

A Study on Occupational Stress Experienced By Working Women in Management Colleges of Bput, Odisha

Sucheta Panda

Asst. Prof HR, Capital Institute of Management and Science, Bhubaneswar: 752050, Odisha

Abstract: Stress is an inevitable part of organizational life. It is the psychological and physiological reaction that takes place when one perceives an imbalance in the level of demand placed on the capacity to meet that demand on individuals with the changes in the business world along with the changes in the personal life, family type, and education level giving rise to higher expectations from oneself. Individual roles are also changing and giving birth to higher level of stress. In the past few decades employees have become more vulnerable to diseases caused by stress at work place. Now changing roles and long working hours are common in every work place along with academics. There is a general thought that education industry is not very stressful. But this study has been designed to study the objective such as (1)To identify the source of stress of working women in education industry(2)To identify the impact of stress o working executives in academics(3)To identify the physical reaction faced by the working women in teaching sector due to high level of stress. Work is a central part of human life. It is the expression of the basic need to accomplish, to create, to feel satisfaction, and to feel meaningful. Rewarding work is an important and positive part of our lives. However, when work denies people an opportunity to utilize their creativity, intelligence, and decision-making ability, it causes stress. The traditional response of management has been to "blame the victim," defining stress as an individual or "personal" problem that workers bring from home to work. In contrast to this approach that blames people for their inability to fit into an inhumane work environment, it is important to analyze the structure of job requirements and social relationships at work as the primary sources of stress.

Key Words: Stress, Working Women, Management colleges

Introduction:

The Biju Patnaik University of Technology (BPUT), Orissa, with its head-quarters in Rourkela came into being in November 2002 through an act of the Government. The main objective of instituting the University was to ensure a high quality of students coming out of the technical colleges through a common curriculum and uniform evaluation. Today, the University has 110 colleges, both constituent and affiliated, with around 58,000 students. The disciplines include engineering and architecture, business management and hotel management, computer studies and pharmacy. Several of these offer both undergraduate and post graduate studies.

Biju Patnaik University of Technology took its birth in the year 2003 with the laying of foundation stone on the auspicious hand of late Dr.A.P.J. Abdul Ka lam, the hon'ble President of India. Riding on the chariot of Public-Private Partnership, the University has grown to-day to a big family of 158 colleges and covers all gamuts of technical education systems of the country. To-day it is a proud university who offers Ph.D, Master Degree and Undergraduate Degrees in the areas of engineering, management, pharmacy, architecture, planning and many more. To-day it dreams to introduce B-Voc, M-Voc, and Ph.D-Voc to become an effective partner in the national mission skill development. The unique ICT based training programs of the university to reach the unreached is one of the steps out of many of its initiatives of Digital BPUT. In the changing scenario, the university has adopted a model of PPIP (Public-private-Industry-partnership) to make the education more meaningful and relevant, The Unique student and industry friendly unique curriculum of the university introduced recently will help the students and industry to meet the expectations.

The university believes in "Think Good, Do Good, and Be Good" philosophy and offers education as a service but not as a business. The dynamic model adopted in the university to growing towards its goal for quality in technical education and also provides a true platform to students for quality learning .the big-Dream of the university along with the qualified faculty member; skilled staff and excellent infrastructure make the university the most sought for place of technical education.

Vision

- To be a world class brand name for providing technical man power needed in industry and academia.
- To create wealth and prosperity in the society through application of technical knowledge.

Mission

- Facilitate making the places of teaching intellectually stimulating and emotionally pleasurable for the students and faculty.
- Ensure proficiency in students in their domain of study as well as in soft skills (IT and Communicative English).
- Establish world class Centres in Higher Studies and Research.

Body of Paper: Stress is wear and tears of our bodies experience as well as we adjust to our continually changing environment. It has physical and emotional effects on us and can create positive and negative feelings. As a positive stress it can help us for action. And as a negative stress it can result in feeling distrust, rejection, anger and depression which in turn can lead to health problems. Stress in our body's way of responding to any kind of demand. It can be caused by both good and bad experiences. Stress is a normal physical response to events that make us feel threatened or upset our balance in some ways.

According to Beehr & Newman, "job stress is a condition arising from the interaction of the people and their jobs characterized by changes within people that force them to deviate from their normal functioning".

According to Ivancevich & Mafferson, "stress is the interaction of the individuals with the environment; it is an adaptive response, mediated by individual's differences and psychological process that is a consequence of any external action, situation or event that places excessive psychological or physical demands upon a person".

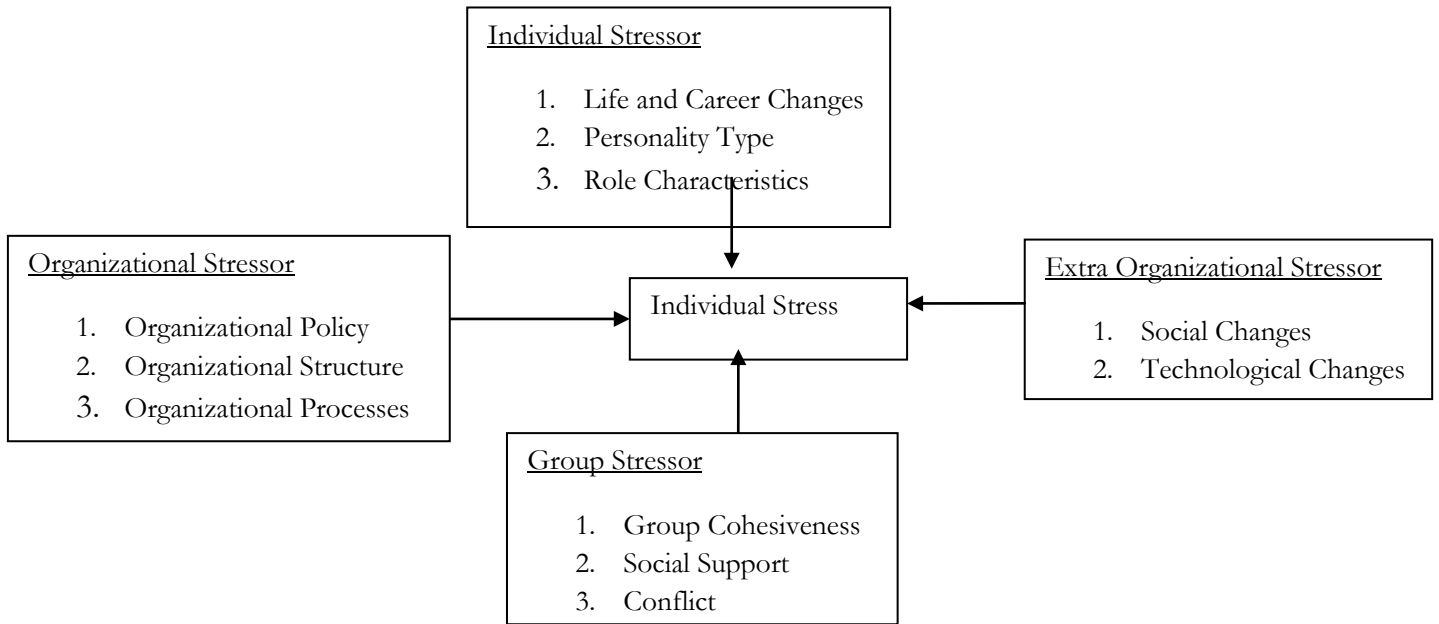
As per medical explanation the term stress is the body's general response to environmental situation.

Selye, who has done considerable research on stress, has viewed stress as the non-specifically induced changes within a biological system. It is non-specific because any adaptation to a problem faced by the body, irrespective of the body and nature of problem included in stress.

There are different features of stress, such as

- Stress may result in any kind of deviation Physical, psychological or behavioral in the person. This deviation is from the usual state of affairs. Stress is different from anxiety which operates solely in the emotional and psychological sphere.
- Stress may be result of individual interaction with environmental stimuli. Such stimuli may be in any form, interpersonal interaction, event and others. The impact of the stimuli produces deviation in the individual.
- It is not necessary that stress is always dysfunctional. On the contrary there may be some stresses called eustress, like stress toll creative work, entrepreneurial activities. Keen competition etc, which stimulate better productivity.

Causes of stress



Cause and Effect Stress Model

Sl.No	Causes	Effect
1	Lack of group cohesiveness	Low self esteem
2	Role Ambiguity	Poor self confidence
3	Role overload	High rate of absenteeism
4	Job difficulty	Job dissatisfaction
5	Lack of role clarity	Bodily disorders like peptic ulcer, heart problem
6	Inappropriate leadership style	Alcoholism
7	Lack of delegation	Drug Addiction

Impact of stress on working women

Generally stress is considered to be negative and it has many effects upon individual. The presence of high level of stress in an individual which affects job performance adversely and creates many types of physical, psychological and behavioral problems.

• **Physical problems**

Stress causes physical reactions, including autonomic, excitability of nerves, increased heart-rate and decrease of body temperature. A research tending suggested that high level stress in accompanied by high blood pressure and high level of cholesterol and can result in heart disease, ulcer, arthritis.

• **Psychological problems**

High level of stress may be accompanied by psychological reaction such an anger, anxiety, depression, nervousness, irritability, tension and boredom depending upon the nature of stress and the capacity of individual to bear stress.

• **Behavioral problems**

Because of high level of stress people shown dysfunctional behavior such as alcoholism drug addiction, increased smoking, sleeplessness, under/over eating.

- Burnout

Burnout is a syndrome where in a person breakdown physically and emotionally due to continuous over work over a long period of time.

- Rust out

Rust out is a syndrome where in a person is chronically under worked and his skills are underutilized in performing the job.

Physical reaction due to high level of stress

(i) Cognitive symptoms

Memory problems, inability to concentrate, poor judgment, seeing only the negative anxious, constant worrying.

(ii) Emotional symptoms

Moodiness, irritability, or short tempered, agitation, sense of loneliness and isolation, depression or general unhappiness.

(iii) Physical symptoms

Aches and pain, diarrhea, constipation, nausea, chest pain, rapid heartbeat.

(iv) Behavioral symptoms

Eating more or less, sleeping too much or too little, isolating yourself from others using alcohol, cigarette, nervous habit (nail biting).

Stress Management

High level stress affects the individual directly and through them, their families and organizations are also affected. Therefore efforts should be made to overcome the negative consequences of high stress. There are both individual coping strategies and organizational coping strategies.

- Physical exercise

Physical exercise is a good strategy to get body fit to overcome stress Physical exercise of different types such as walking, jogging, swimming, playing etc.

- Relaxation

Impact of stress can be overcome by relaxation. The relaxation can be simple one or some specific techniques of relaxation such as biofeedback and meditation.

- Work home transition

Work home transition is also like a relaxation techniques. In this technique a person may attend to less procure inducing type or routine work during the last 30 or 60 minutes to work time. For instance during the last hour of work, the person can review the day's activities.

- Cognitive therapy

Because of high level of stress special cognitive therapy techniques have been developed by psychologist. In these techniques lectures and interactive discussion sessions are arranged to help participant.

- Net-working

Net- working is the formation of close associations with trusted empathetic co-workers and colleagues who are good listeners and confidence builders.

Research Finding

1. Discrimination at workplace.
2. Challenges to safety and dignity.
4. Juggling between work, home, relationship and personal life.

5. Ego of male counterparts.
6. Inequality as in provision of opportunities in terms of job responsibilities projects and organizational advancement.
7. Sesual abuse.
8. During the interaction with lady faculty members it is find that, in comparison to academic activities they involved more in non-academic activities.
9. Burden of classes are also more for lady teaching executives.
10. Less no. of faculty members according to the requirement.
11. Recruitment of female faculty also not supportive because they are not so efficient for students marketing.
12. As the no.of female faculty is less.....among the male staff unprofessionalism is quite common.
13. Senior male staff harass female faculty socially, emotionally and educationally and economically too.
14. Salary and compensation also less in comparison to male executives being equal in education and experience.
15. Non acceptance of talent and offered disrespect.
16. Women executives faced challenges to their life, safety and dignity.

There are many organizational coping strategies such as:

- Supportive organizational climate

Many of the organizational stressors emerge because of faulty organizational processes and practices. To a very great extent there can be controlled by creating supportive organizational climate with managerial leadership rather than the use of power.

- Job enrichment

A major source of stress in the monotonous and disinteresting jobs performed by employees in the organization through more rational designing of jobs can be enriched with responsibility, recognition, opportunity for achievement and advancement.

- Organizational Role clarity

People experience stress when they are not clear about what they are expected to do the organizational. This may happen because either there in ambiguity in the role or there in role conflict. Such situation can be overcome by defining role more clearly.

- Career planning and counseling

Career planning and counseling helps the employees to obtain professional advice regarding career paths that would help them to achieve personal goals It also makes them aware of what additional qualifications, training and skills they should acquire for career advancement.

- Stress control workshop

Organizations can organize periodical workshops for control and reduction of stress. Such workshops may help individual to learn the dynamics of stress and methods of overcoming its ill effects.

- Employee assistance programme (EAP)

Employee assistance programmes were designed to assist employees in dealing with the basic causes of stress. Some programmes included were counseling and psychological services for employees and workers.

- Stress management training

Stress management training is employed by many organizations today as a method to get employees to either work through regular stress or to control their stress level.

Stress is an inevitable concomitant of organizational life. Its source in an organization is task or role related. An organization being a network of roles performed in inters connected positions in dynamic in nature. The complex and dynamic environment in which organization have to exist adapt themselves and grow, add to further stress at work. These environment forces include rapid technological advancements, their adaptation in organizations consequent changes, in the nature of job the demands made on employee skills, increased employee expectations about the quality of work life and in congruence perceived organizational

outcomes or benefit, changes in organizational in terms of downsizing, mergers, expansion closures affecting employment security, social relations at work and upward mobility.

Stress is the psychological and physiological reaction that takes place when one perceives an imbalance in the level of demand placed on the capacity to meet that demand on individuals.

Women are best recognized for organizing their role as professional and house maker pretty flawlessly. However this organizing may cost them more stress than they can actually manage. It is better known as dual role stress.

Tables:

1. Level of stress among women employees in BPUT Management colleges

Sl.No	Stress Level	Respondent s	percentage
1	High	60	60
2	Normal	30	30
3	Low	10	10
	Total	100	100

2. Level of Work overloads

Sl.No	Level of workload	Respondent s	percentage
1	High	40	40
2	Normal	50	50
3	Low	10	10
	Total	100	100

3. Lack of participation in decision making

Sl.No	Lack of Participation	No. of Respondent s	Percentag e
1	Strongly Agree	50	50
2	Agree	30	30
3	Disagree	20	20
	Total	100	100

4. Technological Changes

Sl.No	Technologica l Changes	No. of Respondent s	Percentag e
1	Strongly Agree	55	55
2	Agree	30	30
3	Disagree	15	15
	Total	100	100

5. Factors that affects in working and family commitment

Sl. No	Question	Strongly Agree	Agree	Neutra 1	Disagre e	Strongly Disagree
1	Meet out demands of job	15%	35%	-	-	-
2	Comfort to work with latest technologies	15%	20%	10%	5%	-
3	Force on employee to upgrade education	5%	35%	5%	5%	-
4	Support from heads, colleague and juniors	15%	30%	5%	-	-
5	Good support from family members	20%	30%	-	-	-
6	Miss out quality time with family & friends	-	15%	-	25%	10%
7	Suffers from stress related diseases	10%	15%	5%	15%	-
8	Excessive work loads	-	25%	5%	20%	-
9	Work for long hours, holiday etc.	-	5%	10%	20%	15%
10	Suffers from stress due to dual role play	5%	15%	5%	20%	5%

Conclusion;

1. This research study concludes that there are various stressors among women executives in management colleges of BPUT such as poor working condition, work overload, role ambiguity, and lack of participation in decision making.
2. Excessive stress reacts in bodily disturbances like peptic ulcer, migraine, fever, lack of concentration, absence of job satisfaction.
3. From the analysis of primary data, the research study conclude that the problem of group cohesiveness, role ambiguity, level of job difficulty and job requirement capability mismatch is largely found in management colleges of BPUT.
4. After the research study it was found that due to the dual role that women perform which are household work and her profession that have the signs of stress and stress related problems.

5. In the information technology supported and fast growing work environment, stress is an inevitable one. Working women population has also in the growth stage. Working women face stress in managing their personal life with work life.

6. There are many stress coping strategies what an organization can implement for employees such as supportive organizational climate, job enrichment, stress control workshop, employee assistance programme.

Reducing stress in our everyday life is vital for maintaining your overall health, as it can improve your mood, boost immune functions, promote longevity and allow you to be more productive. There are plenty of good reasons to learn some stress management technique. It will save us more than it cost us. Stress management is important because it can save our life and relationship. Due to stress people attention on their goals in life is diverted to other directions. The consequences of stress can cause specific disorders in both mind and body. Many people suicide because of stress. Stress effect health, family, relationships and it leads to marriage breakups, family fights, suicide and violence. Stress accounts for 80% of all illness either directly or indirectly. So stress management is the need of the hour. It is necessary for long happy lives with less trouble that will come about.

Reference:

- Beehr.TA (1995), Psychology stress in the work, Roulledge, London.
- Sharma.R (2000), “stress disorders including anxiety and headache”.
- Anjali, P.Gill. RH & Sandhu (2007) , sociological and environmental factors causing stress among women and fighting technique used.
- Chelobu Radha Mohan , “Women in work place”
HRM review, Hyderabad, ICFAI University Press, Vol – V, Issue No – 9
- Kumar Raj , Women problems , New Delhi , Anmol Publications Pvt.Ltd 2000.
- Beena and Poduval , Gender differences in work stress of executives quoted in Kaila H.L at al , Women in management , Nagpur , International Benevolent Research Forum , 2006
- Srivastava, A. K. (1991). A study of the role stress-mental health relationship as a moderator by adopting coping strategies. Psychological Studies, 3, 192–197.
- Jinky, L.L. Organizational role stress indices affecting burnout among nurses. Journal of International Women’s Studies 2008, vol. 9, pp. 3.