

A Study on Occupational Stress and Job Satisfaction of Working Women of an Urban Area of Pilani (Rajasthan)

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ABSTRACT

Women and men often participate in economic sectors in sharply different proportions, a result of gender clustering in occupations. Reasons for this may include a traditional association of certain types of work with a particular gender. There is a wide range of other possible economic, social and cultural variables that impact the gender distribution in different occupations, including within a region or country. Currently, women of all racial backgrounds are in the workforce. However, this has increased responsibilities for women—both working professionally and still largely carrying the burden of work in the home. These dual responsibilities can increase stress, compromise physical and emotional health, and lead to burnout and lower work productivity. The present research “Occupational stress and Job Satisfaction among female professionals” aimed at identifying the variables of occupational stress and the levels of job satisfaction among female professionals. The major objectives of the study were to assess the attributes of work among female professionals, to assess the level of occupational stress among female professionals, to assess job satisfaction level among female professionals. 200 female professionals were selected from different sectors in Pilani. The age range of the respondents was 25 to 40 years. The tools used for data collection were Occupational Stress Index developed by Dr. A K Srivastava and Dr. A. P. Singh and Job Satisfaction Scale (JSS) developed by Dr. Amar Singh and Dr. T.R. Sharma.

Key Words : Working women, Occupational stress, Job satisfaction

INTRODUCTION

Working women:

Women are always at work. Women do lots of work all day long. Especially when we talk about a married woman, we can say she has uncountable work. She prepares food for family, takes care of children. She fulfills all needs of other members of family. But if we talk about in a professional way than we look at a woman who works in an office, in a hospital, in schools colleges where she has a proper time duration of work and fixed monthly salary. It may be she works in an office from 10 am to 5 pm. She can be a doctor who do ready 24*7 for a medical emergency. She can be a teacher at school who teaches to children not only academic lessons but also the lessons

of life. She can be an advocate, an engineer, a police officer. She can be in civil services and in other different fields where they do different types of works.

Occupational stress:

Stress is defined in terms of its physical and physiological effects on a person, and can be a mental, physical or emotional strain. It can also be a tension or a situation or factor that can cause stress. Occupational stress can occur when there is a discrepancy between the demands of the environment/workplace and an individual's ability to carry out and complete these demands. Often a stressor can lead the body to have a physiological reaction which can strain a person physically

as well as mentally. A variety of factors contribute to workplace stress such as negative workload, isolation, extensive hours worked, toxic work environments, lack of autonomy, difficult relationships among coworkers and management, management bullying, harassment and lack of opportunities or motivation to advancement in one's skill level.

Job satisfaction:

It is a complex function of number of variables. A person may be satisfied with one or more aspect of his/her job but at the same time may be unhappy with other things related to the job. The term "job satisfaction" or work satisfaction have been given different connotation since their inception. "Job satisfaction" is the result of various attributes related to the job and concerned with such specific factor as wages, supervisor, steadiness of employment, condition of work, social relation on the job, prompt settlement of grievance, fair treatment of employer, attitude of the workers and other similar items.

Job satisfaction means economy of effort getting rid of available tension utilizing the energies of faculties for better performance of work, instead of following them to be dissipated needlessly.

Review of literature:

Deshmukh N.H. (2009), Stress and life satisfaction among working and non-working women from similar levels of socio economic status of the society, resulted that there was no significant difference in physical and family stress among working and non-working women. Role stress was significantly higher among working than non-working women. Life satisfaction was better in working women than non-working women. Gillian E. Hardy, David Woods and Toby D. Wall (2003), Psychological distress particularly depression was found to predict absence, with higher levels of distress predicting a greater number of days and number of times absent. Job satisfaction and psychological distress independently predicted levels of absence. The psychological distress – absence relationship was not moderated by demographic variables.

Hotaseyala (2002) analyzed working women's perception of their self and environment in relation to job and life satisfaction. It was found that skilled workers had a positive perception of their self in comparison to semiskilled and unskilled women. Skilled and semiskilled workers had the highest job satisfaction and

dissatisfaction respectively. Self- concept was found contributing toward life satisfaction.

Jeongkoo and Shane (2002) suggested that feeling of job satisfaction and perceptions of organizational support operate through independent channels to mediate the impact of work experience on organizational commitment.

Jamal. M (2006) finds that job stressors were significantly related to employees' psychosomatic problems, job satisfaction, unproductive time at the job, and absenteeism. Type A behavior was found to be an important moderator of the stress outcome relationship.

Lack (2001) suggested that job satisfaction is partially determined by the degree to which the work environment allows or encourages value attainment. The organizational work values, the work values emphasized within an organization may influence the attractiveness of work environment to individuals.

McGinn and Naughton (2001) found that with the rate of job displacements increasing while the job market remains generally strong, job satisfaction is reported to be at an all-time low level.

Michael R. Frone (2008), the relationship of work stressors, those work over load and job insecurity, to employees alcohol use illicit drug use resulted, support the relation of work stressors to alcohol and illicit drug use before work, during the workday, and after work

Wattles and Harris (2003) reported that the levels of fitness may positively influence employee's productivity, job satisfaction and absenteeism. Ways must be developed to exercise programs within our work place.

World Health Organization, (2005) found that occupational stress occurs when employees' knowledge, skills, abilities and attitudes can cope with or match to their work demands and pressures in organizations. In this situation, it may increase the ability of employees to manage their physiological and psychological stresses.

Objectives :

1. To assess the level of occupational stress among female professionals.
2. To assess the level of job satisfaction among female professionals.

METHODOLOGY

Selection of sample:

A total sample of 200 females respondents were

selected, who are working 6-8 hour/day on a fixed monthly salary basis. Purposive sampling technique will be used in sample selection as purposively who so ever fulfils the criteria was included in the study *i.e.* School teachers, Nurses, Doctors, engineers, working for multinational company, college lecturer and working for Banking sectors etc. all sample were selected from Pilani city of Rajasthan state.

RESULTS AND DISCUSSION

Table 1 shows the occupational stress scores of working women of different type of sector. The scores are divided in five range – very low, low, medium, high and very high.

According to the table in different sector out of 200 women 12 women comes in the very low range, 15 women comes in low range, 108 women in medium range and 50 or 15 women comes in high and very high range.

Most of women (54%) come under the medium occupational stress range.

Range	Sample	Per cent
Very low	12	6%
Low	15	7.5%
Medium	108	54%
High	50	25%
Very high	15	7.5%
Total	200	100%

Table 2 shows the job satisfaction score of working women in different sector like banking, college, hospital and school. Out of 200 women 07 women comes in the very low range, 139 women comes in low range, 39 women comes in high range and 15 women comes in very high range. Most of women come under the low range (69.5%) and high (19.5) range.

Range	Sample	Percent
Very low	07	3.5%
Low	139	69.5%
High	39	19.5%
Very high	15	7.5%
Total	200	100%

Interpretation :

The aim of this study was to find out the occupational stress and job satisfaction level of working women. For this purpose 200 women were selected as sample from different sector of work. School teachers, college lecturers, doctors from hospitals and banking sector were selected for sample selection.

The data shows that most of working women comes under the medium range of occupational stress (54%) and low range of job satisfaction (69.5%) which shares of overall sample (200). Due to occupational stress the effect has been seen on job satisfaction. Occupational stress has a negative effect on job orientation. If occupational stress occurs then the job satisfaction will be less due to which there are negative and negative mental effects at different levels. Job stress including, management role, relationship with others, workload pressure, homework interface, role ambiguity, and performance pressure. The sources of stress at work include high job demand, ethical dilemmas, uncertain employment, role ambiguities, career places, physical working environment and non-harmonious relationship.

The finding of the above study are in line with the following studies. Smith and Peters (2004) found that females have high level of occupational stress rather than males. Ismail (2009) demonstrated that level of physiological stress has increased job satisfaction, and level of psychological stress had not decreased job satisfaction.

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