WORK RELATED STRESS AMONG WOMEN PROFESSIONAL'S IN SOFTWARE

Dr. A. Vanitha
Assistant Professor
Arumugam Pillai Seethai Ammal College,
Tirupathur, Sivagangai District, Tamil Nadu.

Abstract

Employee's Stress can be managed if some efforts are made in a smart manner. Therefore make an attempt to discover the healthy change for women. Workplace stress is the harmful physical and emotional response that occurs when there is a poor match between job demands and the capabilities, resources, or needs of the worker. A variety of factors contribute to workplace stress such as negative workload, isolation, extensive hours worked, toxic work environments, lack of autonomy, difficult relationships among coworkers and management, management bullying, harassment and lack of opportunities or motivation to advancement in one's skill level. Stress is a part and parcel of everybody's life. Women also suffer from stress at almost all times but there are certain specific conditions that might lead to some special kind of stress. Therefore make an attempt to discover the healthy change for women. When women employee feel overwhelmed, they lose confidence and become irritable or withdrawn, making them less productive and effective and their work less rewarding. If the warning signs of work stress in women employee go unattended, they can lead to bigger problems. Beyond interfering with job performance and satisfaction, chronic or intense stress can also lead to physical and emotional health problems in women employee. My work helped in offering advice and tips to women employee for reduce and manage stress in her life so she can perform well in her job. This paper looks into the modern age stress prevalent in the life of women employee at the work place. It brings out the factors causing stress at the work place in women employee, what women employee do to reduce it, and suggestions that may improve the performance levels at the same time. It is vital that the issue of stress in the workplace in women employee is addressed. The paper includes outcome of a sample survey done on women employee from different vocations and their views on the topic.

Keywords: Stress, Workplace stress, Women

INTRODUCTION

Today in modern economy stress is the latest killer. Stress is defined as an adaptive response to an external situation that results in physical, psychological and or behavioral deviations for organizational participants stress can manifest itself in both positive and negative ways stress is said to be positive when the situation offers an opportunity for one to gain something. Stress in Women basically upon a psychological set up, it also in turn affects her physical and behavioral system so she can't give optimum performance to the organization. Stress is the reaction on Women Employee has to excessive pressure. Thus overall productivity and quality will suffer leading to reduced margin of profit. Stress in the workplace reduces productivity, increases management pressures, and makes people ill in many ways, evidence of which is still increasing. Workplace stress affects the performance of the brain, including functions of work performance; memory, concentration, and learning. For optimum performance of women employee in workplace she has to reduce and manage her stress.

WHAT IS STRESS?

Researchers define stress as a physical, mental, or emotional response to events that causes bodily or mental tension. Simply put, stress is any outside force or event that has an effect on our body or mind. The term "stress", as it is currently used was coined by Hans Selye in 1936, who defined it as "the non-specific response of the body to any demand for change" In attempting to extrapolate his animal studies to humans so that people would understand what he meant, he redefined stress as "The rate of wear and tear on the body".

WOMEN AND WORKPLACE STRESS:

Stress at work, the stress of raising children, the stresses that come with aging parents - any of these situations could provide a moderately high amount of stress. When women are faced with multiple roles, all of which carry heavy demands, they face levels of stress that are high enough to contribute to health problems, missed work, and a diminished capacity to take on more. Research also shows that women in relationships do greater than 60% of household maintenance and childcare. Divorced and single women, living alone, more than likely have 80-100% of childcare responsibilities as well as the household chores. Consequently, women are likely to have obstacles finding time for their own stress reducing self-care. Women are more likely to arrive to work, stressed before their workplace demands begin.

REVIEW OF LITERATURE

Beehr and Newman (1978) define occupational stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning.

According to French and caplan (1975) "pressure of both qualitative and quantitative overload can result in the need to work excessive hours, which is an additional source of stress ". Having to work under time pressure in order to meet deadlines is an independent source of stress. Studies show that stress levels increase as difficult deadlines draw near.

Stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power. Inter personal factors such as group cohesiveness, functional dependence communication frequency, relative authority and organizational difference between role sender and focal persons are important topics in organizational behavior.

The present study is an attempt to investigate and to compare the level of stress experienced by the women software professions. The study aims to ascertain the level of stress and coping strategies adopted by the software companies.

SCOPE OF THE STUDY

Every Woman has multiple roles to perform successfully. A woman is work as Mother, Wife, Boss, Junior, and Friend and so on. In her diverse roles she comes into contact with stress as it is difficult to perform equally well in all diverse role. Women may suffer from mental and physical harassment at workplaces, apart from the common job stress. The present studies is an attempt to investigate and to compare the level of stress experienced by the women software professions

OBJECTIVES OF THE STUDY

To analyze the level of occupational stress experienced by women software professionals.

To identify the causes of stress among the women software professionals.

RESEARCH METHODOLOGY

The study explores work related stress among the women employees in the software professionals based on various factors. The study uses the Descriptive research design. A survey was conducted among the women software Professionals with the help of questionnaire. A Random sample survey was done on a sample of 100 women employees of software companies in and around Chennai region. Random sampling techniques are used to collect the data's. The primary data were collected through questionnaire. Secondary data was collected through magazines, journals and other publishes sources. The collected data have been analyzed by using the following tools Chi-square test, Co-relation method, weighted average method.

DATA ANALYSIS AND INTERPRETATION

Table 1 reveals that the value of r = 0.68 shows that the two series x and y positive correlation. It may be noted that this stage that the correlation between -1 and +1.It can never exceed +1 or -1 if small r is "0' it is clear that there is no relation between two series. Among the difference occupational stress variables role overload, role authority, role conflict and lack of senior level support contribute to the occupational stress among software professionals to other professionals.

Table 2 reveals that the X2 Calculation > X2. Since there is no significant relationship between the uncomfortable work and women pressure So rejects the H0 Null Hypothesis. The overall stress level and depression experienced by women employees based on their experience. Analysis of overall stress level finds that over all stress is high among the women employees.

Table 3 reveals that there is a significant difference in the level of stress and depression compared to other women professionals. The researcher refers that 72% of the employees do not consider the stress will happen due to organizational changes and 28 % of the employees consider the stress.

FINDINGS

When they were asked of the reason for the stress or the factors causing stress, majority of women individuals stated the factor of "working with a disagreeable person" as the major cause or reason of stress at the workplace. There are other reasons also for stress like the "impossible standards" and "too much of responsibilities" which were reported as the stressors by a relatively good number of women individuals.

The overall stress level and depression experienced by women employees based on their experience. Analysis of overall stress level finds that over all stress is high among the women employees with more than Five years and low among the employees less than three years.

There is a significant difference in the level of stress and depression compared to other women professionals.

Among the difference occupational stress variables role overload, role authority, role conflict and lack of senior level support contribute to the occupational stress among software professionals to other professionals.

87% of the employees Disagree about the policies and strategies, 27% of the employees are strongly agree and 13% of the employees Strongly Disagree.

The researcher refers that 72% of the employees do not consider the stress will happen due to organizational changes and 28 % of the employees consider the stress.

SUGGESTION

Recognize that stress, Stress related illnesses are the leading cause of death and disability in women today.

Take real breaks from work. Studies show that small breaks actually increase our efficiency, so you really can "afford" it. Walking outside can work wonder. Have a pair of walking shoes on site.

Identify the factors that are causing stress, in your work environment, noise level, ergonomically unhealthy workplaces, and any numbers of other tolerations are worth the effort to resolve.

Communicating cleanly and assertively is a great way to reduce stress by addressing boundaries, expectations and needs in the workplace. Women, many times, communicate on an emotional level. Unfortunately, the real message is lost in the feeling versus the doing.

Take steps to reduce or cut out caffeine as it causes a physiological stress response. Increase your water intake.

Eat a good breakfast. Add some linseeds/flaxseeds and you have fiber and phyto estrogens too. All are significant for women's good health!

Self-care outside the workplace is of paramount importance for women. Adequate sleep provides our bodies with chemical balancing and healing at a cellular level. Exercise, though hard to timetable in our packed schedules is a great stress reducer.

Learn ways to relax that are meaningful for you. Time taken for pleasure will pay off in the long run in work efficiency.

Do not stress about reducing stress and make it "another stress", change on-going negative talk to positive.

Organizing stress management program that focuses on different categories of employees at all hierarchical level.

CONCLUSION

As women, we need to discern what work stress is. As women, we need to acknowledge what we can do for ourselves to reduce stress. We conclude that women professionals experience considerable level of stress and depression. Managers must take essentials measure to help them to overcome these health related problems. This would help not only the women employees but also the managers to improve the productivity ratio. The management should provide various types of training and development facilities to the women employees in order to reduce the stress in organization. The management must give more refreshment and motivational program which will reduce the women employees stress. We need to remember that old saying, if you don't look after yourself, no one else will. Honor yourself!.

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Table 1: Interest of Women towards Work

S. No	Response	Number of Response
1	Interested to work	62
2	Not Interested to work	26
3	Fear	22
	TOTAL	100

X	Y	x(x-X)	y(y-Y)	(x)2	(Y)2	xy
1	62	-1	4851	1	3844	62
2	26	0	-616	4	676	52
3	22	3	-621	9	484	66
6	100	14			5004	180

X = Σx / n = 6/3 = 2

Y = Σy/n = 100/3 = 33.3

$$r = \frac{N\Sigma xy}{\sqrt{\Sigma(x)2} * \sqrt{\Sigma(y)2}}$$

$$= \frac{180}{\sqrt{14} * \sqrt{5004}}$$

$$= \frac{180}{3.74 * 70.74}$$

$$= \frac{180}{264.57} \qquad r = 0.68$$

Table 2: The women pressure is depending on uncomfortable work

Pressure	Observed (o)	Expected (E)	(O-E) 2	(O-E) 2 / E
Strongly Agree	9	6.6	2.56	0.39
	3	1.86	1.31	0.70
	2	1.53	0.22	0.14
Agree	16	26.4	5.76	0.22
	5	7.47	30.58	4.09
	3	6.13	9.80	1.59
No Opinion	10	13.2	0.64	0.05
	2	3.73	2.99	0.80
	4	3.07	0.86	0.28
Disagree	16	33	4	0.12
	3	9.33	5.43	0.58
	8	7.67	0.11	0.01
Strongly Disagree	12	19.8	1.44	0.07
	1	5.6	6.76	1.21
	6	4.6	1.96	0.43

Uncomfortable Pressure	Interested to Work	Not Interested to Work	Fear	TOTAL
Strongly Agree	5	3	1	9
Agree	24	4	3	31
No Opinion	6	2	4	12
Disagree	25	3	2	30
Strongly Disagree	12	3	3	18
Total	72	15	13	100

Total = 10.68

$$\text{Chi-Square} = \frac{(O_i - E_i)}{E_i}$$

O_i = Observed Frequency

E_i = Expected Frequency

X^2 Calculation = 10.68

X^2 5% is 5.34

Table 3: level of stress among women software professionals

No of Respondent (X)	Rank (W)	XW
16	3	48
30	1	30
28	2	56
10	5	50
16	3	48
100	14	232

$$= \frac{WX}{\Sigma W}$$

$$= \frac{232}{14} \qquad = 16.57$$