

Female employees and Job-stress

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Abstract

Stress is unavoidable characteristic of life and work. Stress at work place is a crucial matter in present world. The nature of work has gone through drastic changes over the last century and it is still changing at whirlwind speed. They have touched almost all professions. Job stress may be caused by a complex set of reasons. Like nature of job, job insecurity, high demand for performance, work place culture, technological changes, personal and family problems etc. So the purpose of this research is to investigate some factors affecting the job stress of the respective female employees. Respective scientific two hypotheses framed regarding type of family and mother employees and non- mother employees. Hypotheses were converted in to their null form to verify them. A random Sample of 60(30 mother employees and 30 non-mother employees) in Rajkot city. Along with the respective personal data sheet and job stress scale developed by A.K.Srivastav and A.P. Singh use from data collection. Only after but non-experimental verifyatory single within group design was adopted. Data was analyzed by 't' test verify the hypothesis. The result show that mother employees are more job stress than that of the non-mother employee, but there was no significant different found between the employee's types of family.

Introduction:

In our first paced society stress is very common. Now in a day all the people of world are suffering stress in job/work it may be job in work place or outside work place. Stress is unavoidable characteristic of life and work. In modern world stress has become pervading feature of people's life despite tremendous advancements in sciences and technology. Selye (1956) defined stress as "non-specific responses of the body to any demand made upon it stress at work resulting from increasing complexities of work and its divergent demand, has become a prominent feature of the modern organizations. Margolis, kores and Quinn (1947) defined occupational stress as "a condition at work interacting with worker's characteristics to disrupt his psychological and physiological homeostasis". caplan cob and French have accordingly defined occupational stress "any characteristics of job environment which pose a threat to the individual". Copper and marshall have expressed that "by occupational stress is mental negative environment factors or stressors associated with a particular job". McGrath has described occupational stress as "an environmental situation perceived as presenting a job demand which seems to exceed the capacity and

resources of the employee to meet or deal with it'. Occupational stress describes physical, mental and emotional wear and tear brought about by incongruence between the requirement of the job and the capabilities. Resources and needs of the employee to cope with job demands. Over 70% of employees world-wide describe their jobs as stress with more than one in five reporting high levels of stress at work on a daily basic.

Thus nobody people are free from stress in the world. But in that case stress at job place is a crucial matter in present world. The nature of work has gone through drastic changes over the last century and it is still changing at whirlwind speed. They have touched almost all professions. Job stress may be caused by a complex set of reasons; some of the most visible causes of work place stress are job insecurity, high demand for performance, technological changing, and job place culture, personal and family

The main objective of this research is to investigate to some factors affecting the job stress of the respective female employees.

Objectives:

1. To study the job stress of female employees.
2. To study the job stress of mother and non-mother female employees.
3. To study the job stress of joint family and nucleus family of female employees.
4. To suggest the way for management of the stress.

Hypothesis:

1. There is no significant difference between the mean of the score of the job stress of mother employees and non-mother employees.
2. There is no significant difference between the mean of the score of the job stress of joint family and nucleus family of female employees.

Methodology:

Sample: In accordance with the aim of the present study Totally 60 female employees were randomly selected. Sample and its selection, 30mother employees and 30 non-mother employees.

Tools:

Two tools were used for the present study. They are

- (1) personal data sheet
 - (2) job stress scale
- (1) **Personal data sheet:** A personal data sheet was prepared to collect the information from the person under experiment. The personal data sheet contains detail about age, income, types of family, job experience types of job, mother-non- mother etc...
- (2) **Job stress scale:** In this study job stress scale developed by A.K.Srivastav and A.P. Singh was used to measure job stress of female employees. There are five options in this scale. In this scale minimum '46' score and maximum '230'score can be got. Here for the level of job stress interpretation, higher score has high and lower score has low job stress. There was no time limit for this scale.

Statistical analysis:

To analyze the achieved data, the following statistical devices were used.

1. mean
2. standard deviation
3. 't' test

Result & discussion:

The aim of the present study was to study stress of mother employee and non-mother employees. The collected data is given in the following table.

HO.1 There is no significant difference between the mean of the score of the job stress of mother employees and non-mother employees.

Table-1 ‘t’ score of the job stress of mother employee and non-mother employees.

Sr.	Particular	n	Mean	SD	‘t’	Significant level
1	Mother employee	30	168.37	19.45	2.85	0.05
2	Non-mother employees.	30	154.37	18.56		

The above table shows that the numbers of mother employee and non-mother employees are 30. The means of the job stress of mother employee and non-mother employees are 168.37 And 154.37 respectively. ‘t’ test is found 2.85 which shows the difference of 0.05 at the level of Significance.

The mean of the scores of job stress of mother employee are more than that of the non-mother employees. That’s why the fact of hypothesis is unaccepted and it can be said that there is a significant difference between the job stress of mother employee and non-mother employees.

HO.2 there is no significant difference between the mean of the score of the job Stress of joint family and nucleus family

Table-2 ‘t’ score of the job stress of joint family and nucleus family

Sr.	Particular	n	Mean	SD	‘t’	Significant level
1	Joint family	34	147.47	40.74	0.38	NS
2	Nucleus family	26	151.54	42.23		

The above table shows that the numbers of joint family and nucleus family employees are 34and 26. The means of the job stress of the joint family and nucleus family are 147.47 and 151.54 respectively. ‘t’ test is found 0.38 which shows the not significant difference between joint family and nucleus family employees . That’s why the fact of hypothesis is accepted and it can be said that there is no significant difference between joint family and nucleus family employees.

Conclusion:

1. The job stress of mother employees are more than that of the Non-mother female employees.
2. There is no significant difference between joint family and nucleus family female employees.

References

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