

STRESS CAN AFFECT MORE THAN YOUR MIND—CHALLENGING WOMEN

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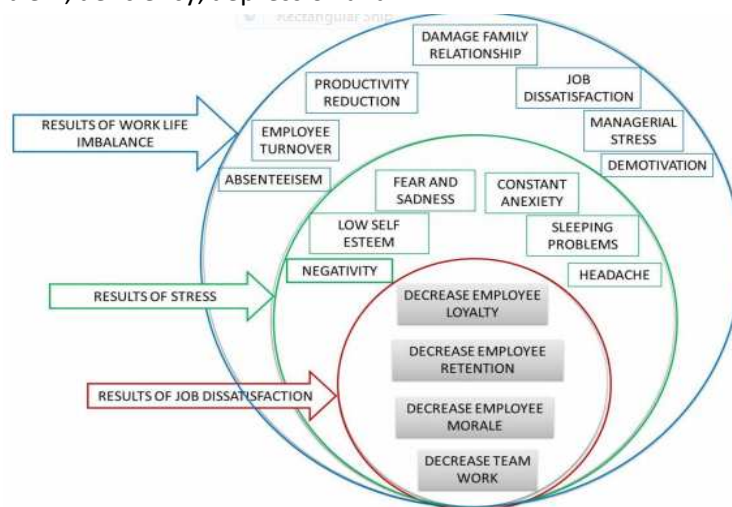
ABSTRACT

Women play an increasingly important role in the nation’s development, especially at present and in the future. In many parts of the world, women’s roles in society have been changing over the past several decades due to changes in laws regarding women and educational systems. A women's role has changed tremendously and is making its greatest impact in our society today. Stability requires professional and personal work, so that it reduces friction between official and domestic life. The collected data were analysed by using appropriate tools. The research is done by considering different sectors like education institution, banking sector and in hospitals.

INTRODUCTION

Mental health is how we feel about ourselves, about others and how we are able to meet the demands of everyday life. Women employees lead to mental stress, physical stress and cause ill health, menstrual problem, high blood pressure psychological strain, negative emotions, anger, frustration, headache, body pain, demotivation, hemoglobin problem, deficiency, depression and

low job performance. In fact, for some women, stress may cause irregular or missed periods and unable to reproduce children. These problems create another problem in job and in family conflict. Factors that lead to positive or negative perceptions of work life imbalance and stress have their own impact on job satisfaction.



Source: Poonam Sharma, ICTS

Figure 1. Outcomes of work life imbalance Stress, Job Dissatisfaction

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S. Avelineetal. (2016) in their research they said, work and family life have plays an integral part of every female life. Based on the researcher objectives the study concludes the good correlation between women employees Interpersonal relation, Work-life balance, Job satisfaction and Employee Engagement in the current scenario.

Leena (2018) Work life balance created lot of health issues, stress and family relation with spouse, child care issues. Also the Women employees may be made known about their vital role in building up the country's responsibility in handling the revenue of the country.

Doherty (2004) of career progression it was argued that many women do not progress their job into senior management roles because of the long hours associated with the job. In the research it is believed the equal opportunity approach in most organisations draws attention to women's "difference" to men and their need for special treatment with flexibility and less working hours.

METHODOLOGY PARTICIPANTS AND SETTINGS

Participants and Settings: Participants of the study are those women employees working in private sector. The sample size selected for this research purpose constituted of 100 respondents through structured questionnaire in the natural environment. In this research, we used non-probability sampling by using its category of

DATA ANALYSIS AND INTERPRETATION

convenience sampling. The reason behind selecting convenience sampling was that because in this, the most easily accessible customers were chosen as subjects of research and it was the quickest, convenient and less expensive technique used.

RESEARCH DESIGN

It is both descriptive and analytical in nature. It has made an attempt to study about the work life balance and stress level of women employees in private sector employees.

SAMPLING PROCEDURE

The pilot study has been conducted from 10 employees to confirm and efficacy of the questionnaire. Based on the feedback on the pilot study, certain modifications were carried out. By adopting convenience sampling method, 100 respondents have been selected.

SOURCE OF DATA

The primary data were collected from various Hospitals, banking, schools and colleges. Secondary data were collected from different literature, published articles, journals, books, newspapers, magazines and websites.

COLLECTION OF DATA

A well-structured questionnaire was prepared considering work life balance. Five points likert scaling has been used to determine the women stress level in Lusaka.

Table 1. Demographic details of the Respondent

DEMOGROAHC PROFILE	FREQUENCY	PERCENTAGE
Age group		
Below 25	20	20
26-35	20	20
36-45	10	10
46-55	31	31

Above 56	19	19
Total	100	100
Qualification		
School completed	40	40
Bachelor degree	33	33
Post graduate	21	21
Professional	7	7
Total	100	100
Designation		
Executive Level	7	7
Top level	10	10
Middle level	37	37
Low level	46	46
Total	100	100
Monthly Income		
Below 1,000	34	34
1,001-3,000	24	24
3,001-5,000	18	18
5,001-10,000	18	18
Above 10,000	6	6
Total	100	100
Experience		
0-5 years	20	20
5-10 years	32	32
10-15 years	31	31
More than 15years	16	16
Total	100	100

Source: Primary data

The above table shows the respondents categorization on the basis of demographic details. It is very useful to analyze and interpret the data. In the Category of age more number of

respondents belongs to age 46 to 55. In the category of the designation more number of lower level workforce were surveyed. In the same way other details also collected and categorized.

Table 2. Factor influencing Stress for women

Challenging work by women employee	N=520
Working more than 8 hours per day	2
Working with shift	15
Health issues	78
Unable to communicate with superior	56
Far away from work and house	71
Living with nuclear family	31
Living with elders	52
No cooperation in the work place	71

More number of kids in the family	63
Spouse not supporting	81

From the table shows more number of women" is the major causes of increasing stress respondent having "spouse not supporting for women.

Table 3. Job Satisfaction of the respondents

Level of job satisfaction	Frequency	Percentage
Highly Satisfied	56	56
Satisfied	30	30
Neutral	10	10
Dissatisfied	02	02
Highly dissatisfied	02	02
Total	100	100

From the table it understood that 56% of respondents are highly satisfied their job. Around 30% of respondents are satisfied their job. Those who are highly satisfied and satisfied in the job having more stress and having more mental and health issues.

CONCLUSIONS

All types of professions women employees play vital role in uplifting the organization. Women manage home, husband health care, child care and work life and job. Today, due to increase in other expenses, women are forced to work to uplift the family. With increasing work pressure at work place, family issues plays increasing problem between work life and personal life can lead to stress.

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