

Stress Among Working Women: A Study of Covid Situation

Ratika Malhotra * and Sapna Thukral**

ABSTRACT

Many sectors have faced a drastic change in their working pattern due to Covid-19 pandemic. As lockdown has been imposed, many organizations provided work from home facility to its employees. Educational sector was not the exceptional to this measure. But with this, women employees faced lot of challenges. Majority of the working women were juggling between their household work and their official work. This may have increased the stress level among women. This study is an attempt to identify the difference in working women stress level on the basis of age, type of university, marital status. SPSS was used to analyze the data. T-Test and ANOVA were the statistical tests applied. Results indicate that significant difference exists in the stress level of working women on the basis of marital status, age and type of university.

Keywords: Stress, Women, Covid-19, Work from Home.

1.0 Introduction

Over Nine months have passed since the World Health Organization announced Covid-19 a pandemic. Many of us have survived lockdowns. Many have made the unexpected move to telecommuting; millions have lost positions. The future looks still unsure. We don't have a clue when, or if, our social orders may get back to business as usual. The organizations are no exceptional to bear the negative impact of Covid, Particularly the employees. Although efforts are made by the organizations, to provide work from home facility to the employees. But are we sure that the facility is actually beneficial for employees particularly for women.

In the normal situations also women are faced with a situation where they have to balance the challenging demands of both work life and family life (Biçaksiz, 2009). In this pandemic, for the majority of the working women remaining at home, the demand for unpaid work like cooking, cleaning, and childcare – has flooded. Women previously did around 75% of that work; in the pandemic, the breakdown is much more unbalanced. Such situations may affect the wellbeing and mental health of the women and alleviates their stress level. This research is an attempt to identify the difference in working women stress level on the basis of age, type of university, marital status.

2.0 Review of Literature

Many researches have been done on occupational stress. This section will include the review of previous researches done to measure stress level of working women.

According to Davis (1981) stress as “a condition of strain on one’s emotions, thought processes and physical conditions”. Di Martino (2003) defined stress as “the physical and emotional response that occurs when the requirements of the job do not match the capabilities, resources needs of the employee”.

Swathi and Reddy (2016) did a conceptual study to uncover the factors related to stress level among working women. According to the researchers, stress affects the performance of the employees. The major cause of stress among working women is the imbalance created between personal and professional life.

*Corresponding author; Assistant Professor, Department of Management & Commerce, Trinity Institute of Professional Studies, New Delhi, Delhi, India. (Email: ratika22@yahoo.in)

**Assistant Professor, Department of Management & Commerce, Trinity Institute of Professional Studies, New Delhi, Delhi, India. (Email: sapna.tips@gmail.com)

According to Bhuvaneshwari (2013) factors like long working hours, work pressure and work life imbalance contributes in increasing the stress level in a married working women. The researcher suggested that proper institutional support and family support can reduce the stress level among women. Rajasekhar and Sasikala (2013) also support that employed women face stress due to family responsibilities, job insecurity, workplace culture and demanding job. The researchers suggested the management to introduce appropriate coping strategies to overcome stress. This will further enhance women employee productivity.

Nagaraju et al. (2013) focused on assessing the level of satisfaction of female employees in insurance industry and to assess the relationship between occupational stress and job satisfaction. The objective of the study was to determine the occupational stress amongst insurance employees. The investigation additionally attempted to assess impact of occupational stress level on job satisfaction working in insurance sector. For this reason researcher had designed a structured questionnaire to collect information and statistical tool was applied on the data for further analysis. The result indicates that habits of employees significantly impact their stress level also the behavioral changes related to job impacts occupational stress.

Tripathi and Bhattacharjee (2012) focused on finding the source of the existing problems faced by the working women. The paper main aim was to find the difference in level of stress among male and female employees. For this regard they formed hypothesis. The major source of data collection is secondary sources such as such as newspapers, magazines and online sources such as websites and blogs. . on the basis of their analysis null hypothesis of Working Women feel more stress than working men stands proved.

Coetzer and Rothmann (2006) alleged that, the objectives of this study were to examine the internal consistency of the ASSET (An Organizational Stress Screening Tool), to know what are the various occupational stressors for employees in an insurance company and to assess the whether there is a any relationship between occupational stress, organizational commitment and ill health cross-sectional survey design was used for this study. The sample size of 613 employees were taken; ASSET was used as measuring instrument the researcher concluded that job insecurity, salary delay and benefits were the highest stressors in the insurance sector. Job characteristics and control were statistically significant predictors of low organizational commitment. Physical ill health was best estimated by overload and job characteristics. Three stressors, namely work-life balance, overload and job characteristics best predicted psychological ill health.

3.0 Objectives of the study

1. To identify the difference in stress level of working women on the basis of marital status
2. To identify the difference in stress level of working women on the basis of type of university.
3. To identify the difference in stress level of working women on the basis of age

4.0 Research Methodology

4.1 Research design

Convenience sampling method was adopted to collect data for the purpose of the study. Survey method was used to collect data.

4.2 Sampling

Sample of 122 respondents were selected from Delhi NCT. Although 200 questionnaires were distributed but only 160 were received back. Out of 160, 38 responses were not taken for final analysis due to high missing responses.

4.3 Instrument

Perceived Stress Scale developed by Sheldon Cohen (1994) was adopted to measure stress level among women. It is a 5 point scale with 10 items.

4.4 Statistical test Applied

To meet the objectives of the study T- Test and ANOVA was applied using SPSS version 24.

5.0 Data Analysis and Interpretation

5.1 Demographics

Table 1

Factor	Category	Number of Responses
Age	Below 35 years	40
	35-50 years	42
	50 years and above	40
Marital Status	Unmarried	62
	Married	59
Type of University	Public	63
	Private	59

Analysis of Objective1

To identify the difference in stress level of working women on the basis of marital status

Table 2

		Levene's Test for Equality of Variances		Marital Status	N	Mean	Std. Deviation	t-test for Equality of Means	
		F	Sig.					t	Sig. (2-tailed)
Stress	Equal variances assumed	.002	.962	Unmarried	62	2.95	.91	-6.074	.000
				Married	59	3.93	.86		

Interpretation

Table 1 show that equality of variance assumption is assumed for marital status. Results show that there exists a significant difference in the working women stress level on the basis of marital status.

Analysis of Objective2

To identify the difference in stress level of working women on the basis of type of university

Table 3

Independent Samples Test							
		Levene's Test for Equality of	University	N	Mean	Std. Deviation	t-test for Equality of Means

		Variances							Sig. (2-tailed)
		F	Sig.						
Stress	Equal variances assumed	.501	.481	Public	63	3.16	1.04	-3.121	.002
				Private	59	3.71	.90		

Interpretation

Results presented in Table 2 show that stress level differ for employees working in private universities and public universities. Thus we can interpret that there exists a significant difference in the working women stress level on the basis of type of university.

Analysis of Objective3

To identify the difference in stress level of working women on the basis of age

Table 4: Test of Homogeneity of Variances

Stress			
Levene Statistic	df1	df2	Sig.
2.559	2	119	.082

Table 5

Age	N	Mean	Std. Deviation	ANOVA	
				F	Sig.
Below 35 years	40.00	3.15	1.10	2.39	0.10
35-50 years	42.00	3.50	1.08		
50 years and above	40.00	3.62	0.78		

Interpretation

To test homogeneity of variance, levene statistic is checked and the assumption is met. Result show that the stress level of women significantly differ on the basis of age.

6.0 Conclusion

Stress is the physical and emotional response of a person. When faced with stress, employee may show reduced performance and efforts. Our study aims to analyze the difference in stress on the basis of age, marital status and type of university. Results show that married women employee stress is high than unmarried women employees. Secondly, women employees working in private universities feel more stressed in this covid situation as compared to women employees of public banks. Lastly, on the basis of age also significant difference is observed for working women.

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