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STRESS COPING BEHAVIORS AMONG WORKING WOMEN

Ms. E.Lisa

Abstract:

Occupational stress is one of the major problems faced by the organization, that women employees face a lot stress in the organization. It provides the personality disorder in the individual. Researchers say that the productivity of an individual with a stressed mind is 60 times lesser than that of a person who is in harmony. Women having lots of responsibilities face lot of stress. The researcher to find out whether the working women feel stress or not, the sources of their stress and coping techniques in an organization used this study. It was done in an organization where there are only women employees. Descriptive Design with 73 samples selected using simple random sampling method was used. Interview schedule with 50 questions were used to collect data and it was analyzed using SPSS. Data were interpreted and further tests were used.

Keywords: working women, stress, sources, coping techniques

Ms. E.Lisa

Assistant Professor,

Department of Social Work,

Sacred Heart College, Tirupattur.

Mail: lisaelango@gmail.com

Introduction:

"I am exhausted", "situations can't be worse than this", "I can't just quit only because it is my livelihood", these are the slogans chanted by of the employees working in an organization. The world today seems only as a never ending track where everybody is running to hang on to the race if not to win. It is more applicable and apparent to working women. The truth is organizations do not really run, but the employees in the organization are forced to carry the organization along with their personal life in the race. Women are known to be vulnerable but now women are seen in all the possible fields breaking out the hindrances both in the family and work place. They have the responsibility to take care of their family members, manage the work in the house and also in the work place. All these are done by single women as routine throughout her life. This leads to stress as days go. Science and Psychology has contributed a lot in defining the term stress, but in this post modern world though it has a common understanding to certain extent, it is becoming increasingly difficult to give a concrete definition to the term. Stress is a bodily or mental tension resulting from factors that tend to alter an existent. Since women bare the responsibilities both in personal life and in work place it leads to occupational stress. Learning how to balance stress will make women to handle challenging situations and significant events in life.

Statement of the Problem:

The researcher had a discontentment with the very term occupational stress. Does the profession of person have anything to do with mental and psychological restlessness that one experiences or it is only the perception of the individual on the situation ends up in a state of anxiety. Hence the researcher through this research paper is

aspiring to do a study on the term stress, the sources and coping techniques.

Aim:

To know whether the working women feel stress, the sources of stress and their coping techniques

Objectives:

1. To find out whether the working women feel stress
2. To study the sources of stress in an organization
3. To bring out the coping techniques used by the organization to combat stress

Literature Review:

According to Gupta K. Sashi & Rosy Joshi (2010, pg 215) Stress is the feelings that one has when under pressure, while stressors are the things one respond to in ones environment. The way one respond to a challenge may also be a type of stress.

Stress in Work Place:

Stress in the workplace is a commonality throughout the world. Managing that stress becomes vital in order to keep up job performance as well as relationship with co workers and employers. However each person is different and some people like the pressure to perform better. Women may work at home and then again at their work place they may have to work, so they don't get chance to relax themselves. They may either show their work tension at home or home tension at work.

Sources of Stress:

The situation and pressure that cause stress are known as stressors. Anything that puts high demands on a person or forces to adjust can be stressful. What causes stress depends, at least in part, on ones perception of it.

Something that is stressful to a person may not faze someone else; they may enjoy it. **Common sources of stress are:** major life changes, financial problems, work load, being too busy, relationship difficulties, children and family, inability to accept uncertainty, pessimism, and negative self talk, perfectionism, lack of assertiveness etc.

Techniques used to combat Stress:

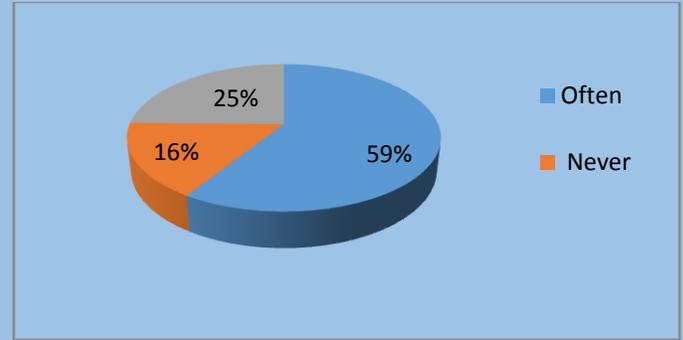
Many techniques cope with the stress. Some of the following ways induce a lower than usual stress level, temporarily, to compensate the biological tissues involved; others face the stressor at a higher level of abstraction: Social activity, therapy, exercise, mediation, reading, training, prayer, sharing, spending time in nature, etc.

Methodology:

The researcher chose a Garment industry near Chennai where there were only women working. The study was done using Descriptive Design with 73 samples which were selected using Probability sampling in specific Simple Random Sampling. The researcher used Interview Schedule to collect data which consist of 50 questions and the collected data were analyzed using SPSS and interpreted.

Analysis and Interpretation:

Working Women have lots of responsibilities than women at home. They maintain their family and also work for an organization so they may have to adjust for many situations and overcome lots of pressure which may lead to stress. So to find out whether the working women feel stress or not the variable was used. From the above data it can be identified that more than half (58.9%) of the respondents have said that they feel stress at work often. So it can be interpreted that **working women feel stress** due to pressure and situational change.



Paired Sample 't' test for Sources of Stress:

Two sources **Relationship- source 1** (within the organization) and **Roles and Responsibilities- source 2** (in the organization) are taken as sources of stress. Paired sample 't' test is applied to find out whether there is any difference in the mean value of stress sources. (the scores have been converted into percentage for comparison purpose)

Table No 2

't' test for sources of Stress

Variables	Mean	Standard Deviation	r value	sig	't' value	d.f	sig
Source 1	57.2407	6.96639	0.153	0.197	18.472	72	0.00
Source 2	40.5577	4.54763					

From the above table it can be inferred that

1. There is no significant correlation as the level of significance is more than 0.05
2. There is a significant difference in the mean values of the different stress sources as the level of significance is less than 0.05.

Therefore it can be concluded that **lack of relationship within the organization** plays a major source of stress in an organization which includes the relationship maintained by the employees and employers in the organization.

It is the duty of the management to take care of its employees and find out whether the employees working in their organization feel stress. Many organizations use various techniques to combat the stress level of their employees. Here in the organization where the study was done there were some techniques used by the management to combat the stress of their employees. The researcher

used a variable to find out which technique is effective in combating the stress of their employees.

Table no 3

Effectiveness of Techniques

Effectiveness of Techniques	Frequency	Percentage
Counseling/Grievance Redressal	44	60.3
Training/ Refresher Programs	20	27.4
Self relaxation	6	8.2
None	3	4.1
Total	73	100.0

The above data clearly says that a little less than two third (60.3%) of the women have said that they combat their stress using grievance redressal procedures or counseling. A little more than one third (27.4%) of the women have said that they combat their stress using training or refresher programs given in the organization. So it can be

inferred that either by sharing to others or by attending some training programs women try to combat their stress in the organization.

Conclusion:

To conclude I would like to say that Indian women have come a long way and proved that they are capable of doing anything and are equal partners in the growth and prosperity of the nation. Women are one of the pillars of the society and it would be very difficult to imagine society without the presence of women. Now it is high time for all of us to understand the power of women. Even our judiciary and legislature has also accepted the fact that women are one of the most important elements of society and their exploitation would not be accepted at any cost. The research was done with a sample of working women. It shows the working women face stress in their work place. Finally with this sample study it is found out that, directly or indirectly women face a lot of problems physically, psychologically, socially, economically but the problem faced by women at workplace mostly doesn't come to limelight because of fear and situational pressure. This creates stress within them which can be relieved only by an individual's effort or partly through the techniques used by the organization.

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