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Causes of stress among women in working environment

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Abstract

The main focus of the study is to analyse the various causes of the stress among women in working environment in Coimbatore city. For this purpose 150 sample respondents has been selected and simple random sampling method has been used to collect the data from the respondent. A well-structured questionnaire has been framed covering organizational, domestic and social causes of stress among women employees and results were obtained using percentage analysis and weighted average analysis.

Keywords: Stress, organizational causes, domestic, social cause, women employee

Introduction

Stress is actually a normal part of life. Stress is the body's reaction to harmful situations -- whether they're real or perceived. When we feel endangered, a chemical reaction occurs in our body that allows acting in a way to prevent injury. This reaction is known as "fight-or-flight," or the stress response. During stress response, our heart rate increases, breathing quickens, muscles tighten, and blood pressure rises. Stress may differ from person to person. What causes stress in one person may be of little concern to another. Some people are better able to handle stress than others. Stress can affect all aspects of our life, including our emotions, behaviors, thinking ability, and physical health. Many different things can cause stress -- from physical to emotional. Identifying what may be causing stress is often the first step in learning how to better deal with stress. Some of the most common causes of stress are: work related causes, organizational causes, domestic causes, environmental causes and social causes.

Negative Health Effects

Stress-related disorders encompass a broad array of conditions, including psychological disorders and other types of emotional strain, non-adjusting behaviors and mental injury. In turn, these conditions may lead to poor work performance, higher absenteeism, less work productivity or even injury. If untreated, constantly high stress can become a chronic condition, which can aggravate existing mental health conditions and chronic physical conditions. These conditions not only reduces the well-being of workers and increase the employer's health benefits expenses, they contribute to increased injury incidence. Problems at work are more strongly associated with health complaints than are any other life stressor-- more so than even financial problems or family problems. Other disorders that can be caused or exacerbated by occupational stress include sleep disorders, headache, mood disorders, upset stomach, hypertension, high cholesterol, autoimmune disease, cardiovascular disease, depression, and anxiety. Stress at work can also increase the risk of acquiring an infection and the risk of accidents at work (Zuhaib, 2013) [4].

Review of Literature

Jain and Cooper (2014) [1] found that there is a positive relationship between stress and organisational citizenship behaviours. They suggested that efforts be made to increase the level of positive forces such as pay and benefits, job security, and control in organization, the impact of work relationship, overload and resources and communication should be reduced. Babu and Vembu (2014) [2] concluded that there are various stressors among women employee in public sector banks, such as poor working condition, overload, role ambiguity,

lack of participation in decision making, lack of social support, transfer, poor working relationship, lack of supervisory support and technological changes. Kanthimathi, (2014) [3], found that a high level of stress due to too much works to do in too little time, unsettled conflict with coworkers, improper communication with manager, job responsibilities are beyond their control and opinion about their training.

Objectives of the Study

- To analyses the organizational, domestic and social causes of stress among working women.
- To offer suggestion for reducing the stress for working women.

Scope of the Study

Now a day’s most of the women’s are working in various sector and play important role in that field. So they have lot of stress in their work. Stress in the workplace is generally considered to result when condition in the work environment are difficult for individual to manage. Thus they are facing work life balance issues and increase stress burden. Stress can lead to illness and absenteeism. The study aims at finding out the causes of stress and to offer constructive suggestions to overcome stress among working women.

Limitation of the Study

In our study we focused only on organizational causes, domestic causes, and social causes of stress among working women which is having a major impact on their work life. The study is not applicable to other areas of India and limited number of respondents has been chosen due to time constraint and this could affect the accuracy of result to certain extent. The accuracy of the information depends upon the respondents.

Research Methodology

The present study is based on the social cause, domestic causes and organizational causes of stress among working women in various environments in Coimbatore city. The study used the primary and the secondary data for our research purpose. The sampling used in this study is simple random sampling technique and 150 sample respondents were selected. Survey method is employed to collect the data from the respondents and the data are collected with the help of questionnaires. Secondary data collected through various journals, books and internet which are restricted to the conceptual frame work of the paper only. The study used the percentage analysis and weighted average analysis.

Table 1: Organizational Causes

Organizational Causes	Inadequate Salary	Rigid Rules and Regulations	Inhuman Attitude	No Reward for Hard Work
Strongly Agree	30 (30%)	39(26%)	15(10%)	39(26%)
Agree	54 (36%)	42(28%)	60(40%)	39(26%)
Neither Agree/Disagree	45 (20%)	39(26%)	48(32%)	40(27%)
Disagree	18 (12%)	24(16%)	18(12%)	15(10%)
Strongly Disagree	3 (2%)	6(4%)	9(6%)	17(11%)
Total	150 (100%)	150 (100%)	150 (100%)	150 (100%)

Sources: Primary Data

From the above table it is clear that 26% of the respondents strongly agree that “Rigid Rules and Regulations” “No Reward for Hard work” as the main cause for organizational stress. “Inhuman Attitude” is another prime reason of

organizational stress followed by “Inadequate Salary”. Thus the organization has to focus on relaxation of rules and the reward system to motivate the women employee and relieve their stress level.

Table 2: Domestic Causes

Domestic Causes	Less Revenue	Conflict with Family Members	Staying away from Family	Problems from Children	Illness of the Family Members
Strongly Agree	33(22%)	12(8%)	21(14%)	12(8%)	15(10%)
Agree	60(40%)	60(40%)	21(14%)	36(24%)	27(18%)
Neither Agree or Disagree	36(24%)	60(40%)	81(54%)	45(30%)	36(24%)
Disagree	15(10%)	15(10%)	21(14%)	51(34%)	39(26%)
Strongly Disagree	6(4%)	3(2%)	6(4%)	6(4%)	33(22%)
Total	150(100%)	150(100%)	150(100%)	150(100%)	150(100%)

Sources: Primary Data

From the above table it is evident that 22% of the respondents strongly agree that “Less Revenue” is the main cause of domestic stress. 40% of the respondents agree “Conflict with Family” is another main cause for domestic

stress. On the contrary “Problem with Children”, “Illness of Family Members” are least considered as a cause for domestic stress.

Table 2: Social Cause

Social Causes	Weighted Average Score	Rank
Dogmatic Nature of Peers	525	1
Lack of Cooperation from Work Group	504	4
Poor Relationship with Subordinates and Superiors	501	5
Ignorance of Employees Suggestions, Opinions	495	7
Favoritism and Biasness	498	6
Absence of Mutual Help among Employees	453	10
Lack of Recognition from Society	519	2
Social Obligation and Restrictions	495	7
Criticism and Gossips	511	3
Poor Relations with Relatives	486	9

Sources: Primary Data

From the above table it is obvious that among the various social causes of stress “Dogmatic Nature of Peers” has obtained first rank with high weighted average score of 525. “Lack of Recognition from Society”, “Criticism and Gossips and “Lack of Cooperation from Work” has obtained second, third and fourth rank respectively. Absence of Mutual Help among Employees has ranked tenth; hence it is least important cause of stress among women employees.

Suggestions

Management can providing stress management techniques for their employees includes to set goals and priorities, give positive reinforcement, employee assistance and participation in decision making, providing proper promotion and reward, arranging periodical family tour and providing proper working and environment condition, to provide recreation facility and to provide health care and child care benefits etc.

Conclusion

The present study has emphasized the factors which cause the stress among working women in Coimbatore city. It can be concluded from the analysis, rigid rules and regulation and no reward for hard work was identified has main stress cause in an organizational setup. Less revenue was the vital domestic cause and dogmatic nature of peers is stated as the social cause of stress among women employees. Stress is natural and is directly related to nature of work. It is definitely controllable but it requires employee counseling on regular time basis.

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