

A Study on Stress Management among Working Women with Special Reference to Jalgaon city

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Abstract

The prevalence, causes, and coping strategies of occupational stress among working women in Jalgaon, Maharashtra, are examined in this study. This study is done using descriptive research design method and data's are collected by primary and secondary sources. Data were gathered from a diverse sample of 200 women working in industries including retail, banking, healthcare, and education using a cross-sectional survey design. The data analysis and interpretation done is being presented through tables. Results show that workload, work-life imbalance, and a lack of organizational support are the main causes of the moderate to high stress levels experienced by 85% of participants. The study underscores the necessity for targeted interventions and organizational policies to alleviate stress and enhance well-being among working women in Jalgaon.

The present research paper critically analyzes Stress Management among Working Women in Jalgaon city.

Keywords: Human Resource, Stress, Stress Management, Working Women

Introduction

Stress is how our body responds to any change that needs us to adjust or reply. This response can be physical (like a faster heartbeat), mental (like feeling overcome), or emotional (like feeling nervous). Stress is a normal part of life.

The term "stress" are introduced by Hans Selye in 1936. He designated it as "the body's non-specific response to any demand for change."

Stress can come from outside sources, such as environmental, psychological, or social situations, or from within, like illness or medical procedures. Essentially, stress is the tension or anxiety caused by pressures in daily life. The ability to handle or reduce the physical and emotional effects of such anxiety is known as stress management skills.

Women at work often face many kinds of stress beyond regular job pressure. They may experience mental or physical harassment, such as an aggressive work environment—legally defined as offensive or intimidating behavior at work. This includes unwelcome verbal or physical actions, which can create constant tension and anxiety for many working women.

Workplace discrimination is another major stressor. Women may be overlooked for tasks or promotions, earn less than male peers, or face unfair treatment because of their gender. Family expectations and societal pressure can add even more stress. All these factors together can make it difficult for women to cope with work, and when they feel overwhelmed, it can lead to issues at home and strain family relationships.

Nowadays women have more opportunities ahead of them and they do not want themselves to be confined inside the kitchen walls. They want to explore their talents and build a career which is the basic right of any human being. Women relieve stress by altering their life style, which includes building greater stress tolerance, changing their pace of life, controlling distressful thoughts, acquiring problem solving skills and seeking social support from friends and family.. Since India gained independence, women have made tremendous progress. They've evolved from primarily skilled homemakers to becoming equals with men in skills, education, and career aspirations. Today's generation of women is confidently pursuing careers and realizing their professional dreams.

However, women still face unique challenges at work. Personal or family issues can spill over into their jobs, making it hard to stay focused or motivated. Without emotional support at home—or shared responsibility in managing emotions—stress builds up. This kind of stress drains them physically and mentally, impacting both their work performance and family life.

Stress management in human resource

HR is uniquely positioned to lead organizational efforts in stress prevention and management—by diagnosing stress, providing tailored support, enabling flexibility, fostering empathy, using technology wisely, and continuously improving based on feedback. This proactive approach strengthens both employee well-being and organizational health.

Definition

Stress management can be defined as interventions designed to reduce the impact of stress in the work place. These can have an individual focus, aimed at increasing an individual's ability to cope with stress.

Benefits of stress management in organization

- Knowledge earning.
- Reduced negative organizational stress.
- Increased individual productivity and responsibility.
- Better team communications and morale.
- Retention of valued employees.
- Improved customer satisfaction.

Literature Review

CHARU MODI (2012), The literature on stress recommends that working women are lying on to the same face stressors practiced by working men. So far, women are also confronting with possibly exceptional stressors such as inequality, social disconnection, and work/home classes. Stress arises due to many causes which have been emphasized in this research paper. The research paper also contains reasons of stress and how to ease the stress and rise above such problems by the working women at their workplace, especially in banking industry.

DAYO AKINTAYO (2012), Found that working environment is significantly related to worker’s morale. Also working environment is significantly correlated with perceived worker’s productivity.

K. CHANDRASEKAR (2011), Found that environmental factors are conducive to work and he also found that factors that affect attitude of employees to work are- interpersonal relationships control over environment, shift, emotional factors, job assignment, overtime duty, extended work.

.Research Methodology- Research Methodology of present research work is as follows –

Objectives of the Study

1. To identify the reasons for stress among working women.
2. To study the impact of stress among working women.
3. To study how they are balancing family and professional life.

Research design

Research Design is a definite plan for obtaining a sample from a given population. The research design adopted here is descriptive research. Also, this study attempts to obtain a complete and accurate description of a situation.

Sample Size and Sampling

Descriptive cum analytical study is undertaken in this project. Population of the study is working women in Jalgaon city and the population is infinite. Sample size refers to the number of respondents selected for the study. In this study the sample size taken is 150. Convenience sampling technique is used in the study.

Analysis and Interpretation

Table 1: age wise classification

Factor	Response	Frequency	Percent
age wise classification	Below 25years	45	30
	25years – 35years	60	40
	35years – 45years	21	14
	Above 45years	24	16
Total		150	100

Interpretation

Out of the 150 respondents, 40% of the working women lie under the age group of 25years to 35years, 30% of the working women lies under the age group below 25years, 16% of the working women lie under the age group of above 45years of age and 14% of the working women lies under the age group of between 35years to 45years.

Table 2: Educational Qualification

Factor	Response	Frequency	Percent
Educational Qualification	10 th and 12 th	45	30
	Undergraduate	48	32
	Post Graduate	57	38
	Total	150	100

Interpretation

Out of the 150 respondents, 38% of the working women are postgraduate, 32% of the working women are graduates and rest 30% of the working women are has completed their 12th and 10th.

Table 3 : Nature of job

Factor	Response	Frequency	Percent
Nature of job	Temporary Job	35	23
	Permanent Job	72	48
	Contractual Job	43	29
	Total	150	100

Interpretation- It shows that 48% of the working women have permanent job and the rest 23% of the working women have temporary job and remaining are Contractual.

Table 4: Marital Status

Factor	Response	Frequency	Percent
Marital Status	Single	63	42
	Married	87	58
	Total	150	100

Interpretation- Out of the 150 respondents, 58% of the working women are married, 42% of the working women are single.

Table 5: Work Experience

Factor	Response	Frequency	Percent
Work Experience	Less than 1 year	30	45
	1 year – 3 year	20	30
	3 year – 6 years	40	60
	6 years- 9 years	30	45
	Above 9 years	30	45
Total	150	100	

Interpretation- Out of the 150 respondents, 45% of the working women have worked for less than one year, 6 years- 9 years and Above 9 years. 30% of the working women have worked between 1 year to 3 years and 14% of the working women worked 3 years to 6 years.

Table 6: Satisfaction level towards their present job

Factor	Response	Frequency	Percent
Satisfaction level towards their present job.	Highly Satisfied	27	18
	Satisfied	48	32
	Neutral	60	40
	Dissatisfied	15	10
	Highly Dissatisfied	0	0
	Total	150	100

Interpretation- Out of the 150 respondents, 40% have neutral response towards the satisfaction of the job, 32 % are satisfied with their job, 18% are highly satisfied with their job, and 10% are dissatisfied with their job while no one is highly dissatisfied with their job.

Table 7: Difficulties faced in their job

Factor	Response	Frequency	Percent
Difficulties faced in their job	Repetitive and boring work	27	30
	Lack of Information	48	20
	Office Politics and Conflicts	60	10
	Excessive Interruptions	15	20
	Lack of Recognition	0	20
	Total	150	100

Interpretation- Out of the 150 respondents, 30 % of the working women say that the work is repetitive and boring, 20% of the working women say that there is no recognition for the work done by them, 20% of the working women say that information is not provided completely to do work, 10% of the working women say that there is lot of interruptions while doing work while the rest 10 % of the working women say that there is office politics and conflicts.

Table 8: Opinion about the factors causing stress

Factor	Response	Frequency	Percent
Opinion about the factors causing stress	Work load	45	30
	Poor salary	45	30
	Time pressure and deadlines	30	20
	Frequent travel	6	4
	Poor and unplanned work	9	6
	Lack of job security	15	10
	Total	150	100

Interpretation-Out of the 150 respondents, 30 % agrees that work load and poor salary has affected their stress level, 20 % has agreed towards stress being caused due to time pressure and deadline, 10% agree that lack of job security has affected their stress level.6 % agree that poor and unplanned work has affected their stress level and rest 4% has agreed that frequent travelling has caused them stress.

Table 9: Overload work

Factor	Response	Frequency	Percent
Overload work	Shortage of required sources	27	18
	Insufficient co- workers	45	30
	More administration and paperwork	39	26
	Continuous and stressful job demands	9	6
	Shortage of help at work	30	20
	Total	150	100

Interpretation-Out of the 50 respondents, 30 % of the working women feels that they have insufficient co-workers in the workplace, 26% of the working women have more administration and paper work due to less workers, 20 % of the working women don't get help at work, 18 % of the working women feel that they have less required resources to do work while the rest 6% of the working women feel that they have continuous and stressful job demands in the work place.

Table 10: Dealing of work when forced to work

Factor	Response	Frequency	Percent
Dealing of work when forced to work	Redouble my efforts	60	40
	Slowly take efforts	60	40
	Get annoyed with work	15	10
	Won't take any extra efforts	0	0
	Complain about it	15	10
	Total	150	100

Interpretation-Out of the 50 respondents, 46% of the working women will slowly take efforts, 40% of the working women will redouble their efforts, and 10% of the working women will get annoyed and complain about it.

Table: 11 Level of job stress

Factor	Response	Frequency	Percent
Level of job stress	Mild	15	10
	Moderate	75	50
	Severe	45	30
	Extreme	15	10
	Total	150	100

Interpretation-Out of the 50 respondents, 50% face moderate level of stress, 30% of the working women face severe stress at the workplace and the rest of the working women i.e. 10% face extreme job stress because of the hectic working schedule.

Table 12: Impact of Stress on Health

Factor	Response	Frequency	Percent
Impact of Stress on Health	Yes	54	36
	No	75	50
	May be	21	14
	Total	150	100

Interpretation-Out of the 150 respondents, 36% of the working women agrees that stress has affected their health and has caused many health issues like headache, depression etc. 50% has denied that their health being affected due to stress and the rest 14% of the working women have neutral response towards the impact of stress.

Table 13: Mental and Physical Problem Affected Due To Work Stress

Factor	Response	Frequency	Percent
Mental and Physical Problem Affected Due To Work Stress	Headache	60	40
	High blood pressure	51	34
	Back pain	15	10
	Asthma	3	2
	Anxiety	6	4
	Depression	15	10
	Total	150	100

Interpretation-Out of the 50 respondents, 40 % of the working women have headache because of the busy work schedule, 34% of working women have high blood pressure because of the tension of completing the work on time and thinking about the family, 10% of the working women face depression and back pain.

Table 14: Ills Effected Due To Work Stress

Factor	Response	Frequency	Percent
Ills Effected Due To Work Stress	Increased absenteeism	36	24
	Decreased productivity	51	30
	Reduced work effectiveness and efficiency	51	30
	Reduced job satisfaction	24	16
	Underutilization of potential and skills	0	0
	Total	150	100

Interpretation-Out of the 150 respondents, 30% of the working women has decreased productivity and reduced work effectiveness and efficiency due to repetitive work, 24 % of the working women increased absenteeism because they are overloaded with work and need rest and 16% of the working women will get dissatisfied with their jobs.

Table 15: Management Facilities Provided By the Organization in Order to Reduce Stress

Factor	Response	Frequency	Percent
Management Facilities Provided By the Organization in Order to Reduce Stress	Health awareness programs	9	6
	Vacation and holiday trips	60	40
	Stress management course or workshops	15	10
	Social support system at the work place	21	14
	Others	45	30
	Total	150	100

Interpretation-Out of the 50 respondents, 40 % would like to go for a vacation or holiday trips with their workers, 30% of the working women suggest to look for another alternative, 14% requires social support system at the workplace, 10% need stress management course or workshops while the rest 6% require health awareness programs.

Table 16: The Ability to Balance between Family and Professional Life

Factor	Response	Frequency	Percent
The Ability to Balance between Family and Professional Life	Yes	45	30
	No	42	28
	Sometimes	63	42
	Total	150	100

Interpretation-42% of the working women say that sometimes they are able to balance both family and professional life, 20% of the respondents say that they are able to manage both family and professional life, while the rest of the working women is not able to balance both family and professional life due to the busy work schedule and they are tired so they are not able to spend time with their family.

Table 17: Availability of time with family

Factor	Response	Frequency	Percent
Availability of time with family	Yes	42	28
	No	48	32
	Sometimes	60	40
	Total	150	100

Interpretation-40% of the working women say that sometime only they get to spend time with family as they get very tired, 32% say that they don't get time to spend time with family.

Table 18: Use of Measures for stress Relief

Factor	Response	Frequency	Percent
Use of Measures for stress Relief	Yoga/ Medication	15	10
	Physical exercise	30	20
	Entertainment	45	30
	Sleep	60	40
	Away from stressful environments	0	0
	Total	150	100

Interpretation-Out of the 50 respondents, 40% would love to sleep as it will help them reduce stress and tension, 30% like to do physical exercise to maintain shape, 20% likes entertainment, 10% of them loves to do yoga or meditate as it helps them to reduce stress while the rest likes to do something else.

Table 19: Measures Adopted To Spend Time With Their Family After The Busy Work Schedule

Factor	Response	Frequency	Percent
Measures Adopted To Spend Time With Their Family After The Busy Work Schedule.	Plan a tour	18	12
	Shopping	45	30
	Movies	60	40
	Cooking	18	12
	Playing	9	6
	Total	150	100

Interpretation

Out of the 150 respondents, 40% like to go to watch movies with their family, 30 % likes to go for shopping because it is fun, 12% like to plan a tour because that is how they get relief from stress, 6% like to play and spend time with their children and the rest 12% like to cook food for their family.

FINDINGS

- Majority of the working women belongs to the age group between 25years to 35 years and were postgraduates.
- The majority of working women held permanent positions, and some had temporary position.
- The majority of respondents were married; and the most of working women had less than a year's worth of work experience.
- Most working women felt neutral about their current job satisfaction, while only a few were unhappy with their job.
- The main challenge faced by many women at work was the repetitive and monotonous nature of their tasks. Only a small number mentioned office politics and conflicts as a problem.
- A large number of respondents believed that stress at work is mainly caused by heavy workload, low salary, frequent travel, time pressure, unorganized work, and job insecurity.
- Most working women feel that the main cause for overload of work was due to insufficient of co-workers and the least was due to continuous and chaotic job demands.
- Majority of the working women will slowly take efforts when forced to work overtime as they are more stressed and tired.
- Most common response for the rate of level of job stress was moderate by the respondents.
- Most of the working women feels that their health is affected due to stress.
- Most of the respondents get headache because of the busy work schedule and continuous sitting in front of the computer while least feel they face both depression and back pain due to continuously sitting and doing the work and the rest are stressed due to lack of sleep.
- Most working women believe that stress affects their job performance by lowering their productivity and reducing the amount of work they can complete.
- Many women find that going on vacations or holiday trips helps them cope with stress.
- A majority of working women feel they can manage both their family and professional responsibilities well. However, some struggle to maintain this balance due to their hectic work schedules, which leave them too tired to spend quality time with their families.
- Most of the working women feel that professional life is more stressful than family life because it causes more stress due to the work whereas the rest of the working women feel that family life is more stressful.
- Most of the women had neutral response towards the stress affecting the family life.
- Most of the working women say that sometimes only they get to spend time with family as they get very tired.
- Majority of the working women would love to sleep as it will help them reduce stress and tension.
- Most of the working women would like to go to watch movie with their family while the least likes to play and spend time with their children.

Conclusion

This study is carried out to know the various factors responsible for stress and how the working women balance their personal and professional life. It also studies various stress management measures adopted by the working women to manage their stress.

The study shows that many working women face difficulties at their jobs mainly because the work is repetitive and dull. Common causes of stress include heavy workload, low pay, and frequent travel, pressure to meet deadlines, disorganized tasks, and job insecurity. One key reason for excessive workload is the lack of enough co-workers. When asked to work overtime, most women push themselves harder, even when they are already exhausted and stressed. As a result, most feel that stress leads to lower productivity and less output at work. To



cope, many prefer taking vacations or going on holiday trips. Despite these challenges, the majority of working women feel they are able to maintain a balance between their personal and professional lives.

Hence, Work stress is a real challenge for everyone those who are working but especially for women those who are working in the various companies and organizations. Regular monitoring of the workplace for stress issues is essential. Effective employers and managers take the lead in addressing work-related stress. Women often cope with stress by making lifestyle adjustments such as enhancing stress tolerance, modifying their pace of life, managing negative thoughts, developing problem-solving skills, and relying on social support.

Suggestions

- For working women employees, they require family support and management support which will reduce the stress. The family members helping in the house work and positive encouragement will help a lot for the working women as it will easily reduce stress.
- While working, take rest for some time then start doing the job that will reduce stress.
- In the workplace, it is important to minimize organizational politics as it greatly helps in reducing stress. Additionally, setting aside time to engage in enjoyable activities outside of work can further relieve stress.
- To introduce the women's grievance redressal cell. The cell is responsible for looking into any complaints filed by the women staff in the working place.
- Exercise regularly. Your body can fight stress better when it is fit

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