

Analysis Of the Role Stress Among The Women Staff Working In Educational Institutions

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ABSTRACT

Stress is unavoidable part of our own life due to challenges, responsibilities & complexity. Right from birth until death, a person confronts various stressful conditions. Anxiety is now a matter of terrific concern & stress as it may have damaging physiological & psychological effect on people working in business / institutes. An attempt was made through this study paper to be aware of the reason of anxiety among lecturer & the ways/ methods to deal with stress generated in the office area and its own effect on these. The study also focuses on workers behavior and attitudes towards growth which gets affected because of stress in organization. The present study has made an effort to test the role stress of the women team working in educational institutions.

1. Introduction

The concept of stress was borrowed in the natural sciencefiction. Anxiety was popularly used in seventeenth century to imply hardship, anxiety hardship (or) illness) It had been used in eighteenth and nineteenth centuries to denote induce pressure, pressure or strong effort with refluence to an object or person.

Occupational pressure is defined as the harmful physical and psychological response that takes place when the need of job don't match the capabilities, resources or needs of workers.

An organization could be described as a system of functions. The notion of 'function' is key to understanding how an individual functions in almost any system. This can be through his/her role that an individual interacts and is incorporated into a platform. Occupational stress is not considered an occasional, private problem that can be dismissed. It is a global phenomenon affecting all occupations and countries equally. Role stress refers to the conflict and pressure because of the functions being enacted by an individual at any given point of time. Anxiety is not a new issue. Nevertheless, in recent years it's become more apparent. It may be described as environmental factors that exert undue strain or pressure on a person' and may be caused by numerous variables either in the home or at the workplace. Stress from any origin may affect an employee's wellbeing and their performance on the job. Many employees experience stress because they cannot partake in any decision making in connection with their own job, thus feeling that they don't have any control at all over their fate at work. The working environment may have a minefield of possible stressors; badly designed workstations; insufficient or inappropriate heating, ventilation or lighting; insufficient holidays; long periods, even performance-related cover can be important sources of stress. Each individual responds differently to the varying degrees of strain to which they are subjected, but when the pressure becomes too surplus for the individual, it can result in physical symptoms

Indian women have traditionally cheated on homemaking and worked with frame of their household system. Massive numbers of women are joining the workforce but they have to balance the familial in addition to professional role. That's why it is important to research the livelihood of women in more depth.

When stress was first studied from the 1950's, the expression was used to denote either the cause and the experienced effects of these pressures. Stress in humans results in interactions between individuals and their environment that are perceived as straining or surpassing their adaptive capacities and threatening their health. The part of perception indicated that individual stress responses in character as well as differences in physical strength or standard wellness.

Stress is also affected by the hierarchical status of the workers at the workplace. It affects the sense of stress and the capability to Handle it.

2. Literature Review

Studies in India also have tried to determine the amount of institution or locate out informal relationships of stress along with different factors like organizational, job, leadership, communication and individual variables. Most research with managerial stress employed the overall category -- supervisors II as a component because of their analysis. Their analysis shows significant differences between both private and public sector employees in three different measurements of role stress--function isolation, job ambiguity, along with self-role space. The writers also set the insignificant impact of many background variables, like age, degree of schooling, income, marital status, and job experience. The writer's results imply that job erosion and source inadequacy behave as prominent stressors while job ambiguity and role expectancy conflict are distant contributors to role stress from the sample population.

An overview of the literature concerning stress levels one of Social Work graduates indicated that, when left untreated, stress might manifest in much more severe symptoms outside low morale.

They discovered that students with quite substantial levels of acute stress connect their stress levels to opportunity, in which pupils with moderate or mild stress levels don't correlate a lot of the stress to opportunity.

Beyond the bounds of the job environment, demographic and socioeconomic adjustments to the work force have blurred the lines between personal and work stress. Within the last couple of decades these modifications have now included an increase in the amount of women from the work force, an increasing divorce rate and following single parent families and a gain in the amount of working moms in both full-time and full job (Perry-Jenkins et al., 2000).

Lazarus and Folkman (1984) describe occupational stress because the earnings of a individual's adaptive resources due to job requirements. Stress can consequently be known as the time of adaptation once an imbalance between job requirements and the reaction the capability of the worker happens. In case the imbalance is still unrelieved, the long-term consequences would finally result in burnout becoming experienced by the individual.

Wisniewski and Gargiulo (1997) have discovered that stress is possibly manageable via methods of social service at the work area by administrative direction, superiors and coworkers.

3. Objectives and research methodology

The Analysis will be conducted at the Country of Telangana, by Contemplating a Decent sample of women Workers i.e., teaching and non teaching women

These objectives are suggested to carry out the study:

1. To examine the factors for stress among women workers.
2. To learn the effect of organizational variables on the stress rates of women workers working in Higher Educational Institutions.
3. To evaluate the effect of personal variables on the stress rates of women workers working in Higher Educational Institutions.
4. To discover whether or not there's a gap in the amount of stress experienced by women workers working in government and private higher education associations.

4. Discussion

Table 1: Experience of working women and their perception regarding pressure to work for longer hours

(in years)	Mean	S.D.	N	Mean	S.D.	N
< 3 years	3.5972	0.91405	72	3.1846	1.29774	65
3-6	3.3423	0.93901	111	3.2308	1.02164	52
6-9	3.5370	1.11106	54	3.2353	0.95054	51
9-12	3.2973	1.33052	37	2.8846	1.03255	26
12+	3.4231	1.23849	26	3.1604	0.93744	106
Total	3.3400	0.83919	300	3.1667	1.04684	300

Table 1 highlights the expertise of working women and their sense concerning stress to function for more hours. Stress to operate for more hours is a significant component that is causing occupational stress. The total mean score shows that women working in private industry associations faces this dilemma industry comparatively more (3.4400) compared to (3.1667) in public sector associations. Experience -wise advice further shows that the women working in private industry organization possessing distinct variety of expertise except in the assortment of 9-12 years concur with this statement comparatively more compared with

their counterparts from public sector associations. The average score from the prior changes from 3.3423 into 3.5972 whereas, at latter case it changes from 3.1604 into 3.2353. On the flip side, women working in private industry organizations with 9-12 decades of expertise concur with this statement over women working in public sector associations. The mean rating at the prior instance is 3.2973, though, at latter instance it's 2.8846. The idea of longer functioning ought to be prevented and in such a place more function ought to be appointed to be able to reduce occupational stress among working women.

Table 2: Experience of working women and their perception regarding lack of proper working conditions

Experience (in years)	Private Sector Organizations			Public Sector Organizations		
	Mean	S.D.	N	Mean	S.D.	N
< 3 years	3.5833	0.91544	72	3.4308	1.13150	65
3-6	3.4054	0.99433	111	3.5769	0.93612	52
6-9	3.3333	.99052	54	3.1176	1.25932	51
9-12	2.8378	1.14294	37	3.3077	0.78838	26
12+	2.8077	1.09615	26	3.3113	0.98911	106
Total	3.3133	0.83919	300	3.3500	1.05096	300

Table 2 highlights the expertise of working women and their sense concerning lack of suitable working conditions. Deficiency of suitable working conditions is a significant element that's causing occupational stress functioning women. The total mean score is significantly reduced in private business organizations compared to public sector associations. The mean rating at the prior instance is 3.3133, although it's 3.3500 in latter instance. Experience -wise advice further demonstrates that working women in public business organizations having expertise in the assortment of 9-12 and over 12 decades respectively concur with this statement over their counterparts from private industry organizations. The average score at the prior instance varies

from 3.3077 into 3.3113, whereas at latter instance it changes from 2.8377 into 2.8378. On the flip side, suggest score is discovered to be in case women working privately sectors owning expertise in the selection of less than 3 decades and 6-9 decades respectively compared to women working in public sector associations. On the flip side, women working in public sector organizations owning 6-9 decades of expertise concur on this statement comparatively longer as compared to women working privately organizations with same degree of expertise. The score in preceding instance is 3.5769 whereas at latter instance the average score is 3.4054. It's suggested that appropriate functioning conditions must be supplied to women working so as to decrease stress.

Table 3: Experience of working women and their perception regarding conflict with organizational goals

Experience (in years)	Private Sector Organizations			Public Sector Organizations		
	Mea	S.D.	N	Mea	S.D.	N
< 3 years	3.4861	1.27813	72	3.3077	1.17158	65
3-6	3.0270	1.13185	111	3.5385	0.93853	52
6-9	2.7969	1.03486	54	3.3922	0.96080	51
9-12	2.7297	1.21675	37	3.5000	0.64807	26
12+	2.8077	1.16685	26	3.4245	0.86132	106
Total	3.0400	1.19015	300	3.4200	0.94865	300
F-value=4.142* Df=4			F-value=0.485 Df=4			

Table 3 highlights the expertise of women working in public and private sector associations and their sense concerning battle with organizational objectives. Conflict with organizational objective is just one of the significant facets that is inducing occupational stress. The total mean score is significantly greater in public sector organizations compared to private industry associations. The mean rating at the prior instance is 3.4200, although it's in latter instance 3.0400. It shows that working women in the general public and private business organizations confront this issue till a massive extent. Experience -wise advice further demonstrates that women working in public sector organizations with expertise

over 6 years concur with this statement over their counterparts from public sector associations. The average score at the prior instance varies from 3.3922 into 3.5000, whereas at latter instance it changes from 2.7297 into 2.8077. It appears that women working at the public business organizations owning more expertise need to execute a variety of functions concurrently and within this process they sense stress. On the flip side, women working in both the industries having expertise around 6 years concur on this statement. There's a requirement to devise the policies to decrease the contradictory aims so as to decrease stress among working women.

Table 4: Experience of working women and their perception regarding lack of promotion opportunities

Experience (in years)	Private Sector Organizations			Public Sector Organizations		
	Mean	S.D.	N	Mean	S.D.	N
< 3 years	3.2083	1.22510	72	3.4308	1.18545	65
3-6	3.1171	1.18121	111	3.8462	0.91576	52
6-9	3.2407	1.02672	54	3.3922	1.21784	51
9-12	3.1351	0.97645	37	3.4615	0.85934	26
12+	3.3846	1.02282	26	3.4434	0.97668	106
Total	3.1867	1.09963	300	3.5033	1.05532	300
	F-value=0.378 Df=4			F-value=1.702 Df=4		

Table 4 highlights the expertise of working women in private and public business organizations and their sense concerning lack of advertising opportunities. The total mean score is discovered to be in public business organizations compared to private industry organizations. The mean rating at the prior instance is 3.5033, although it's 3.1867 in latter instance. Experience-wise advice further defines that score is located to more among women working in public sector organizations owning various degrees of expertise than women working in private business organizations. The average score at the prior instance varies from 3.3922 into 3.8462 whereas at latter instance it changes from 3.1171 into 3.3846. It appears that marketing opportunities are decreasing more in the public business organization. The organizations will need to invent and execute the advertising

policies in a successful way. It helps the people to overcome the issue of occupational stress among working women.

5. Conclusion

Working women having less experience face the stress relatively more as compared to working women having higher level of experience. Adequate feedback, training and proper promotion facilities should be provided to working women. There is a need to reduce the workload among working women. Proper working conditions should be provided to working women at the workplace. Working woman should be involved in decisions making process so that they may not feel isolated at the work place. The present study had analyzed the role stress among the women staff working in educational institutions.

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