

Exploratory Approach on Impact of Stress on Quality of Work Life among Women Employees in Erode District

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Abstract

The impact of stress plays a vital role in the performance of employees towards the objectives of organization. The stress will lead to adverse effects on the working of the organization and affect the morale among the employees. The quality of work-life is the major factor affected by the stress created by the various nature of work in organization. The impact of stress is leading to various unfavorable results to output of organization. The higher educational institutions are having tough time in management of students as well as faculties which acts a dual role on human management side. The women in particular are having lot of stress if they are employed and it is difficult for them to manage both family and work. The study focus on assessment of various factors that cause stress and also measures impact of stress on quality of work-life lead by working women in higher education institutions in Erode district. The study was empirical study based on the primary data. The primary data was collected using the structured interview schedule and it consists three parts. The sampling of the study was fixed to be 170 which was selected based on the snowball sampling technique. The percentage analysis, factor analysis were used for analysis of data. The study found that major factors that were reason for formation of stress are Excessive Burden Factor and Lack of Management Support Factor. The dominant factors that affect the quality of work-life due to stress are Decline interest to Work Factor and Affects Personal Life Factor. The study concluded on the note that the higher education institutions in the study area of Erode district should focus on the stress relaxation programme, counseling and proper grievance redressal to reduce the stress among the women in higher educational institutions,

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Introduction

The role of women has transformed a lot in the family and as well as in society with the empowerment given to them by various opportunities. The women have been motivated to sustain an independent lifestyle with various promotional schemes taken by the government for encouraging them to involve in business. The women are seen in all major roles in the business concerns which were a rarity of sight fifty years ago. There are various quotas that help the women to secure employment in all sectors of business enterprises. The government also pushing various reform measures to bring in women into the working field making them self-sustainable persons. The working of the government is promoting the women with various financial schemes thereby encouraging the women to operate businesses. The working women have become the order of the day and women too don't prefer to stay in the home due to the monotony it creates.

The women of this world are largely self-dependent and make their own income for their survival which was not possible in the traditional way of living. The women attitude has also changed due to the economic dominance of the men in the family. This has made them to move away from their family role and earn income for having self respect in the family. There have been significant changes in the lifestyle of women who have been given education and jobs for being independent. The educational empowerment of the women has drastically changed the involvement and behavior of women in various areas of employment. The working women are playing dual roles in protecting the family with households' works as well as financial gains. These has been encouraged by the families as well were girl children are given education which was not the practice before.

The educational profile of the women empowers them to get the job of their choice which enables them to plan the family need and meet the economic needs of family. The women those who are not educationally excelled have been given vocational training and entrepreneurial training for the purpose of getting jobs or starting their own jobs. The entrepreneurial training has brought lot of changes to the working structure in the country with diverse business portfolios. The women are also empowered financially with various financial policies that enable them to get financial access to their business needs. The micro finance, self-help groups and other financial schemes have empowered the women to become economically independent make their own business for their survival. This helps the women to find job of their choice or form business concern of their choice which makes them economically independent and empowered

women in the decision making ability in the family. The economic and financial sustainability of women has changed their role in the family which has given them power to advice or take decisions on finances of the family.

Research Gap

The research gap explains the areas of research where the research can be carried up based on the existing literature. The quality of work life is much debated area in the existing literature and those studies are male dominant. The stress is becoming an exploratory area of research which involves areas of lifestyle. The stress has been ever increasing with the roles that have to be played by a person. The stress has evolved into a emotional concept where it makes the person to loose the rationality and to take haste decisions. The business concerns and management are well aware of the fact which makes them to conduct stress relaxation programmes at regular time intervals. The various studies have given an outlay on how does stress affect the work-life of employees in different sectors. The companies are making efforts to understand the emotional responses of employees under different conditions and how it affects the work-life. The literature studies have largely concentrated on the studies involving male employees which focused on the stress that the men are going through in the family and at work place. It also have explained about the types of stress and what are the various criteria to identify the stress level of employees. The various stress relaxation programmes conducted by the management and their impact on the work-life of men is found in majority of the studies. The women being the less dominant population in the work place has been not found in the literature survey. The women employees have begun to spread across the different sectors of employment in the country and studies have to focus on how stress impacts the lifestyle of women in different areas. The impact of stress on the quality of work-life of women employees is less researched up on and has been identified as the research gap of the study. This will prove to be new addition to the existing literature in identifying the effect of stress on quality of work-life.

Statement of the Problem

The problem lies with the work environment and family environment of the women who are economically independent through various forms of employment. The stress added to the lifestyle of women and how it impacts the output or productivity from them is an area of concern for the management, business and society based on the roles played by the women. The character of women is rational and it tend to tested with additional dosage of stress in different areas of

operation. The stress is playing a vital part in affecting the focus of women employees in all walks of life. The emotional quotient of the employees is tested now a day with the addition of stress in the family and work life which has given rise to the suicides, resignation, divorces etc. The management of stress is significant part to balance the quality of life lead by the people. There has to be definite solutions to the problems which address the stress and makes employees relieved from the stress to concentrate on the work. The reputations of business are stake if an employee commits a suicide or resigns from the organization in the name of stress. The focus area of the study is to find the various sources that causes stress to women employees and in turn affects the work life. The problems are vast and it has to be documented to find the impact of stress on quality of work life of employees. The unaddressed problems of stress reduction can impact the productivity of the concern and adverse reactions of employees can lead to potential reduction in the goodwill of the organization. This applied problem of various sources of stress and their impact on work-life is considered to be problem of study.

Importance of the Study

The stress adds to the emotional burden of the employees working in the organization which gives them double task of managing the work burden also emotional aspects. The women employment and entrepreneurship is on the rise which makes it essential to identify various areas of stress that has the risk to decline the contribution towards the objectives of the concern. The different sectors are having contribution of women for their growth and impact in the society. The women employees are given a fillip in the employment based on the government regulations and there are specific efforts taken by the government bring quota allotment in the employment opportunities. The policies and promotional schemes of the government is focusing on making the women centre-point and make them economically independent. The women employees are having vital role in development of the different sectors and also maintaining the household works. The balance between the maintenance of home and work is significantly influenced by the stress faced by them. The focus has to be on examining the stress level and find out the rational impact it makes in the output delivered by them. The welfare and promotional schemes taken by the government focus on the economic wellbeing of the women and with the influence of stress all those efforts can go in vain. The above context explains the importance of the study which focus on assessing the impact of women on work-life in the study area which will give

insights to address those problems. These will help to reduce the stress faced by the women in all walks of life.

Objectives of the Study

- a. To identify the various dimensions of work and personal life that causes stress among working women in the study area
- b. To examine the impact of stress on quality of work-life of women employees in the study area.

Research Methodology

The research methodology explains the step by step process that enables to find a solution for research problem of the study. The paper aims to assess the sources of stress and its impact on quality of work-life of women which is determined by the observation of women employees in the study area. The study is based on the observation which makes it a empirical study conducted by collecting primary data from the working women employees. The primary data is collected with the help of structured interview schedule. The women employees working in the educational institutions are surveyed to serve the purpose of study. The sample size of the study is fixed to be 170 for identifying the sources of stress. The percentage analysis, chi-square test and factors analysis will be used to assess the collected data to bring-out concrete solutions for the study.

Analysis and Interpretation

The data were collected with the help of structured interview schedule and it was analysed using the SPSS 25 software. The collected data is classified based on the nature of normality and is being analysed. The results of the analysis are presented below which helps to address the research problems of the study.

- a. Age

The age group of the respondents reveal that 70 percent of them belongs to the category of 26 years to 40 years which is considered to be younger women tend to playing the dual role in the study area. There are 12.94 percent of the working women in the category of below 25 years, 11.76 percent of the working women are in the group of 41 years to 60 years and 5.30 percent of them are above 61 years.

Table -1

Demographics	Category	Frequency	Percent
Age	Below 25 Years	22	12.94
	26 Years – 40 years	119	70.00
	41 Years – 60 Years	20	11.76
	Above 61 Years	9	5.30
	Total	170	100.00
Educational Profile	SSLC	17	10.00
	HSC	12	7.06
	Under-Graduation	32	18.82
	Post-Graduation	96	56.47
	Technical Education	3	1.76
	Others	10	5.89
	Total	170	100.00
Income/ Month	Below Rs. 15,000	87	51.18
	Rs. 15,001 – Rs. 20,000	43	25.29
	Rs. 20,001- Rs. 30,000	29	17.06
	Above Rs. 30,001	11	6.47
	Total	170	100.00
Marital Status	Married	149	87.65
	Unmarried	21	12.35
	Total	170	100.00
Number of Family Members	Below 4 Members	146	85.88
	5-6 Members	16	9.41
	Above 7 Members	8	4.71
	Total	170	100.00
Cadre of Work	Clerical	26	15.29
	Teaching	139	81.76
	Research	5	2.95
	Total	170	100.00

Distribution of Respondents based on Demographic Features

(Source: Primary Data)

b. Educational Profile

The educational profile of the respondents are revealing that majority of 56.47 percent of the working women in educational institutions are post-graduates followed by 18.82 percent in the category of under-graduate, 10 percent of them are belonging to SSLC category, 7.06 percent of them are belonging to HSC, 5.89 percent in others category and 1.76 percent in the technical education category.

c. Income

The monthly income of the working women in higher education institutions majorly belong to Below Rs. 15,000 with 51.18 percent in that category, 25.29 percent of the responses in the income category of Rs. 15,001 to Rs. 20,000, 17.06 percent of the responses in the category of Rs. 20,001 – Rs. 30,000 and 6.47 percent of the responses in above Rs. 30,001 category.

d. Marital Status

The marital status of working women in higher educational institutions majorly belong to married category with 87.65 percent and 12.35 percent of the women are unmarried among the sample selected for the study.

e. Number of family members

The number of family members plays a vital role in stress life of the working women. There are 85.88 percent of the working women have below 4 members in their family. The working women of 9.41 percent have 5-6 members in their family and 4.71 percent of the working women have above 7 members in their family.

f. Cadre of Work

The cadre of work in which the women are employed also plays a vital role in the Quality of work-life. The majority of 81.76 percent of the employees are in the grade of teaching category followed by 15.29 percent of employees in clerical cadre and 2.95 percent of employees in research cadre. The cadre of work reveals majority are in teaching section of the higher educational institutions.

The factor analysis was used to find the major factors that are causes of risk in the higher educational institutions in the study area and those factors are

Table – 2
KMO and Barlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.819
Bartlett's Test of Sphericity	Approx. Chi-Square	1157.440
	df	66
	Sig.	<0.001**

(** - indicates significance @ 1 % level and * - indicates significance @ 5 % level)

The p-value reveals the normality of the variables involved and explains that factors formed are reliable

Table – 3
Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.621	38.510	38.510	4.621	38.510	38.510	3.811	31.758	31.758
2	2.390	19.917	58.428	2.390	19.917	58.427	3.200	26.669	58.427
3	0.985	8.208	66.635						
4	0.780	6.498	73.134						
5	0.675	5.624	78.758						
6	0.578	4.819	83.577						
7	0.499	4.158	87.735						
8	0.448	3.732	91.468						
9	0.315	2.624	94.092						
10	0.260	2.165	96.256						
11	0.256	2.135	98.392						
12	0.193	1.608	100.00						

Extraction Method: Principal Component Analysis.

The variance table explains the two factors were formed based on the rotation for factor analysis and the variance for each variable under each factor along with the cumulative variance of each variable involved in the factor analysis is explained in the above table.

Table – 4
Rotated Component Matrix

	Component	
	1	2
Students respect towards teachers	0.841	
Handling workload of faculties in leave	0.797	
Conflicts with Co-faculties	0.757	
Time schedule for Breaks	0.739	
Dominance of Management	0.705	
Pressure of Results		
Work Monotony		
Tension regarding completion of syllabus		0.832
Lack of support for career development		0.816
Grievance Redressal Policies		0.747
Bias in performance Appraisal		0.740
Lack of infrastructural facilities with modern equipments of teaching		

The rotated component matrix table explains the various factors that are influencing the stress and those results are explained below

a. Excessive Burden Factor

The factor was formed with the variables of students respect towards teachers (0.841), handling workload of faculties in leave (0.797), conflicts with co-faculties (0.757), time schedule for breaks (0.739) and dominance of Management (0.705). These are variables that are significant in the formation of the factor. The variables are related with the excessive workload for the working women employees in the higher education institution.

b. Lack of Management Support Factor

The nature of the variables that were instrumental in the formation of the factor are tension regarding completion of syllabus (0.832), lack of support for career development (0.816), grievance redressal policies (0.747) and bias in performance appraisal (0.740).

These two are the dominant factors that cause stress among the working women in the higher educational institutions.

Impact of Stress on Work Life Balance

The impact of stress on quality of work life was dimensionally reduced using the factor analysis whose results are presented below

Table – 5
KMO and Barlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.859
Bartlett's Test of Sphericity	Approx. Chi-Square	795.193
	df	66
	Sig.	<0.001**

(**- indicates significance @ 1 % level and *- indicates significance @ 5 % level)

The above table explains the validity of KMO and Barlett's test which implies the normality of the variables involved in the analysis of impact of stress on quality of work-life in study area.

Table – 6
Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.776	39.798	39.798	4.776	39.798	39.798	2.597	21.644	21.644
2	1.209	10.076	49.874	1.209	10.076	49.874	2.465	20.538	42.182
3	1.010	8.418	58.292	1.010	8.418	58.292	1.933	16.110	58.292
4	0.904	7.532	65.824						
5	0.740	6.171	71.995						
6	0.680	5.667	77.662						
7	0.585	4.871	82.533						
8	0.514	4.284	86.817						
9	0.485	4.045	90.862						
10	0.415	3.459	94.320						
11	0.377	3.142	97.463						
12	0.304	2.537	100.00						

Extraction Method: Principal Component Analysis.

The above table explains the influence of the formed factors on the total impact of stress on quality of work-life. These three factors contribute to the extent of 58.292 cumulatively for the overall impact. This is significant assessment of these dominant factors that affect the quality of work-life.

Table – 7
Rotated Component Matrix

	Component		
	1	2	3
Stagnation of work	0.804		
Affects Positive Morale	0.762		
Inability to maintain harmonious relationship with co-faculties	0.733		
Psychological and Health Complaints			
Quality of Education Imparted is low		0.800	
Absentism			
Excessive turnover of Faculties			
Family commitments affected			
Lack of Interest towards Unique role			
Decreases commitment to work			0.768
Increased Personal Problems			0.709
Burnout			

The above table explains the various factors that are dominant in causing a impact on quality of work-life due to the stress and it is explained in the following

a. Declines Interest to Work Factor

This factor that reduces the quality of work-life based on the opinions of working women is formed with the variables of stagnation of work (0.804), affects positive morale (0.762) and Inability to maintain harmonious relationship with co-faculties (0.733).

b. Affects Personal Life Factor

This factor deals with the variables of Decreases commitment to work (0.768) and increased personal problems (0.709).

The second factor is formed with the help of only one variables that has significant value hence it is not considered to be a factor and it is significant variable of quality of education imparted is low (0.800).

Discussions

The paper has given a clear assessment of dominant factors of stress and how it impacts the quality of work-life of working women in the higher education institutions in the study area.

The dominant factors that are playing vital role in formation of stress are

- i. Excessive Burden Factor
- ii. Lack of Management Support Factor

The dominant factors that affect the quality of work-life due to stress are

- i. Decline interest to Work Factor
- ii. Affects Personal Life Factor

The objectives of the study is thereby attained by identifying the various dominant factors that are causing stress and the impact that it creates on quality of work-life. The working women are going lot of pressure in the family structure apart from that there are various factors that cause stress in the work –place leading to declined participation of women in economic activities. The higher educational institutions should take proper measures in the form of providing stress relaxation programme, women counselor and proper grievance redressal will help to reduce the stress at workplace for women.

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