



### REVIEWER'S REPORT

Manuscript No.: IJAR-50308

Date: 19-02-2025

**Title: STRESS MANAGEMENT AMONG FEMALE EMPLOYEES – A Study**

**Recommendation:**

- Accept as it is.....**YES**.....
- Accept after minor revision.....
- Accept after major revision .....
- Do not accept (*Reasons below*) .....

Rating	Excel.	Good	Fair	Poor
Originality	√			
Techn. Quality		√		
Clarity		√		
Significance			√	

**Reviewer's Name:** Shafiya Akhter

**Reviewer's Decision about Paper:**      **Recommended for Publication.**

**Comments** (*Use additional pages, if required*)

### *Reviewer's Comment / Report*

#### Review Report

**Title:** STRESS MANAGEMENT AMONG FEMALE EMPLOYEES – A Study

#### 1. Introduction and Overview

This research paper explores stress management among female employees, focusing on higher educational institutions. It categorizes stress types, identifies key stressors, and suggests strategies for effective stress management. The study is based on primary and secondary data sources, including responses from four higher educational institutions. The research aims to contribute to a better understanding of stress among working women and provide solutions for mitigating its effects.

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### 2. Strengths of the Paper

- Relevance and Significance:** The study addresses an important issue—stress among female employees—highlighting the challenges faced in balancing professional and personal responsibilities.
- Clear Categorization of Stress:** The classification into acute, episodic, and chronic stress provides clarity on how different stress levels impact individuals.
- Empirical Data Presentation:** The use of tables to present socio-economic and health profiles strengthens the validity of findings and enhances readability.
- Practical Recommendations:** The paper suggests practical measures such as yoga, meditation, and flexible work schedules, making it highly applicable to real-life stress management.
- Integration of Literature Review:** The study references previous research, providing a solid theoretical foundation for the discussion.

### 3. Areas for Improvement

- Clarity and Coherence:**
  - The introduction could provide a more focused thesis statement to clearly define the research objectives.
  - Some sections contain repetitive content that could be streamlined for better flow.
- In-Depth Analysis:**
  - While the study identifies stressors, it could explore their long-term impact on professional growth and personal well-being.
  - Comparative analysis with existing literature could be strengthened to highlight how findings align with or differ from previous research.
- Sample Size and Scope:**
  - The study focuses on only four institutions, which may limit the generalizability of findings. Expanding the sample size could provide more representative results.
  - A deeper demographic breakdown (e.g., stress levels by marital status, job type, or age group) could add more valuable insights.
- Grammar and Formatting:**
  - Some grammatical errors and awkward sentence structures need correction for better readability.

# International Journal of Advanced Research

Publisher's Name: Jana Publication and Research LLP

*www.journalijar.com*

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- Example: "They women can lead happier and healthier and productive lives..." should be revised to "Women can lead happier, healthier, and more productive lives."
- Consistent formatting of headings, subheadings, and tables would improve overall presentation.

### 4. Conclusion and Recommendations

This paper successfully highlights stress management issues among female employees, particularly in higher education institutions. However, improvements in clarity, depth of analysis, and proofreading would enhance its academic rigor. Expanding the research scope and conducting comparative analysis with other professional sectors would further strengthen the study's impact.