



MANAGEMENT OF STRESS AMONG WOMEN'S THROUGH PSYCHOLOGICAL MEASURES

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ABSTRACT

Globalization and liberalization of the economy has increased the competition among corporate sector. It also emerges in human being as a result of pressures emanating from several experiences or challenging situation. Organisational life is quite stressful. Work pressures, tight schedules, meetings, unhelpful colleagues, critical bosses, incompetent subordinates made the life of executives quite miserable. Individuals and organisations have to pay economic and human cost due to these problems. Stress is defined as "the non-specific response of the body to any demand placed upon it". Stress at work can be a real problem to the organization as well as for its workers. Good management and good work organization are the best forms of stress prevention. If employees are already stressed, their managers should be aware of it and know to help. Work related stress is the response people may have when present with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope. Rapid changes in traditional values, life styles, competitiveness and industrialization are the few factors that have changed the whole environment. This change in environment has encouraged and motivated the women for search of work outside the home, which creates stress in women who handled the role of housewife, mother and employed woman at a time.

KEY WORDS: Stress, Women's, Counseling.

INTRODUCTION

Concomitant with increasing education, a new trend emerging in the Indian Scenario is the increased participation of women in paid employment. Fulfilling her economic needs, employment has made her economic needs, independent with an identifiable social status. At the same time she appears to be juggling in the two main domains of lifework and family, so much so today the issues pertaining to women have become of social and political relevance in India. Enjoying emancipation, today's women has taken up employment but she feels still embedded in the strands of home responsibilities which are her prime concern.

A close perusal of the situation of the dual career women in the contemporary Indian society reveals that the experience of daily hassles varies with age and type of family. The nature and type of demands made on an individual often varies with age. For instance, younger married women have adjustment problems (adjusting with growing children, busy husband) different from the older married women (psychological and physiological changes, deteriorating health). Type of family too plays an important role in shaping the experience of daily hassles.

Status of working women The situation is changing with the entry of women to employment. The concept of working women in the lower class is an old one and has been accepted socially. But the women of middle and upper middle classes entering various vocations is a comparatively recent phenomenon. The spread of higher education among women and economic pressure to maintain high standards of living have

forced many women belonging to these strata of society to join various professions. It has contributed positively to the change in the status and the role of women in family and society. Now she is contributing to family earning.

In recent times, much importance is being given to the employment of women. Though it causes many privileges for them like self-dependence, improvement in social and financial status but in return, they suffer many cumbersome problems like double burden at home and the place of work, physical and mental discomforts and moreover an over-busy life. There is an impression that after independence, due to various socio-economic and political reasons middle class women started taking up jobs. But at that time, they were supposed to take up only those jobs, which were considered good by the society to be respectable for them. And now, it is found that educated women work in every sphere. They are not only tolerated and accepted by the society, but also affects their attitudes; behavior and even their personality.

SYMPTOMS OF STRESS

When a physical danger occurs, the body needs the fight-or-flight response to survive. For example, if you step into the street and see a car rushing toward you, the stress response allows you to have the strength and energy needed to leap out of the way. It is now clear, however, that psychological stress, particularly if chronic, can have deleterious effects on the body. If stress is prolonged and repeated, causing the sympathetic nervous system to activate often over time, this can contribute to the development of diseases such as hypertension (high blood pressure). The increased cortisol associated with stress "can decrease the activity of the immune system enough to reduce the body's resistance to infection" and can "worsen the symptoms of diabetes because of its anti-insulin effects, and it can cause increased rate of death of neurons.

CAUSES OF STRESS

The most common causes of stress - chronic stress, that is - are emotional stressors. Psychological stress tends to be ongoing, and therefore causes more symptoms, than physical stresses (like prolonged exposure to cold, extreme exercise, physical injury, etc). Physical stresses are more often acute events that are appropriately dealt with by the body's stress response. The fight-or-flight response is not usually very effective in dealing with stress that has emotional causes. An example of emotional/psychological stress is work stress.

Buying a house, Unemployment, Winning the lottery, Losing something important to you, Physical or mental illness, Worrying about daily hassles, School, Completing tasks on a deadline.

Life of an individual would be very simple if all the needs were automatically fulfilled, but it is a fact, that there are many obstacles, both environmental and personal that may interfere and such obstacles place individual in a stressful situation. Stressors are external events and conditions that effect the organization. The concept of stress seems to have a special place the minds of laymen and scientists ever since, popularized the term in his writing on the general adaptation syndrome. Stress involves a transaction in which resources must be mobilized imposing a burden on the individual when automatic and sufficient resources and coping measures are not available to meet the demand.

REVIEW OF LITERATURE

Narayan S.J. (2005) focussed on women in management and occupational stress. Women's are being called the managers of 21st century. A sample of 30 women managers from Durban and surrounding areas was taken. Organisational policies, structure, culture, factors intrinsic to job of management, quantitative and qualitative workload, leadership style, career development and individual characteristics are the sources of stress in work place. It was found that there is no significant variation in stressors experienced by women managers in public and private sector. Female skills and attitudes should be developed by brand

managers. It was suggested that ecosystem approach should focus on individual, organisational and societal interventions be implemented to minimise occupational stress among working women.

Praveen N. (2009) investigated occupational stress experienced by working and nonworking women of Hyderabad city. A sample of 180 working women was taken out of which 90 were married and 90 were unmarried. These two groups were analyzed by organisational stress scale. Five point likert scale was used and it was found that unmarried working women experiences low stress as compared to married women. It was concluded that household responsibilities, marital adjustment, child caring issues and family relationship are the sources of stress for married working women.

Anotonious et.al, (2006) identified the sources of occupational stress and professional burnout experienced by teachers in Greece primary and secondary schools. A sample of 493 teachers was taken out of which majority of the teachers were married. Six point likert scale was used and three dimensions of professional burnout were assessed that were emotional enthusiasm, depersonalisation and reduced personal accomplishment. The sources of stress refer to problems while interacting with students, large number of pupils in classroom, lack of interest from pupils and problem in handling students. Professional burnout was examined by using bivariate and Univariate analysis of variance.

OBJECTIVES OF THE STUDY

The objective of the study was to study the major factors responsible for Management stress among working women's and psychological stress.

STRESS MANAGEMENT

Stress Management is an important act to eradicate occupational stress. It involves identifying the source of stress and the effects of stress on health and personal skills. In previous researches, stress management interventions have been seen to rapidly reduce stress symptoms. The identification of interventions for stress management is therefore important. Many workers express that their job is a prominent source of stress in their life but reduced workload, improve management and supervision, better pay, benefits, and vacation times can reduce the stress among employees. Workplaces that either provide or facilitate opportunities for employees to engage in effective coping strategies are more likely to foster less stress for employees. Promoting activities like exercise, relaxation activities, and other healthy practices can contribute significantly to improved work climate and personal stress management through effective coping. Social support can also be provided by and promoting and providing opportunities for positive social interactions, cooperation, responsibility, and innovation.

WORKING WOMEN AND FAMILY ENVIRONMENT

Throughout history the basic organization of the western family has rested upon a sexual division of labor and a differential of power, justified by an ideology claiming the superiority of males. In modern times, the status of women has been established by the capitalist development of industrial society which as have seen had notable effect upon the structure of the family and marital relations. That development isolated most women from employment outside the home and defied for them a status built upon the female capacity for childbearing and assigned to them the exclusive task for keeping the home, in short, the role of wife and mother.

Circumstantial changes, increased opportunities access to higher education and need to reinforce family budgets vis-a-vis the ever spiraling inflation have brought women from middle and upper - middle classes into the working force of this country. These women have started seeking employment in addition to their domestic roles unabated and now increasing number of women we entering the job market. Although, their being in employment has been accepted by the society because of the realities of economic strain and because the income earned by the women becomes essential for the family's standard of living and quality of life.

MANAGEMENT OF STRESS AMONG WOMEN'S

Stress occurs in a wide range of work circumstances but is often made worse when employees feel they have little support from supervisors and colleagues and where they can cope with its demands and pressures. There is often confusion between pressure or challenge and stress and sometimes it is used to excuse bad management practice. In the workplace and at home, stress and other difficult situation are at an all-time high. Factors such as job insecurity, long hours, continuous change and unrealistic deadlines can cause serious problem for workers.

Workplace stress occurs when there is an imbalance the demands and perceived pressures of the work environment and an individual ability to cope. An individual's experience of stress at work is to a large extent affected by the level of control they have over their working condition / pressures, the degree of support they receive from others in the workplace and the strategies they use to respond to work pressures.

COUNSELING

The art of counselling is simple. It is only the restlessness of the human mind that makes it appear difficult. The working women faces lot of stresses and feel fatigued. So, in order to develop attention to avoid stresses to turn the mind easily from one thing to another and to gain more control over the thought processes there is a practice, 21 which is, called Counselling. The word 'counselling' comes from a Latin word mediator, which means frequent. Regular counselling even if only for a few minutes each day is vital in a stress-reducing programme. Counselling develops strong and pure thoughts. Mental images are clear cut and well defined. Good thoughts are well grounded. Through clarification of ideas, confusion vanishes. When the mind is quiet and all unnecessary mental activity ceases to disturb an individual's equilibrium, a state of counselling is achieved. Counselling is a state of consciousness, in which the mind surrenders its power of control and allows the soul to operate the body and when this happens the soul is in sync with all the creations of the universe.

Rainbow Counselling : It relaxes, reduces the systematic stress and help feel one with spirit. This counselling can be used whenever one feels the need to change the energy, regardless of the time of the day or situation. This counselling helps in assisting you in attaining gentle peaceful days.

Awareness Counselling : This counselling can be used to quiet the entire system or for the specific healing of an individual's stressful periods of the day. This counselling also makes an individual feel relax and bring him peace of mind. This counselling helps to resolve the suppressed emotions and comes into the balance of emotions. This will help one to have a clear vision of goals in life and one's mind ceases to be intense with thoughts. One becomes contented with what one have at his/her end. This counselling helps an individual to be more flexible in attitudes and action and this counselling operates harmony in an individual's life.

Complementary Counselling : This counselling is designed to reduce stress, bring a new awareness in an individual, balance the energy flowing within an individual and assist in finding homeostasis. In this first energy is focused on mind and different thought passes by and after some time mind becomes empty and blank and the focus is shifted to the entire body just relaxing an individual and taking him away from stresses and tensions.

COUNSELLING AND PHYSICAL RELAXATION

As in counselling, the awareness is switched from breathing to emotions, so one can switch it to the body also. The idea is to sweep the body gently and identify all the pockets of physical tension that crop bring up during the day and then calmly let the tensions go. First focus on the eyes. Are they unnecessarily screwed shut, instead of simply closed. Then let the attention sweep slowly to the forehead, then the scalp, then the back of the neck, then the back itself, then down the arms and the hands, then back up to the Jew

and down the chest and the abdomen and so on down to the feet. There should be no hurry. Nothing is counselling should ever be allowed to feel hard or difficult or competitive. Allow the awareness to flow and each time it comes upon a little knot of tension, than let the tension goes.

CONCLUSION

It is the time to realise that working women significantly contributes towards economic and social development of the country. The growth of the working women should be looked upon from the perspective of family, state and national development. In a comparable occupational setting, working women perceive higher level of life stress and work stress It was suggested that working women must be provided with peer support, favourable working environment, less working hours, proper supervision and training, assistance with child care and developing zero tolerance policies to reduce stress.

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