
A Qualitative Study on Causes and Effects of Stress: Among Working Women at Colleges in Davangere.

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Abstract : *In the present economy all the human being are suffering from the Stress, but especially the women will be suffering more stress compared to men. As the women will play a multiple role in the society. It may be due to physical and mental pressure. As tremendous changes can be seen in the women towards their lifestyle compare to the traditional world. Because the woman is more ambitious, competitiveness, career oriented etc., in the environment. The women will be feeling more anxiety, stress among the working conditions in the whole environment as they will play role as a mother, wife etc. The working women having lot of effects from the stress due to job insecurity, gender discrimination, workload, more responsibilities, lack of appreciation and rewards. This paper is to analyze the causes and effects of working women at colleges in Davangere.*

Key Words: Working Women, Stress, Causes, and Effects.

1. INTRODUCTION

In the present world working women are increasing and society is accepting the changes and moving drastically day by day. The women should have economical independence to meet the challenges in the present scenario and which they are balancing the domestic and professional life and helping the husband, providing good facilities to the children and to increase their standard of living in this era. To balance both the women should have strong enough to construct their mind and body in a stable way, but maybe it is impossible to maintain because the stress is a word which is changing the minds and peace in today's working conditions. The stress affects in daily life which may be in positive and negative way too. Positive stress helps in achieving notable goals and negative stress leads to destructive in life areas. But, knowingly or unknowingly the stress affect on every individuals which may differ in the performance level and slows downs their work at workplace and even in family too. The proposed study has many applications in professional life which causes stress in Education sector due to the heavy work load, performance and results of students, maintaining of punctuality in the environment, support from the



management etc., and even personal life is also one of the reason to get stress which may disturbs women peace that is from the lack of family support, issues in the family, spending time with their family, taking care of children’s health and concerning of their studies etc., In the Vedas it is clearly explained about the women role and actually they play multi roleand those six roles are wife, Mother, servant, friend, advisor and lover. Hence, women are facing many difficulties but even though they have to cope up with certain strategies to balance both the life in the present world. It is great opportunity to carry the research on women employees in order to meet the challenges from the society.

SCOPE OF THE STUDY

The purpose of this study is to understand the cause and effect of stress among working women in colleges at Davangere.

REASONS OF STRESS

There are several reasons for stress which will be faced by every individual but it depends on their attitude how they are going to react for the two types of stress one is distress and another one is eustress, it may be considered through their own capabilities of analytical skill to solve her own problems. Because every individual is accepting or considering stress and it will be handled through different manner.

CAUSES OF STRESS

The following are the stress will be faced by women at the workplace and as well as in home:

At Workplace	At Home
<ul style="list-style-type: none">• Job Insecurity• Workload• Low salary• Frequent Transfers• Delay in promotion• Conflict among the different level of management• Expecting high requirements• Long hours of work• Reaching of targets within a short period• Delay in identifying the individual recognition• Work pressure• Problems may arise due to frequent changes in the policies• Shortage of resources• Delay in providing basic facilities• Lack of training facilities• Putting deadlines for completion of projects within a short span	<ul style="list-style-type: none">• Lack of support and co-operation from the family members• Problems in the marital life• Single parent• Responsibility towards care giving for children’s and their education performance• Nuclear family may affect by takingcare of children• Joint family disputes• Illness of the family members• More Financial commitments• Pregnancy issues and Health problems• Separated from the husband• Forced decision making by influencing the family.



SYMPTOMS OF STRESS

The Stress Mechanism is complex and beautiful and a force of nature. It normally functions efficiently and unobtrusively to supply oxygen and nutrients to cells throughout the body, to maintain and repair tissues when they are injured, regulate blood flow, breathing, digestion and excretion. The following symptoms may disturb the women's working life through the stress:

- Short temper and impatience
- Lack of sleeping problem
- Changes in eating pattern
- Addicting for pills and drugs
- Frequent suffering from Headache, stomach upset
- Taking faulty decisions
- Not interacting among the family members
- Frequent shift from the companies
- Loosing concentration and showing less performance
- Health issues like Blood pressure and Diabetic
- Thyroid Problems
- Fluctuating in Hormones
- Mentally disturbed
- De motivating by themselves
- Loosing hopes by developing negative attitude
- Depression and anxiety
- Throat pain

REVIEW OF LITERATURE

A.Pranambika, R.Poornima, P.Mithila, (2017) In their study they are concentrating on stress towards women employee as they are suffering from both mentally and physically and even the women are affecting with both the positive and negative stress and creates the problems and causes like headache, stomach upset, hypertension and sleeping difficulties, most of the women employees are highly suffering from the headache and even they have lack of welfare facilities and suffering towards night shift which creates complications in the family too. The organization has to provide relaxation program and welfare facility to employees in the organization in order to reduce stress which helps to recover from both mentally and physically and refreshes their mind to get peace towards their family and profession.

Dr. Fatima Islahi (2017), In her article she explained about working and non-working women stress, and there is no much difference among both the categories, but there is a little high stress is found in working women because she need to balance major role towards work and family, it is difficult to concentrate within a time an however the people of the society, community, Government, individual have to promote psychological well-being for the women's to reduce stress. Even some interventions and tools should introduce to reduce stress problems for family and work related stress.

Jenny Ojha, Tulsi Ram Bhandari and Renu Karki (2020) In this study they have concentrated towards working women job stress and its associated factors. Yes we can see



the stress around the human beings from environment, there is a high stress among women compared to men in a Global context too. As women were suffering more from job stress it may be due to various factors like age, type of the family, provision to health care facilities etc., were significantly associated towards stress. The various risk in this study is identified and it can be overcome through the proper channel of support, education is much needed and counseling for women who are working is to be provided by the organization and support from the family and society.

OBJECTIVES OF THE STUDY

- To study the level of stress faced by the working women in colleges.
- To examine the various factors that causes stress among the working women in colleges.
- To understand the different techniques to reduce their stress levels by using coping strategies.

2. RESEARCH METHODOLOGY

DATA COLLECTION AND SAMPLING DESIGN

The primary and secondary data is used for the study.

- The primary data is collected through the structured questionnaire method. It is collected through Google forms among the teaching faculties of working women from different colleges in Davangere.
- Sample size was confirmed to 30 respondents.
- The stratified random sampling method is used among the women educators in colleges from the different department and organized the data in a very well manner.
- The secondary data is collected through the various articles, journals, websites and concerned books etc.,

INTERPRETATION OF DATA

The data was analysed through percentage method as it is gathered from 30 respondents. It is mentioned below in the following manner:

Age Group	Number of Respondents	Percentage
20-30	5	16.7 %
30-40	10	33.3%
40-50	12	40%
Above 50	3	10%
Total	30	100%

Source: Primary data

- Here out of 30 respondents the age is classified in to four groups namely, 16.7% women comes under 20-30, 33.3 % will come under the 30-40, 40% will lies on 40-50 and 10% of women will come under above 50 age group as age is the important factor which stress is affecting on working women.
- The above data shows the perception of working women those who underlies with the



age of above 40-50 they are feeling very stress compared to other age group like 20-30, and 30-40.

Table No: 2 Qualification of Working Women and Effects of stress

Qualification	Number of Respondents	Percentage
Post Graduate	16	53.3 %
Doctorate	12	40%
Other Professional Degree	02	6.7%
Total	30	100%

Source: Primary data

- Here out of 30 respondents the 53.3 % of women employees are post graduate, 40% are having doctorate degrees and only 6.7% are comes under other professional degree.
- The above data shows the perception of working women those who have highest qualification there stress level is more compared to other degrees because they having more job workload and responsibilities from the qualification so it directly indicates with stress for women those who have higher qualification.

Table No: 3 Experience of Working Women and stress level

Experience	Number of Respondents	Percentage
1-5 Years	12	40%
5-10 Years	10	33.3%
More than 10 Years	8	26.7%
Total	30	100%

Source: Primary data

- The table shows about the experience of the women in colleges and there is a 40 % of women having less than five years experience, even there is a 33.3% of women having experience of more than 5 years and 26.7% of women having more than 10 years experience in the respective colleges.
- As we can see in this study the women are feeling more stress only among the less experience candidates compared to experience one. The 40 % are feeling more stress because they are fresher’s to the new field they are still in the learning process and it may feel difficult to adjust for the allotted work so they are facing more stress.

Table No:4 The Stress level of working women in college

Stress Level	Number of Respondents	Percentage
Regularly	8	26.7%
Never	2	6.6%



Sometimes	20	66.7%
	30	100%

Source: Primary data

Here the table shows about the stress of women in the colleges among 26.7 % women are feeling stress regularly, 6.6% women never feel stress and 66.7% women feel stress sometimes.

- It is clearly identified from the table that stress may be different to every individual but majority of the women feel stress sometimes because it all depends on the work allotted for the teaching person, sometimes they need to perform other works rather than the teaching and at the time of completion of syllabus it may be burden to them so then they feel stress and level of stress will be high.

Table No: 5 Causes of Stress among working women in the colleges

Variables/ Causes	Number of Respondents	Percentage
Workload	19	63.3%
Job Insecurity	6	20%
Low Salary	2	6.7%
Transfers	3	10%
	30	100%

Source: Primary data

- The above table represents various causes on women to get stress, almost 63.3% are mainly affected with the workload, 20 % are having job insecurity, 6.7 % are having financial problem so salary they are getting is very low, and 10% are also have a cause stress from transfers.
- So it is clear that the working women are mainly having a high stress towards workload and due to new systems of education it is complicating in real life of women which is changing now-a-days frequently.

Table No: 6 Stress effects in psychological symptoms for the working women

Stress Symptoms	Number of Respondents	Percentage
Headache Anxiety and Depression	7	23.4%
Throat Pain Sickness & Inability to concentrate	15	50%
	4	13.3%
	4	13.3%
	30	100%

Source: Primary data

- The study says about the various symptoms which cause stress. Almost 50% of the women are having Anxiety and its leads to depression, 23.4% of women are suffering



from frequent headache and migraine problem and 13.3 % of women having symptom of Throat Pain and sickness which enables them to concentrate and losing their ability in working.

- Majority of the women having a symptom of depression, because depression is a very dangerous symptom which may turn in to any unconditional situation because women are playing multi role among work and family it may affect their mind very deeply.

Table No: 7 Coping Strategies helps for the working women to deal with stress

Coping Strategies	Number of Respondents	Percentage
Yoga & Meditation	8	26.7%
Physical Exercise	4	13.3%
Entertainment	18	60%
	30	100%

Source: Primary data

- The data represents few coping strategies is required for women to free from stress almost 60% of the women are required entertainment, 26.7% are following with the yoga and meditation and only 13.3% are concerned with the physical exercise.
- To get relieve from the stress some coping strategies to be adopted in real life to be happy by our self. The Entertainment is the channel which gives more happiness and mind free to every woman from all the tensions and issues.

Table No: 8 Rewards and Appreciation Leads to effects of stress for working women

Effect	Number of Respondents	Percentage
Always	3	10%
Sometimes	15	50%
Never	12	40%
	30	100%

Source: Primary data

- The impact of rewards definitely affect on every individual the above table shows that the 10% women are always effect on them, 50% of women will affect for sometimes and 40% of women are never wait for the rewards and appreciation.
- To work in the organization everyone requires rewards and appreciation from the top management so it motivate themselves to work effectively like wise here women is also required appreciation otherwise it turns to stress and here stress is in moderate nature.



Table No: 9 Gender discrimination affects to the cause of stress in the colleges?

Option	Number of Respondents	Percentage
Yes	20	66.7%
No	10	33.3%
	30	100%

Source: Primary data

- The table shows 66.7 % said yes for gender discrimination and 33.3% have said no for gender discrimination.
- Yes in today's present world there is a lot of gender discrimination at workplace even though society is moving towards advancement. It affects on working criteria and de motivates among them.

FINDINGS & SUGGESTIONS

- The women are facing lack of support from family and colleagues.
- The stress level is high.
- Gender discrimination in the working place.
- Interventions towards personal and professional life.

SUGGESTIONS

- The Education institution has to provide proper facilities towards women employees like Counseling, training, recreation facilities, grievances etc., in order to come out with the stress factor.
- The workload should be allotted equally and should frame in a systematic time for completion of syllabus.
- The education institution should maintain separate grievances cell for women.

LIMITATIONS

- The study is conducted only for women employees.
- The time constraint is very limited for the study.
- It is analyzed from the limited sample size.

3. CONCLUSION

Stress is a major challenge to everyone as for women it is still high in nature. It may come from any of the source but the women is a multi facet lady one who can support their family in all the ways and not only meant for personal life by doing professional life she is helping in a financial aspect too for their family. The stress is arising and affecting towards job insecurity, workload, gender discrimination, inter personal conflicts and less rewards for their work from the education institution. The stress is affecting from the family by the following reasons lack of family support, less care taking towards children's and marital disturbance etc., because the women are more emotional and take it for mind very soon and it effects as psychological strain so it requires attention and care is much needed. As to conclude this paper the stress is high in education institutions for women employees. The further study has



to find best tools to reduce stress which may help for working women.

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