



Job Stress Of Women Employee In It Industry With Reference To Coimbatore City

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ABSTRACT

Women are playing a vital role in the economic and social development of the nations all over the world. Working women have a whole set of problem involving both family and professional lives. Women have to play their role as a wife, a mother and an earner. They have to manage their career while maintaining traditional roles. The Means for working women it is two sets of overlapping responsibilities. Women are so busy that they do not take time to slow down long enough to think about how stress is negatively affecting them. Long term stress can lead to serious health problems. It seems to be common knowledge that women are generally busier and more stressed than men. It is widely believed that they have juggle more roles and balance their life especially for the women employee who working in IT Industry.

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Keywords: Women Overlapping Responsibility and Job Stress.

INTRODUCTION

The composition of the workforce has seen a gradual change during the past few decades. More and more women are working now a days and hence workforce has more working mother. As women are considered to be more responsible for maintaining the children and household chores, they face a lot of problem in retaining he balance between work and non-work life. Dealing with family issues as well as work issues has resulted in women dealing with an increasing amount of stress. Workplace stress is a condition that affects one's disposition, way of thinking, and feelings. The mismatch between the demands of the job and the resources at hand will lead to stress at work and a rise in negativity and unhappiness. In these situations, working from home could lead to role ambiguity, overwork, role conflict, and time pressure, all of which can reduce job satisfaction (Kim et al. 2019). Work stress is another crucial indication that has a considerable impact on job satisfaction (Hsu et al. 2019). The numerous data provided by Chao et al. (2015) show that work stress has a detrimental effect on job satisfaction.

LITERATURE REVIEW

Ms. Girija C (2020) in his research enhance that Stress has both psychological as well as physiological dimensions. Stress is the body's response to the daily events that occur in our life. Everyone experiences stress. Women are more likely than men to report symptoms of stress, including headaches and illness, Women are also more likely to have a mental health condition that is made worse by stress, such as depression, anxiety, etc. Rapid changes in traditional values, the lifestyle of women, competitiveness, career ambitions, industrialization, and the present pathetic situation in society are the major factors that have changed the whole environment. This change has encouraged and motivated the women to do something on their own, which creates work stress and anxiety. It is very difficult for those who played the role of housewife, mother, daughter, and working women at a time. The main objective of this study is to analyse the level of stress and effect of stress among working.

Harila A and Santhosh V (2017) in his research enhance that Women play a pivotal role in the decision-making process of organisations and within the family. Indian culture bestows on women the role of caretaker of the family. Women are increasingly moving out of their homes and into the work environment. A greater number of women are also entering the workforce of restricted industries. Thus, women play the dual role of housewives and working women. A comparative study on the stress levels of women in this dual role of housewife and working woman becomes significant. The study explores the stresses faced by women in society. The result indicates that the financial position of the family makes an impact on the stress levels among both housewives and working women.

OBJECTIVES

- To study the socio-economic profile of the women employees in IT sector/Industry
- To assess the determinants of job stress among the women employees in IT sector

Descriptive analysis:

The research focuses on analysing the variables and examines the impact of variables by focusing on the age, gender and income.

Job Stress among Women Employees in IT Company - Mean Score

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. The below table categorizes the job stress among women employees in IT company under seven heads as work design, role in the organization, career development, interpersonal relationship at workplace, organizational structure, workplace environment, personal factors.

Job Stress among Women Employees in IT Company

S.No.	Factors	Mean Score	Weighted Mean Score
I	WORK DESIGN		3.07
1	Overload of work	3.67	
2	Repetition of work	3.44	
3	Inadequate time to complete the task	3.27	
4	Unexpected additional task	3.20	
5	Unrealistic deadlines	3.38	
6	Inconvenient working hours / Shift hours	2.84	
7	Work from home after office hours	2.88	
8	Lack of Training for new projects	2.92	
9	Mismatch between ability and job requirement	2.84	
10	Working with incompetent team members	2.93	
11	Isolated from the team during work	2.92	
12	Lack of appreciation	2.89	
13	Official travel within short notice of time	2.86	
14	Official travel for long duration	2.95	
II	ROLE IN THE ORGANISATION		3.36
15	Too many roles to be performed in the job	3.36	
16	Lack of clarity about the responsibility	3.07	
17	High level of responsibility	3.68	

18	Uncertain job expectation	3.38	
19	Respond to multiple superiors	3.33	
III	CAREER DEVELOPMENT		3.25
20	Pursue additional courses for career growth	3.34	
21	Lack of opportunity for self development	3.22	
22	Insecurity of job	3.19	
23	Lack of job satisfaction	3.22	
IV	INTERPERSONAL RELATIONSHIP AT WORKPLACE		3.80
24	Lack of support from the superiors	3.98	
25	Lack of support from the coworkers/ team members	3.82	
26	Personal discrimination	3.72	
27	Lack of personal well being (Violence or harassment)	3.79	
28	Lack of understanding with the clients	3.76	
29	Lack of faith	3.70	
V	ORGANISATIONAL STRUCTURE		4.07
30	Lack of monetary rewards	4.27	
31	Lack of gender sensitivity	4.09	
32	Lack of proper communication (Flow of information)	4.02	
33	Non- participation in decision making	4.12	
34	Lack of time – off for learning	4.15	
35	Inadequate leave facilities during festival	4.08	
36	Lack of recreation facilities	4.07	
37	No provision of free technical support during work from home	4.04	
38	Lack of free/subsidized canteen	4.05	
39	No provision of free transport facility	3.98	
40	Lack of Grievance Redressal Cell	3.95	
41	Lack of implementation of policies for stress management	4.12	
42	Lack of implementation of Work Life Balance policy	3.93	
VI	WORKPLACE ENVIRONMENT		3.88
43	Overcrowded work area	4.05	
44	Unclean working area	3.90	
45	Uncomfortable equipment's	3.74	
46	Irregular cleaning of rest rooms	3.82	
VII	PERSONAL FACTORS		4.03
47	Inadequate time to spend with kids	4.26	
48	Unable to support kids for their studies	4.11	
49	Inadequate time to take care of dependent elders	3.96	
50	Unable to attend family / relative functions	4.02	
51	Inattention to own needs	4.01	
52	Lack of support from family members	3.99	
53	Long travel between office to home	3.84	

Source: Compiled and calculated using the primary data

The above table depicts the Job Stress among Women Employees in IT Company. It has been categorized into seven factors viz work design, role in the organization, career development, interpersonal relationship at workplace, organizational structure, workplace environment, personal factors. In work design the factor Overload of work has the highest mean score(3.67) and the statements inconvenient working hours / Shift hours & Mismatch between ability and job requirement has the lowest mean score (2.84).In role in the organization the factor High level of responsibility has the highest mean score (3.68) and the statement lack of clarity about the responsibility has the lowest mean score (3.07).In career development the factor pursue additional courses for career growth has the highest mean score (3.34) and the statement insecurity of job has the lowest mean score (3.19).In interpersonal relationship at workplace the factor Lack of support from the superiors has the highest mean score (3.98) and the statement Lack of faith has the lowest mean score (3.70).In organizational structure the factor Lack of monetary rewards has the highest mean score (4.27) and the statement Lack of implementation of Work Life Balance policy has the lowest mean score (3.93).In workplace environment the factor Overcrowded work area has the highest mean score (4.05) and the statement Uncomfortable equipment's has the lowest mean score (3.74).In personal factors the factor Inadequate time to spend with kids has the highest mean score (4.26) and the statement Long travel between office to home has the lowest mean score

(3.84).It is clear from the above table that the organizational structure has the highest weighted mean score (4.07) compared to all other factors related to job stress among women employees.

CONCLUSION

In today's fast paced world, women are experiencing more stress at every stage of their lives than ever before. Stressors are external events, including pressures in people's lives, such as divorce, marriage, children, work, and money. The experience of stress is related to how we respond to these stressors. One person's stressor can be another person's motivator. To successfully manage stress in everyday lives, one can learn to relax and enjoy life. From the study it is concluded that the main causes of stress among working women are goal achieving, overtime, work pressure, health issues and tension. Hence, to reduce stress different stress management techniques like meditation, yoga breathing, various relaxation techniques should be used. Also, a personal wellness plan with built-in periods of recovery and self-care can help women manage stress and empower themselves to make healthy life changes.

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