



RESEARCH ARTICLE

**A QUALITATIVE STUDY ON CAUSES AND EFFECTS OF STRESS AMONG WORKING WOMEN IN
MANAGEMENT COLLEGES IN JAIPUR**

***Bhawana Sharma and Manju Nair**

International School of Informatics & Management, Jaipur

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ABSTRACT

'Stress' word has been derived from physics and mechanics where it is defined as physical pressure exerted upon, and between different parts of body, when deformation occurs as a result it is called strain. Stress can be any kind of change in our daily routine or health. Stress has both psychological as well physiological dimensions. To go from home and work or job is one of the stressors amongst working women. Rapid changes in traditional values, life styles of women, competitiveness, career ambitiousness and industrialization are the major factors that have changed the whole environment. This change has encouraged and motivated the women to do something at their own, outside home, which creates work stress and anxiety also. Thus, it is becoming difficult for those, who played the role of housewife, mother and working women at a time. The objective of this paper is to gather a deep understanding of stress among working women. The present study was conducted to investigate the faculty's viewpoint towards stress at workplace through structured questionnaire, data collected from different private colleges. Researcher tried to collect necessary information from those women, who are working with different educational institutions in district of Jaipur in Rajasthan and to analyze how to deal with stress between professional and personal life. The research analysis was done by percentage evaluation method. The study has been restricted to Jaipur city only, due to accessibility, time and other related factors. Coping strategies were also review to know, how they deal with stress. This finding of study states that stress among working women occurs due to long working hours, various family and official responsibilities, job security and so on. Such type of stress creates various problems such as prolonged headaches, frustration and anxiety.

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INTRODUCTION

'Stress' word has been derived from physics and mechanics where it is defined as physical pressure exerted upon, and between different parts of body, when deformation occurs as result it is called strain. Stress can be any kind of change in our daily routine or health. Stress has both psychological as well physiological dimensions. To go outside from the home and to work or job is one of the major stressor among working women. Rapid changes in traditional values, life styles of women, competitiveness, career ambitiousness and industrialization are the major factors that have changed the whole environment. This change has encouraged and motivated the women to do something at their own, outside from the home, which creates work stress and anxiety also. Thus, it is becoming difficult for, who played the role of housewife, mother and working women at a time.

Working Women and Stress

After independence, women in India have come a long way. From just a expert homemaker/housewife, she not only has acquired skills and abilities to being a perfect housewife but being at same level with their spouse or life partner. Now,

women wants to follow up their dream career and this is the new propagation of working women.

At the same time, women are suffering from many symptoms of stress. More difficulty arises with those women, who are working. They have to fulfill the assorted demand at workplace and home. Today, maximum married couples are working to create a balance with occupational life as well as their personal life at home with their children. But it is no that easy for a women as she has to take on multiple roles right from a cook, a tutor, a housemaid who take care of the home, a care taker as well as cater to fulfill requirements at home. At this place, a working woman can be strained and restless; specially when family is not very cooperative. Working women, no matter whether they are single or married, face higher strain and contrary health effects. Working women most probably feel accented because of their diverse workload.

Reasons of Stress

There are various expected and highly individual reasons of stress. It depends on numerous variables including type of her personality, attitude towards life, analytical skills, and societal

and family's cooperative environment. By every individual, stress can be handled in different manner like it can be stressful in negative manner for someone, while at the same time it can be eustress for another. All those reasons are known as stressors, which create lots of pressure and demand on an individual to perform. There can be so many reasons of stress as below:

Causes of Stress

At Work	At Home
Long working hours	
Working environment	
Job security	
Workload	Decease of husband, family member, close friend or relatives.
Salary	Sickness of any close one.
Transfer	Split up from partner.
Lack of recognition	Noncompliance by childrens
Conflict	Children's academic performance.
Grievance regarding problem	Pregnancy or birth of a new baby.
Lack of promotion	Disturb marital life
Strict policies	
Lack of resources	
High demands of the job.	
Relationship with colleagues.	
Excessive work pressure.	
Excessive Commuting Time	

Symptoms of Stress

Stress is a universal phenomenon; women may be different in degree and level of its experience. Thus it is important to identify and determine the stress among women.

To point out working women experiencing stress, some of the signs are as follows:

- Changes in eating and sleeping habits
- Insomnia
- Easily loses temper
- Failure to achieve targets
- Faulty decisions
- Frequent physical complaints like headaches or stomach aches
- Shift jobs frequently
- Heart diseases, high blood pressure
- Higher absenteeism
- Impatient with idleness
- Job dissatisfaction and depression
- Lack of concentration
- Poor performance
- Negative attitude
- Persistent sadness and hopelessness
- Poor self-esteem
- Work place aggression
- Lack of focus
- Lack of energy

These symptoms indicate development of stress level and make it essential to find out causes contributing.

REVIEW OF LITERATURE

Following are the few research papers / manuals measured as an important document to finalize the research framework and research instruments required for this study.

Vijaya Lakshmi et al (2013) have conducted a study to find the issues and problems of women faculty working in educational institutions. She also found that women faculty members underwent severe stress in the process of attaining Work Life Balance. Continued work pressure resulted in poor performance. The result revealed that many female teachers have neglected their health in the process of improving the life of their family members and their students.

According to Chan(2008), Many numbers of variables have been studied, which are helpful for working women to take decision regarding to stay or leave the job, including job satisfaction, occupational stress, flexibility, and self-efficacy. In present time, various studies have conducted on stress in the teaching profession. As per the finding of the study, teachers experience high level of stress on daily life(Adeyemo & Ogunyemi, 2005; Borg, 1990). Additional, a study in Bahrain by Al-Khalefa (1999) also studied and he found working environment, job security, bonuses and allowances, pay scale, supervision, institutional facilities, and work burden and career development are the major reasons of stress for physical education educators.

Baue (2006) studied that stressed working women suffer from many problems like more illness, medicine intake, anxiety and depression. Few physiological and psychological symptoms were also found as reported by women educators experiencing high burnout. Khurshid et al. (2011) found that women feel more stress who has low salary or income level than higher income level working women. In adding up to this, marital status was also related to cause of stress as those who were widowed or split up or separated, usually having a higher percentage of stress. (Smith et al., 2000).

Stress as an observable fact has been investigated in many different professions and ofcourse, teaching is not exceptional profession. It has been found in many studies that women teachers feels higher level of strain than other professions. (De Jesus and Conboy 2001,131). (Kyriacou, 2001) has indicated in his study that stress can be reduced by taking a correct action and relaxation techniques to solve problems related to stress.

Stress underlies such assorted situations as mental or emotional and heart diseases can be a major factor to conflict in one's social or professional life. It restrict creativity and personal efficiency and present itself in a general disappointment; there is a major impact among college educators that end up with strain. Thus an empirical effort is done to find out the several variables of stress among college women educators. The study is conducted in Jaipur only.

RESEARCH METHODOLOGY

About The Study

The main objectives of the study include:

- Determine the level of stress experienced by the women working in different colleges.
- To find out the various factors that causes stress among the working women in colleges.

- An attempt was made to understand the phenomenon of various coping strategies adopted by working women in colleges.

An attempt is made to find out the answers of following research questions:-

- How to understand the effects of stress on working college women?
- How do work related factors influence stress among working women?
- What are the coping strategies adopted by them?

Tools

Primary data has been collected through structured questionnaire. Scoring was made to measure the level of stress through scale of stress.

Sampling Design

The primary data was collected from different college women educators by using stratified random sampling method. Universe of this present study was the working women of different colleges in Jaipur. Sample size was confirmed to 110 based on the respondent’s response for the structured questionnaire.

Data Collection

The primary data was collected by distributing a questionnaire among the teaching faculties, those who are from different management colleges in Jaipur. The study was conducted between April-May 2015. In the present study, both primary and secondary data have been made in very organized manner. Data were collected by different aspects related to the workplace, variables contributing to stress, symptoms and consequences of stress and different coping strategies adopted by working college women to deal with stress.

Interpretation of Data

The interpretation of the data was analysed through percentage as data has been gathered from 110 respondents. It was done in the following manner:-

1. Table formation: To show the data collected.
2. Graph: To show percentage of response on each question.

Table 1 Age group Number of women

Age	Number of respondents	Percentage
20-30	64	58 %
30-40	38	35%
40-50	5	4%
50 yr or above	3	3%
Total	110	100%

Age plays an important role in stress among working women. The age of the respondents is classified into four categories. Table 1 shows that out of 110 respondents, 58% are in the age group of 20-30, 35% are in the age group of 30-40, 4% are in the age group of 40-50 and 3% are in the age group of above 50.

Age and Stress Level of Working Women

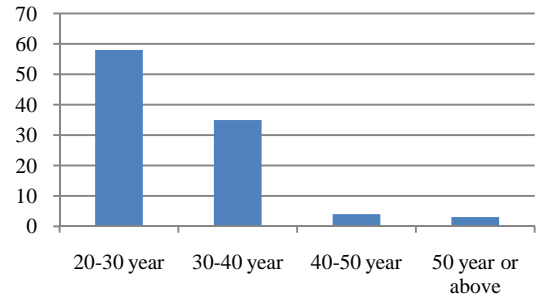


Figure 1 Sources: Primary data

This study proves that women who are young and less experienced, were found to be more burned out due to stress as comparison to older or more experienced working women (Abdul Majid, 1998; Lau et al., 2005; Bhadoria & Singh; 2010).

Table 2 Qualification of women

Qualification	Number of women	Percentage
Graduate	10	9%
PG	55	50%
Doctorate	31	28%
Other professional degree	14	13%
Total	110	100%

Table 2 shows the perception of the respondents on the basis of their qualification. It is classified into 4 categories. 9% of respondents are graduate, 50% of respondents are post graduate, 28% of respondents are doctorate and rest 13% have other professional degrees.

Effect of Stress on Qualification of working women

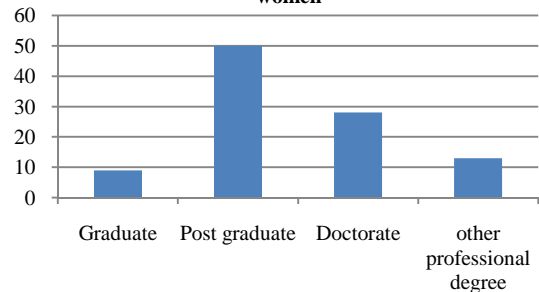


Figure 2 Sources: Primary data

This study indicates that higher qualified working women educators experienced more stress than less qualified women. The major reason of this, women who are highly qualified, have more workload and responsibilities as their qualification. So they feel higher level of stress.

Table 3 Experience of women

Qualification	Number of women	Percentage
Less than 1 yr.	7	6%
1-5 yr.	53	48%
5-10 yr.	36	33%
More than 10 yr.	14	13%
Total	110	100

From table 3, it is understood that 6% of the respondents have less than 1 years of experience, 48% of employees have put in 1-5 years of experience, 33% have 5-10 years of experience and only 13% of the respondents have more than 10 year of experience.

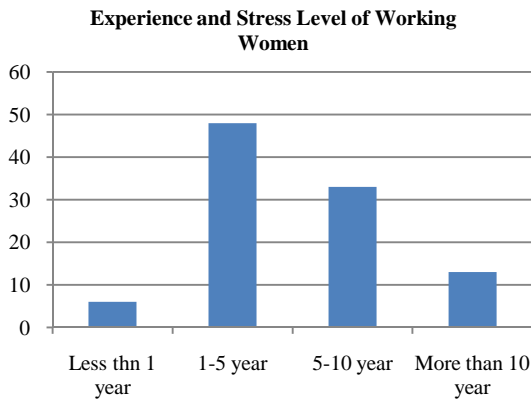


Figure 3 Sources: Primary data

Consequently proved that working college women, who have less experience feels more stress than higher experienced women, because newcomer or fresh women employees doesn't have techniques to deal with stress at starting stage.

Table 4 Stress level of working women in management colleges?

Never	2	2%
Rarely	8	7%
Sometimes	27	24%
Often	36	33%
Regularly	37	34%
Total	110	100%

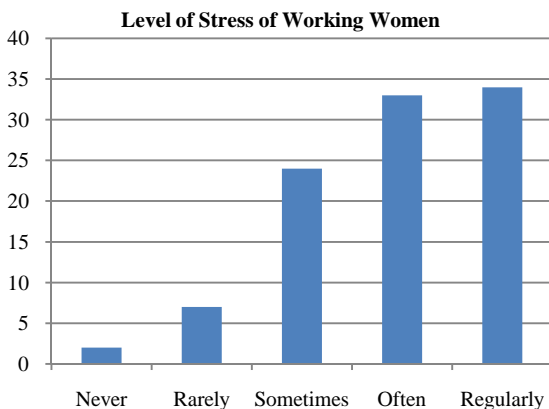


Figure 4 Sources: Primary data

From table 4, it is understood that 2% of the respondents never feel stress in their profession, 7% of the respondents feel stress rare, 24% of the respondents sometimes feel stress, 33% of the respondents feel stress often and rest 34% said that they regularly feel stress in their profession

Table 5 Causes that create stress among working women educators

Variables	Agree	Neutral	Disagree	Total
Workload	79	18	13	110
Low salary	85	13	12	110
Job insecurity	87	11	12	110
Transfer	68	28	14	110
Lack of opportunity for growth and advancement	86	12	12	110

Table 5 shows the various factors and the level of stress among women educators. 72% respondents said that workload is major factor of stress, while 16% are neutral and 12% are disagreeing on that. 77% respondents said that they feel stress due to low salary, while 12% are neutral and 11% are

disagreeing on that. 79% respondents said that job security is also a major factor of job insecurity, while 10% are neutral and 11% are disagreeing on that. 62% respondents are agreeing on the variable of stress, while 25% are neutral and 13% are disagreeing on that. 78% respondents said that they feel stress due to lack of opportunity for growth and advancement, while 11% are neutral and 11% are disagreeing on that.

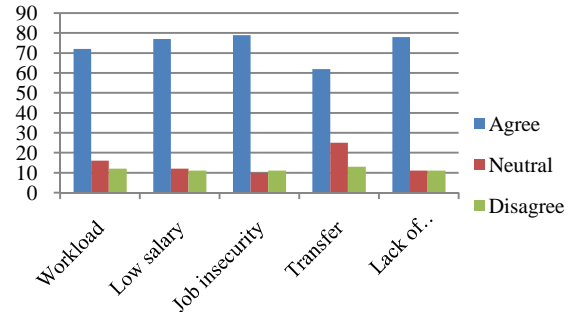


Figure 5 Sources: Primary data

Table 6 Psychological and physiological symptoms of stress among working women in management colleges

Stress symptoms	Never/Rare	Sometimes	Regularly	Total
Headache/Migraine	13	55	42	110
Poor sleep pattern	27	49	34	110
Anxiety	18	45	47	110
Depression	56	37	17	110
Low self esteem/confidence	81	20	09	110
Inability to concentrate	44	51	15	110
Throat pain	41	37	32	110
Aches and pains	35	32	43	110
Tiredness	17	40	53	110
Anger and frustration	24	32	54	110
Back problem	34	31	45	110
High absenteeism/Sickness	50	26	34	110

Table 6 shows the result of data collected from 110 respondents on the basis of psychological and physiological symptoms of stress among working women. 12% respondents said that they never feel headache or migraine due to stress, while 50% said that sometimes and 38% feel regularly. 31% respondents said that they regularly feel problem of poor sleep pattern. While 43% respondents said that they regularly

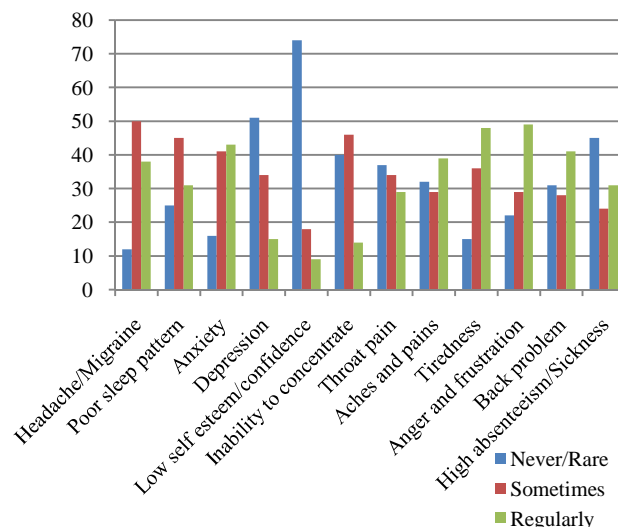


Figure 6 Sources: Primary data

feel anxiety. Only 15% respondents said that they regularly feel depression due to stress, 9% feel low self-esteem or low confidence, 14% feel problem to concentrate on work, 29% have throat pain, 39% feel body aches and pain, 48% feel tiredness, 49% feel anger and frustration, 41% feel back problem and 31% feel high absenteeism and sickness regularly due to stress.

Table 7 Coping strategies to deal with stress

Coping strategies	Never/Rare	Sometimes	Regularly	Total
Yoga	66	25	19	110
Physical Exercise	46	39	25	110
Meeting friends and relatives	12	49	49	110
Watching television	16	29	65	110
Meditation	61	28	21	110
Shopping	23	40	47	110
Outing	23	33	54	110
Writing/Reading	32	26	52	110

From table 7, it is understood that only 17% of respondents do yoga to deal with stress, while 23% do sometimes and 60% of the respondents never do yoga to deal with stress. 23% respondents said that they do physical exercise on regular basis, while 35% do it sometimes and 42% never do physical exercise. 45% respondents said that they regularly meet their friends or relatives to cope up with stress, while 45% meet sometimes and 15% meet rare to friends and relatives. 59% respondents said that they spend time on watching television to deal with stress on regular basis, while 26% do it sometimes and 15% spend time to watch television to deal with stress.

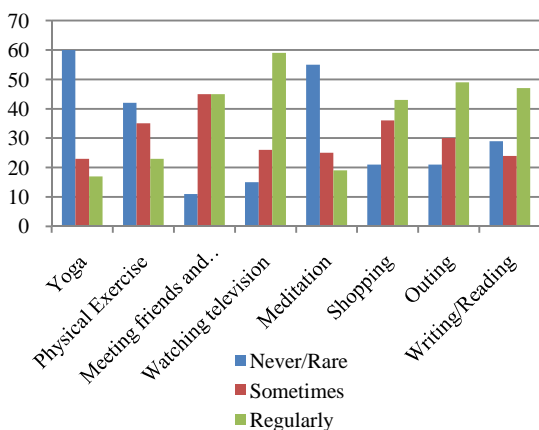


Figure 7 Sources: Primary data

Only 19% respondents said that they regularly do meditation to deal with stress, 25% do meditation sometimes and 55% never meditate. 43% of respondents do shopping, 49% do outing and 47% of the respondents spend time on writing or reading to deal with stress.

SUGGESTIONS & RECOMMENDATIONS

Stress is affected by the efficiency of employees. For maintaining individual stress at workplace, organization should provide positive and favourable work environment to working women. Teachers should also keep positive attitude to facing the problems in their profession, which will support them in improving their skills and capabilities to reduce the level of stress. Diagnostic tests and consultation should be conducted by the Medical Clinic and Guidance Center, which will help to measure the physiological scale of stress. In

addition, college management should supervise that senior’s behaviour and relationship with women educators is properly taken care of. Significantly, it is suggested that principals and management should investigate the major reasons of stress and analyse the organizational environment of the college. They should also recommend ways, like seminars and workshops should be organized to deal with stress. Women always must avoid taking work to home regularly for their work-life balance, should not stay too long or unnecessarily at workplace, and they should avoid multiple tasks at a same time. For making adjustments in work and family life of women, counselling or trainings should be conducted by the respective institutions to support them. A supportive, energetic and positive culture should also be established within the institution to support and motivate these women.

In addition, they should always talk about their problems with management, spouse, family and friends, because they are strongly associated to them. Yoga, counseling, meditation, social relations, and physical work out were found to reduce the stress. (Siwolop, 1988; Bhanarker and Singh, 1986; Grout, 1994; Abdool Carim, 1995). Government should also originate friendly and encouraging policies in favour of working women to encouraging them, which will support them to achieve balance in their work-family life.

CONCLUSION

Occupational stress is a Major challenge for working women educators and their employing institution. As numbers of working women are increasing in education sector they have to deal with challenges like long working hour, Job insecurity, Lack of supervision, Poor relationship with colleagues, Workload, Role conflict, Lack of opportunity for growth and advancement and job dissatisfaction. In addition, it is not only important to identify reasons of stress and to deal with them but to encourage healthy work and reduced destructive aspects of work. Educational institutions have to study the demands of balancing stress among working women to make the environment more supportive, which will be helpful to retain skilled, capable and experienced working women. Management must work for training and coaching, mentoring, continuous learning, counselling, opportunities for career development, techniques of time management to handle their workload at home along with job place to motivate them to take higher responsibilities. The main findings of the study show that all the respondents have distress due to personal and organizational sources. Managing the daily home activities, child care and looking after the family members are the major factors which cause distress among the working college women.

LIMITATIONS

1. Due to time constraint, limited number of respondents has been chosen.
2. The research has conducted only on women educators of management colleges in Jaipur.
3. The study is focused only to literate working women.

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