



RESEARCH ARTICLE

A COMPARATIVE STUDY ON OCCUPATIONAL STRESS AMONG WORKING WOMEN USING STATISTICAL TOOL T-TEST WITH REFERENCE TO BANGALORE CITY

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ABSTRACT

Objective: Stress causes the disruption of the physical and mental well-being of people. Stress is triggered when an individual is expected to perform tasks beyond the prescribed levels of mental intake and physical execution. The circumstances, the causes and the perpetrators of stress are called stressors, that may drastically change a person's attitude and behavior towards a specific task or objective. However, in certain circumstances, stressors also stand to motivate as they positively contribute towards the well-being of people (Darshani, 2014). Positive stress, also called eustress, is caused when a stressful situation is perceived as an opportunity to perform and yield an advantageous outcome; whereas, negative stress, also called distress, is caused when a stressful situation is perceived as a threat often re-sulting in disadvantageous results. Eustress enables an individual to perform extraordinarily and achieve outstanding results whereas distress causes psychological imbalance that leads to various health related disorders. Every individual has his/her own endurance levels for withstanding stressful conditions in which some people perform well and excel under stress, while some people buckle under pressure and fail to achieve outcomes expected from them (Krishnan, 2014). The characteristics, attitudes and mental approaches of individuals play an important role in the management of stressful circumstances. The effective procedure of identifying and handling stressful events depends on the personality and characteristics of the concerned people and this fact is affirmed by various studies that suggest that a person experiences harmful stress only if the situation is perceived as a threat and not as a challenge or a stimulant (de Jong and Emmelkamp, 2000). With regards to above concept an effort has been made to do comparative analysis and its impact of organisational stress level among corporate and academic sector by using t-test.

INTRODUCTION

Women are fast pervading almost all traditionally male-dominated professions and performing effectively. Despite this, the traditional mindset where males view professional role as their primary objective and neglect household responsibilities while females view marriage and motherhood as their primary objective persists. There obviously exist several impediments in the journey of career-oriented women. Despite being equally qualified and experienced as men, women have to struggle hard to reach the top positions in any profession, they are underpaid as compared to men, face discrimination and discouragement both internally and externally, many a times they are forced to restrict themselves to mundane jobs though they can take up better ones and apart from working have to do the large part of household chores as well. Women who face chronic occupational stress develop psychological problems (depressive symptoms, insomnia, dissatisfaction, irritability, rage, anxiety, fearfulness, feelings of guilt and shame and withdrawal), physical problems

(coronary heart disease, changes in blood pressure, body ache, tension headaches, short menstrual cycles, digestive problems and back pain) and dysfunctional behavioral manifestations (sickness absenteeism, changing jobs frequently, career interruption and job withdrawal owing to negative job attitudes). Though working women are likely to get stressed while striking a balance between multiple roles (worker, spouse, mother, daughter-in-law, daughter) that they are required to do nevertheless they still tend to have better physical and mental health as compared to those women who are housewives. This is because these different roles add to and enrich women's sense of self and enhance psychological well-being. The strain and stress they experience due to one role is balanced by the satisfaction they obtain from other roles.

How Women are affected?

Various studies have posited that negative stress affects women more than men due to their emotional susceptibility. Additionally, there are various other factors that tend to exaggerate the effects of stress on women. In countries like

India, most of the women are expected to fulfill their familial obligations in addition to the occupational duties. Most of the women employees have less control in their jobs as they tend to avoid being in senior positions due to their household commitments. Many of the women are precariously employed without proper vision of career growth. More women are engaged in occupations that are demanding in nature causing unavoidable stress among them. The organizational and peer discrimination and bias causes stress among women, irrespective of their seniority at workplaces (Bickford, 2005).

Need of the Study: The working women's want to overcome the organisational and occupational stress and this could be succeed by understanding the factors which affect the employees which in tune make the ultimate need for the study which is done among different categories of women professionals in Bangalore, like Doctors, Engineers, Lecturers, Bank officers etc. This study allows us to understand the stress causes and level encountered by the working women in the selected service sector and how does it affect their home and family.

Statement of the Problem: Stress is an ordinary segment of life. In microscopic portion stress is good, if it can motivate and help to be more productive. However too much of stress can actually harming mind and body. The work lives of working women in service sector are not easy; in fact, they are in the eye of the storm. There are pressures and demands of the job and then when they come back home they have to battle with the equally perplexing problems and tensions of their family and home. It's like they are turned in to 24*7 working regime with no breaks to help them relax. Working women have a dual role to play, when they take up jobs. They have to care of their homes along with their outside employment. This puts strains on them affects their mental and physical wellbeing. The working women's want to overcome the occupational stress and this could be succeed by understanding the factors which affect the employees which in tune make the ultimate need for the study which is done among different categories of women 36professionals in Bangalore, like Doctors, Engineers, Lecturers, Bank officers etc.

Research Objectives: To make a comparative analysis and its impact of organisational stress level among corporate and academic sector.

Hypothesis

There is Significant difference in mean rating scores of self – role distance, Inter-role distance, Role stagnation, Role expectation conflict, Role ambiguity, Role overload, Role Erosion, Role (personal) inadequacy factors of organisational stress measurement across the age group of respondents working both in academics and corporate sector.

Sample and Size

- Sample universe: The universe of the study consists of corporate and education institutes of Bangalore city.
- Sample frame: The collection of data will be done from Banks, IT and education institutes.
- Sample unit: Women employees in Banks, IT and education institutes of Bangalore city.

- Sample Unit: 200 Women employees each from corporate and academics.

FINDINGS

- There is a significant difference (see table 1) in mean scores between Academic and Corporate working women respondents with respect to Inter-Role Distance (IRD) ($t=14.733$, $p<0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. As the mean score of Academic working women (mean = 19.98) is higher than Corporate working women (mean=16.74), one would conclude that there is a strong acceptance that Academic working women respondents are rating to frequent or always feeling that existence of Inter - Role Distance situation as compared to Corporate women respondents at their respective work place. Here, higher the mean value indicate that a considerable proportion of respondents have rated the option “more frequently or always having the feeling this way” on likert scale.
- There is a significant difference (see table 1) in mean scores between Academic and Corporate working women respondents with respect to Role Stagnation (RS) ($t=14.024$, $p<0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. As the mean score of Academic working women (mean = 20.22) is higher than Corporate working women (mean=16.81), one would conclude that there is a strong acceptance that Academic working women respondents are rating to frequent or always feeling that existence of Role Stagnation (RS) situation as compared to Corporate women respondents at their respective work place. Here, higher the mean value indicate that the more number of respondents have rated the option “more frequently or always having the feeling this way” on likert scale.
- There is a significant difference (see table 1) in mean scores between Academic and Corporate working women respondents with respect to Role Expectation Conflict (REC) ($t = - 18.848$, $p<0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. As the mean score of Corporate working women (mean = 16.53) is higher than Academic working women (mean=13.51), one would conclude that there is a strong acceptance that Corporate working women respondents are rating to frequent or always feeling that existence of Role Expectation Conflict situation at their work place as compared to those who are working as academicians. Here, higher the mean value indicate that the more number of respondents have rated the option “more frequently or always having the feeling this way” on likert scale.
- There is a significant difference (see table 1) in mean scores between Academic and Corporate working women respondents with respect to Role Erosion (RE) ($t=11.335$, $p<0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. As the mean score of Academic working women (mean = 20.36) is higher than Corporate working women (mean=17.20), one would conclude that there is a strong acceptance that women

Table 1a. Results of t-test between Academic and Corporate working respondents with respect to organisational stress

| Factor | Type of working | Mean | SD | t-value | p-value |
|---------------------------------|-----------------|-------|------|---------|---------|
| Inter-Role Distance (IRD) | Academic | 19.98 | 1.67 | 14.733 | 0.000* |
| | Corporate | 16.74 | 2.61 | | |
| Role Stagnation (RS) | Academic | 20.22 | 1.99 | 14.024 | 0.000* |
| | Corporate | 16.81 | 2.81 | | |
| Role Expectation Conflict (REC) | Academic | 13.51 | 1.53 | -18.848 | 0.000* |
| | Corporate | 16.53 | 1.67 | | |
| Role Erosion (RE) | Academic | 20.36 | 2.24 | 11.335 | 0.000* |
| | Corporate | 17.20 | 3.24 | | |
| Role Overload (RO) | Academic | 17.55 | 1.79 | -7.755 | 0.000* |
| | Corporate | 19.06 | 2.10 | | |
| Role (personal) Inadequacy (RI) | Academic | 9.84 | 2.08 | 1.959 | 0.000* |
| | Corporate | 9.45 | 1.85 | | |
| Self –Role Distance (SRD) | Academic | 15.10 | 1.81 | -16.102 | 0.000* |
| | Corporate | 17.94 | 1.72 | | |
| Role Ambiguity (RA) | Academic | 14.71 | 2.27 | -8.688 | 0.000* |
| | Corporate | 16.57 | 2.00 | | |

* Significant at 5 % level

working in academics are rating to frequent or always feeling that existence of Role Erosion (RE) situation as compared to Corporate women respondents at their respective work place. Here, higher the mean value indicate that the more number of respondents have rated the option “more frequently or always having the feeling this way” on likert scale.

- There is a significant difference (see table 1) in mean scores between Academic and Corporate working women respondents with respect to Role Overload (RO) ($t = - 7.755$, $p < 0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. As the mean score of Corporate working women (mean = 19.06) is higher than Academic working women (mean=17.55), one would conclude that there is a strong acceptance that Corporate working women respondents are rating to frequent or always feeling that existence of Role Overload situation at their work place as compared to those who are working as academicians. Here, higher the mean value indicate that the more number of respondents have rated the option “more frequently or always having the feeling this way” on likert scale.
- There is a significant difference (see Table 1) in mean scores between Academic and Corporate working women respondents with respect to Role (personal) Inadequacy (RI) ($t=1.959$, $p < 0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. As the mean score of Academic working women (mean = 9.84) is slightly higher than Corporate working women (mean=9.45), one would conclude that there is a slightly stronger acceptance that women working in academics are rating to frequent or always feeling that existence of Role (personal) Inadequacy (RI) situation as compared to Corporate women respondents at their respective work place. However, as the mean difference is very narrow, we would as well conclude that even Role (personal) inadequacy dimension of stress exists equally with respect to women working as academicians as well as women in corporate sector.
- There is a significant difference (see Table 1) in mean scores between Academic and Corporate working women respondents with respect to Self –Role Distance (SRD) ($t = - 16.102$, $p < 0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted.

As the mean score of Corporate working women (mean = 17.94) is higher than Academic working women (mean=15.10), one would conclude that there is a strong acceptance that Corporate working women respondents are rating to frequent or always feeling that existence of Self –Role Distance situation at their work place as compared to those who are working as academicians. Here, higher the mean value indicate that the more number of respondents have rated the option “more frequently or always having the feeling this way” on likert scale.

- There is a significant difference (see Table 1) in mean scores between Academic and Corporate working women respondents with respect to Role Ambiguity (RA) ($t = - 8.688$, $p < 0.05$) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. As the mean score of Corporate working women (mean = 16.57) is higher than Academic working women (mean=14.71), one would conclude that there is a strong acceptance that Corporate working women respondents are rating to frequent or always feeling that existence of Role Ambiguity situation at their work place as compared to those who are working as academicians. Here, higher the mean value indicate that the more number of respondents have rated the option “more frequently or always having the feeling this way” on likert scale.

Conclusion

From the study, it is evident that both women working in corporate as well as academic environment experience, yet at different levels. Both feel the role conflict, which suggests that there is a need to balance between work and family that could be supported by the employers. Further, women feel that there is a role stagnation as they are unable to avail the opportunities to upgrade their skills. Role expectation conflict that arises out of expectation from clients, peers and management are experienced more by women, at the same time role erosion stress be-comes real when their job roles become redundant. Role overload and role inadequacy are the other types of stress that do allow women to be fully functional.

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