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Assessing stress among working women

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Abstract

Stress is inevitable in today's complex life. Private sector demands for long working hours, work pressure, role conflict and meeting the deadlines. All these issues create stress among working women as they are in dual demanding role of women at workplace and at home. This study is an attempt to examine the stress level of females working in private sector. All the relevant data has been collected through a sample survey of 60 females working in private sector in Delhi and Chennai. A survey was conducted to verify the hypotheses and research framework. Major Findings exhibit that there is no a significant difference in stress level among the females working in different professions in private sector in different cities.

Keywords: Stress, working female, demanding role, private sector.

1. Introduction

With the passage of time, the social as well as gender disparities of work have undergone a sea change. The work participation rate for women has been steadily increasing over the last couple of decades. Women are playing an increasingly important role in the society. They are also known as economic powerhouse and wealth creator in the present scenario. Stress is a state of psychological arousal that results when external demands exceed person's capabilities. The cause of stress among working women might be the dual demanding role of women at workplace and at home.

Literature Review

Getzels and Guba (1954) ^[1] found that out of three roles of wife, mother and employee, a woman occupying roles of wife and employee will experience more conflict than a women occupying role of wife and mother because of the greater incompatibility between the roles. Moreover, the conflict of woman will be all the more intense if her employer, her husband as well as family members held unreasonable expectations from her. Kapur (1974) ^[2] indicated that women who choose to combine marriage with career face a critical situation and they hardly know how to apportion time and resources between these two major responsibilities. This makes them experience great conflict, tension and strain. Cahen & Single, (2001) ^[3] argue that there is a lot of pressure on the organizations to become more family friendly. The basic thing behind this argument is that because of a family friendly organization people can make a balance between their family and work (Sara A. Rogier, *et al.*, 2004) ^[4]. Organizational commitment becomes positive when there is a flexible time schedule is being adopted by the organization (Grover & Crooker, 1995; Scandura & Lankau. 1997) ^[5].

Research Design and Methodology

The study used both primary and secondary data. A well designed structured questionnaire was used to collect the primary data. In the present study the sample of 60 female respondents working in private sector was taken. 30 working females were taken from Delhi and 30 from Chennai. Data was collected electronically and from face to face interaction with the respondents.

Hypotheses

H01: There is no significant difference in stress level among females working in different private sectors in Delhi.

H02: There is no significant difference in stress level among females working in different private sectors in Chennai.

Technique Used For Data Analysis

For the purpose of testing the hypotheses Chi Square Test was used. It enables us to explain whether or not various professions chosen by females' have equal stress level or not.

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Analysis and Interpretations

Results were tabulated and analyzed by using appropriate statistical techniques mentioned in the research methodology. The result from the statistical analysis of the study is presented in this section.

Table 1: Number of respondents from different sectors in Delhi

Profession	No. of Respondents	Percentage
IT professionals	8	26.67%
Banking Sector	7	23.33%
Aviation Sector	6	20.00%
Doctors	6	20.00%
Administration	3	10.00%
Total	30	100%

Profession	Observed Frequency(O)	Expected Frequency(E)	(O-E) ² =A	A/E
IT Professionals	8	6	4	.667
Banking Sector	7	6	1	.167
Aviation Sector	6	6	0	0
Doctor	6	6	0	0
Administration	3	6	9	1.50

Calculated value of Chi Square is $\sum A / E = 2.334$

Degree of Freedom (n-1) = 5-1 = 4

Table Value of chi square for 5% level of significance and degree of freedom 4 for one tailed test is 9.49. which is greater than calculated value (2.334) hence the null hypothesis (H01) is accepted that is there is no significant difference in stress level among females working in different sector.

Table 2: Number of respondents from different sectors in Chennai

Profession	No. of Respondents	Percentage
IT Professionals	4	13.33%
Banking Sector	7	23.33%
Aviation Sector	6	20%
Doctor	5	16.67%
Administration	8	26.67%
Total	30	100%

Profession	Observed Frequency(O)	Expected Frequency (E)	(O-E) ² =A	A/E
IT Professionals	4	6	4	.667
Banking Sector	7	6	1	.166
Aviation Sector	6	6	0	0
Doctor	5	6	1	.166
Administration	8	6	4	.667

Calculated value of Chi Square is $\sum A / E = 1.666$

Degree of Freedom (n-1) = 5-1 = 4

Table Value of chi square for 5% level of significance and degree of freedom 4 for one tailed test is 9.49. which is greater than calculated value (1.666) hence the null hypothesis (H02) is accepted that is there is no significant difference in stress level among females working in different sector.

Conclusion

Human resource is the backbone of every organization and stress is damaging the performance of the employees. Job stress originates in organizational demand that is experienced by individual. Mismanaged organizational stress is harmful

for human resource in the organization. Lesser the stress greater the performance. A free mind without any stress and difficulty can do a job in a better way as compared to a stressed mind. Organizations have to realize the significance of stress free mind. With globalization becoming the custom these days and the professional scenario is competitive; it is the duty of organizations to provide such an environment to the employees so that they can minimize the stress. Organization should try to find out the reasons of stress and then provide facility according to the requirement of the employees.

Future Study

Primary data is collected from a very limited area regardless of age, income and the difference between the operations of different organizations. It is not necessary that only job environment create stress, research can be done on other variables. Increasing the number of respondents in future studies can provide better results.

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