Stress among Women’s in Srinagar

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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 problems 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. That means for working women it is two sets of overlapping responsibilities. Therefore, in addition to their traditional roles, professional roles seem to be one of the major sources of stress that working women have to face. This review of literature gives information about working women stress, factors in the working environment that cause stressful situations among working women. A very important aspect of Srinagar woman is to meet the expectations and obligations corresponding to her various roles within the fold of the family. If she fails to meet the expectations of the members of the family, it creates familial tension within the family. It is quite obvious that the working woman is required to play dual roles; first familial roles as wife, mother and housewife and the other as an employee. The new status involves a fresh array of expectations from those constituting the 'role-set' of the incumbent. The purpose of this study is to find out the reasons behind women taking up the jobs and their contribution towards family. The focus is more on the problems that they face while dealing with the dual responsibilities. Purposive random sampling method is used to obtain the related data from among the working women of various institutions like educational, health, etc. The study reveals that the main reason behind opting for a job is to attain the economic stability and to become self-reliant. Despite various constraints like immense work load, role conflicts, etc. they contribute tremendously towards their family and hence it ultimately increases their level of satisfaction and they feel economically independent.

1. Introduction

The home has always been a woman’s priority; it still is and shall always remain so. With the increased pace of urbanization and modernization in recent years, Indian women of all social classes have now entered the work force/professional occupations. In the context of women becoming keen on shouldering responsibilities as professional and enter in new professions in all concerned spheres, there is an increasing need to discuss this aspect exclusively from the point of view of challenges she has to face and keeping in mind that properly qualified women professionals also aspire no loss for acquiring knowledge expertise and training to develop their capability to shoulder higher responsibilities, achieve professional excellence and to be involved in decision making. In today’s changing society, it is very appreciative to find women working outside their homes and becoming self-reliant. Now they are no more dependent on anybody and can survive on their own. The work career not only provides a new role to a Srinagar woman but also affects her role and status in the family and demands a new adjustment in her personal and social life. Thus, woman’s role in work situation is an important area to be explored in order to understand the changing role of the woman. [7] In his study of hundreds of working women employed in various salaried jobs and professions found that their problems are of three types: environmental, social and psychological. In each of them the problems emerged due to the strained situations at home and workplace. [9] Found that working women feel more economically independent.

Moreover modernized households gave greater autonomy to women in household decision making. [3] Carried out a study based on Srinagar working women with reference to their role conflicts arising out of the occupancy of double roles in contemporary Srinagar society. The demands of the new situation and the age-old requirements of womanhood are often in conflict and call for adjustment and accommodation. It was observed that the most important reason of women’s working outside is the economic need. [10] In their study have found that work life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic life.

2. Review of literature

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.

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 a 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 Satyamoorthy (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.

Kodavatiganti&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 over filled. 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. Inability to spend enough time with families and friends, daycare 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 insecurity and because of high targets.

Ansuman, Aditya 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.

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.

Rajasekar 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.

Dhanabhakyam 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 dependents 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, harassment 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.
3. 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 or physical defects are observed. Stress is described as a worst condition of emotions 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 of women will be all the more intense if her employer, as well as her family members held unreasonable expectations from her. Women’s involvement in multiple roles 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.

4. Women empowerment

Efforts for women empowerment as a phenomenon is not something absolutely new. It has been there throughout history in almost all societies. What could be considered as new is its increasingly coming out in public; it is shifted and reshaped for women’s welfare and their development. It is being discussed, reported and critically evaluated (Fadia, 2017) A women empowerment begins with consciousness-perceptions about herself and her rights, her capabilities, her potentials, awareness of how gender and socio-cultural and political forces affect her. In fact, women empowerment is the cornerstone for the achievement of triple goals of equality, development and social justice. The concept of women empowerment means emancipation of women from the vicious grips of social, economic, political, especially caste and gender-based discrimination. It means granting women the freedom to make life choices. Empowering women is to make them independent in all aspects from mind, thought, rights, decisions etc. by leaving aside all the social and family limitations. It has also been realized and accepted that genuine commitment and efforts have to be made by each country at the government, non-government and individual levels.

5. Rural women empowerment in Srinagar

Srinagar society is patriarchal in nature, which has confined women within four walls. Especially, in rural areas, women had limited exposure to modern communication tools and low level of education with limited freedom of interaction because of discrimination and violence. Gender discrimination is on rise due to prevailing social, economic and political turmoil’s. Low participation of rural women in the socioeconomic and political activities, which has badly affected the process of development resultantly it, has eroded their freedom of speech and expression, freedom to get education and enhancement of employment opportunities. Women in rural areas in Srinagar also face a lot of greater challenges i.e., domestic violence, inadequate and unorganized health care, lack of decision making authority, poor and low status of women, lack of awareness, illiteracy and ignorance and also many customs and cultural practices hinder the empowerment of women. The state government is taking some concrete steps in empowering rural women by helping women to help themselves and their families. A huge population of women in Srinagar is unemployed and another significant section consists of widows and half widows. The state government passed the protection of women from domestic violence act (PWDVA), in 2010. The government implemented various schemes for rural empowerment of women in Srinagar, schemes like: Umeed scheme, national backward classes finance and development corporation scheme (NBCFDC), Sher-i-kashmir employment and welfare programmes. One of the very important facets of rural empowerment of women in Srinagar and other parts of India, is that the women should realize the importance of their own identity for society in general for their own self in particular. They should also realize that only education would empower them greatly.

6. Methodology

The study has been carried out in Srinagar women stress in working in different situations, belonging to various social, economic, cultural, demographic and professional groups and categories. The respondents were selected from different institutions. The data collected for the study includes secondary data. The various sources used to collect secondary data include research papers, articles, reports of the company and data from the dissertation/Thesis and various websites.

7. Results and discussion

The study reveals that the majority of the women opt for a job in order to cope up with the economic pressures and to become self-reliant. Majority of the working women utilize their earnings for the welfare and betterment of their families. They earn in order to fulfill the needs and requirements of the members of their family. Working mothers have the urge to provide all kinds of facilities to their kids. They contribute not only economically but at the same time socially and emotionally as well by nurturing their kids and taking care of the other members of the family. Considering the many objections that could be anticipated to the idea of women working outside their homes, it is amazing that a large percentage of working women are being provided with full support from their families, especially from their husbands in case of the choices they make which proves to be a real boost for their enthusiasm and enhances their courage. Combining the two roles- home making and employment is the main problem that they face. A pretty much higher percentage of respondents face many difficulties in handling the dual responsibilities. The physical and psychological stress has been felt as disturbing and unbearable by many of them since they have to fulfill all the expectations of people whether inside the home or at work place. The problems they encounter include constant child care worries, dealing with fatigue, work load, role conflicts, less time for personal care, etc. The study reveals that the majority of the working women feel economically independent and are contented with the way they are living which is indeed the most positive and beneficial outcome of being a working woman.

Earning Expenditure:
The following pie chart shows the earning expenditure. It reveals that more than one-half (60%) of the working women utilize their earnings towards the welfare of their families and less than one-half (29.33) spend their earnings for their own use.

**Reasons behind job:** The following pie chart depicts the reasons behind opting for a job. More than one-half (65.33%) of women had opted for a job because of financial problems and about 21.33% wanted to be self-reliant. Aspiration for work is mentioned by a very small number of working women (13.33%).

**Problems in handling dual responsibilities:** The following pie chart reveals the problems which shows that as much as (73.33%) of the respondents do face certain problems in handling the dual responsibility. Less than one half of the respondents (26.66%) expressed their satisfaction since they didn’t face any problem and are able to manage well.

**Family’s support:** The pie chart below depicts the family support of the respondents. It shows that a large percentage of working women (97%) are fully supported and encouraged by their families while as just a negligible number of respondents (3%) are not supported by them.

**Economic Independence:** The pie chart below reveals the economic independence and emancipation of the respondents. It shows that the highest percentage of the working women (94.66%) feel economically independent while as a negligible number of respondents (5.33%) don’t feel so. This analysis is in accordance to the study carried out where the majority of the working women have felt economically independent since they have gained more power due to employment.

8. **Conclusion**

It is concluded with the remark that the strongest reason attributed to the decision of taking up a job by a woman is to attain economic stability and to become self-reliant/self-sufficient. These women do face innumerable problems while handling the dual responsibilities at home and at work place in Srinagar. But they never give up because they are determined to contribute towards the betterment and welfare of their families. They assist their families not only physically, socially and emotionally, but also economically which promotes better standards of their living. Significantly a very high level of satisfaction is achieved by them which eventually raise their confidence as well. They no longer feel dependent now. The need for balancing work-family life of working woman is very important. Work-family life balance entails attaining equilibrium between professional work and other activities, so that it reduces friction between official and domestic life. This can be achieved if a woman is highly determined and dedicated towards her work and manages her time in the best possible manner.
References


