

“A STUDY ON STRESS MANAGEMENT OF WORKING WOMEN EMPLOYEES IN ARTS AND SCIENCE COLLEGE COIMBATORE”

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ABSTRACT:

The study adopts a mixed-method approach, incorporating both qualitative and quantitative data collected through surveys and interviews with working women across various Colleges. The findings highlight common stress triggers and their impact on mental and physical well-being. Moreover, the research assesses the effectiveness of stress management techniques such as mindfulness, time management, workplace support systems, and flexible work arrangements.

The results suggest that organizations play a crucial role in mitigating stress by implementing supportive policies, fostering a positive work environment, and promoting mental health awareness. The study concludes with recommendations for both employees and employers to enhance stress management strategies, thereby improving overall job satisfaction and productivity among working women.

Keywords: Stress Management, Working Women, Workplace Stress, Coping Mechanisms, Work-Life Balance, Employee Well-being.

INTRODUCTION:

The increasing rates of women contributing in the work force has led to a more equal disbursement of hours worked across the regions of the world. However, in western European countries the nature of women's employment participation remains markedly different from that of men. Women's lack of access to education had effectively excluded them from the practice of well-paid and high-status occupations. Entry of women into the higher professions, like law and medicine, was delayed in most countries due to women being denied entry to universities and qualification for degrees. For example, Cambridge University only fully validated degrees for women late in 1947, and even then only after much opposition and acrimonious debate. Women were largely limited to low-paid and poor status occupations for most of the 19th and 20th centuries, or earned less pay than men for doing the same work. However, through the 20th century, the

labor market shifted. Office work that does not require heavy labor expanded, and women increasingly acquired the higher education that led to better-compensated, longer-term careers rather than lower- skilled, shorter-term jobs.

STATEMENT OF THE PROBLEM:

The present problem is to study on stress management of working women. Today most of the working women are experiencing stress at work. Balancing of work and family life became difficult for every women employee in any sector. Most of the times women employees refacing a lot of stress and it creates a massive problem. Stress Management can enable employees to improve their family and personal life. Hence the study is aimed to find out the predominant factors that causing stress and to enable with them proper stress management techniques.

OBJECTIVES OF THE STUDY:

- To know the socio-economic profile of a working women.
- To analyses the kind and level of stress faced by working women.
- To identify the source of stress of working women.
- To identify the impact of stress of working women.

RESEARCH METHODOLOGY:

Application of appropriate methods and adoption of scientific techniques is an outcome of systematic enquiry. The present study is a questionnaire consists of multiple choices and it has distributed to all working women. This has an important bearing on the collection of reliable and accurate information as well as on the outcome of the study. The collection of opinions of women employees constituted the survey method in the study. The following methods are used

- Simple Percentage
- Chi-Square Test

RESULTS AND FINDINGS:

1.AGE					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-30 YEARS	37	44.0	44.0	44.0
	31-40 YEARS	24	28.6	28.6	72.6
	41-50YEARS	20	23.8	23.8	96.4

	51-60 YEARS	3	3.6	3.6	100.0
	Total	84	100.0	100.0	

3.EMPLOYMENT STATUS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed Full time	60	71.4	71.4	71.4

2.EDUCATIONAL QUALIFICATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Under Graduate	22	26.2	26.2	26.2
	Post Graduate	30	35.7	35.7	61.9
	Doctor of Philosophy	23	27.4	27.4	89.3
	Any other technical qualification	9	10.7	10.7	100.0
	Total	84	100.0	100.0	
	Employed Part time	24	28.6	28.6	100.0
	Total	84	100.0	100.0	

4.MARITAL STATUS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	45	53.6	53.6	53.6
	Unmarried	39	46.4	46.4	100.0
	Total	84	100.0	100.0	

5.EXPERIENCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 5 Years	36	42.9	42.9	42.9
	5 - 10 Years	30	35.7	35.7	78.6
	11 - 20 Years	17	20.2	20.2	98.8
	Above 20 Years	1	1.2	1.2	100.0
	Total	84	100.0	100.0	

6.Case Processing Summary

Cases						
Valid		Missing		Total		
N	Percent	N	Percent	N	Percent	

6.Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
EMPLOYMENT STATUS * HOW DO YOU THINK STRESS IN THE WORK PLACE, WHICH IS INTERNAL IN NATURE CAN BE STOPPED?	84	100.0%	0	.0%	84	100.0%

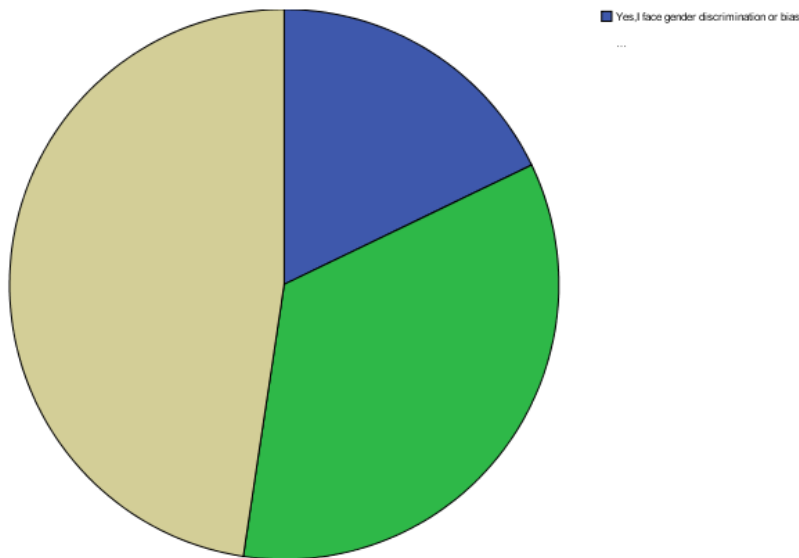
EMPLOYMENT STATUS * HOW DO YOU THINK STRESS IN THE WORK PLACE, WHICH IS INTERNAL IN NATURE CAN BE STOPPED?						
Crosstabulation						
		HOW DO YOU THINK STRESS IN THE WORK PLACE, WHICH IS INTERNAL IN NATURE CAN BE STOPPED?				
		Flexible work hours	Distributed work load	Timely target	Periodic relaxation	Total
EMPLOYMENT STATUS	Employed Full time	15	16	20	9	60
	Employed Part time	4	8	9	3	24
Total		19	24	29	12	84

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.954 ^a	3	.812
Likelihood Ratio	.980	3	.806
Linear-by-Linear Association	.097	1	.755
N of Valid Cases	84		

a. 1 cells (12.5%) have expected count less than 5. The minimum expected count is 3.43.

7.DO YOU FACE GENDER SPECIFIC CHALLENGES AT YOUR WORKPLACE?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, I face gender discrimination or bias	15	17.9	17.9	17.9
	Yes, I have difficulty being taken seriously in my role because of my gender	29	34.5	34.5	52.4
	No, I do not face gender specific challenges	40	47.6	47.6	100.0
	Total	84	100.0	100.0	

DO YOU FACE GENDER SPECIFIC CHALLENGES AT YOUR WORKPLACE?



FINDINGS:

1.AGE: The majority of respondents (44.40%) are above 25-30 years old, indicating young adulthood that nearly half of the respondents are in their late twenties to early thirties.

2.EDUCATIONAL QUALIFICATION: The majority of the respondent (35.7%) are The **Post Graduate** category has the highest representation. This suggests that more than a third of the participants have completed postgraduate education.

3.EMPLOYMENT STATUS: The majority of the respondent (71.4%) are **employed full-time**, making this the dominant employment category. This indicates that most individuals in the sample have stable, full-time jobs.

4.MARITAL STATUS: The majority of the respondent (53.6%) are **married**, making them the slightly larger group in the dataset. This suggests that more than half of the individuals in the sample have a spouse.

5.EXPERIENCE: The majority of the respondent (42.9%) are **0-5 years'** experience group, indicating that most respondents are early to mid-career professionals.

CHI SQUARE FINDINGS:

6.RELATIONSHIP BETWEEN EMPLOYMENT STATUS AND HOW DO WOMEN THINK STRESS IN THE WORK PLACE.

HYPOTHESIS:

H0: There is no significant relationship between employment status and how women feel stress at workplace

H1: There is a significant relationship between employment status and how women feel stress at workplace

INTERPRETATION:

A Chi-square test was conducted to examine the relationship between employment status and how women feel stress at workplace. The results yielded a p-value of .812, indicating no statistically significant relationship between the between employment status and how women feel stress at workplace. Consequently, the null hypothesis (H0) cannot be rejected, and the alternative hypothesis (H1) is rejected. This suggests that the employment status (Full time or Part time) does not have a significant influence how do you think stress in the work place.

7.DO WOMEN FACE GENDER SPECIFIC CHALLENGES AT YOUR WORKPLACE? The Majority of the respondent (34.5%) stated that they have difficulty being taken seriously in their role because of their gender, these findings suggest that **workplace gender biases are more subtle than direct discrimination**, but they still impact a substantial number of employees.

CONCLUSION:

Stress is a growing problem in the workplaces and a particular magnitude for working women. The problems due to high levels of stress can be exhibited physically, psychologically and behaviorally by an individual. The most serious effect of stress relates to performance. Women employees report more non - fatal but long term and disabling health problems. The review of literature described that working woman generally involved simultaneously in many tasks, juggling between family and work responsibilities, which leads towards stress among them. Stress is unavoidable now-a-days it can be handled positively by coordination with workers, proper time management, loving the profession, family support and creating personal hobbies. Improve your diet by eating well-balanced meals and skipping junk foods, you can improve your physical well-being and in turn, your emotional health.

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