

A STUDY ON JOB SATISFACTION AMONG WOMEN EMPLOYEES IN PRIVATE SECTOR A SPECIAL REFERENCE TO THANJAVUR

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Introduction

Stress has become a major buzzword and legitimate concern of the times and it has today become a part and parcel of human lives. Stress affects the individual's performance and effectiveness. Seventy five per cent of bodily disease is said to be stress related. It can undermine their relationship at home and other areas. Stress is a big problem in our society. One in every five working women suffer depression that can be attributed to job stress and more than one in eight or thirteen per cent of the working women with depression have problems due to job stress. A woman at work is given multiple responsibilities and where the responsibilities are added, stress is the outcome. It is further found that working women are more likely to suffer depression than men. The present study focuses on stress level of women employees in private sector in Chennai.

Statement of the Problem

Modern life is full of problems and stress, both on the personal and the professional. When questioning women's present situations, either at work or in personal life, life and career are not two divergent topics, they have to be seen together in the same light to extract the best. Both are compliment to each other and there should be a good balance between them.

Objectives

- To analyse the factors that cause stress among the employees
- To analyse the reasons behind various factors for stress

Review of Literature

Carry. L. Cooper and Judi Marshall (2008) have found that much job stress is due the interaction of a specific individual with a specific job context at a particular point of time and cannot be foreseen. It may be possible to identify certain company wide stressors which can be tackled at an overall level. Poor morale, lack of job security and restricted career opportunities are likely to be amongst those managers in any company today. Action therefore can be concerned with making sure that it is followed as soon as possible by effective coping.

Gerard Hargreave (2006) has found that, when the stress is managed well, it can work in a positive way to help us to perform better. If it is badly managed or ignored, it will be a killer. He has also found that, by improving more general skills such as time management, assertiveness, goal setting and communication, one can reduce stress.

Tim Hindle (2005) has said that the effects of stress are closely linked to individual personality. The same level of stress affects different people in different ways, and each person has different ways of coping. Strategies for coping with stress can be divided into main categories: adaptive and maladaptive. The former tends to lead the problems being resolved, while the latter can increase problems. Further he said, finding a balanced life style and a self-assessment exercise are essential to our overall well-being.

Methodology

A questionnaire was framed taking into consideration all the factors that may cause stress level of women employees working in private organizations. The required data were

collected by probability method of selecting the sample size. The researcher collected data from 75 respondents who are all women employees in private organizations in Thanjavur. The data collected through questionnaire and it was applied to analyze the data statistically. For analyzing the data, the appropriate statistical tools like Chi-Square test, ANOVA have been applied.

Analysis and Interpretation

The data for the present study collected from the respondents through questionnaire were tabulated and analyzed using appropriate statistical techniques and were presented interpretations of the objective-wise analysis of the study. There are various factors such as working condition, low monetary benefits, career development etc. Each reason was captured on a five point scale with 1 for highly dissatisfied, 2 for dissatisfied, 3 for neither dissatisfied nor satisfied, 4 for satisfied and 5 for highly satisfied.

Stress due to Working Conditions

Respondent's Perception for Stress under Working Conditions

S.No.	Reasons for Stress	No. of Respondents	Percentage
1.	Working Hours	24	24
2.	More Work Load	41	41
3.	Work Group	10	10
4	Relationship with colleagues	15	15
5	Lack of Reward & Recognition	10	10

- 41% of the respondents are answered more work load

Implications of the Study

Based on the above analysis and its major findings, the following are the implications:

- The private organizations should provide good working environment to women employees and thereby stress can be relieved and also productivity will increase.
- The organization should have effective policies regarding salary structures. If clear salary structure is designed as per the experience, efficiency and qualifications, automatically the employees will be motivated and they will work effectively.
- The management should take necessary steps regarding career development for the women employees.
- The management should take necessary steps to maintain safety and security in the work environment for the women employees.

Conclusion

Women have to play a dual role both in the family and in the work environment. Balancing family and work effectively involves stress among women. Thus, it can be concluded that the private organization should take necessary measures to reduce the work place stress of women employees, which will increase productivity and also create healthy environment at work place.

References

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