

## **A Study on Occupational Stress among Women Employees in IT Sector in Telangana State, India**

**\*Faiza Fathima \*\*Dr.K.Sreekanth**

\* Faiza Fathima, Research Scholar, GITAM Hyderabad Business School, GITAM University,  
Hyderabad. Email: faiza\_jaweed@yahoo.com

\*\* Dr.K.Sreekanth, Assistant Professor, GITAM Hyderabad Business School, GITAM University,  
Hyderabad. Email: sreekanth.konnipati@gitam.edu

### ***Abstract***

In recent times, the educational and social status of women has witnessed rapid transformation across the country. The increased rates of socio-economic growth and modernization has brought about tremendous changes in the work profile of women as well. Indian women of all social classes have entered a variety of professions keeping them busy for livelihood and productivity purposes, thereby potentially causing stress in both their personal and professional lives. Women's access to educational opportunities in Engineering and IT education is far greater than it was a few years ago, particularly in cities.

This study identifies socio-economic stressors, psychological stressors, and family and relationship stressors that cause stress among working women in general and among working women, exclusively from IT Sector. The coping mechanisms analyzed thereof. The stratified random sampling technique was used to select a sample of 100 respondents. Structural Equation Model was created using statistical tools such as factor analysis and regression co-efficient. The study's findings show that sudden visits of relatives, followed by a lack of domestic servant maid cause major stress among working women under socioeconomic stressors. Similarly, being a perfectionist with unnecessary worries causes psychological distress in working women. Furthermore, anxiety about the children's future and the husband's job insecurity play a significant role in causing stress in the family and relationship. To live a stress-free life, working women must practice stress-management strategies such as meditation and a well-balanced diet with good entertainment and fun.

***Keywords:*** *Stress, Occupation, Women, Employee, IT Sector and Organization*

### **Introduction**

For researchers in various disciplines, the term "stress" has different meanings. Stress has been linked to ecosystems and populations in studies conducted by various researchers. Temperature, cold, and a lack of food are all considered stressors by biologists. As sources of stress, social scientists are more concerned with people's contact with their situation and the resulting emotional disturbances. Stress can be defined as anything that disrupts an individual's routine, physical or mental well-being. It occurs when the body exceeds its capabilities or when a person is confined to unusual demands. A simple manifestation of stress may be a bad temper, whereas a severe

manifestation may be violent behavior. A stressor is a factor that contributes to stress. A stressor can be either positive or negative depending on how a person reacts to it. For example, one person may perceive stress as a motivator, whereas another may perceive it as a constraint. Stress can be beneficial or detrimental. Positive stress is referred to as eustress, while negative stress is referred to as distress. Distress has an impact on a person's physical and mental well-being. Eustress stimulate both the body and the mind to perform creatively. When a person is not stressed, he or she becomes sluggish and boring. Positive stress motivates people to work harder. However, if this stress exceeds the necessary level, it causes distress. Individuals' perceptions of stress differ, and they each have their own stress tolerance; for example, some people work better under pressure, while others can't stand the "last minute syndrome."

### **Review of Literature**

Our family situations are entwined with stress and strains, and working women must deal with all pressures at work and at home. According to Pearlin and Schooler (1978), stressors include not only major life events but also ongoing minor events such as power outages, maids who do not show up, unexpected guests, and child misbehavior. Stress does not have to be uncontrollable. The situation can be well managed if the stressors that cause stress are properly understood. Because of a lack of awareness about the importance of stress in our family lives, research on family stress management has received little attention in India. According to Kapoor (1974), women who choose to combine marriage and career face a sense of helplessness and struggle to allocate time and resources between these two major responsibilities. Paterson (1978) confirmed that women's jobs created more conflicting situations for them due to the dual role they played and their inability to bear the entire burden.

Similarly, Holahan and Gilbert (1979) found that women who decided to take on home roles (e.g., wife, mother, and homemaker) as well as non-home roles (e.g., employee) frequently experienced conflict between competing role demands. Conflicts were thought to be likely when women saw their home and career roles as highly desirable but mutually exclusive. Gutek et al (1981) discovered that as the demands of either the work role or the family role increase, so will the inter-role conflict. Similarly, inter-role conflict can worsen as one's responsibilities to the family grow as a result of marriage and the arrival of children.

However, Barnett and Baruch (1985) discovered that role conflict and levels of overload were significantly associated with the role of mother but not with the roles of paid worker or wife. According to Frone M.R. Russell (1992), combining career and family roles is frequently associated with conflict, overload, and stress. In their study, Pareek and Mehta (1997) compared the types of role stresses experienced by three groups of working women: gazetted officers, bank employees, and school teachers. Now a situation arises where this list of role of working women to add software professionals also.

### **Objectives of the study**

- ❖ To understand the stress and its influence on working women in IT Sector.

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- ❖ To investigate the various factors that contribute to stress among working women in IT with reference to Telangana state.
- ❖ To analyze the mental and physical stress experienced by working women in IT in Telangana state

### **Methodology**

This study was carried out among working women in the IT sector who live in prominent areas of Telangana state. The sample size is 100 respondents, all of whom are employed and were chosen using a stratified random sampling technique. The study relied on both primary and secondary sources of data. For testing hypotheses and interpreting data, percentage analysis, mean scores, and Chi-square were used. The structural equation model was created using factor analysis and regression coefficients.

### **Results and Discussions**

#### **Hypotheses**

- ❖ There is no difference in attitude towards stress management techniques among working women.
- ❖ Physical stress and mental stress among working women are independent of each other.

#### **Profile of the Respondents**

According to the profile, the majority of working women were between the ages of 30 and 50. The majority of women (62.67 percent) have a bachelor's degree or higher, and the remainder are professionals. The majority of families (76.60 percent) had four to six members. The majority of women (69.40 percent) had a day that lasted between 16 and 18 hours. The majority of women (78.8 percent) received household assistance from servants, particularly working women. The majority of working women (98.67 percent) have full-time jobs that require mental effort. The majority of the women worked between 7-8 hours per day.

#### **Socio-economic stressors**

Table 1 reveals the sociological factors that influence stress among working women. Even among working women, as their income rises, their expenditure rises as well, creating a level of stress due to job insecurity. A significant difference was observed as a result of the stressor "sudden visit of relatives." Because of this factor, working respondents (mean score 0.93 ranked 1) were more stressed. This is due to a lack of time and an overburdening of work; it is difficult for them to attend to the guests. Working respondents ranked stress caused by problems with spouse's parents last. It has been observed that working women spend less time with their in-laws. Working women's attitudes toward the absence of a helper or a servant maid differ significantly. Working women ranked this as the second most stressful factor. It is assumed that the absence of a maid causes stress for working women due to the cluttering of things at home. Working respondents were found to be more stressed on average due to sociological stressors.

**Table1. Socio-Economic Stressors among Working Women**

Socio-Economic factors	Variable code	N=100 Working Women	
		Mean Score	Ranks
Unnecessary Involvement of relatives and neighborhood	Var1	0.63	6
Absence of helper or servant maid	Var2	0.81	2
Sudden visit of relatives	Var3	0.93	1
Obligatory socialization	Var4	0.68	3
Money pressures	Var5	0.65	5
problems with spouse's parents	Var6	0.62	7
Lack of societal support	Var7	0.66	4

Source: Primary Data

**Psychological stressors**

Table 2 shows that perfectionism and unnecessary worries (mean scores 0.81 & 0.75 ) are major stressors for working women. Working women are high achievers who expect perfection in all aspects of their lives, which often leads to stress. One husband claimed that his wife expects everyone to do a perfect job and constantly nags him and the children, blaming them for not doing a good job and becoming stressed as a result.

**Table2. Psychological Stressors among Working Women**

Psychological Factors	Variable code	N=100 Working Women	
		Mean Score	Ranks
Negative Attitude	Var1	0.64	6
Perfectionism	Var2	0.81	1
Low self confidence	Var3	0.66	5
Postponing attitude	Var4	0.73	3
Frustration/anger	Var5	0.68	4
Lack of conformity	Var6	0.58	7
Unnecessary worries	Var7	0.75	2

Source: Primary Data

**Family and relationship stressors**

Stressors related to children, respondents ranked first "anxiety about children's future" (mean score 1.44), followed by stressors related to husband, respondents ranked second "husband's job insecurity" (mean score 1.32). As a result, it can be deduced that the women prioritize their children and husband, and any discomfort in this zone causes them extreme stress. In terms of adjustment to marriage, there was a significant difference among working respondents. Table 3 revealed that

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working women had amore difficult time adjusting to marriage. Intergenerational issues and child care in her absence rank seventh and fifth on the list of stressors. The majority of respondents in the sample did not think because they were not confronted with these issues, they cited "childlessness" and "having more children" as sources of stress.

**Table 3 Family and Relationship Stressors among Working Women**

FamilyandRelationshipFactors	Variablecode	N=100 WorkingWomen	
		MeanScore	Ranks
Maritalconflicts	Var1	0.84	3
Rebellionchildren	Var2	0.81	4
Caringforsickfamilymembers	Var3	0.78	5
Childrenwithmore demands	Var4	0.73	6
Anxietyaboutchildren’sfuture	Var5	1.44	1
Husband’sjob insecurity	Var6	1.32	2
Nonetocarechildreninabsence	Var7	0.25	9
Husband’sill-healthyhabits	Var8	0.28	8
Generationproblems	Var9	0.56	7

**Hypothesis Testing**

At the 5% level of significance, the calculated F value for hypothesis 1(b) is 9.6, which is greater than the table value of 5.14. Because the F value is greater than the table value, it is assumed that physical and mental stress among working women are intertwined, as mental stress from work and family life leads to physical stress.

As a result, hypothesis 1 (a) “There is no difference in attitude toward stress management techniques among working women” is accepted, while hypothesis 1 (b) “Physical stress and mental stress are independent among working women” is rejected.

**Conclusion:**Inflationary conditions, the desire to maintain a high standard of living and the development of one's "identity" all contribute to the economic push of women into the labor force. As a result, financial stress is cited as one of the top stressors among working women. However, as women gain more occupational mobility, they are exposed not only to the same physical hazards of the workplace as men, but also to the pressures created by multiple role demands and conflicting expectations in Telangana state in particular and India in general. Employment, by meeting their economic needs, has undoubtedly empowered women and given them a distinct social status. Women have entered the workforce, but women's roles and responsibilities have not changed. Multitasking is the new buzzword for working women these days. To perform multiple tasks at the same time, an individual must have special skills. Planning, prioritizing, and performing are three strategies for reducing stress while multitasking. As a result, it is reasonable to conclude that working women were significantly more stressed.

It is also important to broaden one's mind's horizons from childhood onwards in order to overcome possessiveness, excessive attachment, and too many & choosy expectations from family members (which are usually responsible for discord & bitterness in family).This is an area where one should

be adaptable. Dependence is unavoidable at times and should not be dismissed lightly. This entails making efforts to achieve physical, instinctual, emotional, and intellectual well-being.

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