier while maintaining traditional roles. That means for working women have multiple responsibilities. Therefore, in addition to their traditional roles, professional roles seem to be one of the major sources of stress that's working women have to face. This literature gives information about working women stress, factors in the working area that cause stressful situations among working women.

Key Words: Stress, working women

Introduction:

Women are socialized to be the caretaker of others. More women than men have a career outside the home and continue to try to juggle traditional responsibilities after hours. Women are struggling to achieve the "Male standard" at work while trying to maintain the perfect wife and mother standards at home (*Wikipedia*).

As the number of employed women has increased over the past several decades, women are at par with their male counterparts. Unlike their counterparts they have to play the role of a homemaker also. The multiple roles of the working women are leading to stress in their lives.

The study found that working women have more stress due to emotional imbalance and that generally the college teachers have moderate to high stress on various stressors. Teaching problems, work

overload, student problems, classroom management, participatory problems and procrastination which were the factors of classroom stress. The work related stressors of these college teachers identified were fragile environment, professional development, work autonomy, transitional academics and administrative cripples. Self efficacy and role erosion of role related stress and emotional imbalance and physiological problems of health related stress are the other stressors involved in the teaching field in these self financing colleges.

Stress

Stress is the response of people which have excessive pressures or other types of demand placed on them. Work stress is mentioned as the adverse physical and mental reactions that appear when the job demands do not match with the abilities,

skills, and requirements of the employees. Stress produce mental or physical changes which are mostly harmful and sometimes the signs of psychological or physical defects are observed. Stress is explained as a worst condition of emotions in terms of physiological rise when people experience a negative situation in such a way that they perceive a danger to their life. Women, have a lot of balancing to do between home and workplace, and balancing between social and personal requirements. Moreover, the conflict of women will be more intense if her employer, as well as her family members held unreasonable expectations from her. Women's involvement in multiple roles had a deleterious effect on their mental as well as their physical health. Due to this a woman is constantly under pressure of stress either at home or at workplace.

Barnes, Maria Carla, Buck and Rhiannon, (2008) did a qualitative study to investigate beliefs about common health problems in relation to work. The findings reveals that depression and stress were consistently reported to have a high impact on life and work relative to other common health problems with work being perceived as a leading cause of these complaints.

Cho SJ, Jang SN, Cho SI (2008) conducted a study about multiple roles and women's health suggested that combining with salaried , being married and having children was more likely to improve health status than in case of unmarried or traditional roles. They investigated whether there was better health outcome in multiple roles among Korean women. Having duels roles with working role was not associated with better health and psychological wellbeing. Compared to

those with housewife roles, employed women more frequently experienced perceived stress, with partner and/or child rearing.

Balaji (2014) studied various factors which could lead to work and family conflict and the stress undergone by working women. He concluded that married working women experience work family conflict due to the number of hours worked outside the home, flexible or in flexible working hours, size of the family and number of dependants of the family. These factors have severe consequences for the psychological distress and well-being of married employed women.

Sussanna (2012) identified high psychological demands; job strain and low job control are associated with increased stroke in working women.

Bhuvaneshwari (2013) reported that stress in married working women is caused due to various family and official commitments, harassments at work place, working for long hours and improper work life balance. These factors lead to stress in working women such as prolonged headaches, hypertension and obesity. She also concluded that stress can be relieved from balancing work and family, from institutional support, by spending time with the family and performing physical exercises.

Stephen (2005) find out work overload, uncooperative patients, criticism, negligent co-workers, lack of support from supervisors, and difficulties with physicians are the factors that can lead stress among the nurses. They also contributed that interventions to reduce stress might improve interpersonal and motivational aspects of job performance.

Dr. A. Chandra, Balaji, Kishore (2015) conducted study the relationship between self-esteem and stress, the factors that leads stress among gold collar employees in Chennai city and the effect of stress on the health of the workers. Their study revealed that most of the female married workers are experiencing high level of stress compared to men and unmarried employees. From the data it is concluded that there is no significant relationship between self esteem and stress.

Emma Wadsworth, Kamaldeep Dhillon, Christine Shaw, et al, (2006) Reported racial discrimination among black African–Caribbean women respondents was strongly associated with perceived work stress. Among the black African–Caribbean respondents, women who observed experiencing racial discrimination at job had higher levels of psychological distress.

Kim GS, Cho WJ, Lee CY, et al(2005) did a study to identify the relationship of job stress and family stress to the health of women in Korea. The analysis of data reveal that there was a significant positive relationship between social support and perceived health status, but significant negative relationship were found between perceived health status and work stress as well as family stress.

Mehsin Aziz (2004) conducted a study to investigate the intensity of organizational role stress among women informational technology professionals in the Indian private sector. The research finds difference in the level of stress between married and unmarried employees on

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several role stressors. However, level of education does not emerge as a significant differentiator of stressor.

Rankin EA (1993) did a study to assess the stresses and rewards experienced by employed mothers of preschool children. In this study, employed women enacting multiple roles were asked to describe their perceptions of the stresses and rewards of the experience. The major stresses that engaged from the responses included lack of time, child-related problems and maternal guilt. Rewarding aspects included personal profit, financial rewards and improved family life.

Susmita Mukhopadhyay (1989) conducted a study to assess the working woman difficulties in attempting to fulfil the demands of both worlds, at home and outside, while a housewife may feel bored and irritated with her household chores and financial dependence. All these may lead to stress for these groups of women.

Conclusion

Stress is a leading problem in the workplaces and a particular magnitude for working women. The problems due to high levels of stress can be showing physically, psychologically and behaviourally by an individual. The most serious effects of stress relate to work performance. Women employees reveal more non fatal but long term and disabling health problems. The Review of literature described that working women generally involved simultaneously in many tasks, juggling between family and work responsibilities, which leads towards stress among them.

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