

## **Occupational Stress And Coping Styles Among Women Employees Working In Bengaluru City.**

Asha.H\*

*Research Scholar, Department of Psychology, Bangalore University, Bengaluru.*

Dr.Sreenivas.M\*\*

*Associate Professor, Department of Psychology, Bangalore University, Bengaluru.*

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### **ABSTRACT**

*Rapid changes in the social structure, improvement in technology, excessive desire for power, prestige, lack of job security etc. life style of employees is becoming complicated. Every individual experience stress is some form or the other. Stress effects the physical and mental health of the individuals, in order to avoid the negative consequences one needs to learn to manage or handle stress. The present study try's to investigate occupational stress and coping styles among public sector and Multinational company women employees working in Bengaluru city. The present study aims to assess the occupational stress and coping styles used by public sector and Multinational company women employees working in Bengaluru city. A study was conducted on 66 women employees working in Bengaluru city. Their occupational stress was assessed by administering occupational stress index developed by A .K Srivastava (2003) and coping style was assessed using coping test booklet developed by Billings and Morse (1982). Suitable stastitcal technique was used to analyze the obtained results.*

**Key words:** Women Employees, Occupational Stress, Coping Styles.

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### **I. Introduction**

Rapid changes in the social structure, improvement in technology, excessive desire for power, prestige, lack of job security etc. Due to changes in society many women prefer working since then can contribute economically to their family. The life style of employees is becoming complicated every individual experience stress is some form or the other. Stress effects the physical and mental health of the individuals in order to avoid the negative consequences. One needs to learn to manage or handle stress. The present study aims to assess the occupational stress among women employees working in Bengaluru city and coping styles used by women employees working in Bengaluru city. Keeping above points in the view the present study was undertaken to assess occupational stress among women employees working in Bengaluru city and coping styles used by women employees working in Bengaluru city.

#### **The objectives of the study :**

To assess the occupational stress and coping styles used by women employees working in public sector and multinational company in Bengaluru city.

### **II. Methodology**

#### **Problem:**

- To assess the occupational stress and coping styles among public sector and Multinational company women employees working in Bengaluru city.

#### **Hypotheses:**

1. "There is a significant difference in occupational stress between women employees working in public sector and multinational company in Bengaluru city"
2. "There is a significant difference in coping styles used by women employees working public sector and multinational company in Bengaluru city"

#### **Operational definition:**

- Women employees: The women who are working for pay.
  - Occupational stress: A state of pressure which employees feel or experiences at work or due to work.
  - Coping styles: The efforts or the ways in which they try to reduce or manage the stress.
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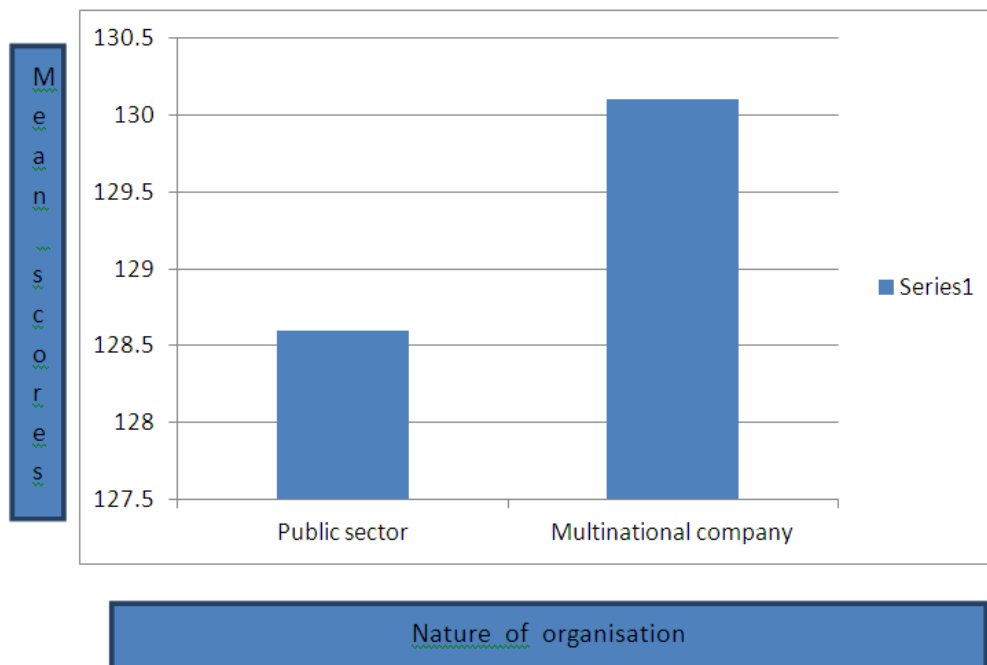
- **Variables**
- Independent variable: Nature of organisation.
- Dependent Variable: Level of occupational Stress, coping styles
- **Materials**
- Occupational stress index developed by A .K Srivastava (2003)
- Coping test booklet developed by Billings and Morse (1982)
- Norms and scoring key.
- **Sample**
- The total Sample consisted of 66 women employees the age ranges between 25 to 50 years.
- Sample consisted of 66 women employees. 33 women who are working in multinational companies like Siemens, Unisys, 33 public sector organizations like NIMHANS, BHEL.
- The sample consisted middle order ranking.
- The Average age of the sample is 29 years.
- **Analysis of the Results and Discussion**

**The Table 1 -shows Mean, SD, ‘t’ values of public sector and Multinational company women employees scores on occupational stress index**

Nature of organisation	Mean	SD	‘t’
Public sector	128.6	12.5	1.25(NS)
Multinational company	130.1	13.1	

• Not Significant at .005 level

**Graph 1- shows the Mean scores of public sector and Multinational company women employees’ scores on occupational stress index.**



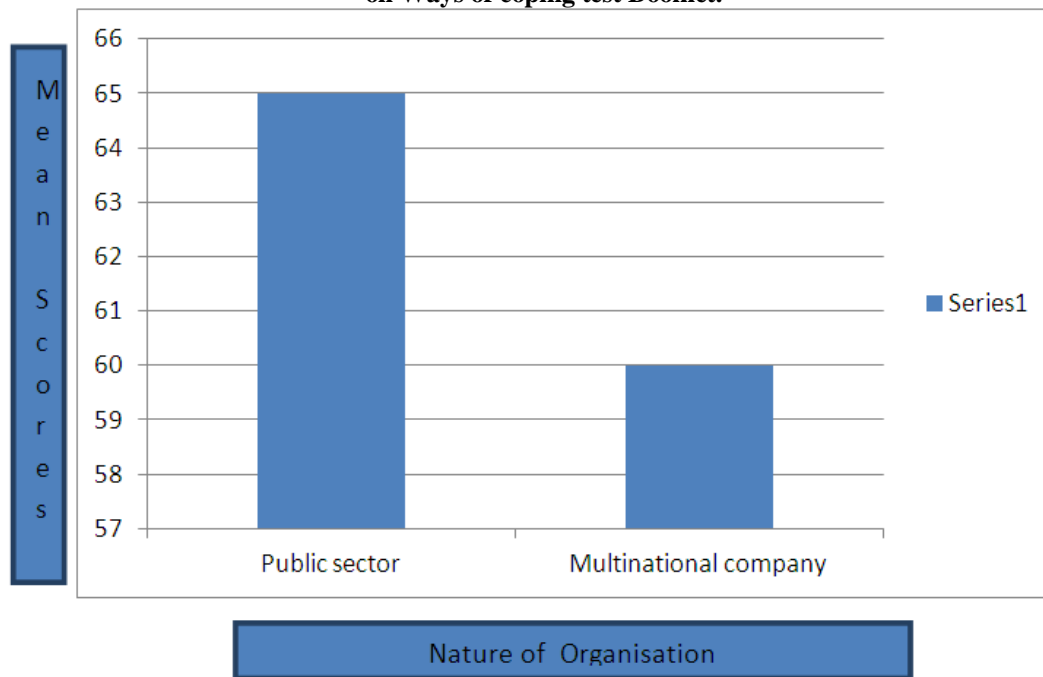
From the above table-1 we observe that women employees working in public sector have a mean score of 128.6 and SD of 12.5 and the women employees working in multinational company have a mean score of 130.1 and SD of 13.1 on occupational stress index which is interpreted as having moderate occupational stress. The obtained ‘t’ value is 1.25 which is not significant. Indicates that there is no significant difference in the level of occupational stress among women employees working in public and multinational sector. The obtained results are not accordance to the Hypothesis -1which states “There is a significant difference in occupational stress between women employees working in public sector and multinational company in Bengaluru city”.

**The Table 2 - shows Mean, SD, 't' values of women employees working in public sector and multinational company on ways of coping test Booklet.**

Nature of organisation	Mean	SD	't'
Public sector	65	13.7	.84(NS)
Multinational company	60	13.4	

• Not Significant at .005 level

**Graph 2- shows the Mean scores of public sector and Multinational company women employees' scores on Ways of coping test Booklet.**



From the above table-2 we observe that the women employees working in public sector have a mean score of 65 and SD of 13.7 and the women employees working in multinational company have a mean score of 60 and SD of 13.4 on ways of coping test booklet. which is interpreted as using average coping styles. The obtained 't' value is .84 which is not significant. Indicates that there is no significant difference in the ways of coping styles among women employees working in public and multinational company. The obtained results are not accordance to the Hypothesis -2 which states "There is a significant difference in ways of coping styles among women employees working in public sector and multinational company in Bengaluru city".

The company rules and policies change definitely affect their mental health .All of us spent about 1/3<sup>rd</sup> of our time and life in organizations/at work, researches indicate that there is a positive correlation between work life and good mental health, Since the occupational stress might affect their personal life's, and stress negatively affects their health, Adjustment and welling being. The work stress must be minimal. The research still majority of the employees despite knowing the fact that they are stressed they do not do anything to manage stress. Hence there is an need for intervention and learn the techniques to manage stress. Every industry or organisation should have an employee counsellor and deal with their problems. Since women employees need to perform multiple roles, they are at double the risk of being affected by stress, hence the family and society needs to be more supportive.

### III. Conclusion:

1. The occupational stress exists among women employees working in both public sector and Multinational company employees.
2. Stress exists among all age group women employees.
3. The company rules and policies change definitely affect their stress levels.

#### Limitations of the study

- The study was done only women employees.
- Assess only occupational stress.

Suggestions for further study

- Assess other sources /causes of stress
- Assess various components of work life balance.

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