

JOB STRESS AMONG WOMEN EMPLOYEES OF SAUs OF GUJARAT AND RAJASTHAN STATES

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ABSTRACT

The present study was conceived with the objectives to measure the job stress experienced by women employees, to know the consequences of job stress and to seek suggestions from the women employees to counteract the job stress. Four SAUs of Gujarat and two SAUs of Rajasthan state were selected for the study. The data revealed that 55.00 per cent women were under medium category of job stress, followed by 35.60 per cent and 9.40 per cent under low and high categories, respectively. The important consequences as perceived by the women employees were conflict with seniors and co-workers, The important personal coping mechanisms as practiced by the women employees to reduce their job stress were watching T.V., seeking social support from friends, and planning in advance, The important organizational coping mechanisms as given by the women employees to reduce their job stress were; work schedule should be flexible and stress management training programme should be conducted for employees by organization.

KEY WORDS: Job, stress, women

INTRODUCTION

Stress has become a very common phenomenon of routine life, and an unavoidable consequence of the ways in which society has changed. The concept of stress was first introduced in the life science by Selye (1936). According to Selye, "Complete freedom from stress is death". It is concept borrowed from the natural sciences and derived from the Latin word 'Stringere.' Job stress is something we all face as workers and we all handle it differently. There is no way to getting around it. But, not all stress is bad, and learning how to deal with and manage stress is critical to maximize our job performance, staying safe on the job and maintaining our

physical and mental health. Women are more sensitive as compared to men. The pivotal point of men's life is the job, for women it is always home and family. Many times they have to pass through the period of double stress, stress in family and stress in job environment.

METHODOLOGY

Four SAUs of Gujarat and two SAUs of Rajasthan state were selected for the study. The list of women employees working in all six agricultural universities of Gujarat and Rajasthan States was obtained from authorities of respective university. Out of total 359 respondents, half of the population i.e. 180 women were sent the questionnaires of which 162 respondents

gave response. Finally 160 respondents were included in the sample as two questionnaires were incomplete.

RESULTS AND DISCUSSION

Measurement of job stress

It could be glanced from Table 1 that slightly more than half of the respondents (55.00 %) were having a medium level of job stress followed by low (35.60 %) and high (9.40 %) categories. The medium level of stress may be due to various job demands in terms of work over load, responsibility, role ambiguity, role erosion, conflicts, time deadlines, inadequate resources etc. The low level of job stress may be due to no recognition, low job satisfaction and motivation. Lehal (2007) reported that there was a significant relationship between job stress and job satisfaction. Low job satisfaction has been reported to be associated with high level of stress (Hollingsworth *et al.* (1988); Landsbergis (1988); Leigh *et al.*, (1988)).

Consequences of job stress among women employees

The data presented in Table 2 indicated that conflict with seniors, conflict with co-workers, job dissatisfaction, avoid to take extra work, poor decision making ability, disturbance in sleep and decrease in self-confidence were the major consequences perceived by the respondents as first, second, third, fourth, fifth, sixth and seventh rank, respectively. While, the least number of the consequences opined by the respondents were fear of public speaking (fourteenth rank), headache (fifteenth rank) and short temper (sixteenth rank), there is no one among my colleagues in whom I can confide (seventeenth rank), afraid of being suspended or dismissed from service (eighteenth rank) and poor diet (nineteenth rank).

Suggestions of the women employees to counteract the job stress

The data pertaining to personal coping mechanisms are depicted in Table 3(a) and organizational coping mechanisms in Table 3(b). The data revealed that watching T.V., seeking social support from friends, planning in advance, learn to make compromise with every situation and seeking social support from family members were major important personal coping mechanisms practiced by the respondents as first, second, third, fourth and fifth rank, respectively to counteract the job stress.

Similarly, the data depicted in Table 3(b) indicated that work schedule should be flexible, stress management training programme should be conducted for employees by organization, timely disposal of work, every employee should be seen with equal value and attractive system of reward and recognition of good work were the major important organizational coping mechanisms practiced by the respondents as first, second, third, fourth and fifth rank, respectively to condense the job stress.

CONCLUSION

It can be concluded that more than half of the women employee were fall under medium category of job stress. The important consequences as perceived by the women employees were conflict with seniors and co-workers, The important personal coping mechanisms as practiced by the women employees to reduce their job stress were watching T.V., seeking social support from friends, and planning in advance, The important organizational coping mechanisms as given by the women employees to reduce their job stress were; work schedule should be flexible and stress management training programme should be conducted for employees by organization.

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Table 1: Distribution of the respondents according to level of job stress (n= 160)

Sr. No.	Level of Stress	Number	Per Cent
1.	Low (below 1.66)	57	35.60
2.	Medium (1.66 to 3.90)	88	55.00
3.	High (More than 3.90)	15	9.40
	Total	160	100.00

Mean = 2.78

S.D. = 1.12

Table 2: Consequences of job stress among women employees (n= 160)

Sr. No.	Consequences	Score		Rank
		Total	Mean	
1.	Job dissatisfaction	370	2.312	III
2.	Disturbance in the sleep	346	2.162	VI
3.	Short temper	278	1.737	XVI
4.	Headache	280	1.750	XV
5.	Suffering from back pain	322	2.012	XI
6.	Poor diet	268	1.675	IXX
7.	Poor decision making ability	348	2.175	V
8.	Conflict with seniors	398	2.487	I
9.	Conflict with co-workers	382	2.387	II
10.	Afraid of being suspended or dismissed from my service	270	1.687	XVIII
11.	Afraid of being charge with false allegations	328	2.050	X
12.	There is no one among my colleagues in whom I can confide	274	1.712	XVII
13.	Misunderstood by my officers and colleagues	330	2.062	IX
14.	Fear of public speaking	298	1.862	XIV
15.	Avoid to take extra work	364	2.275	IV
16.	Decrease in self-confidence	340	2.125	VII
17.	Poor attention towards children	302	1.887	XIII
18.	Conflict with family members	310	1.937	XII
19.	Poor attendance in social ceremony	336	2.100	VIII

Table 3(a): Personal coping mechanisms suggested by the respondents to counteract the job stress (n= 160)

Sr. No.	Personal Coping Mechanisms		Score		Rank
			Total	Mean	
1.	Physical exercise		170	1.062	XVI
2.	Yoga		214	1.337	XII
3.	Meditation		198	1.237	XIII
4.	Diet management		256	1.600	IX
5.	Planning in advance		356	2.225	III
6.	Taking leave		266	1.662	VIII
7	Involving in Hobby				
	(a)	Music listening	240	1.500	X
	(b)	Painting	174	1.087	XV
	(c)	Drawing	160	1.000	XVIII
	(d)	Watching T.V.	380	2.375	I
	(e)	Reading	284	1.775	VII
	(f)	Knitting and embroidery	180	1.125	XIV
8.	Seeking Social Support				
	(a)	Friends	368	2.300	II
	(b)	Family members	298	1.862	VI
	(c)	Colleagues	310	1.937	V
9.	Learn to make compromise with every situation		348	2.175	IV
10.	Counseling and psychotherapy		166	1.037	XVII
11.	Medical (tranquilizer, sleeping pills etc.)		218	1.362	XI

Table 3(b): Organizational coping mechanisms suggested by the respondents to counteract the job stress (n= 160)

Sr. No.	Organizational Coping Mechanisms	Score		Rank
		Total	Mean	
1.	Attractive system of reward and recognition of good work	218	1.362	V
2.	Adequate resources i.e., material, technical and human should be extended to make employees safe and secure to perform work efficiently.	214	1.337	VI
3.	Every employee should be seen with equal value.	240	1.500	IV
4.	Stress management training programme should be conducted for employees by organization.	316	1.975	II
5.	Organization should organize regular check up of employees.	170	1.062	XI
6.	Adequate role clarification to be made whenever necessary to eliminate role ambiguity.	162	1.000	XII
7.	Avoidance of overloading situation.	207	1.293	VII
8.	Work schedule should be flexible.	348	2.175	I
9.	Delegating responsibilities.	158	0.987	XIII
10.	Avoiding over commitment by learning to say ‘no.’	156	0.975	XIV
11.	Effective communication among staff members.	188	1.175	IX
12.	Active involvement in work.	190	1.187	VIII
13.	Timely disposal of work.	298	1.862	III
14.	Working during holidays, if need arise.	150	0.937	XV
15.	Discipline maintaining.	178	1.112	X

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