

STRESS MANAGEMENT AMONG FEMALE EMPLOYEES –A Study

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Abstract: The role of women in the society is diverse, complex and multifaceted. Women's roles can vary greatly across cultures, societies and individuals. Women perform different roles such as care giver, wife, mother and career professional. Hence, women may struggle to balance work and family responsibilities, leading to conflicts and stress. Stress among women adversely affects their physical and mental health, relationships and overall well-being. The present study is an attempt to study the types of stress and various causes of stress and stress management strategies among women employees at higher educational institutions. However, by understanding the types of stress, consequences and management strategies of stress, individuals can take proactive steps to mitigate its negative effects, consequences. The researcher collected information from four higher educational institutions.

Key Words: Stress, Women Employees, Stressors, Healthy Practices

Introduction: Stress is an inevitable part of life. It may be positive or negative. It is a natural human response to challenges or demands. Women are the backbone of family, the entire family depends on women as they play the role of mother, wife, cook, teacher, homemaker, friend and nurse all at the same time. They are contributing to the Nation also. Working women have to fulfill the responsibilities of their job while managing home and family. Many women are the most talented and capable of doing multi tasks but have no appreciation and recognition in the society.

Types of Stress

1. **Acute Stress:** This is the most common type of stress. It's usually short term stress. It arises from specific events or situations like public speaking or a job interview.
2. **Episodic Acute Stress:** This type of stress arises when a person experience frequent episodes of acute stress. This type of stress is often found in individuals with constantly juggling multiple responsibilities and crisis.
3. **Chronic Stress:** This is long term stress which lasts for weeks, months or even years. This type of stress arises from ongoing financial problems, job insecurity, unhappy marriage, relationship issues. This type of stress can have physical and mental health issues.

Stressors:

Stress is a natural human response to challenges or pressure. The most common stressors are –

1. **Workplace Stress :** This is a very common cause of stress due to long hours of work , heavy workloads, job insecurity or conflict with colleagues
2. **Relationship Problems:** Conflicts with friends, family members or unhappy marriage
3. **Financial Problems:** Debt, unexpected expenses can contribute to stress.

4. **Health Problems:** Chronic illness, accident, injury or other health issues can be a significant source of stress.
5. **Major Life Changes:** Moving to a new home getting married or divorced, changing jobs, death of a loved one.
6. **Others :** Poor work life balance, neglecting personal needs, unrealistic expectations, pollution, noise, traffic etc

Healthy Practices for Stress Management

Stress management involves techniques and strategies to reduce stress the healthy practices to manage stress are below--

1. **Exercise Regularly:** Regular exercises for at least 30 minutes relieves stress
2. **Practice Mindfulness and Meditation:** These practices can help to reduce stress and promote relaxation
3. **Time Management:** Prioritizing tasks, and setting realistic goals
4. **Adequate Sleep:** 7 to 9 hours of sleep each night can reduce stress.
5. **Social Support:** Building and maintaining strong relationships with family, friends and colleagues to create a support network
6. **Connect with Nature:** Spending time outdoors such as walking or simply sitting in a park or garden.
7. **Reduce Screen Timing:** Long hours screen time will adversely affect individuals eye sight and mental peace
8. **Healthy Food:** Nutritious and healthy food can boost person's immune system.

Literature Review:

Saminathan, Venkataraman (2022) In the study the occupational stress among women teachers found that moderate level of stress among women teachers and felt the need of implementation of yoga practices and Psychological counseling centers to reduce stress among women educators.

Dr. Alaka Das (2017) Studied level of stress, cause and strategies to manage stress and individuals experience of stress at work place is largely affected by the level of control they have over their working conditions and the degree of support received from others in the work place and the strategies used to respond to work pressure and found moderate level of occupational stress among women teachers due to the dual role played by women in our society.

Divya Merin Mathew (2023) The study mentioned that there is no significant relationship between occupational stress and wellbeing. But teachers role is crucial in the functioning of the institutions and educational institutions can improve the wellbeing of the teachers by implementing interventions and initiatives to enhance teachers' wellbeing such as flexible work schedule, peer support groups, mindfulness training in order to prevent any further occupational stress among the teachers in future.

Dr. Gurnam Singh (2023) The study observed that higher level of stress among working women than S stress level of working women is high but in non-working women is low. Unlike their counterparts they have to play the role of a homemaker also. The dual roles of the working women are leading to stress in their lives. Women are still considered responsible for the majority of household labor and management, child care and elder care and employed women work to the equivalent of two full time jobs. This makes employed women experience strain on their time and energy women who do not get their spouse support in household management are also experiences high level of stress.

Objectives:

- 1 Study the concept and types of stress
- 2 To find out the causes of stress among women Employees
- 3 To know the techniques of stress management

Methodology: This study is based in both primary and secondary sources of data. The researcher collected primary data through self developed questionnaire. Required information is collected from various websites, research articles, Magazines , research papers and blogs.

Analysis and Discussions**Table No 1: Socio-eco and Health Profile of Respondents**

Serial Number	Particulars	Number of Respondents	Percentage	
1	Age Group	25 to 40 years	08	27
		Above 40 years	22	73
2	Educational Qualification	Below SSLC	03	10
		UG	04	13
		PG	18	60
		Ph D	05	17
3	Type of Family	Joint	10	33
		Nuclear	20	67
4	Marital Status	Married	21	70
		Unmarried	09	30
5	Present Job	Teacher	20	67
		Non Teaching	10	33
6	Nature of Job	Permanent	12	40
		Part Time	18	60
7	Monthly Income	Below 10000	07	23
		10000 to 25000	18	60
		25000to 50000	02	07
		Above 50000	03	10
8	Health Problems	Eye sight weakness	06	20
		Back pain	06	20
		Knee pain	02	10
		Joint Pain	16	50

The table reveals that 73percent of the respondents are above the40 age and 27 percent of them are in the age group of 25 to 40 years. 60 percent of the respondents are PG holders , 17 percent are doctorates, 13 percent are UG holders and 10 percent of them are below SSLC. Majority of the respondents are in nuclear family, 70 percent of the respondents are married , 67percent of them are in teaching profession , majority are in part time job, 60percent of them are earning monthly income of 10000 to 25000 . 80 percent of the respondents have back pain , knee pain and joint pains and 20 percent of them have eye sight weakness.

Findings of the study

1. 73 percent of the respondents are above 40 age
2. 60 percent of them are PG holders
3. 67 percent of them are in nuclear families
4. 70 percent of them are married
5. 67 percent of them are in teaching profession
6. 60 percent of them are in part time job
7. 60 percent of the respondents monthly income is in between Rs. 10000 to 25000
8. 80 percent of them have back pain, knee pain and joint pain
9. Most of the respondents have joined job to support family income
10. Majority of the respondents go for daily walk for relaxation
11. Almost all respondents work 5 to 10 hours per day

Healthy Practices: Meditation, Yoga, walking and Exercises are healthy relaxation practices that can help to reduce stress.

Table No 2: Healthy Practices among Respondents.

Serial No	Particulars	Number of Respondents	Percentage
1	Meditation	05	17.0
2	Yoga	06	20.0
3	Walking	16	53.0
4	Exercises	03	10.0

The above table states that majority of the respondents are following walking as a healthy practice for relaxation. 20 percent of the respondents follow Yoga, 17 percent of them follow Meditation and only 10 percent of them follow Exercises

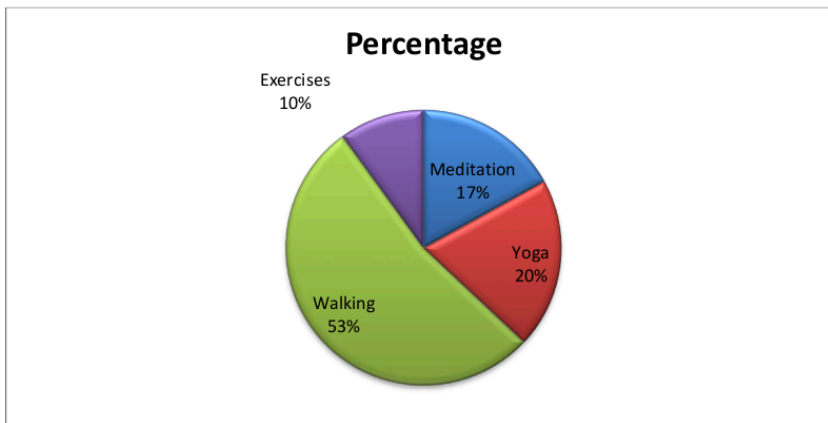


Table No 3: Classification of Respondents on the basis of Type of Stress

Serial No	Particulars	Number of Respondents	Percentage
1	Acute Stress	21	70
2	Episodic Stress	08	27
3	Chronic Stress	01	03

The table reveals that 70 percent of the respondents stress is of acute nature and 27 percent of the respondents stress is episodic and only one of the respondent is in chronic stress.

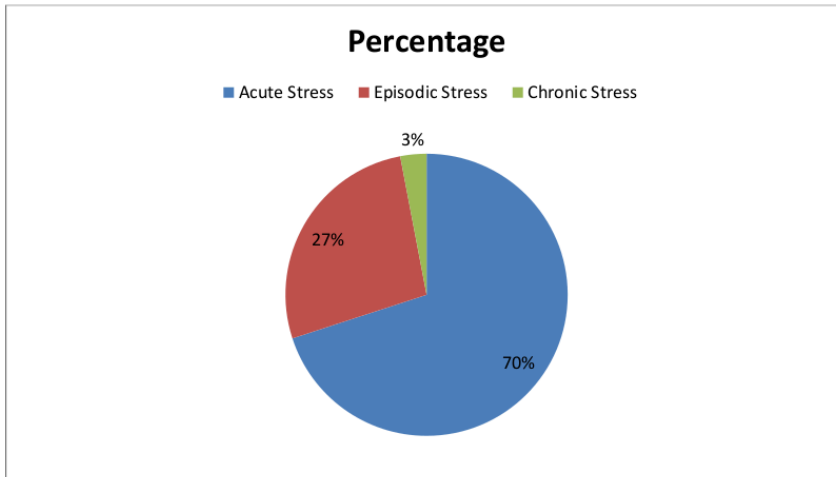
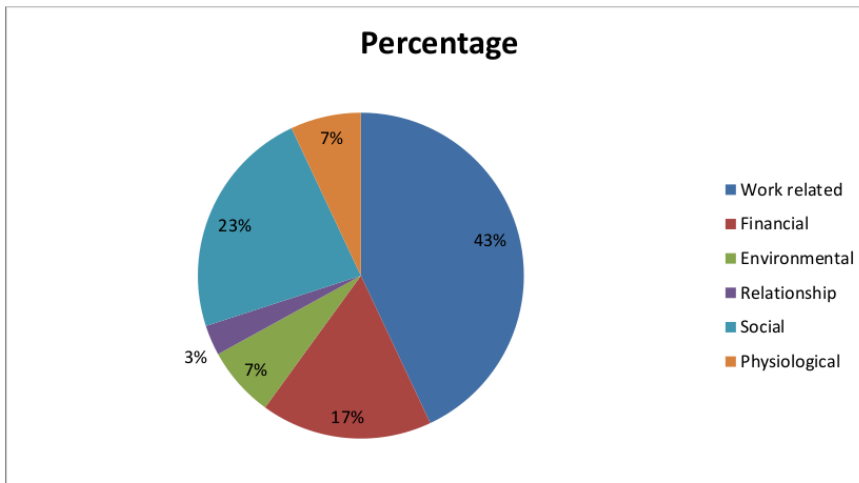


Table No 4 : Classification of Respondents on the basis of Causes of Stress

Serial No	Particulars	Number of Respondents	Percentage
1	Work related	13	43
2	Financial	05	17
3	Environmental	02	07
4	Relationship	01	03
5	Social	07	23
6	Physiological	02	07

The above table indicates that 43 percent of the respondents have stress related to work related pressure, 23 percent of the respondents have stress about social responsibilities as their role in the family as daughter, mother and wife and also household chores. 17 percent of the respondents have stress about financial problems due to rising cost of living and low family income, 7 percent of the respondents have stress due to physiological reasons, 7 percent of the respondents have stress related to environmental issues and only 3 percent of the respondents have relationship stress due to lack of adjustment or difference of opinions .



Conclusion: Stress is a part of everyday life. It can have negative impact on health well being and productivity. Working women are struggling to manage both family and job. They women can lead more happier and healthier and productive lives by following healthy practices such as meditation, yoga , walking and exercises which will help them to relax. Hence, women need to follow healthy habits to maintain good health to contribute more for the betterment of the family, society and the nation. Most of the employees are facing work related stress, Hence the higher authorities need to arrange yoga training and arrange for workshops on meditation and also arrange for flexible work schedule .Family support for women is very important for career women in achieving their goals.

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