

## **A Study on Factors Contributing to Stress among Working Women in Kanniyakumari District**

**K.Preetha<sup>1</sup>,**

*Ph.D Research Scholar, (Reg. No. 18223151012029)*

*Department of Commerce, S.T. Hindu College, Nagercoil – 620002.*

*Affiliated to Manonmaniam Sundaranar University, Abishekapatti,*

*Tirunelveli - 627012, Tamil Nadu, India.*

*E-mail: Preethavijukumar21@gmail.com*

**Dr. A. Santhi<sup>2</sup>,**

*Assistant Professor,*

*Department of Commerce, S.T. Hindu College, Nagercoil – 629002.*

*Affiliated to Manonmaniam Sundaranar University, Abishekapatti,*

*Tirunelveli – 627012, Tamil Nadu, India.*

*Email:santhimspillai@gmil.com*

### **Abstract**

This study investigates the multifaceted factors contributing to stress among working women. With the growing participation of women in the workforce, understanding the unique stressors they face is crucial for promoting their well-being. Through a comprehensive literature review and empirical analysis, this research examines various elements such as workload, role conflict, job insecurity, and personal life issues that contribute to stress levels among working women. By identifying and analysing these factors, the study aims to provide valuable insights for organizations and policymakers to develop targeted interventions and support systems to mitigate stress and foster a healthier work environment for women. This study examines the factors contributing to stress among working women. The research aims to understand the various elements such as workload, role conflict, job insecurity, and personal life issues that influence stress levels in this demographic. By conducting a thorough literature review and empirical analysis, the study seeks to identify key stressors and their impact on working women. The findings are expected to provide valuable insights for organizations and policymakers to develop targeted interventions and support systems to address these stress factors effectively, ultimately promoting a healthier work environment for women.

### **Introduction:**

The increasing participation of women in the workforce has brought attention to the unique challenges they face, including high levels of stress. Understanding the factors contributing to stress among working women is crucial for organizations and policymakers to create supportive work environments. This study aims to explore these factors, including workload, role conflict, job insecurity, and personal life issues. By identifying and understanding these stressors, we can develop effective strategies to alleviate stress and promote the well-being of working women. In recent decades, the workforce has seen a significant rise in the number of women entering and remaining in employment. While this shift represents a positive stride towards gender equality, it also brings to light the unique challenges and stressors faced by women in the workplace. Women often juggle multiple roles, balancing career demands with family responsibilities and societal expectations. This complex interplay of factors can contribute to increased stress levels among working women. Understanding these factors is essential not only for the well-being of women in the

workforce but also for the overall productivity and success of organizations. This study aims to explore the various factors contributing to stress among working women, with a focus on workload, role conflict, job insecurity, and personal life issues. Through a thorough examination of these factors, we seek to gain insights that can inform the development of strategies and interventions to support working women and create healthier work environments.

### **Objectives of the study:**

1. To identify the main sources of stress experienced by working women.
2. To suggest recommendations for organizations to better support the mental health and well-being of working women.

### **Need of the study:**

The simple need of the study on factors contributing to stress among working women is to understand the specific stressors that affect this demographic. This understanding can help in developing interventions and support systems to address these stressors and improve the overall well-being of working women. Identifying the factors contributing to stress can also assist organizations in creating more conducive work environments and policies that promote work-life balance and mental health among female employees.

### **Statement of the Problem:**

Working women face numerous challenges in balancing their professional and personal lives, often leading to high levels of stress. Despite the increasing participation of women in the workforce, there is a lack of comprehensive understanding of the specific factors contributing to stress among them. This study aims to identify and analyse the factors that contribute to stress among working women, with a focus on understanding how work-related factors, personal factors, and organizational support influence their stress levels. By addressing this gap in the literature, the study seeks to provide insights that can inform the development of interventions and support systems to improve the mental health and well-being of working women.

### **Recommendations for organizations to better support the mental health and well-being of working women:**

To support the mental health and well-being of working women, organizations can implement several key strategies. Firstly, offering flexible work arrangements, such as telecommuting or flexible hours, can help women manage their work and personal responsibilities more effectively, reducing stress. Secondly, providing access to mental health resources, such as counselling services and Employee Assistance Programs (EAPs), can offer crucial support to women facing mental health challenges. Additionally, creating a supportive and inclusive work culture that values work-life balance, promotes open communication, and offers regular feedback and recognition can help reduce stress and improve overall well-being. Organizations should also ensure that policies and procedures are in place to prevent and address workplace discrimination and harassment, which can contribute to mental health issues. Finally, providing training and education on mental health awareness and stress

management can help employees recognize and cope with stressors effectively. By implementing these recommendations, organizations can create a workplace that supports the mental health and well-being of working women, ultimately benefiting both employees and the organization as a whole.

- Flexible Work Arrangements: Provide options such as flexible hours, telecommuting, and compressed workweeks to help women manage their work and personal responsibilities.
- Mental Health Resources: Offer access to mental health resources such as counselling services, support groups, and Employee Assistance Programs (EAPs).
- Workload Management: Ensure that workloads are manageable and realistic, and provide resources or training to help women prioritize tasks and manage time effectively.
- Work-Life Balance Initiatives: Implement initiatives such as paid parental leave, childcare support, and wellness programs to help women balance work and personal life.
- Training and Development: Offer training programs on stress management, resilience, and work-life balance to help women develop coping strategies and skills.
- Promote a Supportive Culture: Encourage open communication, empathy, and support among colleagues and supervisors, and foster a culture that values work-life balance and mental health.
- Flexible Benefits: Provide benefits that cater to the diverse needs of working women, such as healthcare options that include mental health coverage, and flexible spending accounts.
- Career Advancement Opportunities: Ensure that women have equal access to career advancement opportunities and support their professional growth and development.
- Address Workplace Discrimination and Harassment: Implement policies and procedures to prevent and address workplace discrimination and harassment, which can contribute to stress and mental health issues.
- Regular Feedback and Recognition: Provide regular feedback and recognition for women's contributions to help boost morale and reduce feelings of burnout.

### **Tools of analysis:**

Personal interview is the major tool of data collection. Interview technique is to be made at women entrepreneurs. The secondary data are also proposed to collect from various departments.

#### **Garrett Ranking**

Garrett ranking is used to bring out the accurate result

$$\text{Present position} = \frac{100 (R_{ij} - 0.5)}{N_j}$$

$R_{ij}$  = rank given by the factor by I individual

$R_j$  = individual score

In this study this is used to find out the problems for women entrepreneurs.

### **Sources of stress among working women**

Working women experience various sources of stress that can impact their mental health and well-being. One significant source is the challenge of balancing work with other

responsibilities, such as family obligations and personal needs. There are many sources of stress among working women, which can be calculated by the Garrett ranking technique.

**Table: 1**  
**Sources of stress among working women**

Sl. No	Sources	Mean score	Rank
1.	Workload	57.42	II
2.	Work-Life Balance	58.05	I
3.	Discrimination	52.02	IV
4.	Job Insecurity	53.10	III
5.	Lack of Career Growth Opportunities	50.30	VI
6.	Workplace Conflict	49.36	VII
7.	Lack of Support	50.76	V
8.	Role Overload	43.12	VIII
9.	Work place harassments	42.78	IX
10.	Technology and Connectivity	37.34	X

**Source: Primary Data**

The study ranks the sources of stress among working women based on their mean scores. According to the findings, the most significant stressor is the struggle to maintain a balance between work and personal life, with a mean score of 58.05. This is closely followed by the pressure of workloads, which scored 57.42. Job insecurity ranks third, with a mean score of 53.10, while experiences of discrimination at work are ranked fourth, scoring 52.02. Lack of support from colleagues or supervisors ranks fifth, with a mean score of 50.76. Other sources of stress include limited career growth opportunities, workplace conflicts, role overload, workplace harassment, and stress from technology and connectivity. These findings highlight the complex nature of stress among working women, emphasizing the importance of addressing work-life balance, workload, job security, and support systems to improve their mental well-being.

### **Suggestions:**

A study on factors contributing to stress among working women is essential to understand the unique challenges this demographic faces in the workplace. This study aims to identify the primary stressors that impact working women's mental health and well-being. By examining factors such as workload, work-life balance, job insecurity, discrimination, and lack of support, the study can provide insights into the sources of stress specific to working women. Understanding these stressors is crucial for developing targeted interventions and support systems that address the root causes of stress and promote a healthier work environment for women. Additionally, the study can help raise awareness about the importance of addressing stress among working women and advocate for policies and practices that support their well-being.

### **Conclusion:**

In conclusion, this study sheds light on the significant factors contributing to stress among working women, including workload, work-life balance, job insecurity,

discrimination, and lack of support. These findings underscore the importance of addressing these stressors to improve the mental health and well-being of working women. By developing targeted interventions and support systems that address these factors, organizations can create a more inclusive and supportive work environment for women. Additionally, raising awareness about the unique challenges faced by working women and advocating for gender-sensitive workplace policies can help reduce stress and promote a healthier work-life balance. Overall, this study highlights the need for continued efforts to support the mental health and well-being of working women, ultimately benefiting both employees and organizations alike.

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