



DEPARTMENT OF HISTORY & RESEARCH CENTRE

NESAMONY MEMORIAL CHRISTIAN COLLEGE

Marthandam, Kanniyakumari District, Tamilnadu-629165
[Re-Accredited With A-Grade by NAAC]



INDIAN COUNCIL OF HISTORICAL RESEARCH [ICHR]

Sponsored

Two days National Conference on

Sustainability and Challenges of Working Women in Tamilnadu
Certificate

This is to certify that Mr/ Mrs/ Ms/ Dr P. PUSHPA KATHA, Asst. Prof.

Dept of History, Muslim Arts College, Thiruvithancode.

has participated in the two days **ICHR** Sponsored National Conference On "*Sustainability and Challenges of working women in Tamilnadu*" held at the Department Of History & Research Centre, Nesamony Memorial Christian College, Marthandam from 24th to 25th March 2022 and presented a paper/chaired a session on Work Related Stress Faced By Working Women


Dr. K. Paulraj
Principal


Dr. M. Glory Bai
Co-ordinator


Dr. G. M. Sunder Singh
Organizing Secretary

NATIONAL CONFERENCE PROCEEDINGS

SUSTAINABILITY AND CHALLENGES OF WORKING WOMEN IN TAMILNADU

On

24-25th March 2022



Sponsored by

**INDIAN COUNCIL OF HISTORICAL RESEARCH [ICHR]
[AN AUTONOMOUS ORGANISATION, MINISTRY OF EDUCATION, GOVT. OF INDIA]**

NEW DELHI

Chief Editor

Dr.G.M.SUNDER SINGH



Organized by

**DEPARTMENT OF HISTORY & RESEARCH CENTRE
NESAMONY MEMORIAL CHRISTIAN COLLEGE**

[Estd:1964, Re-Accredited with 'A' Grade by NAAC]

MARTHANDAM- KANNIYAKUMARI DISTRICT, TAMILNADU-629165.

ISBN: 978-93-81658-33-8

23. The Emergence Of Women's Organizations Dr. D. Vinoba Gladis	90
24. The Role Of Fisherwomen On The Fishery Coast Dr. S. Siluvai Santha Prince	93
25. Problems Faced By Women In Higher Education In Tamil Nadu- Dr. K. Vijaya Kumar & Dr. M. Rama Priya	97
26. Sarojini Naidu Women Leaders Of The Society Who Fought For The Independence P. Ranjani	102
27. E Challenges Faced By Working Women In India: An Analysis Dr. Adabiya.H	112
28. Challenges Of Working Women In Tamil Nadu -Tolerance Of Abuse, Violence, Harassment and Discrimination J. Mary Romy, & Dr. C. Asha	116
29. Problems And Issues Of Working Women With Special Reference To Marthandam J.J. Neils. Bohr, & Dr. C. Godwin Sam	120
30. Response Of Organizations On Violence Against Women In Tamil Nadu S. Eazhil Stephy	123
31. Reverberations Of Indecent Representation Of Women S. M. Rojapoo	128
32. Women Education In India D. Morgia	134
33. Challenges And Constraints Of Working Women On Textile Sector In Tamil Nadu K. Veera, & P. Karthikeyan	136
34. Devadasi System - Tolerance Of Abuse Dr. J. Jane D Almeida	141
35. Sustainability And Challenges Of Working Women In Tamilnadu With Special Reference To Thoothukudi District Dr. J. Barnabas Jacob	147
36. Problems And Challenges Faced By Construction Working Women In Tuticorin District Ambili P & Dr. V. Ranjan	150
37. Prominent Dalit Women Personalities Of Tamil Nadu Dr. N. Santhy	154
38. Stress Management Of Married Women College Teachers In Tamilnadu, India Dr. D.S Misbha & Sudha Devi	157
39. Challenges Of Working Women In I.T. Sectors Dr. I. Jayakumari	161
40. Work Related Stress Faced By Working Women Dr. P. Pushpalatha	165
41. Government Measures For The Upliftment Of Women Dr. Ms. S.M. Vimala	170
42. Challenges Of Working Women In An Unorganized Sector-Special Reference To Domestic Workers In Tamilnadu Abitha B	176
43. Challenges And Issues Of Woman Labours In Textile Industries Of Tamil Nadu Mr. J. Jeyasingh	181
44. Sustainability And Challenges Of Working Woman In Tamil Nadu P. Muhil Arasi	183

WORK RELATED STRESS FACED BY WORKING WOMEN

Dr. P. Pushpalatha,

Assistant Professor of History
Muslim Arts College,
Thiruvithancode

ABSTRACT

Women in India have proved their mettle in the work domain. Behind such success lies a big story of struggle and freedom in the traditional social arena. Besides, changing roles of working women, they have maintained the traditional work ethos of household. This research is devoted towards finding the root causes of the existing problems faced by the working women. It also aims at finding feasible solutions that have been practiced elsewhere and needs to be adopted at other social fronts.

INTRODUCTION:

Industrial Revolution in part was fuelled by the economic necessity of many women, single and married, to find waged work outside their home. Women mostly found jobs in domestic service, textile factories, and piece workshops. They also worked in the coal mines. For some, the Industrial Revolution provided independent wages, mobility and a better standard of living. For the majority, however, factory work in the early years of the 19th century resulted in a life of hardship.

Women in India have come a long way after independence. From just a skilled homemaker, women today have acquired skills and capabilities of not just being a homemaker but being at par with their male counterparts. This is the new generation of women, who wants to pursue their dream career. But this life is not a bed of roses for all.

More conflict arises with the working mother. One has to fulfil the demand at work followed by various demands at home. In today's scenario the husband and wife both work towards creating a balance with their work life as well as at home with their children. But it is still difficult for women as she has to play multiple roles of a cook, a family maid, a tutor, a nurse as well as cater to the demands of office work. This can leave a working woman stressed and anxious; more so if the family is not supportive. "My office is quite far from my

home. By the time I get home husband takes care of my children's studies and sometimes also prepares food. He gets time as his office is nearby and he reaches home early. If it was not for his support I would have left my job long time back", says a working professional.

OBJECTIVE:

What is work stress?

And the causes that create stress among working women?

STRESS

Stress is the reactions of people which have excessive pressures or other types of demand placed on them. Work stress is explained as the adverse physical and mental reactions that appear when the job demands do not match with the abilities, skills, and requirements of the employees. Stress generates mental or physical changes which are mostly harmful and sometimes the signs of psychological and physical defects are observed. Stress is described as a worst condition of emotion in terms of physiological rise when people experience a negative situation in such a way that they perceive a danger to their prosperity. Women, have a lot of balancing to do between home and workplace, and balancing between social and personal requirements. Moreover, the conflict among women will be all the more intense if her employer, as well as her family members hold unreasonable expectations from her.

Women's involvement in multiple role had a deleterious effect on their mental as well as their physical health. Due to this a woman is constantly under stress either at home or at workplace.

According to Reich and Nussbaum (1994) 60% in the United States of working women reported that job stress was their major problem. Kristina and Stephen (2015) reported that working women are facing higher level of stress than compared to men. The stressors are multiple roles, discrimination and stereotyping.

Kristina (2008) investigated work-related stress in women and its association with self-perceived health and sick leave among working women. The findings reveal that the major factor causing stress among them is 'stress owing to hard to set limits', and followed by 'increased workload'. On the other hand women associated with 'high perceived stress owing to indistinct organization and conflicts' are reported taking more sick leaves. Maryam Zarra-Nezhad et al., (2010) stated that there exists positive relationship between levels of occupational stress and family difficulties in working women.

Iwasaki et al., (2004) has concluded that women experience greater levels of work-family stress as a result of societal expectations and thus bear the burden of greater levels of work-family stress than men. Stephen Palmer and Kristina Gyllensten (2005) observed, multiple roles, lack of career progress, discrimination and stereotyping are the factors that create stress among the women. They confirmed that women reported higher levels of stress compared to men. According to Babin & Boles (1998) role stress affected female service providers, job performance more negatively than males. Women particularly feel stressed about trying to be a good organizational citizen, while at the same time, still fulfilling their responsibilities towards their spouse and family.

In another study done by Beena & Poduval (1992) observed that female executives showed greater stress than male

executives. The difference in the stress experienced by female executives is due a consequence of work- family conflict, social expectations, and behavioural norms that women face as they occupy combination of roles. O'driscoll, et al (1992) concluded that interpersonal conflict, work overload, and role conflict contributed to the experience of emotional exhaustion. When focusing on families results indicate that high experience of emotional exhaustion. When focusing on families, results indicate that high emotional workloads in the family and work were associated with increased psychological distress and goal loss.

Makowska (1995) studied psychosocial determinants of stress and wellbeing among working women. The significance of the work related stressor was evidently greater than that of the stressors associated with the family function.

Essien and Stephen (2014) observed that annual leave and getting assistance from colleagues as the most widely used organizational and personal stress coping strategies by female employees of commercial banks in Nigeria. Dhanabakyam and Malarvizhi (2014) stated there is a positive relationship between stress and family difficulties in working women. The increase in work family conflict leads to increase in work stress and vice versa in married working women. It is observed that women in professional job positions with high job demand were more prone to experience work family conflict and work stress. According to Khetarpal & Kochar (2006) the key stressors which affected maximum number of women were poor peer relations, intrinsic impoverishment and under participation.

Karve (2010) and Nair examined the different role stressors encountered by women executives and coping styles used by them. Results indicate that there is significant correlation between Inter role distance, and Defensive mode of role stress.

Employees tend to use more of a proactive style of Approach mode of coping with role stress wherein they deal with role stress through own efforts.

According to Sindu and Atyamoorthy (2014) the factors that create stress and coping strategies among women managers in India. According to them role conflict, role ambiguity and work family conflict create stress among women managers. They suggested the companies should follow the coping strategies such as stress management intervention programs, career planning and redesigning the job to reduce stress.

This statement is supported by Odavatiganti & Bulusu (2011). According to them women educators face comparatively higher level of stress than men counterparts. The stresses amongst the academicians are caused because of lengthy working hours, inadequate resources and classrooms that are overloaded. The study concludes that moderate level of job stress and quality of life was found among majority of the respondents.

Tomba and Rapheileng (2013) concluded that female entrepreneurs feel more stress than male counterparts. Ability to spend enough time with families and friends, day care and education for children are considered very stressful by both male and female entrepreneurs.

Dr. Hemanalini (2014) investigated the causes of stress that affect women in the working atmosphere in the textile industry. Majority of women stated that they are experiencing stress because of job security and because of high targets.

Ansuman, Adithya and Madhulita (2014) determined that maximum number of women is suffering from poor mental health. According to them home and workplace atmosphere played a major role in deciding mental health status of women.

Additionally, this study is a comparison in the degree of occupational stress experienced by married and unmarried working women. The study

reveals that married women are experiencing more stress than unmarried women, and the stress is explained in terms of traditional trends, demands of society and more roles and responsibilities assigned to them as a mother, wife and homemaker. (Nagina 2009) According to a study conducted by Bakshi et al., (2008) states that maximum percent of women are facing high level of occupational stress. They also stated that due to stress working women are not able to concentrate on their kitchen needs and their household affairs.

Abirami (2011) found balancing family and work effectively creates stress among women. According to him the factors that cause stress among working women are perception for stress under working conditions, low monetary benefits, and stress due to improper safety and security.

Rajasekhar and Sasikala (2013) concluded that employed women face stress due to family responsibilities, job insecurity, workplace culture and high demand of job performance. They also concluded that effective management of stress involves preparing role occupants to understand the nature of stress, directing stress for productive purposes, and making role occupants to understand their strength and equipping them to develop approach strategies for coping with stress. Dhanabhakya and Anitha (2011) observed that managing the daily home activities, looking after the family members and child care are identified as the sources of personal stress and developmental opportunity provided by the management, availability of transportation facility and recognition of hard work are identified as the major sources of organizational stress among working women. Deepthi and Janghel (2015) discussed coping strategy of stress in employed women and in non-employed women. They observed that employed women use self distraction technique (surprisingly effective technique for changing mood) more as

... coping strategy compared to non-employed women.

Balaji (2014) studied various factors which could lead to work family conflict and the stress undergone by women employees. He concluded that married women employees experience work family conflict due to the number of hours worked outside the home, flexible or in flexible working hours, size of the family and number of dependants of the family. These factors have an severe consequences for the psychological distress and well-being of married working women.

Sussanna (2012) identified high psychological demands; job strain and low job control are associated with increased stroke risk in working women.

Bhuvaneshwari (2013) revealed that stress in married working women is caused due to various family and official commitments, harassments at work place, working for long hours and improper work life balance. These factors lead to stress in working women such as prolonged headaches, hypertension and obesity. She also concluded that stress can be relieved from balancing work and family, from institutional support, by spending time with the family and performing physical exercises.

Stephen (2005) discovered work overload, uncooperative patients, criticism, negligent coworkers, lack of support from supervisors, and difficulties with physicians are the factors that cause stress among the nurses. They also suggested that interventions to reduce stress might improve interpersonal and motivational aspects of job performance. Dr. A. Chandra, Balaji, Kishore (2015) studied the relationship between self-esteem and stress, the factors that create stress among gold collar employees in Chennai city and the effect of stress on the health of the employees. Their study revealed that most of the female married employees are experiencing high level of stress compared to men and unmarried employees. From the data it is concluded that there is no

significant relationship between self esteem and stress.

Again this study is done by Ramanaiah and Subramanian (2008) on gold collar employees of Chennai city to know the level of stress they are experiencing. According to them the employees are under high level of stress and there exists a negative relationship between marital status and stress. They concluded that stress among female employees is due to role isolation, inter role distance and role overload.

According to Williams and Kurina (2002), women's increased work force participation, the rise in divorce and single parenthood and the aging of the population are the three factors that create stress among women.

Balaji studied various factors which could lead to work life balance and stress undergone by women employees. He found that the number of hours worked per week, the amount and frequency of over time, an inflexible work schedule, unsupportive supervisor, and an inhospitable organizational culture are the factors that lead to stress among the women employees. Muzhumathi and Rani (2012) observed that stress depends on work family conflict among women professionals.

CONCLUSION:

Stress is a growing problem in the workplaces and a particular magnitude for working women. The problems due to high levels of stress can be exhibited physically, psychologically and behaviorally by an individual. The most serious effects of stress relate to performance. Women employees report more non fatal but long term and disabling health problems. The Review of literature described that working women generally involved simultaneously in many tasks, juggling between family and work responsibilities, which leads towards stress among them.

ARTS COLLEGE
REFERENCE:

1. P.Abirami; Eighth AIMS International Conference on Management January 1-4th, 2011.
2. Ansuman Panigrahi, Adithya Prasad Padhy and Madhulita Panigrahi (2014), "Mental health status among married working women residing in Bhubaneshwar city: A psychological survey", BioMed Research International, 2014.
3. Eabin, B, J. & Boles J, S. (1998). Employee Behavior in service environment: A model and test of potential differences between men and women. *Journal of Marketing*. April Vol. 62(2): 77-91.
4. R.Balaji, "Work Life Balance of Women Employees", *International Journal of Innovative Research in Science, Engineering and Technology*, Vol3, Issue 10, October 2014, ISSN 2319-8753.
5. Beena, C.; & Poduval, P.R. (1992). Gender differences in work stress of executives. *Psychological Studies*. July - Nov. Vol. 37(2-3) 109-113.
6. M.Bhuvaneshwari, "A Case Study on Psychological and Physical Stress Undergone by Married Working Women", *IOSR Journal of Business and Management*, Vol 14, Issue 16, Nov 2013, pp 38-44, ISSN: 2319-7668.
7. Dr. Chandra Mohan A, K.D. Balaji, T. Kishore Kumar, "An empirical India", *Abhinav: National Monthly Referred Journal of Research and Management*. Vol 2. Issue 5.