

A STUDY ON STRESS MANAGEMENT OF PRIVATE SECTORS WOMEN EMPLOYEES IN THOOTUKUDI DISTRICT

Dr. M. JAGADEESWARI
Assistant Professor of Commerce
Dr.M.G.R. Janaki College of Arts and Science
Chennai

Abstract

Employees face many obstacles in their personal as well as in work life, which leads to low morale and low productivity. The study attempts to know the level of stress among the women employees in private sector. Data was collected from the employees through structured questionnaire and they were analyzed using statistical tools such as Correlation and ANNOVA with the help of SPSS Packages which helps in knowing the factors that influences towards stress and to know the measures for improving the overall efficiency and productivity of organization.

Introduction

The Present day life is full of hassles, deadlines, frustrations, and demands. Now-a-days several people, undergoes stress in their day to day life. Stress isn't always bad. In small doses, it helps in performing under stress and encourages in to doing their work in best manner. But when we're regularly successively in emergency mode, our mind and body pays the value. Stress differs from person to person. Some people are

intelligent to roll with the punches, while others seem to collapse in the face of far smaller obstacles or frustrations. Some people even seem to increase on the stimulation and challenge of a high-stress lifestyle. Bearing capability of people under stress depends on many factors, including the quality of your associations, your general outlook on life, your emotional intelligence, and genetics.

Inter-Correlation

The inter-correlation matrix of selected stress related explanatory variables, namely D2-Health outcomes, D6- Atmosphere/Conditions and Rewards, D7- Operating policies, D10- Span of control and D12-Innovations and changing developments with dependent variable D1- Job factor & job culture and climate is computed in order to study the relationship between and the results are furnished below.

Table -1
Inter-Correlation Matrix

Exp.	D2	D6	D7	D10	D12	D1
D2	0.34	0.10	0.13	0.07	0.09	0.76**
D6	0.25	0.14	0.15	0.08	0.10	0.74**
D7	0.24	0.11	0.19	0.09	0.10	0.74**
D10	0.24	0.10	0.15	0.11	0.11	0.75
D12	0.23	0.10	0.13	0.09	0.14	0.70

** -Significant at 1 % level

It is seen from the above table shows the correlation between all the explanatory variables are highly significant and positive. Further, it is also mentioned these explanatory variables are highly, significantly and positively correlated with the dependent variable connected load

Path Analysis

The direct effect of each of the descriptive variables on the dependent variable and the not direct outcome of each descriptive variable on the dependent variable through other descriptive variables are furnished in the table given below.

Table-2
Direct & Indirect Effect of Explanatory Variables on Dependent Variable

	D2	D6	D7	D10	D12	D1
D2	1.0					
D6	0.7**	1.0				
D7	0.7**	0.7**	1.000			
D10	0.6**	0.7**	0.7**	1.00		
D12	0.6**	0.7**	0.7**	0.779**	1.00	
D1	0.7**	0.7**	0.7**	0.7* *	0.7* *	1.0

It is seen from the above table says that among the six explanatory variables, three explanatory variables, namely D2, D6 and D7 had a higher positive direct effect on the dependent variable D1. The variable D2 also had a higher positive indirect effect on D1 through D2 and d7. Similarly the variable D6 also has a positive indirect effect on the dependent variable through D2 and D7. Similarly the variable D7 also had a positive indirect effect on the dependent variable through D2 and D6. Hence the three explanatory variables D2, D6 and D7 are substantially important contributing variable to D1

Regression Analysis

Multiple regression analysis of D1- Empowerment of women was performed with variables D2-Exp, D6- Educ, D7-Hrs of work, D10 –Family size and D12- Earners and the following regression model is fitted for presentation $Y = b_0 + b_1 D1 + b_2 D2 + b_3 D6 + \dots$

Where b1, b2, and b6 are partial regression coefficients; BO-constant the results are accessible in the following table

Table – 3

Regression Model for Y-Empowerment
 *- : Significant at 5 % **: significant at 1% level.

$$\text{Regression Fitted: } Y = 3.534 + .299 D2 + .218 D7 + .142 D12 + .149 D6 + .111 D1$$

Table -4
 Analysis Of Variance for Regression

Source	S S	D F	M S	F
Regression	31339.37	5	6267.8	279.01**
Residual	13343.69	594	22.46	

** - Significant at 1 % level

The following multiple regression models indicated that out of the 12 stresses related explanatory variables, 5 Variables namely, D2, D7, D12, D6 and D10 have significantly contributed to D1. The analysis of variance of multiple regression models for D1 indicates the overall implication of the model fitted. The coefficient of determination, R2 assessment showed that these variables put jointly explained the variations of Y to the extent of 70.5 %.

Agreeability on Opportunity for Growth and Security among Women Employees

Step Wise Discriminate analysis is an arithmetical method which allows studying the differences between two or more groups with high opinion to several

variables along with and providing a means of categorize any purpose/individual into the group with which it is most closely related and to infer the relative significance of each variable used to discriminate between different groups. A linear combination of analyst variables, subjective in such a method that it will best differentiate among groups with the least error is called a linear discriminate function and is given by:

$$D = L_1 \cdot X_1 + L_2 \cdot X_2 + \dots + L_K \cdot X_K$$

where Xi ‘...is predictor variables, Li’s represents the discriminate coefficients, and D is the value of the discriminate function of a particular individual /element, such the individual value is greater than a certain critical value $D^* = (D1 \text{ bar} + D2 \text{ bar})/2$, the individual would be classified in group I; otherwise the individual would be classified in Group III.

In the present study there are three groups, specifically Consumers with lower agreeability (Group I: n1=190), with medium agreeability (Group II: n2=202) and with higher agreeability (group III: n3=208). Group II has been excluded from the analysis. 8 Predictor variables considered for the analysis includes the following:
 X1-age, X2-education, X3-marital status, X4-nature of family, X5-total no of dependents X6- organization employed,

X7-Designation and X8-Salary per month and X9-Relationship with colleagues.

Table – 5
Agreeability on Opportunity for Growth and Security

Personal Variables	Mean Score	
	Lower agreeability (N ₁ =190)	Higher agreeability (N ₃ =208)
X1-Age	1.847	1.625
X2-Education	2.479	2.327
X3-Marital status	1.600	1.654
X4-Nature of family	1.568	1.548
X5-Total no of dependents	2.595	2.663
X6-Organisation employed	1.600	1.375
X7-Designation	2.089	2.120
X8-Salary per month	4.458	5.813
X9-Relationship with colleague	2.932	3.553

Table -6
Tests of Equality of Group Means
Univariate ANOVAs

Personal Variables	Wilk's Lambda	F(DF =1,396)	Sig
X1-Age	0.984	6.245*	0.013
X2-Education	0.995	2.108	0.147
X3-Marital status	0.998	0.788	0.375
X4-Nature of family	1.000	0.166	0.684
X5-Total no of dependents	0.999	0.473	0.492
X6-Organisation employed	0.982	7.101**	0.008
X7-Designation	1.000	0.063	0.803
X8-Salary per month	0.937	26.558**	0.000
X9-Relationship with colleague	0.920	34.534**	0.000

*- Significant at 5 % level

** -Significant at 5 % level

It is seen from the above table 5.5 that among the personal variables, four variables X1, X6, X8 and X9 differ significantly between the two groups of respondents

Step wise disriminent function fitted

$$D = -2.125 - .501 X8 + .142 X6 + .655 X7$$

Test Functions Eigen value:

.127Percentage of variation explained: 100

Wilks Lambda = .887; Chi-square=

47.2**; DF = 3; p = .000 Canonical

Correlations: .336

Classification of Individual

The study of discriminate function fitted and the experiential predictor variables of the companies, the companies are confidential and the correct % of arrangement is presented below.

Table -7

Percentage of Correct Classification by Using Discriminate Function

From the above table 7 it is observed that out of 190 women employees with lower agreeability score, 98 (51.6 %) were correctly classified; out of 208 women employees with higher agreeability score, 171 (82.2 %) were correctly classified. Hence the percentage of correct classification is $(269/398)*100\%$ or 67.6 % of original grouped cases correctly

Consumers with	Using the Dis. Function fitted Consumers are classed as		Total
	Lower agreeability	Higher agreeability	
Lower agreeability	98	92	190
Higher agreeability	37	171	208

classified. The percent of correct classification of Consumers using the observed observation clearly indicates adequacy of the model in discriminating between the two groups.

Relative Importance of Predictor Variable

The relative importance of each predictor variables in discriminating between the two groups is obtained and the results are presented below

Table -8

The Relative Importance of Variables in Discriminating Between the Groups

Independent variables.	(ij)	(rj)	Rank
X6- Organisation employed	0.031	4.36	2
X7- Designation	0.020	2.78	3
X8-Salary per month	0.678	92.86	1
Total	0.731	100.0	

Among the variables under study, three variables namely, X6, X7 and X8 are substantially important variables in discriminating between groups namely respondents with lower and with higher agreeability score among women employees on opportunity for growth and security.

Suggestions

- Proper selection and preparation, reasonable encouragement, wise decisions and fair distribution of work can do much to eliminate the causes of stress.
- Stress management programmes to women employees of private sector should be periodically conducted.
- Management should be aware of both physical and mental health conditions of private sector employees and it should make friendly suggestions to them. Such counseling by management will help them to be free from psychological stresses.

Conclusion

It is expected that every top supervisory incurs stress when he

discharges his duties but he must identify the art of overcoming stress. If he has less stress it will unquestionably increase his competence. Situations causing stress differs from individual to individual. Changes in surroundings are rather predictable and stress caused due to changes can be considerably summary by learning to face such changes and adverse situation boldly. The present study is an attempt to study the level of stress among the women employees of private sector. The findings of the present study will be exceptionally much accommodating to the policy makers of private sector in general and individual employees who are working in private sector in particular to formulate policies and practices to minimize the problem of stress and improve the overall efficiency and productivity.

Reference

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