

# Occupational stress problems among working women of government and Non-government Sector in Kanpur city

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**Abstract**—This research has briefly conveyed some specific messages. Working Women of Non-Government sector feel more pressurized, more strained, or stressed due to job demands in comparison to Working women of Government sector . Job stress and security is higher for women employees of Non-Government sector and low for women employees of Government sector . Level of job security in case of Non-Government sectorwomen employees is tremendously low as compared to women employees of Government sector . Level of job security is more in case for women employees of Government sector as against women employees of Non-Government sector.It's a comparative study, conducted in Gov and Non- Gov areas of Kanpur city random sampling technique was followed and 400 working women ( Government working women=200, Non – Government working women=200) were taken as sample. It refers to the working women in Government and non- Government sector between age group of 20-60 years. Questionnaire will be self constructed and standardized by sample size. Women employees also are given more family responsibilities including childcare. Level of family support is similar in case for women employees of Non-Government sector as for women employees of Government sector .

**Keywords**— Job Stress, Job security, Occupational stress problems,

## INTRODUCTION

The status of women in modern India is a sort paradox. Role of woman in modern India can be called as phenomenon. The transition of woman from the past to present is worth mentioning. In India, Woman who once considered being the masters in the art of home making are now considered to be forces that shape acountry.If on one hand women is at the peak of ladder of success, on other hand she is mutely suffering from role conflicts. As compared with past women in modern times have achieved a lot of but in reality they have to still travel along. Current scenario shows that India has world's largest numbers of professionally qualified women, largest population of working women in the world and more number of doctors , surgeons, scientist, professors .

**Stress:** Stress is the result of placing undue expectations or desire on us, creating images of our self and trying to live up to the image that has been created by others. It is an interaction between the person and their (work) environment and is the awareness of not being able to cope with the demands of one's environment, when this realization is of concern to the person, in that both are associated with a negative emotional response. *The results of stress are harmful to individuals, families, society and organizations, which can suffer from "organization stress". Ivancevich and Matteson define stress as individual with the environment.*

**Job stress in workplace**“Workplace stress" then is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting these demands. In general, the combination of high demands in a job and a low amount of control over the situation can lead to stress.

## 1 PROBLEMS FACED BY WORKING WOMEN IN INDIA

**Occupational problems as stress:**

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In women Occupational stress is stress involving work. Work and family are the two most important aspects in women's lives. Balancing work and family roles has become a key personal and family issue for many societies. There are many facets in working mother's lives that subject to stresses. They deal with home and family issues as well as job stress on a daily basis.<sup>8</sup>

### **World Health Organization's (WHO) definition**

Occupational or work-related stress —is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.<sup>19</sup>

### **REASONS OF IMBALANCE BETWEEN WORK AND FAMILY**

Imbalance between work and family leads to occupational stress. Imbalance between work and family life arises due to a number of factors. Various factors are following.

#### **Mental harassment**

It is an age old convention that women are less capable and inefficient in working as compared to men. The attitude which considers women unfit for certain jobs holds back women. In spite of the constitutional provisions, gender bias creates obstacles in their recruitment. In addition to this, the same attitude governs injustice of unequal salaries for the same job. The true equality has not been achieved even after 61 years of independence. Working in such conditions inevitably puts strain on women to greater extent as compared to men, thus making them less eager in their career.

#### **Sexual harassment:**

Today, almost all working women are prone to sexual harassment irrespective of their status, personal characteristics and the types of their employment. They face sexual harassment on way on transports, at working places, educational institutions and hospitals, at home and even in police stations when they go to file complaints.<sup>11</sup> It is shocking that the law protectors are violating and outraging modesty of women. Most of the women tend to be concentrated in the poor service jobs whereas men are in an immediate supervisory position, which gives them an opportunity to exploit their subordinate women.

#### **Discrimination at Workplace:**

However, Indian women still face blatant discrimination at their workplaces. They are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working women. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues. This is usually the case in factories and labor-oriented industries.

#### **No Safety of Working Women While Traveling**

Typically, the orthodox mindset in the Indian society makes it difficult for a working woman to balance her domestic environment with the professional life. In some families, it may not be acceptable to work after six o'clock. Those families that do accept these working hours may experience considerable anxiety every day about a woman's safety while traveling. So many issues affect a working woman because she is closely protected or watched by her family and the society.

#### **Lack of Family Support**

Lack of proper family support is another issue that working women suffers from. At times, the family doesn't support women to leave the household work and go to office. They also resist for women working till late in office which also hampers the performance of the women and this also affects their promotion.

### **RATIONALE AND SIGNIFICANCE OF THE STUDY**

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There are many facets in every working woman's lives. They deal with home and family issues as well as job simultaneously on a daily basis. Even a man plays role in the caring function; usually it is the woman who is the initial care taker. Various job conditions cause life of the working women. These include positive as well as negative conditions. Positive conditions include self- esteem, motivational stimulation, economic independency, confidence, punctuality, peer relationship etc. Negative conditions include role ambiguity, poor relationship with co-workers, job insecurity, heavy workload, monotonous work. These all affect the working women physically, mentally, socially, emotionally and intellectually. It is not possible

to study the effect of job on all these domains. But in order to know to which extent the job affects the working women's lives, the researcher selected occupational stress problems as a variable as occupational stress is an important factor of a working woman's life. Therefore the researcher felt that there is a need to conduct a research to understand the role of job satisfaction of working women in relation to their working areas.

### **Objectives of the study;**

- To assess the Occupational stress problems of working women in government and Non- Government sector.
- To compare the Occupational stress problems of working women in Government and Non- Government sector

### **Hypothesis**

- There will be a significant difference between occupational stress problems of working women in Government and Non- government sector.
- There will be no significant difference between occupational stress problems of working women in Government and Non- government sector.

### **Sample size**

The sample of 400 working women ( 200 Government working women and 200 Non- Government working women) was taken for this research from Kanpur city in Tehsil level ( ghatampur, Kanpur nagar, Bilhaur).

### **Tools**

Questionnaire will be self constructed and standardized by sample size.

### **Methodology**

In this research descriptive research is used to discover the factors that affects Occupational stress problems among working women of Government and Non- Government sector. It is commonly used in Educational and socially research to study existing conditions and phenomenon. The terms descriptive study is generally used for the types of research which purpose to certain what are the normal or typical conditions of practice of present time.

### **Data Analysis-**

Relevant statistical tests were used to conduct the analysis using SPSS software.

### **Analysis and Interpretation-**

1-Job Stress faced by Working Women of Government and Non- Government Sector

**Mean, S.D., N, and F value of Non- Government and Government working women facing Occupational stress problems**

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**Table – 1 Job Stress**

<b>Groups</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>F-Value</b>	<b>Sig.</b>
Non-government Sector	200	3.33	0.65	<b>30.20</b>	<b>0.05</b>
Government Sector	200	3.00	0.55		
<b>Total</b>	<b>400</b>	<b>3.16</b>	<b>0.62</b>		

From Table -1 It may be observed that the calculated F value has been recorded at 30.20 which is significant at 0.05 level of significance. It naturally rejected the null hypothesis that there is significant difference between job stress in working women of Non- Government and Government sector relation to their perceptions about job stress at work place.

## **2- Job security faced by working women of Government and Non- Government sector**

**Mean, S.D., N, and F value of Government and Non-Government working women facing Occupational stress problems**

**Table -2 Job Security**

<b>Groups</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>F-Value</b>	<b>Sig.</b>
Private Sector	200	2.92	0.78	<b>10.99</b>	<b>0.05</b>
Government Sector	200	3.16	0.68		
<b>Total</b>	<b>400</b>	<b>3.05</b>	<b>0.74</b>		

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From Table 2- It may be observed that the calculated F value has been recorded at 10.99 which is significant at 0.05 level of significance. It is naturally rejected the null hypothesis that there is significant difference between job security in working women of Government and Non-Government sector.

### Conclusion

The study concludes that working women face greater occupational stress problems. The result helps us to conclude the Non- Government working women face more occupational stress problems comparison to Government working women. When Non- government working women compare to government working women it was found that Non- Government working women faces occupational stress problems in a great degree to that of Government working women.

The findings of the study indicate that Non-government working women have to face more difficulties in their work as compare to Government working women. Working women because of the added responsibilities of job may suffer from more severe causes of work at home or in the office, while on the other side they have to take care of the children, husband, and other family members and perform other domestic duties.

Results have briefly conveyed some specific messages, working women of non- Government sector feel more pressurized, more strained, or stressed due to job demands in comparison to Government working women.

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