



Organisational demography: Age as a determinant of occupational stress among the women working in Chennai

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ABSTRACT

Stress has become a global issue that affects both individuals and group of individuals in their personal lives and workplaces. The constant strive at work place, meeting the deadline pressure, organizational politics in the workplace and the complex lifestyle are the major contributors to stress at work. Stress can react both in positive and negative in the organizational atmosphere. This research was conducted to check whether age is a determinant of occupational stress among the women working in Chennai. The questionnaire was circulated among 600 respondents and the questionnaire was collected back from only 587 respondents. For analyzing the data Mean, Standard deviation, F test, and one-way ANOVA techniques were used. The recommendations were made based on the results of the research.

Keywords— *Individuals, Questionnaire, Research, Stress, Work place*

1. INTRODUCTION

“Stress is the trash of modern life- we all generate it but if you don’t dispose of it properly, it will pile up and overtake your life”
Danzae pace

The Modern day’s life is very busy and complex. Every individual is in a hurry and pressure to utilize his or her time and efforts in some productive work and to compete with their competitive environment. The constant strive at the workplace, meeting the deadline pressure, organizational politics in the workplace and the complex lifestyle are the major contributors to stress at work. Stress can react both in positive and negative in the organizational atmosphere. Stress is positive when an opportunity was given to the employee to prove herself. This situational stress called as Eustress, which is a positive motivator in general. However, stress becomes negative when it develops diseases both physically and mentally.

2. OBJECTIVES OF THE STUDY

- To study the Occupational stress among the women working in Chennai.
- To check whether the age is a determinant of occupational stress among working women in Chennai.

3. REVIEW OF LITERATURE

Tharakan studied occupational stress and job satisfaction among women and observed that professional women experienced greater work-related stress than non-professional women. The expectations of technocrats were higher than the non-technocrats were and observed that the size of workload, the complexity of tasks and responsibility are the major sources of stress factors. Aminabhavi and Triveni revealed that nationalized bank employees have significantly higher occupational stress than private bank employees, in dimensions such as role conflict, political pressure, intrinsic impoverishment, and strenuous working conditions.

Battacharya and Guha conducted a study on stress and coping strategies considering 34 lady criminal lawyers and concluded that the major sources of stress among the women lawyers were a busy schedule of work, odd duty hours, poor interaction and the poor interpersonal relationship among the colleagues. Latha and Panchanatham found out the job stressors and their implications on the job performance of 40 software professionals. The result showed that workload acts as major stressors for software professionals. Long working hours are indirectly associated with psychological distress.

Osmany and Khan conducted a study on Occupational stress in working women by 30 married and 30 unmarried working women and found that working women reported high-stress level. Gaur and Dhawan examined the relationship between work-related stressors and adaptation pattern among women professionals. A sample of 120 women professionals participates in the study. They showed a configuration of adaptation pattern of active coping. The junior level job group is significantly more initiative as compared to the middle and senior age group of employment status.

4. METHODOLOGY

The study adopted a descriptive research design in order to obtain a clear definition of a problem with the support of a literature review. The primary data got collected from the women working in the service sector with the help of a well-structured questionnaire. The simple random technique was adopted as a sampling technique. The secondary data got collected from journals, magazines, books, and websites. The questionnaire was circulated among 600 respondents and the questionnaire was collected back from only 587 respondents. For analyzing the data Mean, Standard deviation, F test, and one-way ANOVA techniques were used.

5. HYPOTHESIS OF THIS STUDY

Ho: Age is not a determinant of occupational stress among the women who are working.

H1: Age is a determinant of occupational stress among the women who are working.

6. ANALYSIS

The four categories of age groups were considered for analyzing the collected data. Less than 25 years, 25-34 years, 35-45 years and more than 45 years were the categories from whom the data got collected.

Table 1: Age Group of the Respondents

S. no	Age group of the respondents	No. of respondents	Percentage
1	Less than 25 years	237	40.4
2	25-34 years	182	31.0
3	35-45 years	112	19.1
4	More than 45 years	56	9.5
		587	100

Majority of the respondents are in the age group less than 25 years, which is followed by the age group under the category of 25 to 34 years and followed by the age group of 35-45 years and only 9.5 percentage of the respondents are in the age group of more than 45 years. This simple percentage analysis was followed by the descriptive statistics of mean and standard deviation calculation.

Table 2: Descriptive Statistics of the Respondents

S. no	Age group of the respondents who agreed that they are stressed	N	Mean	SD
1	Less than 25 years	237	3.182	1.295
2	25-34 years	182	3.152	1.332
3	35-45 years	112	3.304	1.360
4	More than 45 years	56	3.32	1.218
		587		

The age group of more than 45 years has the highest mean value. Women in this age group are with high occupational stress level, which is followed by the age group of 35 – 45 years and followed by less than 25 years and comparatively the least mean value found in the age group of 25 – 34 years.

Table 3: Relation of Sources of Occupational Stress on the Respondents

S. no	Sources of Occupational stress	Age	N	Mean	SD	F Value	P Value
1	Performance feedback and reward system	Less than 25	237	3.35	1.238	5.5	0.001
		25-34	182	3.15	1.295		
		35-45	112	3.50	1.004		
		More than 45	56	2.75	1.311		
2	Interpersonal relations at work	Less than 25	237	3.61	1.25	15.90	0.000
		25-34	182	3.29	1.21		
		35-45	112	3.34	1.14		
		More than 45	56	2.39	0.92		
3	Lack of group cohesiveness	Less than 25	237	2.65	1.450	12.90	0.000
		25-34	182	2.91	1.641		
		35-45	112	2.31	1.082		
		More than 45	56	3.70	1.094		
4	Workload	Less than 25	237	3.16	1.28	12.62	0.287
		25-34	182	3.19	1.27		
		35-45	112	3.43	1.44		
		More than 45	56	3.36	1.28		
5	Absence of personality traits	Less than 25	237	3.60	1.15	17.01	0.000
		25-34	182	3.17	1.34		
		35-45	112	3.73	1.10		
		More than 45	56	2.45	1.23		

It may be seen from the above table that, among the sources of occupational stress, ‘Interpersonal relations at work’, ‘Lack of group cohesiveness’ and ‘Absence of personality traits’ has the “P” value less than 0.01. This means the effect of the above three

sources on the occupational stress among the respondent group is statistically significant whereas the effect of 'workload' on the occupational stress of the respondents is statistically insignificant.

Table 4: ANOVA values

S.no	Age group	Sources of Variation		F value	P value
1	Less than 25 years	Between Samples Within samples	0.78 305.66	0.763	0.515
2	25-34 years	Between Samples Within samples	0.46 151.06		
3	35-43 years	Between Samples Wit in samples	1.39 241.22		
4	More than 45 years	Between Samples Within samples	0.36 67.03		
	Total	Between Samples Within samples	1.00 1.31		

The above calculation shows that "P" value is greater than 0.05, which shows statistically significant, which supports the alternative hypothesis. Hence, we can accept the alternate hypothesis i.e, age as a determinant of occupational stress among the working women.

7. FINDINGS AND DISCUSSIONS

Women in the age group of 45 years and above are facing more stress compared to the other age group women. The results of the study indicate that age is one of the major factors in one's occupational stress level. Interpersonal relations at work, Lack of group cohesiveness and absence of personality traits are the major sources of occupational stress among the respondents. There are no differences in opinion on Workload among the different age group of the respondents in Chennai. This result corroborated to the findings of Kim- Wan, who studied the personality dimensions and stress aspects and found that the absence of right personality traits creates stress among the respondents. Findings of the study also find support from Moshin Aziz, who studied on the role stress among women in IT sector.

8. RECOMMENDATIONS

Training programmes on developing an effective interpersonal relationship may be organized to improve the relationship between the individuals. Today, organizations have begun to lay greater emphasis on teamwork. This fosters a "We" spirit and can often contribute to synergy, which in turn can make the organization more productive. As Sir Henry Ford said, "None of us is as good as all of us".

Physical stress can be managed by adopting proper seating arrangement and posture, keeping things ready ahead, taking time for leisure, by changing seating posture frequently, by using convenient furniture, by taking proper diet, by taking deep breathing, by practicing swimming, by practicing walking, by going to gym, by planning games and by practicing Yoga.

Mental stress at the individual level can be coped up by getting involved in religious activities, develop positive thinking, spend more time with family, attending a social gathering, by way of counseling, getting involved in activities like painting, singing, watching TV, cooking, listening music and gardening.

9. REFERENCES

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