

# Stress among Women & Its Management

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**Abstract:** Today the world is open for women in each an every field. Women are working everywhere and playing her role efficiently. Every where whether its space, supports, businesses, banks, colleges, engineering, railways, army, police, air force, many tough job, she is taking these jobs and facing challenges easily. Leading Indian banks have CEO's are women. All women are expertise and keep making their mark on area of work. Indian companies and work places have become so 21<sup>st</sup> century with the challenges and opportunities it offers. In sports like cricket, hockey, badminton, tennis and kabbadi all female athletes are performing well. In every field women is facing same challenges like man do, even may be more just because she is woman. In this paper I try to explain their problem and create stress situation among women, including few management techniques as well.

## I. INTRODUCTION

Woman are not restricted to become homemaker only, she is now playing role of working woman, giving her participation in both home and work place.

Indian society is not ready to accept change in few things, still have traditional thinking like woman is only homemaker. These kind of thinking make more challenging for woman in daily life when she start her career the thing she loves to do. Being a woman she has to face so many obstacles in her personal and professional life. She has to balance between her work and her home, which is not an easy task to do. These kinds of things make her unrest, tired, frustrated and forget to her exactly what she is? This entire situation to make balance between work, home and playing a lot of roles in a day put her under Stress.

Women are not only homemaker but these days when she started working outside makes a bit tedious job. If a mother who is an employee in organization she has to complete her work as well as she has to help her children's homework. She is attending board meetings and attend schools parents teacher meeting too. The missing support and infrastructure are building a lot of stress. Many of these are the first generation in their families stepping out of work. And most strive to maintain continuity with the roles their mother used to play out home like managing house, relationships, rearing children. They have added a lot of extra work and subtracted very little. This added work creates stress for them.

Woman who are constantly feeling stressed out have forgotten her dreams of the free spirit girl living them before they became somebody's wife, mother, or workplace colleague. Woman has multiple roles in a day. She has responsibility more than man. There is lack of support of family and

colleagues, who never thinks about a woman who is doing duty all the time without having a break or forgetting herself all the time she is a devoted to family and trying hard to get best work performance. Many times she doesn't has any complain about situations she is facing in her daily life. She accepts that.

Doing work outside is not easy for every woman. She has to break barriers of so called traditional cultural of society. She has to change the scenario of people thinks about woman. Many women prefer to work outside the home because it gives them a greater sense of life satisfaction. For other women, such as those who run single-parent households, employment is not an option—it is a necessity. Compared with men, women are frequently given jobs with less autonomy or creativity, which decreases their level of job satisfaction. Women may also have more difficulty being accepted in the workplace because of hierarchical structures preferring men. Documentation repeatedly shows that women's salaries are lower than those of men in comparable positions; women tend to be paid less even when performing the same job as a man.

Although women's ability to form meaningful relationships is a buffer against stress, it can also be a source of stress. Caring about another person can be stressful when that person is not doing well physically or emotionally. Many families take for granted that the female members will care for elderly parents who are no longer self-sufficient. As a result, many women in their forties or fifties are caught between the needs of their college-age offspring and the needs of dependent parents or parents-in-law. Interpersonal conflicts resulting from these heavy burdens may cause stress or lower self-esteem. Women may also view unsuccessful relationships as representing failure on their part to fulfill traditional feminine qualities such as nurturance, warmth, and empathy.

## II. SEX DIFFERENCE

Women consistently report higher level of job stress than man do. A study of 211 women laborers in the construction industry (traditionally a type of employment restricted to men) found that the stressors of sexual harassment and gender discrimination correlated positively with psychological and physical symptoms of poor health (Goldnhar, Swanson, Hurrell, Roder & Deddens, 1998).

Other research has shown that women employees report headaches, anxiety, depression, sleep disturbances, and eating disorders more frequently than men employees do. Women also report more smoking and alcohol and drug use to work

place stress. Women in highly stressful jobs are more likely to experience spontaneous abortion and shorter menstrual cycles than are women in less stressful jobs. On the positive side, women are far more likely than men are to take advantage of social support networks to help them cope with stress (Nelson & Burke, 2000).

Minority women employees frequently experience the stress of discrimination in the workplace. A survey of 1,031 black women employed in a variety of jobs ranging from day laborer to upper-level manager found that perceived race-based discrimination was major source of stress. This stressors rated even higher among (24 to 29) and better-educated black women (Mays, Coleman, & Jackson, 1996).

Women were homemakers also found to experience high level of stress. The demands of family and the roles of wife and mother can lead to overwork, to dissatisfaction and a sense of loss of control, and to conflict with the need to seek employment outside the home. Many women homemakers report feeling depressed, believing that more demands are placed on them than on women with paying jobs.

### III. WORK-FAMILY CONFLICT

For Indian people family life is as important as his/her work. Even sometime due to some circumstances family become priority. It is not an easy task to manage balance between work and home. Ignorance of one of them whether it family or work create conflict. Work family conflict has many negative outcomes for workplace career and family life of each one person.

In Indian women family become first before her work. To become 'idol daughter, wife, daughter in law, mother' and many roles she has to play in a day. For her doing work after marriage is not an easy. She has more responsibilities exactly double what she was doing before marriage. In this modern world a woman wants to become financially strong and independent in own way. Family conflict is happen a natural factor. It has considerable effects on her official work. Work-family conflict can have effect on working woman's work commitment, job stress and job performance.

In case of Indian working women, a new additional role is add to her existing role as homemaker, mother and good with her society. Married working women required to play multiple roles as mother, wife and as employee. In her role family relation and support of spouse is great significance. Balance between work and family can create stressful situation. For many families where its dual earner parents have the issue of time management, long working hours, lace of flexibility, less child care and ignoring social events, all this kind of things makes a person stressed. Women experience more stress because she has to attend and care more about few things rather than man. Example if her child has parents teacher meeting and at the same time she has her monthly report meeting, and if her spouse is not able to attend school

meeting, she is in confusing situation now she has to deal with both none of those meeting is less important.

If she is not able to handle her work situation then it disturbs her in home and if she is not playing her role at home she is not giving her 100% at work. Her work overloads more interference from work to family and more interference from family to work.

Both men and women report conflicts between the demands of family and the demands of the job but the difficulties are usually greater for women. Work-family conflict has been documented among workers in many countries. A meta-analysis of 50 research studies showed a consistent negative relationship between work-family conflict and both job and life satisfaction. The higher perceived amount of work-family conflict, lower the level of satisfaction. The effects were far stronger in women than in men (Kossek & Ozeki, 1998).

The stressors associated with work-family conflict are apparently independent of type of job and working conditions, and they affects managerial as well as non-managerial employees. Today, more than 60% of all women with children 6years of age or younger, are employed outside home. These working women are essentially holding tow full-time jobs: one in the office, shop or factory and the other at home. Spouses may help out, but the primary responsibilities for family life remains with women. It is typically the woman worker who is called when a child becomes ill or who must adjust her work schedule when an elderly parent need are.

Research conduct in Sweden on 1,800 employed men and women confirmed that a greater proportion of women than men children have a total workload (defined as hours spent working on the job plus hours spent working at home) that is far greater than that of employed men. In this study, the total weekly workload for women with 3 or more children was 90 hours compared with 70 hours for man (Lundberg, 1996).

Another study in Sweden focused on 42 men and women managers. Both groups reported that their jobs were challenging and stimulating, but women showed greater physiological stress responses than did men. Women mangers with children living at home continued to experience high level of stress after the workday because of greater responsibilities connected with home and family life (Lundberg & Franken Hauser 1999).

In contrast, surveys of two samples of employed parents in the United States (more than 1,100 workers combined) found no gender differences in reported work-family conflict. For both men and women, conflict was significantly and positively related to depression, poor physical health and alcohol abuse (Frone, Russell & Barnes 1996). These findings were supported by a questionnaire survey of 94 mothers and 48 fathers in dual-earner families with the least one young child living at home. The results showed similar effects or work-family conflict; no significant were found between men and

women on measures of work and family stress (Schwartzberg & Dytell, 1996).

Although women may be affected by conflicts between family and job demands, in general women with playing jobs outside the home enjoy better health than full-time home-makers. Employed women score higher on measures of psychological well-being and have a lower risk of cardiovascular. The psychological and physical health advantages for employed women are greatest for women in high-status careers (Nelson & Bruke, 2000).

#### IV. POTENTIAL SOURCES OF STRESS

There are two of stressors which give stress. Women are not only homemaker now days she is step outside and doing her work in different field as well. Mostly two types of stressors create stress.

1. *Stress due to workplace:* This is job related stress it include, occupational demands, role related stress, role ambiguity, role overload, role underload. These roles related factors are really important. If there is no clearance about work and responsibility it's really hard to focus on their work. So it's really important to understand exact role position and work style. Factors like interpersonal relationship, ineffective communication, job change, and working condition, put under stress if there is no good relation within organization. So it is really important to make good relation and provide good supportive environment, because when there is good environment around us, it's really helpful to do good work. But when there is a lot of pressure and tension at workplace it's hard to do work and it affect human behavior. Mind and health are also affected due to stress.
2. *Personal factors:* There are so many personal problems are there in everyone's life. Personal factors like death of love one, locus of control, positive thinking, perfection, workaholics, self-efficiency, lack of supportive family, conflict between families. These personal factors are also creating stress if we don't make balance between work and personal life. Anything disturbs personal it affect our professional life too. So it's really important to avoid stress and make your mood happy at work and home both side. If you don't have supportive subordinate at workplace and supportive family member at home, your equation is become so bad on both the places. Few little things make you upset and give you stress which affect psychologically and physiologically.

#### V. MANAGEMENT OF STRESS

Stress is not negative all the time. Positive stress gives motivation to do work with full passion and focus on our aim. But when stress is become negative and takes too much in

tension it's really important to take care of that situation and manage stress on time. These days in organization people are inviting motivational speaker, make counseling and other management program to motivate employees and creating good environment for them. Few easy management ways are mention below:

1. *Support of family and colleagues:* if you have positive and supportive environment at work and home, there is no tension. You can share your problems with people around you. Support of family and stand by you in any situation makes us stronger. At workplace your communication skill automatically improves when you have good relation with others. These small supports make you avoid stressful situation.
2. *Positive thinking:* if you brave enough to take challenges and having positive attitude towards situation it also helps you to keep away from stress. When you have positive thinking and make every work possible with your work skill then there is no stress which harms you. Don't take stress too much try to find solution if there is any problem in your life.
3. *Exercise:* Besides improving your physical fitness level, exercise can also help to reduce stress level. There are several reasons for you to deal better with stress as well. Exercise, any kind of physical work-out like dancing, now a days zumba, all can lead to reduce stress and release of endorphins, or feel-good chemicals into bloodstream. These chemicals have the effect of relaxing the body and are associated with feeling of pleasure.
4. *Changing of focus:* for many of us, our daily job becomes our daily grind. Work can seem to overwhelm the day and the week if we are not careful. That makes sense when you consider fact that most of us are either getting ready for work or commuting to work for much longer than just the eight hours a day that we are paid for. But if we can learn to turn-off work outside of work hours and concentrate on life in those off hours, we can do a great deal to manage our stress levels. Change your focus from work back to your life makes life easier and happier.
5. *Plan for Relaxation:* for many of us relaxation doesn't just happen. We come home from work to a busy household, chores to do, or children who need help with homework and preparation for bed. However, you can fight with stress by treating relaxation as a necessary and vital part of everyday. Just like you make time in the day to regular activities, yoga makes you relax. By nurturing yourself in some way everyday, you can recharge your emotional and physical stress defenses. The small amount of time that takes to nurture yourself

everyday will be repaid to you in calmer outlook and more productive work day.

## VI. SUMMARY

Being woman she has to play multiple roles in a day she has to face so many situations which gives her stress. We found that existence of work and family stress. Stress may understand as a state of tension experienced by individuals facing extraordinary demands, constraints or opportunities. Stress is not negative all the time, positive stress is also there. It depend on person how they respond to stressful situations. There are majorly two types of stressors which she has to face in her workplace and home. She has to manage her stress on time. If she manages her home and family with their support she can deal her stress level on time. Stress is positive then it's really give motivation of work but vice versa, excessive stress gives negative impact on body and mind. There is family conflict she has to face when there is no support from family, being a woman, sex difference is also matter to her. Many companies do gender biasness even in few families as well. So it is really important to create positive and equal environment for man and woman both. There few techniques

to handle stress on time. Like time management, positive thinking, supportive people around you, doing relaxation exercise, and many more. If you any time feel stress it can cure on time but if you neglect it may be harm your physiological and psychological well being.

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