Thematics Journal of Geography

ISSN:2277-2995
Vol-8-Issue-12-December-2019

A Study on Stress and Its Effect on Work Life Balance of Women Employees in Hospital With Reference To Thanjavur District

Vivek .M
MBA, Department of Management Studies
Bharath Institute of Science and Technology,
Selaiyur, Chennai, Tamil Nadu 600 073
Bharath Institute of Higher Education and Research

ABSTRACT

This research paper is to know the reasons for stress and its affect the work and life of women employees. Increasing work pressure, financial needs and recent technology are some factors that increase stress for women. This is based upon the current study made on above topic .It is clearly pictures the problem of women employee faced in balancing work life and how stress affect women personally and officially. Stress is unavoidable on the part of employees irrespective of the gender. Working women face more stress than others, its due to dual responsibility they handle, when responsibility increases work burden also increases and create stress which affects their living, women have more work life conflicts and find themselves complicated in handling stress. There by how they overcome the problems.

1. INTRODUCTION

Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and unrealistic. Life is and should be more fluid than that. The best work-life balance is different for each of us because we all have different priorities and different lives. Work-life balance teaches ways to manage both the different spheres of life by reducing the gap between professional and personal life so much that the dividing line almost disappears. Women generally find it difficult in balancing work and life which cause stress to them as both the lines are to be managed by them dual responsibility of women are increasing more now a days and nuclear family increases there pressure ,day by day the struggle is getting harder and harder.

2. REVIEW OF LITERATURE

Viljoen and Rothmann, have investigated the relationship between ―occupational stress, ill health and organizational commitment‖ (2009). They found that organizational stressors contributed significantly to ill health and low organizational commitment. Stress about job security contributed to both physical and psychological ill health. Low individual commitment to the organization was predicted by five stressors, such as Work-life balance, Overload, Control, Job aspects and Pay. 9

Barnett R.C. & Lundgren L. (1998)- This research paper found that the working women have to reschedule their work load/ obligations in order to manage the show at home and office. This also passes message that the perception of men towards women has not changed. It is again a woman, who has to make all sacrifice to take care of professional and family life.

Copyright ⓒ 2019Authors

ISSN:2277-2995
Vol-8-Issue-12-December-2019

Kinnunen U. & Mauno S(2001) This article highlights that high level of exhaustion faced by working parents negatively effects their family life and men are more critical of themselves as compared to women in terms of marital status as well as , as a parent. This ultimately leads to family dispute in family. So stress and exhaustion play important role in for negatively affecting the marital life of working couples.

Mathew R. V.& Panchanatham N. (2011)-This article identifies that women entrepreneurs in India have to play multiple roles which leads to stress and health related issues among women. Work life balance for women entrepreneurs is adversely affected with increase in work hours. The need of the hour is multidimensional talent employee. The women employees already proved their presence in the work force because of their ability and capability of delivering the job. Hence it is quite natural that this leads to stress and health related issues among working women. Not only in case of women, men also are exposed to such hazards.

Schmidt, Denise Rodrigues Costa; and et al, in their work on ―Occupational stress among nursing staff in surgical settings‖. They aimed at evaluating the presence of occupational stress among nursing professionals working in surgical settings and investigating the relations between occupational stress and work characteristics.10

3. WORK LIFE BALANCE

Work life balance is about creating and maintaining supportive and healthy work environments. Which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Numerous studies have been conducted on work life balance. According to a major study conducted during (2005) 1 in 4 employees experience high lutes of conflict between work and family based on work to family interference and caregiver strain .If rule overload is include, then close to percent of employees surveyed experience work-family conflict of all the job factors that influence work life conflict. The amount of time spent at work is the strongest and most consistent predictor. The higher rules of work to family conflict reported by management or professionals often are functions of their longer work hours .Today workers have many competing responsibilities such as work, children, house work, volunteering, spouse and elderly parent and this places stress on individual families and the communities in which they reside .Work-life conflict is a serious problem that impacts workers, their employer and communities. It seems that this problem increasing over time due to high female labour force participation rates, increasing numbers of single parent, families, and the pre dominance of the deal earned family and emerging trends as ours elder care. It is further exasperated with globalization an again population and historically low unemployment.

STRESS AND WOMEN

As far as stress is concerned, there is no universal definition of stress. Interestingly, most of the mechanical devices/structures are tested for stress levels in laboratories and manufacturing places for their prolonged life and efficient working. Both physical and psychological stressors have a tremendous impact on not only the employees' health, but also the organization's wealth. Stress has become a major concern of the modern times as it can cause harm to employee’s health and performance. However the present paper encloses the human stress, especially among women in hospital. Women at hospital are poorly affected as the working time is discomfort able for managing life, high disadvantage in the hospital sector is night shift where it gives more stress for

Copyright ⓒ 2019Authors

ISSN:2277-2995
Vol-8-Issue-12-December-2019

them. But many professionals are astonished as they encounter the down sides such as high stress, long hours client pressure and a lightly competitive environment insides the firm and industry. Which leads them being unable to finds the time to fulfill their personal life commitment leading to stress and work life imbalance. VI think the second problem is the one that needs to be addressed thoroughly as it becomes the main motive for many to pursue this profession , such as financial success .The down sides that are associated with the profession, such as high stress and tight time constraints, are often over looked to the benefit.

HOSPITAL SECTOR

Healthcare is defined as the prevention, treatment, and management of illness and the preservation of mental and physical well-being through the services offered by the medical and allied health professions. Healthcare is the maintaining and restoration of health by the treatment and prevention of disease especially by trained and licensed professionals (as in medicine, dentistry, clinical psychology, and public health). It is the prevention and treatment of illness or injury, especially on a comprehensive, ongoing basis.

4. OBJECTIVES

- To study about work life balance of women employees
- To know about the factors affecting work life balance among women employees
- To know about the effects of stress of women employees

5. DATA INTERPRETATION

WORK LIFE IMBALANCE OF WOMEN EMPLOYEES

65% of women strongly agree work life balancing increase stress on them, 25% of women have agreed, and 10% of population has stated neutral on response. The major respondents stated that they are not able to balance work and job.

WORK LIFE CONFLICT

Work-family refers to any connection between the work and personal domains of an individual **(**McCarthy). It refers to all activities that can affect work (or personal life) as a result of the engagement on activities related to the other side. This includes, but not limited to, childcare, social life, long time working hours, the need to travel and so on. On the other side presence of spouse and children, health problems, elder and children care, unsupportive family members all cannot help employee to focus at work.

STRESS AND BURST OUT

When people are highly stressed the common reflection of the filled in stress comes out as burst ,they yell or annoy at the co-workers and subordinates even it carries to their home the stress is busted on family members, its all negative impact of stress that causes mental illness and physical illness.

Copyright ⓒ 2019Authors

ISSN:2277-2995
Vol-8-Issue-12-December-2019

HEALTH ISSUES ON EMPLOYEES

Regularly communicate your performance observations, both positive and constructive, by identifying specifics on behaviours, performance and attendance. Documenting these factors may be helpful when developing an action or recovery plan or when determining if the employee is facing a medical or a performance problem.

LACK OF CHILD CARE

Child care is the action or skill of looking after children by a day-care center, babysitter, or other providers. Child care can also include advanced learning environments that include early childhood education.

LESS ATTENTION ON DEPENDEN

Within a family systems perspective, the chemically dependent member is not diseased but is playing a role, which is to act irresponsibly. This role has a homeostatic function. Typically, it serves to suppress more basic marital conflict, or to divert attention away from more threatening family issues.

STRESS FACTORS AFFECTING YOUR WORK FOR WOMEN EMPLOYEES

57 % of women strongly agree work life balancing increase stress on them, 28% of women have agreed ,and 10% of population have stated neutral on response and 5% of them have disagreed with stress and its effect on work life balance. Major causes of stress on women can be categorized on two ways

PHYSICAL EFFECTS

Feelings of nausea, Feeling faint or sweaty, Headaches or migraine, Indigestion, constipation ,Increased skin irritations e.g. eczema, an increase in minor illnesses, Feeling tired all the time

EMOTIONAL EFFECTS

Increased forgetfulness, Difficulty making decisions, A loss of a sense of humor, Increased irritability or moodiness, Negative thinking, Poorer concentration, Being constantly worried.

6. FINDINGS

- Major factors that affect the stress on women are Work pressure , job co-ordination ,job time at hospital(Night shift),Lack of family support
- Level of stress is high compared to men and married women are more stressed than unmarried women
- Health issues for women are more due to stress like Heart attack ,Increase blood pressure , sleeping disturbance , head ache , muscle tension and hormone imbalance result in Infertility

Copyright ⓒ 2019Authors

ISSN:2277-2995
Vol-8-Issue-12-December-2019

7. SUGGESTION

- When there is a great support of family women can balance their work and life.
- Well planning with priority helps to balance their work and life.
- Proper time management and well planned scheduled of work enable for smooth work and life.

8. CONCLUSION

One of the principal observations of Work-life Balance is that when work becomes a hobby and co-workers become family, there would be sufficient time to give to both career and family. Thus giving rise to the concepts of “family- work conflict” (FWC) and “work-family conflict” (WFC). The word Work-Life Balance is sometimes considered as interconnection with Work-family conflict. An enterprise cannot make any progress unless it has a well-trained, efficient and adequately motivated work-team. Similarly, individuals cannot derive job satisfaction and lead a high standard of living unless they are well trained and highly developed. Work Life Balance in the organization point of view, as they affect the mental health, physical health and well-being of employees.

9. REFERENCE

[1] Van Knippenberg, Daan. "Organizational Identification versus Organizational Commitment: Self-definition, Social Exchange, and Job Attitudes." Journal of Organizational Behavior 27.5 (2006): 571.
[2] Tracy, Sarah. "Becoming A Character for Commerce." Management Communication Quarterly 14.1 (2000): 90-128. Print.
[3] "Tips to Maintain Healthy Work-life balance". MyFitnessChat. 7 Nov 2019.
[4] Ford, Michael T.; Heinen, Beth A.; Langkamer, Krista L. (2007). "Work and family satisfaction and conflict: A meta-analysis of cross-domain relations". Journal of Applied Psychology. 92 (1): 57–80. doi:10.1037/0021-9010.92.1.57. PMID 17227151.
[5] Cinamon, Rachel Gali; Rich, Yisrael (2002-12-01). "Gender Differences in the Importance of Work and Family Roles: Implications for Work–Family Conflict". Sex Roles. 47 (11–12): 531–541. doi:10.1023/A:1022021804846. ISSN 0360-0025.
[6] Byron, Kristin (2005-10-01). "A meta-analytic review of work–family conflict and its antecedents". Journal of Vocational Behavior. 67 (2): 169–198. doi:10.1016/j.jvb.2004.08.009. ISSN 0001-8791.
[7] Gerbert, Frank (2010): Wenn Arbeit krank macht – Burn-out- das Leiden einer modernen Gesellschaft. Warum die Zahl der Ausgebrannten wächst. In: Focus no. 10/10, p. 92-103
[8] DESTATIS, Statistisches Bundesamt (Ed.) (2003): Wo bleibt die Zeit? Wiesbaden
[9] Garhammer, Manfred (2004): Auswirkungen neuer Arbeitsformen auf Stress und Lebensqualität. In: Badura, Bernhard/Schnellschmidt, Henner/Vetter, Christian (Ed.): Fehlzeitenreport 2003, Wettbewerbsfaktor Work–Life-Balance. Berlin
[10] Badura, Bernhard/Schnellschmidt, Hen-ner/Vetter, Christian (Ed.): Fehlzeitenreport 2003, Wettbewerbsfaktor Work–Life-Balance. Berlin

Copyright ⓒ 2019Authors