

STRESS LEVEL AMONG THE WORKING WOMEN IN TEACHING INDUSTRY WITH RESPECT TO BANGALORE CITY, KARNATAKA, INDIA

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Abstract- Work, money and family are the most common sources of stress. The common types of stress which are found amongst working women in the teaching industry are: conflict, interpersonal, work load, fear or anxiety, multitasking, physical discomfort and work life balance. The basic aim of this research article is to analyze the stress level among the women faculty member working in private colleges at Bangalore city. The data is collected from both that is Undergraduate and Post graduate faculty members for this research article. It's found that more the number of years of experience will make the women to deal with work pressure effectively and also they will be able to deal with conflict in better way. If the research may have been done on the stream basis like Arts, Management, Commerce and Science based faculty than it's assumed that the results may vary.

Keywords: Stress, Working women, Teaching, psychology, financial and mental situation.

INTRODUCTION

Work, money and family are the most common sources of stress. The common types of stress which are found amongst working women in the teaching industry are: conflict, interpersonal, work load, fear or anxiety, multitasking, physical discomfort and work life balance. Stresses levels are rising among Indians working women are growing high. So the employees should be having a positive attitude towards work, should accept sometimes that there is work which are not controllable, should be insistent and should not be aggressive, should not become depressed instead should express the feelings

&beliefs, should do regular exercise and yoga, and should have healthy food, and the employee should be clear towards her requirement at the work place & make some time in between to relax & should avoid conflict & try to mingle socially with everyone at the organization .

Stress Management is a method and mental hygiene aimed at dominant an employee's stress level at the organization. The employee should keep up time management, this skill will perceive destination. Setting, booking and pace are compelling ways to deal with lessen pressure level. More than that, employees must maintain their physical and psychological wellbeing with customary exercise, good food habit's, great rest propensities and care rehearses.

In today's world stress can be managed by using methods such as Psychologist, who may assist a person with reducing their feeling of anxiety & give constructive data.

Both the individual and the organization are approachable in maintaining the stress level of the employee by - balanced mental administration, medical institution, activity & by talking to them. The psychologist helps towards improve his/her skill and resources and try to figure out the situation and control the stress caused by the situation.

The organization helps to prevent & manage the working place level of stress by interventions. As the organization is one of the place where the employees are having high level of stress .So the approach is to help out the employees the people who can't balance their mental pressure in the place of work.

Organization interventions have various types ranging from structural (work schedules which are physical environment,) to psychological (which includes control over work, participation & social support)

REVIEW OF LITERATURE

Mrs. G KusumaKumari, Mrs. Dr.Saradadevi (2016) the researcher has emphasized the role of women in different areas like family and workplace. It's found in this research article that the working women will suffer more amount of stress as they need to manage both that is family and working place both. That is the main reason why most of the women will become aggressive in nature in workplace and many times its found that this will lead to disturbance in their life.

Ms. Shruti Shukla, Dr.MamtaJaiswal, Kiran Agrahari and Archanashingh (2017) the study is predominantly focused on the stress management and the author has specifically focused on the stress of working women since they play a dual role both as housewife and building their career. The entire study & conclusion was based on the sample of 100 women's with a mixture of working & non-working women's and concludes that working women's goes through a lot of stress comparatively, for the fact that they play a dual role.

Syed Andleeb Andrabi, Dr. Syed Arshad Hussain Andrabi (2019) the study was to assess the stress of a women teacher is Government & Private Schools at Secondary School level in Pulwana. To make this study the authors deployed the random sampling technique from both Government & Private teachers which resulted in no significant difference in stress from both the Governement& Private teachers in Secondary School.

Mr. Harilal.A& Mr. Santhosh.VA (April 2017) the researcher exquisitely explains the important role played by women in both organizations & in family, thus they get into lot of stress for the fact they handle both Carrer& Family. However, as per the study the author concludes that the Financial Situation of the family makes an impact on the stress level for women among both the types of women's.

Prof. Parul Tripathi, Prof. Sandeep Bhattacharjee (February 2012) the researcher have focused on the Psychological Stress of a working women and also describes how a woman in today's day is being successful by balancing their work & the family ethos. The Authors have done a detailed study on women's working in different Industry and also concludes that Working women's goes through a lot of stress when compared to working men.

Sayeda Meharunisa (September 2109) the researcher main focus of this article is on establishing the relationship between the work life balance of women with reference to stress during the job. The researcher has used the Random Sample Technique was employed to collect the primary data using the statistical tool and concluded that pay structure & hectic work schedules were the major cause of stress which resulted in financial problem & decrease the productivity of the working women & hence author concludes that there is a positive relationship between stress & work life.

Asonaba Kofi Addison, George Yankyera (MEd) (2015) the Authors have focused on Akim Municipality of Ghana to know how female teachers manage stress and burnout, for which the authors conducted a quantitative research approaches through questionnaires. The Authors suggests that more of Training programmes to be conducted by Government for female teachers.

G.Revathi, Dr. D. Venkatrama Raju (2015) the Study is focused on the stress of a woman teacher in colleges in Chennai City, to accomplish the objective of this research, a structured questionnaire was designed to conduct on different age groups of teachers. Every age group has its own concerns but overall for all the age groups the stress leads to increase in blood pressure, depression and anxiety and increase in perspiration & the study concludes the best practices like Yoga, exercise, meditation etc to manage the stress.

Mrs. G KusumaKumari; Mrs. Dr.Saradadevi (2016) The Authors have made the study based on the stress of a working women in twin cities where a woman needs to balance both work place & family commitments. Due to this stress there is lot of other problems which a woman has to undergo in their day to day life. The Authors concludes that it is

important that the workplace where women are working needs to be continuously monitored for stress problems & promote healthy & fair work environment.

RESEARCH METHODOLOGY

The main aim of this research article is to analyze the stress level among the women faculty member working in private colleges at Bangalore city. The data is collected from both that is Undergraduate and Post graduate faculty members for this research article. The researcher has framed the structured questionnaire for the purpose of collecting the primary data. The Questionnaires are designed based on the problem identified as per the review of literature.

Most of the questions are framed based on the Likert Scale Techniques. The researcher has calculated the Mean, Frequency, etc and for the purpose of Hypothesis testing Chi Square test has been applied. The researcher has used the convenience sampling method for the purpose of collecting the data. Sampling units belongs to the working women working in under graduate and post graduate colleges in Bangalore. Sample size for the Survey is 500 respondents. Questionnaire was sent to approximately 1280 women who are working in colleges.

DISCUSSION AND ANALYSIS

TABLE 1: TABLE SHOWING THE AGE OF RESPONDENT

AGE GROUP	FREQUENCY	PERCENT
BELOW 35	220	44
35-45	190	38
45 AND ABOVE	90	18
TOTAL	500	100

TABLE 2: TABLE SHOWS AVERAGE (MEAN) AND STANDARD DEVIATION OF STRESS LEVEL AMONG THE WORKING WOMEN IN TEACHING INDUSTRY

PARTICULARS	N	MEAN	STANDARD DEVIATION
Policies of the Management	500	2.42	1.19
Lack of support	500	3.4	0.977
Excess level of workload	500	3.4	1.114
Behavior of the student	500	3.63	1.10
Excess number of working hours	500	3.73	1.125
Lack of recognition	500	3.05	1.10
Workplace bullying	500	3.15	1.297
Poor communication	500	2.5	0.8
Lack of freedom in academics	500	2.46	1.020
Course and curriculum	500	2.11	0.642

TABLE 3: TABLE SHOWING THE RANK BASED ON AGE OF THE RESPONDENT AND REASONS FOR STRESS

AGE GROUP	CAUSES	RANK
BELOW 35	Lack of support from Management	3
	Lack of recognition	2
	Behavior of the student	4
	Type of Job (Permanent or Temporary)	5
	Excess level of Workload	1
	Course and curriculum	6
	Lack of freedom in academics	7
35-45	Excess level of Workload	3
	Workplace bullying	4
	Poor communication	6
	Number of students for a session	5
	Lack of restrictions during delivery	1
	Behavior of the students, Parents and superior	2
45 AND ABOVE	Requirement of the assessment	2
	Policies of the Management	1
	Degradation of education system	3
	Public esteem is very low	4

TABLE 4: TABLE SHOWS WOMEN IN TEACHING INDUSTRY WITH REFERENCE TO LEVEL OF STRESS

STRESS LEVEL SCORE	RESPONDENT	PERCENTAGE
LOW LEVEL	120	23
MODERTALE LEVEL	290	59
HIGH LEVEL	90	18
TOTAL	500	100

TABLE 5: TABLE SHOWS HYPOTHESIS TESTING BETWEEN THE AGE GROUP OF THE RESPONDENT AND THE LEVEL OF STRESS AMONG THE RESPONDENT

H0: There is no association exist between the age of the respondent and the stress level among the respondent.

H1: There is an association exist between the age of the respondent and the stress level among the respondent.

AGE GROUP	Level of Stress			Total
	Low level	Moderate level	High level	
BELOW 35	90	130	0	220
35-45	0	190	0	190
45 AND ABOVE	0	60	30	90
TOTAL	90	380	30	500

Chi – Square Tests

	Value	df	Asymp. Sig
Pearson Chi Square	48.534	8	0.000
Likelihood Ratio	34.215	8	0.000
Linear by Linear Association	20.369	1	0.000
N of Valid Cases	500		

Interpretation

The Calculated value of Chi Square test is more than the 0.05 as a result Null Hypothesis will be rejected that means there is a association exist between the age of the respondent and the stress level among the respondent.

TABLE 6: TABLE SHOWS AGE OF THE RESPONDENT AND THE IMPACT OF STRESS IN WORKPLACE

H0: There is no association exist between the age of the respondent and the impact of stress in workplace among the respondent.

H1: There is an association exist between the age of the respondent and the impact of stress in workplace among the respondent.

AGE GROUP	EFFECT OF STRESS IN WORKPLACE			Total
	Increased BP	Anxiety and the Depression	Increase in Perspiration	
BELOW 35	20	90	30	140
35-45	110	100	60	280
45 AND ABOVE	40	30	10	80
TOTAL	170	220	100	500

Chi – Square Tests

	Value	df	Asymp. Sig
Pearson Chi Square	78.642	6	0.000
Likelihood Ratio	44.951	6	0.000
Linear by Linear Association	29.233	1	0.000
N of Valid Cases	500		

As the calculated value of Chi square test is more than the 0.05 p value Null hypothesis will be rejected therefore it proves that there is an association exist between the age of the respondent and the impact of stress in workplace among the respondent.

TABLE 7: TABLE SHOWS AGE OF THE RESPONDENT AND MANAGING THE STRESS IN WORKPLACE

H0: There is no association exist between the age of the respondent and managing the stress in workplace among the respondent.

H1: There is an association exist between the age of the respondent managing the stress in workplace among the respondent.

AGE GROUP	MANAGING THE STRESS IN WORKPLACE			Total
	Exercise on Regular basis	Having Positive Attitude	Meditation and Yoga	
BELOW 35	110	20	70	200
35-45	20	90	30	140
45 AND ABOVE	20	100	40	160
TOTAL	150	210	140	500

Chi – Square Tests

	Value	df	Asymp. Sig
Pearson Chi Square	85.484	8	0.000
Likelihood Ratio	69.843	8	0.000
Linear by Linear Association	12.474	1	0.000
N of Valid Cases	500		

As the calculated value of Chi square test is more than the 0.05 p value Null hypothesis will be rejected therefore it proves that there is an association exist between the age of the respondent managing the stress in workplace among the respondent.

CONCLUSION

This research article has emphasized on the reasons to have stress in work place with special reference to women. The respondents were selected from most of the degree and post graduate colleges. It's proved that age of the respondent is having a association with respect to impact of stress and managing the stress. It's found that more the number of years of experience will make the women to deal with work pressure effectively and also they will be able to deal with conflict in better way. More the years of experience will make the people to handle this work pressure in better way. It's even found that most of the time respondent feel stress when do not plan the things in advance. Due to unplanned way of working will also contribute towards the more amount of stress on women. If the activities are planned in better way than the level of stress will be very less.

SCOPE FOR FURTHER RESEARCH

The respondent selected were from the Degree and Post graduate faculty members. If the research may have been done on the stream basis like Arts, Management, Commerce and Science based faculty than its assumed that the results may vary. Even if the institutions can be divided among private and government sector wise the result will be absolutely different and comparative analysis can be done.

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