An Empirical Study on the Stress level of Working Women in Indore City

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Abstract

In India, Women's have proved their tenacity in almost all the working sectors. A big long story of struggle and a strong determination to get freedom lies behind such success. In this era of growth and modernization, rapid changes are observed in working culture of Indian families. Women's are now embarking their presence in all type of professions, which cause work life imbalance and then becoming a reason of stress. Indian Women's of 21st century are now getting exposure to diversified educational opportunities as compared to traditional era. Through this research paper we have identified internal environment, stress at work, stress related to monetary benefits, psychological stress, physical stress, organizational stress which increases the stress level among working women in different sectors of Indore city. The study has been done on primary data collected through a structured questionnaire from the working women. To test the hypotheses, normality, independent T-test and ANOVA have been used. With findings of the study inference can be drawn that working women's of all age groups suffer from stress whether they are living in a joint family or in a nuclear family. Nothing can compromise the stress level of working women's neither the age, income level, nor and marital status but family support matters. Women's want to be support system to a family in all the possible manners they can, which causes stress in their life.

Key Words: Working women, Stress, Stress level, Stress at Work, Workplace, Income level, Family support

1.   Introduction

In this modern era, women's of 21st century are contributing a major portion of workforce. Traditionally women's were fully dependent on men, and women have poor socio-economic status. Now in almost all the sectors women' are embarking their presence and contributing

as a major portion of workforce in India and so in Indore city. Women in India have developed after independence. Women's when started earning for family by using their skills and education in a professional world, they are termed as working women's.

Women from a skilled homemaker to a qualified professional, she had proved her mettle in family and her occupation both. Now she is standing hand in hand with men. Women's are empowered now, they believe that passion, and perseverance and family support is required to become successful in all the avenues of life. She wants to excel in all the frontiers of life and unknowingly invites stress. Taking stress level positively and part of life she continues her non-stop working and managing life in the best possible manner she can. She proudly says that "Life is tough, but so I am". This research paper focuses on the different demographic parameters which causes stress level imbalance among the working women's of Indore city.

1.1   What is stress?

Stress is a feeling of emotional illness or physical retard. Stress can come from anywhere where we feel it can't come from. When you challenge yourself stress comes, when you accept the outside challenges and wants to perform with perfection stress begins. Stress has no shape and size but it affects the life at a large scale. It can be a feeling of frustration, unhappiness, and when she cannot balance the professional and personal life, women's feel stressed. Modern women want to be a perfectionist, in all the arenas of her life, and to make it happen she suffers stress.

The concept of stress was at first given by Selye Hans in 1936. "Stress was defined as any external event or internal drive which threatens to upset the organic equilibrium (Selye Hans, 1956)". Also, "Stress was defined as causing a threat to the quality of work life as well as physical and psychological well being (Cox, 1978)". Stress can be explained as generalized, having defined patterns where unconscious mobilization of the body takes place (Yahaya et al., 2009). Stress can be understood as general reaction given by body towards any particular situation that puts special physical or psychological demands on any person (Hogan, 1991). Job stress "arises from an organization's environmental condition which arise from the interaction of peers and subordinates related to the jobs and is characterized by changes within people that force them to deviate from their normal behaviour" (Beehr and New Man, 1978)". Job-related stress factors can be unfavorable working conditions such as nosie pollution, adverse temperature within workplace or overcrowding Mcgrath, (1978), unclear job responsibilities, departmental conflicts, exhaustive work pressure and poor communication (Arnold et al, 1986). Supportive peers and employee friendly leave policies,

effective management, candid communication and proper scheduling of work hours were effective in reducing stress level at job. Lawless,(1991). Work life and family life are two important closely related parts, whose effective and coherent management defines the well being of person (Ford et al., 2007). It is seen that large number of women's are entering into professional culture and pursuing their dreams (Sevim, 2006), they are required and are expected to fulfill the demands of both, the family and of workplace (Bickasiz, 2009). It is observed from this study that working women's takes more work at home to prove their effectiveness (Dawn et al, 1999). This ultimately increases the stress level of working women's.

2.   Review of Literature

Kando and Summers (1971), in their study assumed that attitudes at work gets inhabited that carried over into personal life which causes stress in working women's. Staines (1980) in his study has focused on Spillover theory that says that there exists a mutual realtion between work and family life , like happiness at work is leading to happiness at home and vice versa. Crosby (1984), propounded compensation theory states that those moments we spend at home are like "shock absorbers" for disappointments and unhappiness we receive at work and vice versa. Duxbury and Higgins, (1991) in their study has concluded that women's are more capable to balance workplace and family life in comparison to men "Sundaresan (2014) - in his research work explained that environment exchanges dynamically what it receives i.e. if we feel delighted at work environment it will automatically leads to happiness in family life, he called it Instrumental theory". Hitt et al, (2006) concluded that women are in more stress from work-family conflict. As, women traditionally take more responsibility to care of family and home, they have more work-load and role conflict.

Stress level increase due to work place in working women's not only disturbs their family but also their social life. They opine that if the workplace is not conducive and not backed by monetary as well as non-monetary rewards, it becomes heavy, stressful and unpleasant to go at workplace.(R Uma Rani, 2014)". "The Study reveals that, no significant difference occurs in the stress level of working women's among government and private sector (Shobana et al., 2016)". "The result of cross-sectional study done on 200 women's of Varanasi who belongs to families of joint and nuclear both The result of the study explores that women's of nuclear family perceive more stress in comparison to joint family and having poor quality of life Dubey, Vachaspati (2017)".

The finding of the studyreflects that there was a significant difference in stress level between working women ingovernment and private sectors.

3.   Objective of the Study

The objective is to analyze the level of stress on working women's in Indore city, with the help of demographic segment study.

4.   Hypothesis of study

$H_{01:}$Age has no significant difference at the stress level of working women's.

H_{02}: Marital Status has no significant impact at the stress level of working women's.

$H_{03:}$ Type of job has no significant impact on the stress level of working women's.

H_{04}: Income level has no significant difference at the stress level of working women's.

$H_{05:}$ Type of family has no significant impact at the stress level of working women's.

5.   Research Methodology

5.1   Universe: Indore city Working Women's have been considered for the study.

5.2   Research type: Descriptive research method has been used to study primarily the demographic segment of the research work.

5.3   Sampling Technique: Convenient sampling has been used so that working women's who are easily approachable can be considered to collect the data.

5.4   Sampling Unit: Workingwomen are considered as respondents for the study.

5.5   Sample size: Research instrument was distributed to 150 working women but finally 103 respondents have filled completed and error free questionnaire.

5.6   Tool for data collection: A self-designed structured questionnaire was used to collect the data. Reliability of the scale is tested by using **Cronbach's alpha. Value stands .732 which is acceptable to continue the research work.**

5.7   Tool for data analysis: The collected data was tabulated and analyzed through appropriate statistics tools using SPSS i.e. t-test, one-way ANOVA.

6.   Data Analysis and Interpretation

Experiment -1

"H01: Age has no significant difference at the stress level of working women".

Table 1

Normality Test

	Age (In Years)	Kolmogorov-Smirnov			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Stress_level	20-25	.161	16	.200*	.905	16	.096
	25-30	.121	18	.200*	.964	18	.678
	30-35	.116	15	.200*	.964	15	.767
	35-40	.109	29	.200*	.955	29	.249
	40-45	.121	16	.200*	.977	16	.933
	45-50	.282	6	.148	.849	6	.155
	Above 50	.260	2	.			

The values of Kolmogorov-Smirnov[&]Shapiro-Wilk test of Normality in the above table-1 **reflects (p>0.05)** which reflects the data is normally distributed against age.

Table-2

Homogeneity of Variances

Stress_level

" Levene Statistic"	df1	df2	Sig.
1.995	6	95	.074

The **Levene's test** uses an F-**test** to **test** the null hypothesis which helps to study that whether the **variance** is equal across groups or not. A p value less than .05 infers a violation of the assumption. Based on this the above table value indicates the (p=0.074 >0.05), which indicates that the variance is equal across the age groups and the data is homogenous.

Table-3

One-Way ANOVA					
Stress_level					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	490.357	6	81.726	1.061	.392
Within Groups	7317.722	95	77.029		
Total	7808.078	101			

The above table-3 reflects the significant p value =0.392 > 0.05 also the F value is closer to 1 i.e. 1.06, hence we accept the null hypothesis that the age is having no significant difference in the stress level of working women's and can be interpreted that in all age groups ranging from 20 years to 50 years and above suffers from stress at work place.

Experiment-2

H02: Marital Status has no significant impact on the stress level of working women's.

Table-4

Normality test

	Maritial_Status	Kolmogorov-Smirnov			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
Stress_level	1	.088	74	.200[*]	.983	74	.407
	2	.124	29	.200[*]	.958	29	.294

In the above table-4 the values of Kolmogorov-Smirnov[&]Shapiro-Wilk test of Normality in the above table-4 **reflects (p>0.05)** which reflects the data is normally distributed against marital status.

Table: 5

Levene's Test for Equality of Variances& Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Stress_level	Equal variances assumed	.481	.490	.216	101	.830	.41566	1.92598	-3.40496	4.23627
	Equal variances not assumed			.219	53.064	.827	.41566	1.89369	-3.38251	4.21382

The above table the Levene's test value of Equal variances assumed indicates the (p=.490>0.05), which reflects that the variance is equal among the marital status and the data is homogenous.

Also the significant value of t-test is 0.830 i.e. p>0.05 which mean that there is no significant difference in the mean of married (74 responses) as well as unmarried (29 responses) women's and as the **p** value is more than 0.05 at 95% confidence level hence the 2nd null hypothesis which states that marital status is having no significant difference at stress level of working women's has been accepted.

Expermiment-3

H03: Type of job has no significant impact on the stress level of working women's.

Table-6

Normality test

	Job_Type	Kolmogorov-Smirnov			Shapiro-Wilk		
		Statistic	Df	Sig.	Statistic	df	Sig.
Stress_level	Government	.107	27	.200*	.970	27	.606
	Private	.093	75	.173	.979	75	.252

The above table -6 explains type of job in which **27** responses are from workingwomen's belongs to **Government Job**&**75** responses are from workingwomen's belongs to **Private Job**

The p value at 95% confidence level is greater than0.05 i.e **p=0.200 for Government Joband p=0.173 for Private Job** which reflects the data is normally distributed and the hypothesis can be tested further.

Table:7

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
						Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
		F	Sig.	t	Df				Lower	Upper
Stress_level	Equal variances assumed	.000	.989	1.219	100	.226	2.39852	1.96684	-1.50363	6.30066

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
							Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
		F	Sig.	t	Df				Lower	Upper
Stress_level	Equal variances assumed	.000	.989	1.219	100	.226	2.39852	1.96684	-1.50363	6.30066
	Equal variances not assumed			1.215	45.714	.230	2.39852	1.97334	-1.57429	6.37132

The above table the Levene's test value of Equal variances assumed indicates the (p=.989>0.05), which reflects that the variance is equal among the Job Type and the data is homogenous.Also the significant value of t-test is 0.226 i.e. p>0.05 which mean that there is no significant difference in the mean of Government job type (27 responses) as well as Private job type (75 responses) women's and as the **p** value is more than 0.05 at 95% confidence level hence the 3rd null hypothesis which states that "There is no significant difference of the job type on the stress level of working women's", has been accepted and it can be inferred that whether the women's doing job in government sector or in private sector the level of stress is having no significant difference and stress exists in both the job types.

Expermiment-4

H04: Income level has no significant difference on stress level of working women's.

Table-8

Normality test

	Salary (Per Month)	Kolmogorov-Smirnov			Shapiro-Wilk		
		Statistic	Df	Sig.	Statistic	df	Sig.
Stress_level	Below 20000	.118	10	.200*	.987	10	.991
	20000-40000	.116	29	.200*	.950	29	.187
	40000-60000	.099	49	.200*	.981	49	.623
	60000-80000	.131	10	.200*	.984	10	.983
	Above 80000	.293	5	.186	.888	5	.348

In the above table-4 the values of Kolmogorov-Smirnov[&]Shapiro-Wilk test of Normality in the above table-8 **reflects (p>0.05)** which reflects the data is normally distributed against the level of Income.

Table-9

Homogeneity of Variances

Stress_level

Levene Statistic	df1	df2	Sig.
1.685	4	98	.160

"The **Levene's test** uses an F-**test** to **test** the null hypothesis wthat the **variance** is equal across groups". A p value less than .05 indicates a violation of the assumption. Based on this the above table value indicates the (p=0.160>0.05), which indicates that the variance is equal across the Income level groups and the data is homogenous.

Table:10

ANOVA					
Stress_level					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	499.723	4	124.931	1.675	.162
Within Groups	7309.637	98	74.588		
Total	7809.359	102			

The above table-10 reflects the significant p value =0.162 > 0.05 also hence we accept the null hypothesis that the Income level is having no significant difference in the stress level of working women's and can be interpreted that in all income groups ranging from below 20,000/- per month to 80,000/- per month and above suffers from stress at work place. And income level has no relation with stress level among the working women's.

Expermiment-5

H05: Type of family has no significant impact on the stress level of working women's

Table:11

Group Statistics

	Tpf	N	Mean	Std. Deviation	Std. Error Mean
sum	1	48	63.0417	10.10152	1.45803
	2	55	65.8182	7.20620	.97168

Table:12

Independent Samples Test

Type of Family (Joint/ Nuclear)		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Stress Level	Equal variances assumed	1.493	0.257	2.887	101	0.020	-3.12348	1.70882	-6.51333	.26636
	Equal variances not assumed			2.887	85.756	0.024	-3.12348	1.74322	-6.58903	.34206

The above table the Levene's test value of Equal variances assumed indicates the (p=.0.257>0.05), which reflects that the variance is equal among the Job Type and the data is homogenous.

Also the significant value of t-test is 0.020 i.e. p<0.05 which mean that there exists significant difference as the **p** value is less than 0.05 at 95% confidence level hence the 5th null hypothesis has been rejected and it can be inferred that joint family and nuclear family have impact on stress level of working women. Hence women need a family support and less responsibility to compete with outside world.

7. Conclusions

Stress is now a days, is like a part of life among all the working women's, it can neither be neglected nor be reduced. Life of working women's have become a tough task, no particular

age group is left with its negative implications on their life. Monetary benefits expressed as Income level also have no bearing on the stress level. It is assumed in various studies and people in general also believe that increase in salary and monetary benefits compensate the stress level, but it doesn't holds true, this research paper also supports that there is no significant relation exists between income level and stress level of working women's. It's a common belief that Government job is comfortable and relaxing as compared to private jobs, but this study reveals that the stress level exists approximately in same level among both the job types. Apart from monetary benefits, age, type of job or marital status of women, she just need a support from her family and less responsibility towards family care. Many government laws are also designed to support working women's like maternity leave, medical emergencies, flexibility in time, child care facility etc.

Thus it is clear from our research that family support is given preference in the life of women. Data has been closely analyzed to get the accurate results, therefore for each variable normality and equality of variances is individually checked. If support is given, women can excel in every field and can move hand to hand with men. When a Women earns, whether it is by the push factor or pull factor, ultimately the income level of the family increases, which leads to improvement in standard of living. Hence it is expected from the current study that family support is mandatory for relaxing the working women's stress burnout.

8.　　Limitations

The study covers only a small sample of working women's in Indore city. This study only has analyzed the effect of only demographic variables on stress levels.

9.　　Scope of Research

The study can be further continued for large sample size, bifurcating the private and government sector working women's separately. The study can further be extended on the basis of type of family structures. Factors can be analyzed which had a direct influence on the level of stress among the working women's.

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