

A Study on Stress Management among Women at Workplace

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ABSTRACT

The study aims to determine the impact of stress management practices on women's health. Data were collected from 200 working women in various occupations. Studies show Deep breathing and progressive muscle relaxation techniques can decrease perceived stress and anxiety. Various statistical method like regression, spear's Man correlation, and ANOVA was used to test the null hypothesis. The key is finding stress relief strategies that work for each individual. Some may benefit from yoga or exercise, while others prefer journaling or pursuing a hobby. Using techniques to promote relaxation and well-being, limit unhealthy habits, challenge negative thoughts, take periodic breaks, and seek professional help if needed are all effective ways for women to manage stress in a healthy and sustainable manner. The results of this research could help determine whether stress management programs should be implemented on a broader scale to promote women's health, work-life balance, and professional success.

Keywords: *Stress management, Techniques, health, impact*

As a working woman, you know firsthand the challenges of managing high demands and expectations both in the office and at home. The constant juggling of responsibilities can build up stress and anxiety, compromising your health, productivity, and work-life balance. While some pressure can motivate you to perform at your best, too much for a prolonged period of time has damaging effects. The good news is there are simple yet effective strategies you can incorporate into your daily routine to better manage stress. By being proactive and making self-care a priority, you will feel more equipped to handle whatever comes your way with grace and ease. this research explores practical stress management techniques tailored to the realities of a woman's world. With the right tools and mindset, you can achieve an optimal level of well-being and thrive in your multifaceted roles.

COMMON COUSE OF WORKPLACE STRESS IN WOMEN

Some common causes of stress for women in the workplace include:

Gender inequality and discrimination: Feeling unfairly treated or passed over for opportunities due to your gender can be a major source of stress. Report any unlawful discrimination to HR.

Work-life imbalance: The demands of both work and home life can feel overwhelming for many women. Make time for yourself, set boundaries, and don't be afraid to ask for help.

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Lack of confidence: Imposter syndrome and self-doubt are common experiences for women in leadership roles or male-dominated fields. Focus on your accomplishments and strengths, not your perceived weaknesses. Mentorship can also help build confidence.

Objectives

The objectives of effective stress management techniques for women in the workplace are:

1. To analyse the effects of stress and stressors on women employees. Stress can have significant negative impacts on health, productivity, relationships, and quality of life. Identifying the sources of workplace stress for women can help in developing targeted interventions.
2. To determine the impact of stress management practices on women's health. Techniques like mindfulness meditation, yoga, and deep breathing have been shown to decrease stress and improve focus and concentration.
3. To provide practical strategies and solutions for women to better manage stress at work. Simple steps like taking regular breaks, maintaining strong boundaries, nurturing social support, and practising self-care can help women build resilience and thrive in their careers.

Hypothesis

1. H01:- There is no statistically significant relationship between the types of stress management techniques employed and perceived stress levels in women.
2. H02:- Stress management has no significant positive impact on women's health.
3. H03:- There is no statistically significant relationship between the stress management techniques utilized and years of experience in the workplace.
4. H04:- There are no significant differences in the stress management of women at the workplace between different age groups.
5. H05:- There are no significant differences in the stress management of women at the workplace between different levels of work experience.

RESEARCH METHODOLOGY:

- **Survey Method:** - The study employed a survey method to collect data from the respondents. A structured questionnaire was designed to gather information on the work stress levels and coping strategies of working women. The questionnaire comprised two parts. The first part contained questions on the demographic profile of the respondents such as age, education, occupation, income, marital status, etc. The second part contained questions on work stress and coping strategies.
- **Sampling Technique:** - A non-probability sampling approach, using purposive sampling, was adopted to select the sample for this study. The sample size was 200 working women from various occupations such as teachers, nurses, software engineers, HR executives, etc. The participants were selected based on the following criteria:
 - Working women in the age group of 20 to 60 years
 - Minimum 3 years of work experience
 - Willing to participate in the study
- **Variable:** - The independent variables were the different stress management techniques, including exercise, meditation, social support, and demographic factors such as age, education, income, marital status, occupation, etc. The dependent variable was the level of perceived stress reported by participants.

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- **Data Collection tool:** - A structured questionnaire was developed to collect the data from the respondents. It consisted of demographic details and statements related to various stress management techniques rated on a 5-point Likert scale.
- **Statistical Methods:** - To analyse the data collected from the questionnaire, the following statistical techniques were applied:
 - Frequency and percentage analysis was used to describe the demographic information of the respondents. This helped determine the number and percentage of respondents in each category of demographic variables like age, education, etc.
 - Descriptive analysis like mean and standard deviation were applied to determine the perception level of respondents regarding different issues/variables.
 - Hypothesis testing using regression, ANOVA and Spearman's rank correlation was applied to find out whether there is any significant difference between two groups of respondents based on select demographic variables with respect to their perception of various issues.
 - All the above data was analysed using SPSS Software
- **Scale and questionnaire:** - Subjective measures like the Perceived Stress Management Scale (PSS). Participants were asked to provide information on techniques used over the past month, frequency of use, and perceived effectiveness.
- **General health and well-being,** including both physical and mental health components. Things like blood pressure, anxiety, depression, sleep quality, relationships, etc. should be evaluated.

DATA ANALYSIS & INTERPRETATIONS: -

H01: There is no statistically significant relationship between the types of stress management techniques employed and perceived stress levels in women.

ANOVA

Techniques	N	Mean	Std. Dev.	F	Sig.
Deep breathing	90	4.11	.678	8.267	.000
Meditation	44	3.89	.841		
Journaling	34	3.79	.729		
Exercise	22	3.36	.902		
Yoga	10	3.00	.667		
Total	200	3.87	.804		

Source: SPSS output

ANOVA test was applied to find out the difference in the types of stress management techniques employed and perceived stress levels in women. A significant difference is found in the types of stress management techniques employed and perceived stress levels in women. hence, the null hypothesis was rejected as the p-value is less than 0.05. mean score revealed that the deep breathing technique was more effective as compared to other techniques.

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HO2: - Stress management has no significant positive impact on women's health.

Regression

R	R Square	Adjusted R Square	Std. Error of the Estimate
.965 ^a	.931	.930	4.617

Source: SPSS output

The output shows that the R-Square value is 0.931. so, we can interpret that utilization of stress management practices results of 93.1% change in women's health.

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	56571.470	1	56571.470	2653.327	.000 ^b
Residual	4221.550	198	21.321		
Total	60793.020	199			

Source: SPSS output

Anova's output shows that $p < 0.5$, so we can interpret that there is a significant positive relationship between the independent variable i.e., stress management practices and the dependable variable i.e., women's health. Hence null is rejected.

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	29.995	.770		38.941	.000
technique	11.336	.220	.965	51.510	.000

Source: SPSS output

The coefficient result shows as indicated the beta value is 0.965 which means that the increase in the independent variable i.e., stress management practices will lead to an increase in the dependent variable i.e., women's health. By 0.965 units.

HO3: - There is no statistically significant relationship between the stress management techniques utilized and years of experience in the workplace.

Spearman Rank Correlation

		Value	Asymptotic Standard Error	Approximate T ^b	Approximate Significance
Interval by Interval	Pearson's R	.285	.065	4.185	.000 ^c
Ordinal by Ordinal	Spearman Correlation	.271	.068	3.964	.000 ^c
N of Valid Cases		200			

Source: SPSS output

The output shows that Spearman's rank order correlation is significant $\rho(200) = 0.271$, $p < 0.5$, so we can interpret that higher experience may lead to utilising better stress management techniques.

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H04: There are no significant differences in the stress management of women at the workplace between different age groups

ANOVA

Age Group	N	Mean	Std. Dev.	F	Sing.
20-30	62	3.18	.954	5.151	.002
31-40	86	3.48	.951		
41-50	30	3.88	.802		
51-60	22	3.33	1.053		
Total	200	3.46	.972		

Source: SPSS output

ANOVA test was applied to find out the difference in the stress management of women at the workplace between different age groups. a significant difference is found in the stress management of women at the workplace between different age groups of Women. hence, the null hypothesis was rejected as the p-value is less than 0.05. mean score revealed that 31-50 years age groups women appear to have better street management practices as compared to other age group.

H05: There are no significant differences in the stress management of women at the workplace between different levels of work experience.

ANOVA

Years of Experience	N	Mean	Std. Deviation	F	Sing.
0-5	60	3.39	.861	7.963	.000
6-10	74	3.20	.983		
11-15	36	4.07	.838		
>15	30	3.49	.997		
Total	200	3.53	.919		

Source: SPSS output

ANOVA test was applied to find out the difference in the stress management of women at the workplace between different work experiences. a significant difference is found in the stress management of women at the workplace between different experiences in the Women. hence, the null hypothesis was rejected as the p-value is less than 0.05. mean score revealed that more experienced women have better stress management practices as compared to another experience group.

FINDINGS:

1. The most commonly used techniques were deep breathing (used by 45% of respondents), meditation (22%), and journaling (17%). The exercise was utilized by 11% of the sample. Less popular options included yoga (5%).
2. Participants rated each technique used on a scale of 1 (not at all effective) to 5 (extremely effective). Deep breathing received the highest average rating (4.2), followed by meditation (4.0), exercise (3.8) and journaling (3.5). Yoga practices were rated slightly lower at 3.3.
3. On average, respondents engaged in stress management techniques 2-3 times per week. The most frequent users (4-5 times per week) reported the highest perceived effectiveness

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ratings for all techniques. Irregular or infrequent use (once per week or less) was associated with lower perceived effectiveness.

KEY FINDINGS:

the data analysis revealed three key findings:

1. Deep breathing, meditation and journaling were the most popular stress management techniques.
2. Perceived effectiveness was highest for deep breathing and meditation.
3. More frequent use of techniques was associated with greater perceived effectiveness in reducing stress levels.
4. 31-40 age group women have better utilise stress management practices.
5. higher experience may lead to utilising better stress management techniques.
6. Women's health increases as stress management practices increase.

SUGGESTION

To effectively manage stress at the workplace, here are some suggestions:

1. **practice self-care:** - Make sure to eat healthy, exercise and get enough sleep. Take short breaks when possible to recharge. Engage in activities that you find meaningful or enjoyable outside of work. Stay socially connected to people who support you.
2. **Set clear boundaries:** Don't take on more work than you can handle. Learn to say "no" in a polite yet assertive manner when needed. Leave work at work when possible and avoid checking emails once you're off.
3. **Ask for flexibility:** - Don't be afraid to have open conversations with your manager about options for a more flexible schedule. If possible, ask to work remotely 1-2 days a week or adjust your work hours. Flexibility and control over your time lead to lower stress and higher job satisfaction. Be prepared to present a reasonable proposal outlining how a flexible schedule could benefit both you and your organization. Compromise when needed to find an arrangement that works for everyone.
4. **Set realistic expectations:** - As a woman in the workplace, it's important to set realistic expectations for yourself and your job. Don't take on more work or responsibility than you can handle, as this often leads to feelings of being overwhelmed and burned out. Learn to say "no" in a polite yet assertive manner when asked to take on additional duties beyond your current workload. Make a habit of leaving work on time when possible to avoid working long hours that exacerbate stress and anxiety.

CONCLUSION: -

as a working woman, you face unique challenges and stressors that can significantly impact your health, well-being, and job performance if left unaddressed. However, by incorporating some simple yet effective stress management techniques into your daily routine, you can better cope with workplace demands and pressures. Staying physically active, maintaining a healthy diet, practising mindfulness, strengthening social connections, and achieving greater work-life balance are all within your control. Make self-care a priority and commit to reducing stress in a sustainable way. Your productivity, relationships, and quality of life will benefit as a result. While there may be external factors contributing to your stress that you cannot change, you do have the power to influence your reaction and response. Choose techniques that resonate with you and stick with them. Your mental and physical health depends on it.

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Conflict of Interest

The author declared no conflict of interest.

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