

CHAPTER I

INTRODUCTION

1.1 INTRODUCTION

Stress is a common phenomenon experienced by individuals in the workplace, and women employees are no exception. Women face a range of unique challenges in the workplace, including gender-based discrimination, unequal pay, and a lack of representation in leadership roles, which can contribute to increased stress levels.

There are several factors that can influence the stress levels of women employees. One of the primary factors is work-life balance, as women often face additional responsibilities outside of work, such as caring for children or elderly relatives. This can lead to feelings of overwhelm, exhaustion, and burnout, which can negatively impact job performance and overall well-being.

Another factor that can contribute to stress levels is workplace culture and environment. Women may face gender-based discrimination or harassment, which can create a hostile work environment and contribute to feelings of anxiety and stress. In addition, a lack of diversity and inclusion in the workplace can lead to feelings of isolation and contribute to stress levels.

The demands and expectations of the job itself can also impact stress levels, as women may face additional pressure to prove themselves and overcome gender-based stereotypes and biases. This can lead to feelings of insecurity, self-doubt, and stress, which can negatively impact job performance and overall well-being.

Finally, external factors such as financial concerns, family responsibilities, and societal expectations can also contribute to stress levels for women employees. These factors can create additional pressures and responsibilities outside of work, which can make it difficult to manage stress and maintain a healthy work-life balance.

Overall, the factors influencing stress levels among women employees are complex and multifaceted, and require a comprehensive approach to address. By addressing the underlying causes of stress and implementing strategies to support women employees, organizations can create a more supportive and inclusive work environment, which can help to reduce stress levels and promote well-being.

Workplace Culture: Adjusting to the workplace culture, whether in a new company or not, can be intensely stressful. Making oneself adapt to the various aspects of workplace culture such as communication patterns of the boss as well as the co-workers, can be a lesson of life. Maladjustments to workplace cultures may lead to subtle conflicts with colleagues or even with superiors. In many cases office politics or gossips can be major stress inducers.

Job Insecurity: Organized workplaces are going through changes under intense economic transformations and consequent pressures. Reorganizations, takeovers, mergers, downsizing and other changes have major stressors for employees, as companies try to live up to the competition to survive.

High Demand and Performance: Unrealistic expectations, especially in the time of corporate reorganizations, which sometimes puts unhealthy and unreasonable pressures on the employee, can be a tremendous source of stress and suffering. Increased workload extremely by long working hours and intense pressures to perform at peak levels all the time for the same pay, can actually leave an employee physically and emotionally drained.

Technology: The expansion of technology – computers, pagers, cell phones, fax machines and the internet has resulted in heightened expectations for productivity speed and efficiency, increasing pressures on the individual worker to constantly operate at peak performance levels. Workers working with heavy machinery are under constant stress to remain alert. In this case both the worker and their family members live under constant mental stress.

Personal or Family Problems: Employees going through personal or family problems tend to carry their worries and anxieties to the workplace. When one is in a depressed mood, his unfocused attention or lack of motivation affects his ability to carry out job responsibilities. Absence of reciprocal and joint emotion management within family is a nagging stressor for women.

1.2 SIGNIFICANCE OF THE STUDY

- To find out root causes of stress in your personal life and professional life.
- To examine the soundness of the methods followed in reducing the stress.
- Learn healthy ways to relieve stress and reduce its harmful effects.

- Examine their influence on the existing pattern of stress management.
- Who are the more effecting person in the family.
- How they are balancing family and professional as women.

1.3 STATEMENT OF THE PROBLEM

The present problem is to study on stress on women employees in selected Kannur Co-operation. Today most of the working women are experiencing stress at work. Balancing of work and family life became difficult for every women employee in any sector. Most of the times women employees are facing a lot of stress and it creates a massive problem. Stress Management can enable employees to improve their family and personal life. Hence the study is aimed to find out predominant factors that causing stress and to enable with them proper stress management techniques.

1.4 OBJECTIVES OF THE STUDY

The following are the objectives of the study:

- To know the level of stress on working women.
- Determine the primary factors contributing to stress among women employees in various professional settings.
- To investigate how work demands impact the work-life balance of women employees, and explore strategies to address these challenges.
- To study the factors influencing affecting stress on working women.
- To identify the impact of stress on women employees.

1.5 SCOPE OF THE STUDY

The study to ensure fairly an adequate representation of all working women's surrounding area of the Kannur Co-operation only.

1.6 RESEARCH METHODOLOGY

Research methodology is a method that can used to solve research problems. It helps to studying how research is done scientifically. It explains why a research has been undertaken, how the research problem has been explained, what data have been collected, how to calculate and use various statistical measures.

1.6.1 SAMPLING TECHNIQUE:

Simple random sampling has been adopted to elicit the required information from the respondents.

1.6.2 SAMPLING SIZE:

The number of sampling units selected from the population is called the size of the sampling. In this project the sample size selected for the study was 50 respondents.

1.6.3 SAMPLING UNIT:

The sample unit is limited to women employees in Kannur Co-operation

1.6.4 SOURCES OF DATA:

PRIMARY DATA

Primary data refers to the first-hand information collected by the researcher, specific to the research problem. It includes using primary data collection tools such as personal interview etc. The primary data was collected from the respondents by administering a structured questionnaire.

SECONDARY DATA

Apart from the primary data collected the data is also collected from various magazines, websites etc.

TECHNIQUES OF ANALYSIS

Simple percentage method has been used as a tool of analysis. The results are presented using tables and charts.

Percentage of respondents = $\text{No. of respondents} / \text{Total no. of respondents} * 100$.

1.7 LIMITATION OF THE STUDY

- The study is limited to working women in Kannur Co-operation only.
- The respondents were reluctant to give information due to their busy schedule .
- Research is not been carried out for the extended period of time.
- Managers and employees hesitate to reveal all the information.

1.8 CHAPTER SCHEME

The study has been arranged into 4 chapters.

- The first chapter deals with introduction, statement of the problem, objectives, scope, research methodology and limitations of the study.
- The second chapter deals with Review of literature
- The third chapter deals with theoretical frame work.
- The third chapter includes analysis and interpretation of collected data.