

## A STUDY ON STRESS MANAGEMENT AMONG WOMEN EMPLOYEES IN HOSPITAL WITH REFERENCE TO THANJAVUR DISTRICT

K. SUGANTHI<sup>a1</sup> AND S.P. VAANMATHI<sup>b</sup>

<sup>a</sup>Assistant Professor in Commerce, Periyar Maniammai University, Thanjavur, India

<sup>b</sup>Bachelor of Commerce, Department of Commerce, Periyar Maniammai University, Thanjavur, India

### ABSTRACT

**This research paper is to know the reasons for stress among women employees. Increasing work pressure, financial needs and recent technology are some factors that increase stress for women. This is based upon the current study made on above topic. It clearly pictures the problem of women employee faces at work place and causes for stress in women. Stress is unavoidable on the part of employees irrespective of the gender. Stress management is an art and not all can do it well.**

**KEYWORDS:** Stress; Work Pressure; Stress Management; Women Employees

Word Stress in Cameroon English, Stress is a general term applied to various psychological and physiologic pressures experienced or felt by people throughout their lives. Stress is a wide phenomenon as it seems to have universal spread. Stress exists in human beings, animals and even in metals. Stress is also related with providing quality services to human beings depend upon their stress levels. However, this study is about women stress with special focus on the work stress in hospitals. Many people think they understand stress, but in reality stress is complex and often misunderstood.

### STRESS AT HOSPITAL SECTOR

#### Stress

As far as stress is concerned, there is no universal definition of stress. Interestingly, most of the mechanical devices/structures are tested for stress levels in laboratories and manufacturing places for their prolonged life and efficient working. Both physical and psychological stressors have a tremendous impact on not only the employees' health, but also the organization's wealth. Stress has become a major concern of the modern times as it can cause harm to employee's health and performance. However the present paper encloses the human stress, especially among women in hospital.

#### Hospital Sector

Healthcare is defined as the prevention, treatment, and management of illness and the preservation of mental and physical well-being through the services offered by the medical and allied health professions. Healthcare is the maintaining and restoration of health by the treatment and prevention of disease especially by trained and licensed professionals (as in medicine, dentistry, clinical psychology, and public health). It is the prevention and treatment of illness or injury, especially on a comprehensive, ongoing basis.

### STRESS MANAGEMENT

Stress management consists of making changes to life if women are in a constant stressful situation preventing stress by relaxation. Stress is actually a survival response when our body thinks that it is in danger. Every woman has a different journey when getting to the root cause of stress. Symptoms of stress may include an increased heart rate, sleep disturbances, blood pressure, irritability, headaches, or muscle tension etc. Employees in both public and private sector experience stress and respond in different ways. Today's life is so busy and complex, Stress can manifest itself in both a positive and a negative way.

#### Positive Stress

Stress is said to be positive when the situation offers an opportunity for one to gain something. Eustress means beneficial stress-either psychological, physical or biochemical, radiological. Eustress is often viewed as a motivator since in its absence the individual lacks the edge necessary for peak performance. Positive stress gives the spirit to achieve and induces us to succeed are attain the next level of career opportunities and to get more financial benefits, these positive stress helps women.

#### Negative Stress

Stress affects individual physiologically, emotionally and behaviorally and it is linked to several health problems, the process of physiological stress response starts from the moment the body realizes the presence of the stressor, followed by the sending of signals to the brain, and to the specific sympathetic and hormonal responses to eliminate, reduce or cope with the stress. Sympathetic Response surely likes things to go very quickly when you are faced with stress that The neurotransmitter is released by the nerve endings and is

sent to the SNS Enhance the strength of your skeletal muscles.

Have you heard news about people who were able to carry heavy furniture or equipments outside their house during fire? Well, fire is a very stressful situation, and thankfully we have our sympathetic response to aid us during these circumstances .Increase heart rate.

During stressful moments, your heart beats faster than it usually does so that the parts of your body which are needed to cope up with the stress would be supplied by enough oxygenated blood to remain functional until the stressful situation subsides. Shoot up sugar and fat levels. We all know that sugar and fat provides our body with energy. During stressful situations, we need more energy to cope up, and so the SNS assists us to have more energy

Emotional effects of stress can range from emotional overeating to a feeling of being overwhelmed and pressured. It can increase the incidence of frustration, feelings of a lack of purpose in life, or depression and anxiety. People often complain of poorer concentration, forgetfulness, or have difficulty making decisions when stressed. The stress that you are feeling can be bottled up waiting to express itself through increased anger and frustration. If you respond to stress through angry outbursts then these anger management tips could be beneficial to you.

#### Objectives of Study

- To study the factors affecting stress on women employees.
- To know the level of stress on employees.
- To know the health issues due to stress.

#### DATA INTERPRETATION

##### Job Stress

45% of women have said the job stress is more to them and they strongly agree and 25% of women had reported they agree, 15% of respondents reported neutral 15% of respondents reported disagree, Major respondents say that job gives them more stress on their life.

Feelings of nausea, Feeling faint or sweaty, Headaches or migraine, Indigestion, constipation, Increased skin irritations e.g. eczema, An increase in minor illnesses Feeling tired all the time

##### Health Problem Due To Stress

32.5% of women employees have health problem due to stress and they strongly agree 32.5% of women have said agree health issue due to stress, 15% of employees reported neutral, 15% of respondents reported disagree ,5% of women employees have health problem said strongly disagree, Major respondents of 65% of women have health issues caused by stress .

According to the National Women's Health Information Center, the effects of stress on women's physical and emotional health can range from headaches to irritable bowel syndrome. Specific stress effects include:

- **Eating disorders.** This may have something to do with stress levels. Like depression, this illness has been linked to low levels of serotonin and is often treated with serotonin-boosting antidepressant drugs.
- **Stomach ailments.** Stress can make you reach for junk or comfort foods, or upset your stomach to the point that you feel like you can't eat. Common stress-related stomach troubles include cramps, bloating, heartburn, and even irritable bowel syndrome. Depending on how you respond, these can lead to weight loss or weight gain.
- **Skin reactions.** Stress can lead to breakouts and even itchy rashes and hives in some people.
- **Emotional conditions.** From being in a blue or irritable mood to more serious mental issues like depression, your emotional health suffers when there's stress in your life. Women are better than men at hiding some emotions like anger and aggressiveness because the parts of their brains responsible for these emotions are larger than men's, but depression strikes women twice as often as men, says Rosch, adding, "The emotional effects of stress on women can range from postpartum depression after pregnancy to depression after menopause."
- **Sleep problems.** Trouble falling or staying asleep is common in women affected by stress, and this is particularly counterproductive since a good night's sleep can help ease stress.
- **Concentration difficulty.** Stress makes it hard to focus and be effective in your responsibilities at home or work, and that can compound your problems if your stress comes from your job to begin with.

- **Heart disease.** The stress of competing in today's job market has increased women's heart disease risk, Rosch says. Stress can negatively affect the entire cardiovascular system, and lead to high blood pressure, stroke, and heart attack.
- **Lowered immune response.** One of the more complicated physical reactions to stress is your body's lessened ability to fight off disease, whether it's a cold or a flare-up of a chronic condition.
- **Cancer.** Some studies have suggested a link between stress and the development of breast and ovarian cancer. In one study, researchers found that the risk of breast cancer was increased by 62 percent in women

#### Personal Issues Out of Stress

32.5% of women employees have said they strongly agree stress affects in facing personal issues 22.5% of women have said agree ,17.5% of employees respondents reported neutral , 10% of respondents reported disagree ,17.5% of women employees have health problem said strongly disagree

#### FINDING

- Major factors that affect the stress on women are Work pressure , job co-ordination ,job time at hospital(Night shift),Lack of family support
- Level of stress is high compared to men and married women are more stressed than unmarried women
- Health issues for women are more due to stress like Heart attack ,Increase blood pressure , sleeping disturbance , head ache , muscle tension and hormone imbalance result in Infertility

#### CONCLUSION

Stress is unavoidable now-a-days it can be handled positively by coordination with workers, proper time management, loving the profession, family support , and creating personal hobbies Improve your diet, By eating well-balanced meals and skipping junk food, you can improve your physical well-being and, in turn, your emotional health. Make time for exercise meditation and yoga that exercise is a phenomenal way of dealing with stress and depression, Research shows that getting active can lift your spirits and increase the release of endorphins, a natural chemical associated with mood. Find fun ways to relax Connect with family and friends and people you enjoy being around. Rediscover favorite hobbies like hearing music, gardening, and day out with family or friends.

#### REFERENCES

- Kavitha, 2012. In her research titled —Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatorel, she has focuses on the organizational role stress for the employees in the IT sector. She found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women.
- Swaminathan P.S. and Rajkumar S., 2013. In their work on —Stress levels in Organizations and their Impact on Employees' Behaviourl. They have conducted a study that focused on the levels of stress among the age group, profession, different varieties of jobs, hours of work and the influence of work environment on the degree of stress faced by employees. Stress in an employees' individual in nature.
- Satiya S. and Khan W., 2013. In their research work titled —Emotional Intelligence as Predictor of Occupational Stress among Working Professionalsl. According to them Occupational Stress is as same as Job Stress that needs to be controlled at the workplace otherwise it will negatively affect on employee's work attitudes & behavior. This study investigates that, the relationship between Emotional Intelligence and Occupational Stress. This study revealed findings that, Emotional Intelligence is a most significant predictor of Occupational Stress.
- Viljoen and Rothmann, 2009. Have investigated the relationship between —occupational stress, ill health and organizational commitmentl. They found that organizational stressors contributed significantly to ill health and low organizational commitment. Stress about job security contributed to both physical and psychological ill health. Low individual commitment to the organization was predicted by five stressors, such as Work-life balance, Overload, Control, Job aspects and Pay.
- Schmidt, Denise Rodrigues Costa; and et al, in their work on —Occupational stress among nursing staff in surgical settingsl. They aimed at evaluating the presence of occupational stress among nursing professionals working in surgical settings and investigating the relations

between occupational stress and work characteristics.

Kayoko U. and Kazuhito Y., 2009. In their work on —Sense of Coherence (SOC) may Reduce the Effects of Occupational Stress on Mental Health Status among Japanese Factory Workersl has found the result i.e. adverse effects on mental health due to the job demand and job stress was positively associated with SOC, the mental health status of males in managerial work was adversely negative, where as it was positive among the female co-workers. Finally they found that, SOC is an important factor determining the coping ability over the job stress for both the genders.

Connolly, John F., Willock, Joyce, Hipwell, Michele, Chisholm, Vivienne, 2009. In their research titled —Occupational Stress & Psychological Well Being following University Relocation! they describe and analyze that management standards for work related stress(demand, support, control, role, relationships and change) can be analyzed by examining 1) overall levels of psychological strain 2) job satisfaction, and 3) the psychosocial working conditions.