

## **The Impact of Demographic Variables on Occupational Stress among Working Women**

**\*P.Ramya**

**\*\*N.Mallika**

**\*Assistant Professor, Department of Business Administration, Annamalai University, India.**

**\*\*Assistant Professor, Department of Business Administration, Annamalai University, India.**

### **Abstract**

This paper focuses on the occupational stress among working women in Chidambaram, Tamilnadu in order to study the objectives primary data collected with sample size of 25 which was collected at randomly. ANOVA method is used for analysis the employees' level of occupational stress. The research has provided for suitable measures to the organization for satisfying the women employees. The study indicates that the occupational stress is medium and low and the demographic variables such as income and experience is significantly influence the occupational stress of employees.

**Key words: Occupational stress, demographic variables, working women**

### **Introduction**

Occupational stress defined as the harmful physical and emotional responses that occur when the requirement of the job do not match the capabilities resources or needs of the worker. From that definition occupational stress is chronic conditions caused by situation in the work place that may negatively affect an individual's job performance and their overall well being. Work and family are the two most important aspects in people's lives and contrary to the initial belief that they are distinct parts of the life these domains are closely related.

Traditionally, the major responsibility of women has been perceived to be the maintenance of the family included home and childcare. Most women do not have responsibility only in one domain anymore; they have to balance the competing demands of both work and family domain.

According to Selye (1956) stress is "any external event or internal drive which threatens to upset the organism equilibrium".

Wolf and Goodell (1968) defined stress as a dynamic state within an organism in response to a demand for adaptation.

Cofer and Appley (1964) defined stress as a state of an organism where he perceives that his wellbeing is endangered and that he must direct all his energies to its protection.

Lazarus (1966) referred stress a state of imbalance with in an organism that is elicited by an actual/perceived disparity between environmental demands and the organism's capacity to cope with these demands; and is manifested through variety of physiological, emotional and behavioral responses.

Stress affects not only our physical health but our mental well being, too. To successfully manage stress in everyday lives, individual can learn to relax and enjoy life. The best way to manage stress is to prevent it. This may not be always possible. So, the next best things are to reduce stress and make life easier.

### **Objectives**

The main objectives of this study are

- To find out the level of occupational stress among working women on the basis of their demographic variables.
- To analyze the impact of demographic variables on occupational stress among working women

### **Research methodology**

#### **Introduction**

This chapter describes methodological produces that will be adopted by the researcher in collective information on the research topic and analysis of the data. Research design, descriptive research is employed with a view to describe the employee opinion, attitude, feelings towards occupation.

#### **Area of the study**

The research was conducted among women employees in Chidambaram which is a big organization to enable effective research to be done.

**Statistical tool used**

The collected data were analyzed by using SPSS package version 17.0

\*Percentage analysis

\*ANOVA

**Table – 1 The level of the occupational stress among working women**

Opinion		Frequency	Percent	Valid Percent	Cumulative Percent
Medium		7	28.0	28.0	28.0
Low		18	72.0	72.0	100.0
	Total	25	100.0	100.0	

From the above table shows that the level of the occupational stress is 72% of the respondents belongs to low and 28% of the respondents belong to medium.

**Table – 2 Occupational Stress based on the age group of the respondents**

Age Group	N	Mean	Std. Deviation	Variables	df	F	Sig.
20 to30	6	47.0000	4.38178	Between Groups	2	21.185	0.000
31 to40	16	34.1875	5.19254	Within Groups	23		
41 to50	3	28.0000	0.00000				

**Ho: There is association between the occupational stress based on the age of the respondents**

There is difference in the levels of occupational stress among working women based on age. In order to test the hypothesis ANOVA test was applied to verify the proposed hypothesis it is found that the F value 21.185 and P value is 0.000. since the P value is significance the hypothesis is accepted. From the results it is found that there is association between occupational stress and age.

**Table-3 Occupational Stress based on the marital status of the respondents**

Marital Status	N	Mean	Std. Deviation	Variables	df	F	Sig.
unmarried	3	51.0000	0.00000	Between Groups	2	21.936	0.000
married	22	34.5455	5.97397	Within Groups	23		

**Ho: There is association between the occupational stress based on the marital status of the respondents**

Since the P value is significant at 1 percent level the hypothesis is accepted. The mean value indicates of 51.0000 and also with least S.D the unmarried have high stress when compare with married person. It is found that unmarried employees have high occupational stress than married women.

**Table – 4 Occupational Stress based on the Educational Qualification of the respondents**

Educational Qualification	N	Mean	Std. Deviation	Variables	df	F	Sig
m.phil	12	33.2500	6.70312	Between Groups	2	4.662	0.042
Ph.d	13	39.5385	7.76333	Within Groups	23		

**Ho: There is association between the occupational stress based on the education of the respondents**

There is relationship between the level of occupational stress based on the educational qualification. The mean value indicates of 39.5385 in Ph.D graduate employees have high level of occupational stress when compared to degree holders.

In order to test the hypothesis ANOVA test was applied the F value 4.662 and P value is 0.042 since the P value is significant, the hypothesis is accepted at 5 percent level. From the results, it is found that there is association between the levels of occupational stress among working women based on educational qualifications.

**Table – 5 Occupational Stress based on the Experience of the respondents**

Experience	N	Mean	Std. Deviation	Variables	df	F	Sig.
5 to 10	15	36.8000	9.45062	Between Groups	2	0.046	0.832
10 to15	10	36.1000	4.84080	Within Groups	23		

**Ho: There is association between the occupational stress based on the experience of the respondents**

In order to test the stated hypothesis ANOVA was applied, it is found the F value is 5.947 and P value is 0.832. Hence the hypothesis is rejected. From the results, it is observed that there is no difference between occupational stress and experience.

**Table -6 Occupational Stress based on the income of the respondents**

Income	N	Mean	Std. Deviation	Variables	df	F	Sig.
30000 - 35000	6	39.5000	12.59762	Between Groups	1	1.157	0.293
36000 - 40000	19	35.5789	5.77654	Within Groups	23		

**Ho: There is association between the occupational stress based on the income of the respondents**

The mean value shows that occupational stress is high in the income level of above 30,000 to 35,000 with a mean value of 39.500 and low among the employees in the income level of 36000 to 40000 as they have the least mean value is 35.5789.

To prove the proposed hypothesis ANOVA test is performed. It is found that F value is 1.157 and P value is 0.293. The results show that there is no significant in occupational stress based on income. Since hypothesis is rejected.

**Table – 7 Occupational Stress based on the family type of the respondents**

Family type	N	Mean	Std. Deviation	Variables	df	F	Sig.
nuclear	12	43.2500	5.24188	Between Groups	2	57.372	0.000
join	13	30.3077	3.11942	Within Groups	23		

**Ho: There is association between the occupational stresses based on the family type of the respondents**

There is relationship between the occupational stresses among working women based on family. The mean value indicates that the nuclear family has 43.2500 and joint families have 30.3077.

ANOVA test was applied to verify the proposed hypothesis. It is found that the F value is 57.372 the P value is 0.000 is significant at 1% level, the hypothesis is accepted.

It is concluded that the nuclear family have more occupational stress when compared to joint family. There is association between the levels of occupational stress based on family.

**Findings**

- There is association between the level of occupational stress and age
- The level of occupational stress among working women influenced by marital status
- The educational qualification if working women influence the level of occupational stress
- Experience is not influencing the level of occupational stress among working women
- There is relationship between the level of occupational stress and income
- The level of occupational stress increases with the family of the respondents.

## Suggestions

Some of the working women not satisfied with the level of income. That is the reason they create occupational stress try to consider this case. It is also observed only 10 to 15 years experience of working women are affected by occupational stress in the organization due to improper working environment. So organization to take a step to provide healthy working environment and provide some coping strategy to overcome occupational stress.

## Conclusion

The present study reveals that majority of the respondents have perceived only low and medium level of occupational stress. So the organization must identify the factors which lead to occupational stress and also the organization should take necessary action towards factors related to occupational stress and we suggest some stress management techniques to provide by the Organization.

## References

1. **Cofer, C. N. and Appley, M.H.**, 1964, Motivation: theory and research. **In:** Chaturvedi, M.K.,1983, Human Stress and Stressors, Cosmo Publications, New Delhi.
2. **Lazarus, R.S.**, 1966, Psychological Stress and Coping Process. McGraw Hill, New York.
3. **Selye, H.**, 1956, The Stress of Life, New York: McGraw Hill.
4. **Wolf, H.G. and Goodell, H.**, 1968, Stress and Disease. **In:** Ryhal, P.C. and Singh, K., 1996, A study of correlates of job stress among university faculty. Indian Psy. Rev., **46**(1-2):20-26.