

A STUDY ON STRESS-INDUCE AND PROBLEMS FOR FEMALE EMPLOYEES IN SOCIAL CULTURE

**** C. Kathyaine, Research Scholar, VISTAS Pallavaram, Chennai- 43**

*** Dr.P. Jagadeesan, HOD, Research Supervisor & Guide, VISTAS Pallavaram, Chennai- 43**

Abstract

The days are dynamic. Women subsidizesimilarly like men for the society. Any trade we've got, we discover women enjoying a job over there. Ranging from Security, house-keeping to MD & CEO of a company, we discover women everywhere. However related to men, women face innumerable challenges & they need to handle several things in contrast to men. They take equal responsibilities reception similarly at workplace. They need to balance each. Once they try this, they get physically & mentally down. Once it involves physical self, they will manage fine. However once it involves emotional self, they break-down & wants some support.

Key Words:Health issues, Family issues, Psychological issues, Self-caring.

Introduction:

Proportion of lesson display that women bear rough patch after they don't seem to be honored properly from the work front & additionally on the non-public front. They are doing not mind operating laborious or tougher or hardest. However once the popularity isn't given, they get showing emotion down. All they wished is support, respect & recognition. If these 3 are given to them, they'd love operating & prove themselves time & once more. Stress may be a terribly sturdy issue for them. It helps them to become a brilliant performing artist or it makes them a failure. The persistence what women show is preponderantly terribly high. Each women wished to prove themselves & go high.

According to Tomorrow women, review displayed that obtainable of 21 nations and 6500 women, Bharat is prominent nation once it involves tension for women. Regarding 87% of women were stressed maximum of their while and 82% appealed that they failed to notice phase to relax. The explanation behind it's that Indian women ought to play completely different roles in everyday life i.e. work and residential connected activities. Career opportunities for Indian women are increasing however social norms and family expectations are the basis reason for this stress.

WHO STAY MOST PRETENTIOUS?

Women mature from 22 years to 55 years are the foremost stressed and troubled laborious to stability their home lives, social activities and job. Behind the times family constructions have associate degree uneven result on the lives of Indian women's. This conjointly contains women from built-up-zones who are extremely educated and possibly the primary solitary in their family to travel for skilled career. The analysis conducted disclosed that the majority of the women wakened as early as 4:30am within the morning, getting ready breakfast for in-laws, youngsters and husband and going for work, all day long. Once returning home, they need to arrange dinner for family and finish off their home.

The 3 issues that women expression are:

- a. Health issues
- b. Family connected issues
- c. Psychological issues

Health issues:

World Health organization (WHO, 1946) defines —Health could be a state of whole corporeal, psychological and communal well-being and not simply the deficiency of illness or susceptibility. It's true that a well women shapes a strong community and health status of Indian women is way higher than the national average. Woman's several characters affect not solely her own health and well-being however have an effect on the health and well-being of

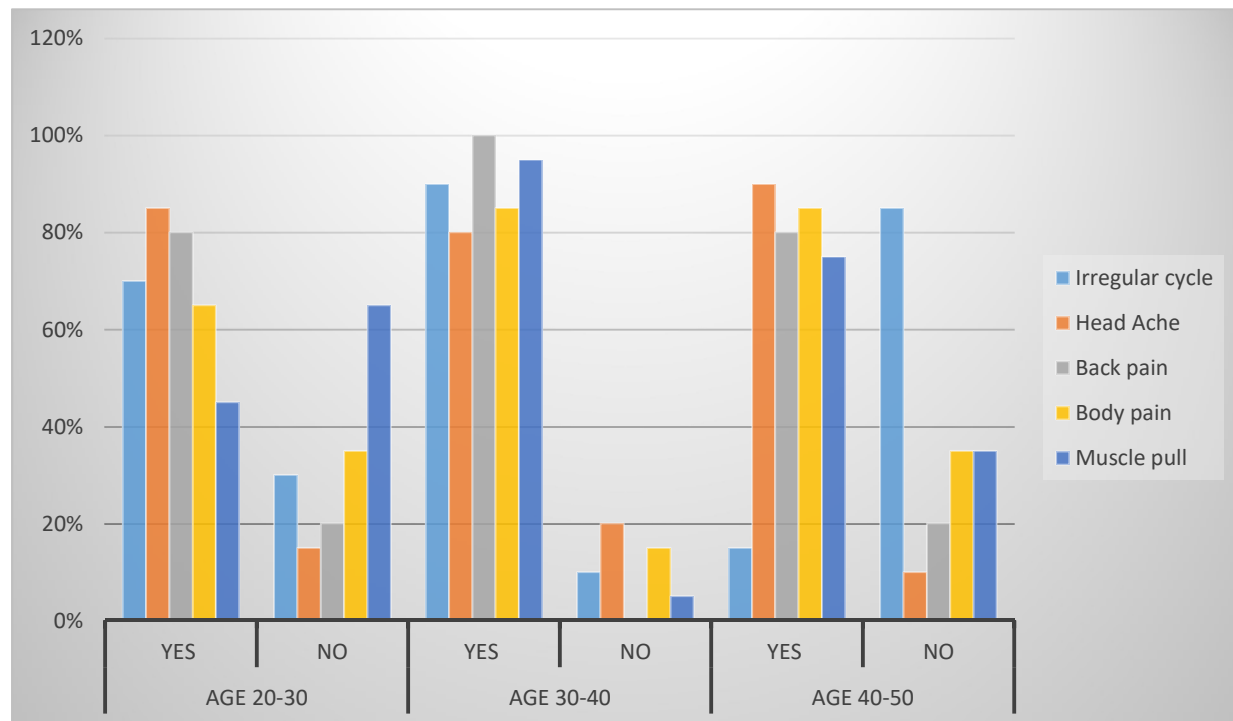
the family. The serious stress and strain they face whereas combining the outdoor effort and domestic work, child care, look after older create her a lot of dull and she increase less relaxation. Operating woman's total hours of labor will increase at the expense of her leisure time.

Table 1: Health connected issues what women staff bear

Health connected issues what women staff bear						
Health Issues	Age 20-30		Age 30-40		Age 40-50	
	YES	NO	YES	NO	YES	NO
Irregular cycle	70%	30%	90%	10%	15%	85%
Head Ache	85%	15%	80%	20%	90%	10%
Back pain	80%	20%	100%	0%	80%	20%
Body pain	65%	35%	85%	15%	85%	35%
Muscle pull	45%	65%	95%	5%	75%	35%

Here the table 1 clearly specifies,

Graph 1: Health connected issues what women staff bear



Family connected issues:

In each family mother's role is thus vital and Engle(1983) identified that mothers will a lot of with efficiency assign capitals to children than the fathers, as a result of they're a lot of hooked up to their kids. An identical idea related to kid care and role of women is given by Dwyer (1983). Disintegration of joint families and development of nuclear families usually place serious stress on the time allocation of operating women. Operating women with educational institution kids usually cause a heavy strain on their time allocation and to unravel this downside is to administer more attention to folks and grandparents and so it'll cause a shift in favor of joint families. Such a modification within the outlook of the society can sure enough cut back the inmates in the maturity home and that they will get pleasure from the care and love of their kids and grandchildren. Full-time operating mothers still do a second shift reception, and that they have less free time than their husbands, however the inequality has begun to say no till recent decades, men and women adopted distinct economic roles.

Table 2: Family connected issues what women staff bear

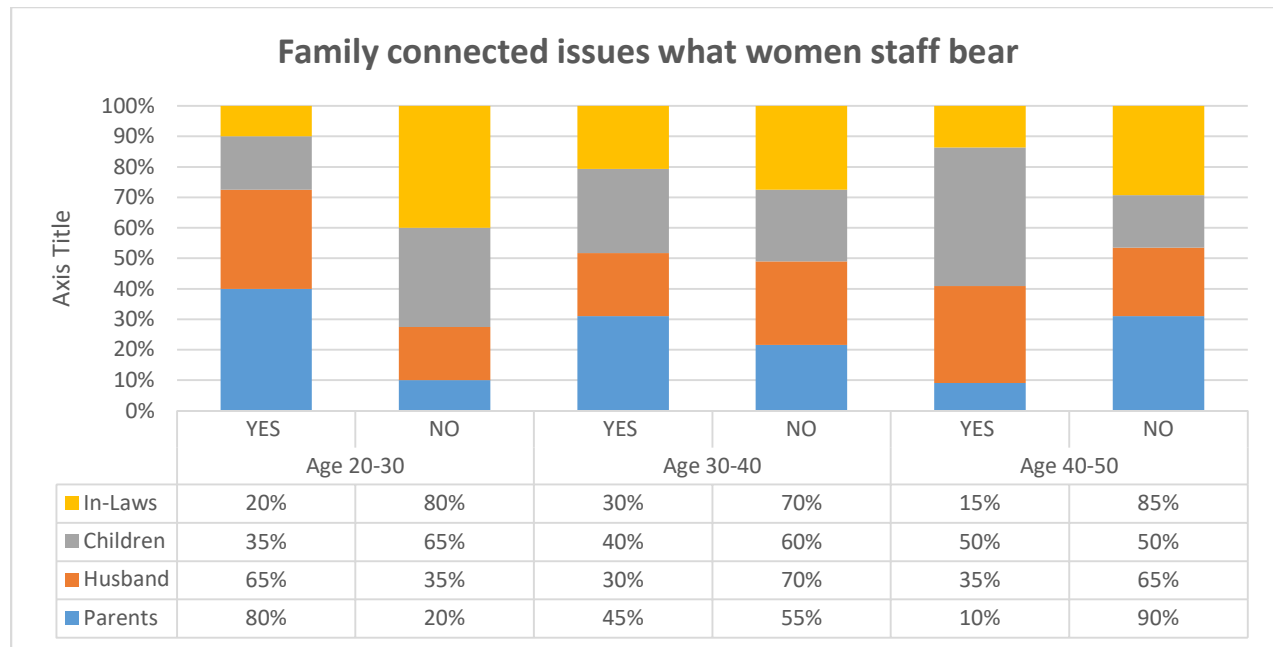
Family connected issues what women staff bear						
Support	Age 20-30		Age 30-40		Age 40-50	
	YES	NO	YES	NO	YES	NO
Parents	80%	20%	45%	55%	10%	90%
Husband	65%	35%	30%	70%	35%	65%
Children	35%	65%	40%	60%	50%	50%
In-Laws	20%	80%	30%	70%	15%	85%

The table clearly indicates, what women bear once it involves support. Here most of the women were expecting for the support from the husband they are within the age of 20-30. Few were unwedded, few were freshly married & few were married with children. Here out of 35% there have been 20% who were unwedded, weren't having abundant issue as they

weren't having massive commitments. 15% of women aforementioned, they are doing not face abundant issues as they're supporting them within the work & therefore they are in a very position to manage. however once it involves women at the age of 30-40, 30% of women are having support from their husband however the remaining aren't having it & they face problems in leveling the work, family, husband & kids. During this time kids would be little & they expect loads from their mother. and eventually once it involves the age of 40-50, they need responded that 75% of women are having support from their husband & 25% feel they're changing into even additional difficult. .

When it involves kids, each mother wished to try and do justice for the role they need & would love to offer 100%. Women, who don't have children, don't face this issue. However women who have kids, feels smart of being a mother however at an equivalent time taking care of them in their health, studies etc., they get extraordinarily exhausted. If they take the assistance of oldsters or in-laws, they feel specific amount of relaxation. However if they leave their little children within the day care or kid care centers, they are doing not get 100% satisfaction. Therefore several take a decision of being a home-maker only for their children & their security.

Graph 2: Family connected issues what women staff bear:



When the survey was conducted with women UN agency are operating within the totally different fields & from different industries who quit the work before & once wedding & what percentage quit & continue the job before, throughout & once kid birth. It shows an honest result & however family helps them within the support of their carrier being engineered.

Psychological Issues:

Mental state is represented by World Health Organization as —a state of well-being within which the individual realizes his or her own skills, will address the conventional stresses of life, will work fruitfully and fruitfully, and is ready to create a contribution to his or her community. Smart mental state is crucial for the wellbeing of people, their families, and therefore the community. Mental, physical and social health is mutual list. (WHO, 2005). Individuals living with mental issues could expertise poorer health—placing individuals at AN accrued risk of chronic sickness. The standing of women is directly connected with their economic position that successively depends on opportunities for participation in sociology-economic activities. The economic standing of women is currently accepted mutually of the most indicator of society's development. The planet Health Report (2001) stated that women face such a large amount of physical and mental state together with behavioral disorders and these are the results of a posh interaction between biological, psychological and social

factors. Shift work (those work that is scheduled once the conventional sunlight hours like 9-5) usually produce such a lot stress upon women operating in such work schedules. Such shift in day and night work adversely affects operating women each physically and mentally. It'll even have adverse effects on their concentration, memory, alertness etc.

Table 2: Psychological issues what women staff bear

Psychological issues what women staff bear						
Crisis	Age 20-30		Age 30-40		Age 40-50	
	YES	NO	YES	NO	YES	NO
Comfort	45%	55%	60%	40%	75%	25%
Growth	25%	75%	35%	65%	20%	80%
Satisfaction	30%	70%	45%	55%	60%	40%
Recognition	40%	60%	50%	50%	30%	70%
Work Life Balance	60%	40%	30%	70%	15%	85%

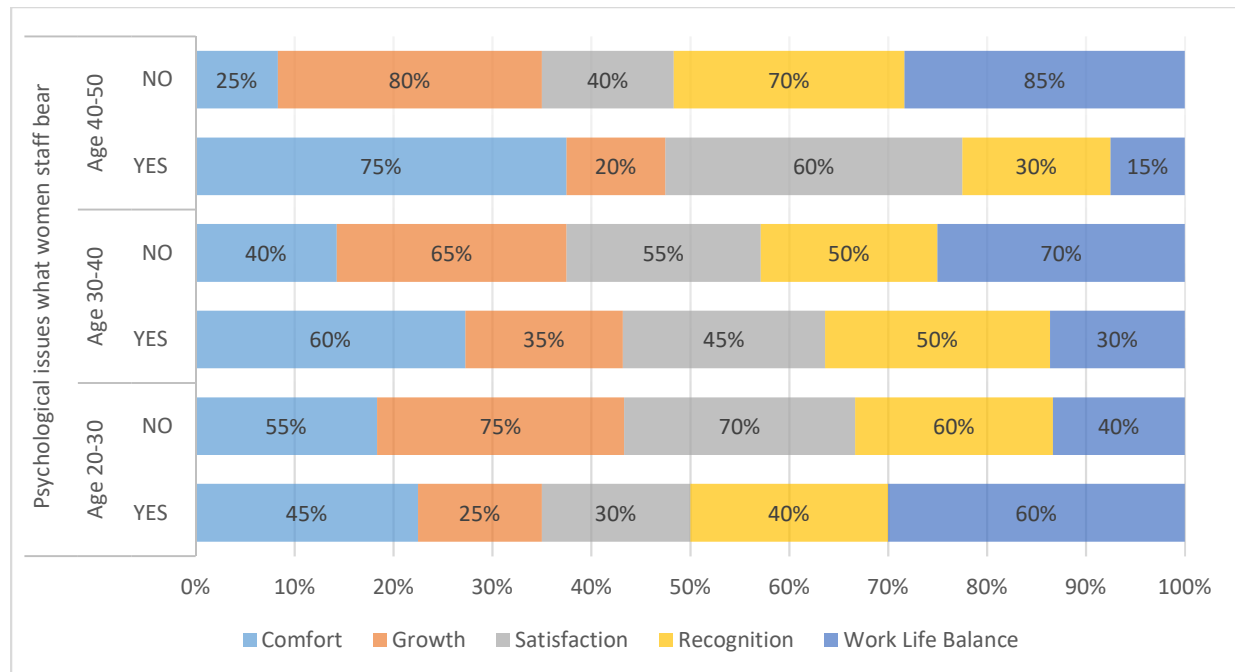
The table clearly explains that each women wants some quantity of emotional comfort which is able to facilitate them to maneuver on. The one that men will not do which women can do is Multi-Tasking. They're clever to manage home & conjointly workplace terribly professionally. They take the role of women, Wife, in-law, Mother, Sister, in-law. They are doing of these roles with at the most sincerity & they do it with ton of possession. For operating skilled, they take up all the roles within the management like Boss, Executive, Manager, Security, Staff, House-Keeping, Front-Desk etc., All the expect from men is recognition & respect. They are doing not mind doing additional work. However all they expect is taking them into thought.

When it involves recognition women at the age of 40-50 are missing it badly. The responsibilities have magnified from the time. They hold such a big amount of responsibilities reception & conjointly at workplace. Their work life balance is additionally terribly less as they pay longer in room & also house connected jobs. At now, they are doing not see any growth. However they're comfy at their house & glad with what they are contributory to the family & organization for the women United Nations agency are starting from 30-40, they're fairly fine with recognition. They're still within the method of growing in the organization. However their growth is fairly depends on however they project themselves within

the work. Few industries have apply of transferring their job from one location to alternative because of their expertise & data. Few women take up the responsibilities however several don't as they can't leave the family particularly their youngsters. Few take up the decision consulting with their family & do. They even have a reasonably tight comfort however they lack within the satisfaction.

Women United Nations agency are go at the age of 20-30 are slightly habitation in a very profitable position. Few during this crowd are however to induce married, few were fresh married & few were recent mothers or within the method of relationship. Since they're within the early 30s, they expect additional recognition & comfort from the organization. Woman, United Nations agency are starting from 20-25, were unwed & were able to take up any challenges that were referring to the work, they were terribly happy to require things forward. They needed to explore several things before wedding therefore it provides them at the most satisfaction of achieving one thing within the work front. They need a more robust work life balance compared to others & they get pleasure from this section. however women United Nations agency are starting from 25-30 were the one to compromise as they might be fresh married or attaining relationship or become a mother. Here they begin the method of obtaining the particular stress of managing several things.

Graph 2: Psychological issues what women staff bear:



Working women face several issues associated with health, scientific discipline and family in association with their time allocation. It's true that with tight time schedule in between market work and domestic work, majority of operating women even once realizing the importance of standard exercises can't be done because of lack of your time. Another important ill health long-faced by Indian women is related to their life designs and that we fantastically referred to as it as life vogue diseases. Interview conducted with the workingwomen unconcealed that once doing all domestic work as well as preparation of food and feeding young youngsters, getting ready them for varsity, they themselves doesn't gain enough time to require alimentary diet daily. Majority operating women show that they skip their breakfast. One unhappy reality found within the interview is that currently too workingwoman face lack of family support collectively main downside in taking part financial gain earning activities outside and this problem is generally felt by those workingwomen belongs to agriculture connected activities, elementary occupations etc.

Suggestions:

- Ideally pay some quality time for self therefore it offers them some positive energy

- Share some responsibilities with husband & conjointly to youngsters, if they're within the method of growing up
- Learning the ART of claiming NO. Cannot do everything continuously.
- Sharing the work workplace & relegating the tasks effectively
- Having minimum 6-7 hours of sleep daily
- Having facilitators' reception for cleanup & change of state therefore it saves some quality time
- Preferring joint family system which is able to help in some ways. However that wants countless adjustments
- Projected & Branding; well within the organization that is that the want of the hour. Till it's not done, the work won't be noticed by the management
- Taking tiny breaks whenever possible
- Having a correct designing & prioritization of tasks also are equally necessary.

Conclusion:

To accomplish, every women experience these segments. It's equal to all the departments, industries & conjointly sectors. Women might need to take the proactive steps & build things work. The strain will lead them to multiple problems which is able to take them for a toss. Work is very important & family is equally important. Reasonably that —CARING SELF is even added necessary. By compromising on it realizing won't be potential. Within the organization front stigmatization & projected is extremely necessary. It'll facilitate in avoiding additional stress for operating women.

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