

A Study on Impact of Stress on Quality of Work life among Women Employees (With Special Reference to Chennai City)

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Abstract: In this world of globalization where technology changes are happening like a fire it is very important to retain and motivate employees in the organisation we have to provide quality work life to the employees. Over the past few years job stress is increasing among employees, which leads to several health issues like heart attack, depression, hypertension and other health disorders. The main objective of the study is to find the relationship of job stress and quality of work life. In this study various variable such as workload pressure, lack of organizational support, home and work conflicts are considered. Person who has stress they met with accidents, do more mistake, not regular to the work place.

Keywords: Job stress, psychological stress, Quality of work life, Stress, Social integration

I. Introduction

Management facing a problem which is hard to ignore that is employees facing stress at the work place. Various studies revealed that reason for employee stress is work place. The main cause of stress is drastic changes in the economy, lay off and the less income. Especially women are facing stress at their work place because it is hard for them to maintain the work life balance and they need to take care of their children and as well work in the organisation. There are several reason for the stress but we cannot ignored that people facing stress tend to have lack of concentration at work place which leads to accidents, absentees and more turnover ratio in the organisation.

1.1 Reason for the stress among employees

Stress is not built in one day but over the period of time it built in humans. Stress can be physical and psychological but the good news is that with the help of organizational commitment and individual stress management people can overcome the stress.

Various diseases which cause by stress is as follows:

- Heart and cardiovascular problems
- Anxiety, depression and demoralization
- Substance abuse
- Certain cancers
- Infectious diseases
- Conflicts Injuries
- Back pain

1.2 REASON FOR STRESS AT WORK PLACE:

- Low salaries
- Heavy workloads
- Lack of opportunity for growth and advancement
- Unrealistic job expectations
- Job security
- Lack of participation in decision making at work place
- Working environment

- Social integration
- Recognition at work place

1.3 STRESS AND WOMEN EMPLOYEES:

Both Male and female are facing stress. Women are also facing same symptoms like man of stress life anxiety, fatigue, and headache. Women are facing work life balance in their life which is the main reason for the stress. Women are main caretaker of their children so they need to take for their children and as well as have to work at the organisation.

Dr. Michael Baime suggested that “If changes are to be made to reduce costly stress in the workplace, employers must truly value the health as well as the productivity of their workers, “Simple plan and strategies will help employees to overcome the stress which in return the productivity at the work place. A regular meeting with employees and open communication on fortnight basis will help the employees to overcome the stress.

1.4 VARIOUS APPROACH FOR WOMEN TO OVERCOME THE STRESS IN THE WORK PLACE

- Flexible work hours
- Work from home
- Open communication
- Organizing stress management workshop
- Crèche facility for infants at work place
- Working environment

II. Review of Literature:

Le Blanc, (2000) The concept of social support has referred as the existence of good, pleasant relationship with others, the availability of others, in case of problems and help, understanding and attention provided when one faces with difficulties.

Kavalu (2009) Data analysis from the research revealed the presence of stress. About 25% of employees were found to be stressed by work. It was discovered that this stress is not solely contributed by the amount of work, but by factors that cause the work to accumulate and pileup. Such factors included equipment that is in bad condition, such as damaged computers and photocopiers.

Female employees are somewhat neglected in their work places, which in turn can lead to lower level of job satisfaction and employee productivity. Khan, 2007, Bhuiya, (2007). The female employees find gender discrimination in terms of pay, promotion and other facilities, which is visible in many private industries.

Skinner and Ivancevich (2008) urged that QWL is associated with adequate and fair compensation, safe & healthy working conditions, opportunities to develop human capacities, opportunities for continuous growth and job security, more flexible work scheduling and job assignment, careful attention to job design and workflow, better union-management cooperation, and less structural supervision and development of effective work teams.

2.1 RESEARCH METHODOLOGY

3Research methodology: The present study has been conducted to find out the impact of stress on quality of work life among women employees. The primary data is collected through the structured questionnaire from various organisations in the Chennai city. The sample size is 100. The questionnaire is divided into four parts:

- Demographic profile: it consist of age, marital status, current position, salary, experience
- Job stress: It consist of fair, job security, flexible working hours, .
- Psychological stress: It consists of social integration, recognition, monetary and non monetary benefits, decision making.
- Quality of work life: It consists of work life balance, team work, work environment.

The simple random sampling technique is used. Primary data is collected through questionnaire. Secondary data is collected through internet, journals and magazines. The total of 100 samples collected through the questionnaire. The ages of responded is between 22 to 55 years.

III. Objective of the Study:

1. To find out the various factor affecting job stress among employees.
2. To decide the various factor affecting the psychological stress among women employees.
3. To understand the impact of stress on quality work life among women employees.

IV. Analysis and Interpretation

Influence of Marital Status on Job Stress among Women Employees

		Sum of Squares	df	Mean Square	F	Sig.
Lack of social integration	Between Groups	3.697	3	1.232	.964	.412
	Within Groups	148.269	116	1.278		
	Total	151.967	119			
Lack of recognition in your organisation	Between Groups	5.657	3	1.886	2.710	.048
	Within Groups	80.709	116	.696		
	Total	86.367	119			
Lack of your involvement in decision making	Between Groups	3.278	3	1.093	.927	.430
	Within Groups	136.713	116	1.179		
	Total	139.992	119			
Lack of monetary benefit given in the organisation	Between Groups	1.492	3	.497	.763	.517
	Within Groups	75.674	116	.652		
	Total	77.167	119			
Lack of non-monetary benefit given in the organisation	Between Groups	2.404	3	.801	1.015	.389
	Within Groups	91.588	116	.790		
	Total	93.992	119			
I feel the organisation provides a environment which is free from any harassments, gender bias etc.	Between Groups	.587	3	.196	.328	.805
	Within Groups	69.338	116	.598		
	Total	69.925	119			
I feel emotionally secure in my work place	Between Groups	3.697	3	1.232	.964	.412
	Within Groups	148.269	116	1.278		
	Total	151.967	119			

Source: Computed data

From the above table it is found that marital status of the women employees towards “Lack of recognition in your organization” ($f = 2.710$, $p = 0.048$) is statistically significant @5% level. This leads to the mean wise comparison.

Influence of Marital Status on Psychological Stress among Women Employees

		Sum of Squares	df	Mean Square	F	Sig.
Lack of job security in the organisation	Between Groups	1.976	3	.659	.863	.462
	Within Groups	88.524	116	.763		
	Total	90.500	119			
I am satisfied with my chances for promotion	Between Groups	.751	3	.250	.376	.771
	Within Groups	77.249	116	.666		
	Total	78.000	119			
My pay is fair considering what other places in this area pay	Between Groups	102.119	3	34.040	4.914	.003
	Within Groups	803.472	116	6.926		
	Total	905.592	119			
Your fringe benefit fair considering what other organization offers	Between Groups	5.657	3	1.886	2.710	.048
	Within Groups	80.709	116	.696		
	Total	86.367	119			
Lack of flexible working hours	Between Groups	3.278	3	1.093	.927	.430
	Within Groups	136.713	116	1.179		
	Total	139.992	119			
Lack of work from home at the time of personal emergency	Between Groups	1.492	3	.497	.763	.517
	Within Groups	75.674	116	.652		
	Total	77.167	119			
Lack of monetary benefit given in the organisation	Between Groups	2.404	3	.801	1.015	.389
	Within Groups	91.588	116	.790		
	Total	93.992	119			
Lack of non-monetary	Between Groups	.587	3	.196	.328	.805

benefit given in the organisation	Within Groups	69.338	116	.598		
	Total	69.925	119			

Source: Computed data

Form the above table it is found that marital status of the respondents towards “My pay is fair considering what other places in this area pay” ($f = 4.914$, $p = 0.003$) and “Your fringe benefit fair considering what other organization offers” ($f = 2.710$, $p = 0.048$) is statistically significant @5% level. This leads to the mean wise comparison.

Influence of age towards quality work life among women employees

		Sum of Squares	df	Mean Square	F	Sig.
Lack of work life balance	Between Groups	.731	3	.244	.547	.651
	Within Groups	51.594	116	.445		
	Total	52.325	119			
Lack of team work	Between Groups	2.069	3	.690	1.542	.207
	Within Groups	51.897	116	.447		
	Total	53.967	119			
People in my work group encourage each other to work together	Between Groups	2.487	3	.829	1.472	.226
	Within Groups	65.305	116	.563		
	Total	67.792	119			
Communications is good in my work group.	Between Groups	1.022	3	.341	.449	.718
	Within Groups	87.903	116	.758		
	Total	88.925	119			
Members of my work group trust each other.	Between Groups	4.183	3	1.394	2.079	.107
	Within Groups	77.808	116	.671		
	Total	81.992	119			
You have opportunities for professional growth	Between Groups	1.435	3	.478	.766	.515
	Within Groups	72.431	116	.624		
	Total	73.867	119			
Your job provides Challenge of performing new and different job duties	Between Groups	2.435	3	.812	1.107	.349
	Within Groups	85.031	116	.733		
	Total	87.467	119			

Source: Computed data

From the above table it is found that there is no significant found among the age of the respondents towards quality work life among women employees

V. Conclusion

The result of this study concluded that there is an impact of stress on Quality work life among women employees. It is found that marital status of the women employees towards “Lack of recognition in your organization” ($f = 2.710$, $p = 0.048$) is statistically significant @5% level. This leads to the mean wise comparison. it is found that marital status of the respondents towards “My pay is fair considering what other places in this area pay” ($f = 4.914$, $p = 0.003$) and “Your fringe benefit fair considering what other organization offers” ($f = 2.710$, $p = 0.048$) is statistically significant @5% level. This leads to the mean wise comparison. It is found that there is no significant found among the age of the respondents towards quality work life among women employees. So it is important that organisation must provide employees stress free work environment. If we provide stress free environment and good working environment then the productivity of the employees will increase. There is a need to improve work environment in the organisation.

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