An Empirical Investigation of Occupational Stress and Stress Management of Working and Non-Working Women in Central Kashmir

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ABSTRACT

In today's contemporary society where everyone wants to be independent and want to excel in their careers, everyone is a victim of stress and keeping in eye the hurdles faced by the women especially in a conservative society like Kashmir, the stress and depression faced by women is on a whole another level. So, in this study an attempt is made to explore the occupational stress and stress management among the working and non-working women of central Kashmir. The sample of 100 women with 50 working women and 50 non-working women were selected through random sampling technique from three districts of central Kashmir i.e., Srinagar, Budgam, and Ganderbal. As for as statistical techniques used are concerned, descriptive statistics (frequency, Means & Standard deviation) and comparative statistics (t – test) and correlational analysis were used. The results of comparative statistics revealed that significant difference between working women and non-working women in relation to their over-all occupational stress was found. The mean score favours the working women which indicates that working women have high level of occupational stress than their counterparts. Significant difference between working women and non-working women in relation to their stress management was found. The mean score favours the working women which indicates that working women have high stress management than their non-working women. Significant positive correlation was found between occupational stress and stress management was found.

Keywords: *Occupational stress, stress management, working and non-working women.*

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Introduction

Sustainable Economic development and stable society both are the emerging necessities which requires amalgamation of both men and women into the work force. Modern productive growing economies have witnessed a tremendous number of women entering into the work force and this dual career of women as house wife and career builder have deleterious impact on their stress level (Sevim, 2006). Women are at the centre of the development, on one hand they control and manage the non-economic sector including the household affairs, agriculture, child care and domestic labour and on the other hand they taking the leading part in economic sector by entering in the world of work as means of efficient productive work force and working shoulder to shoulder with men, But in doing so, Perceived Stress has increasingly become a part of their lives today. Different people have different views about it. In psychology the term perceived stress is used to refer both the condition of our mind and body where it refers to contain heightened mental and body status (Cohen, 2007). We can say that perceived stress does not occur due to some particular factor but perceived stress comes through more than one factor at one time (Lazarus & Folkman, 1984). In this regard Occupational stress has turned out as one of the serious and most widely known stress affecting all professions and individuals specially the women. The degree of stress varies among all women depending upon their surroundings (Biggs & Brough 2016). Occupational stress is a risk factor which may diminish the quality of life (Li et al., 2019) and has significant influence on psychological health of an individual (Saka et al., 2018).

According to the Shukla et al., (2017); Hashmi et al., (2007) working women had significantly higher levels of stress than the non-working women. Patil (2016) also reported that working women has more stressed than the non-working women. Kumar (2014) confirmed that working women in the age group of 35-45 have more occupational stress level than the women aged above 55 years. Suraj (2005) worked on stress management and occupational stress of women and revealed that working women faced more stressed that the non-working women. The process of stress management can be hectic and often tiresome for women (Kamath et al., 2020). Sultana (2013) examined the both employed women and home makers with respect to their stress management and found that non-working women are able to manage their stress as compared to their counterparts. Dhanabhakyam & Anitha (2011) concluded that working women faced more constraints in manging their stress as compared the other women.

Rationale of the study

Although various studies have been conducted on occupational stress and stress management of working women and the results yield different information pertaining to higher and lower proportion. But in the context of J&K occupational stress and stress management is as an important construct for an individual specially for women. Both working women as well as non-working women are in high stress either due to their work lives or due financial struggle. Fewer studies have been conducted in the Asian context but no study was conducted on the three districts of central Kashmir of J&K. The present study

thus is an attempt to explore the relationship between occupational stress and stress management of the employed and non-employed women in central Kashmir.

Methodology:

Objectives:

1. To study the levels of occupational stress among the working and non-working women of central Kashmir.
2. To study the levels of stress management among the working and non-working women of central Kashmir.
3. To compare the working and non-working women on their occupational stress
4. To compare the working and non-working women on their stress management.
5. To undertake a correlational analysis between occupational stress and stress management among the working and non-working women of central Kashmir.

Hypotheses:

1. There is no significant difference between working and no-working women of central Kashmir on occupational stress.
2. There is no significant difference between working and no-working women of central Kashmir on stress management.

3. There is a significant correlation between occupational stress and stress management among the non-working and working women of central Kashmir

Research design instrumentation: The study was carried out by using the descriptive method of research.

Sample: The sample for the present study consisted of 100 women of central Kashmir (50 non-working and 50 working women). The sample was selected through random sampling technique from three districts of central Kashmir that is Srinagar, Budgam and Ganderbal (J&K)**.**

Research tool:

Occupational stress scale developed by Srivastava & Singh1983) consists of 45 item and 12 dimensions and Stress management scale developed by Srivastava and Singh was employed.

Statistical Treatment

In light of the objectives of this investigation, the data obtained was put to statistical treatment by using various statistical techniques like percentage statistics, Mean, Standard Deviation, t-test and Pearson's Correlation Method. The information regarding statistical analysis is presented in the subsequent chapter.

Results:

Levels of Occupational Stress and Stress Management

Table 4.1: Showing the Overall Occupational Stress among working and non-working women

Levels	N	%age
High Occupational Stress	15	15.0
Average Occupational Stress	35	35.0
Low Occupational Stress	50	50.0
Total	**100**	**100.0**

The results of the table shows that 15% participants reported high level of occupational stress while 35% participants reported average and 50% respondents reported low level of occupational stress.

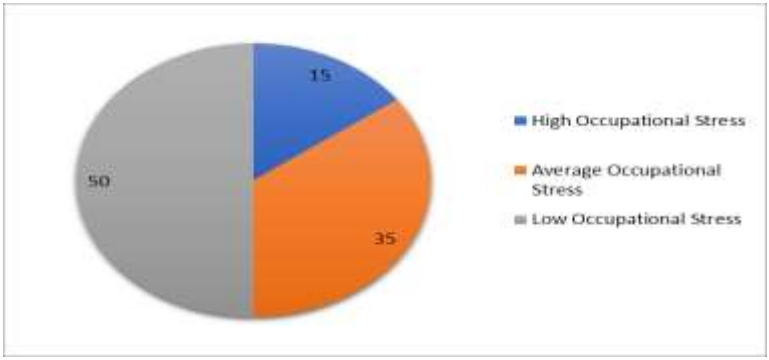

Fig. 4.1: Showing the Overall Occupational Stress among working and non-working women

Table 4.2: Showing levels of Occupational Stress among working and non-working women.

Levels	Occupation			
	Non-working Women		Working Women	
	N	%age	N	%age
High Occupational Stress	3	6.0	12	24.0
Average Occupational Stress	21	42.0	14	28.0
Low Occupational Stress	26	52.0	24	48.0
Total	**50**	**100.0**	**50**	**100.0**

The results indicate that 6.0% homemakers have high level of occupational stress, 42% have average level of occupational stress and 52% unemployed women have low level of occupational stress.

On the other hand, 24% working women have high level of occupational stress, 28% have average and 48% of working woman's have low level of occupational stress.

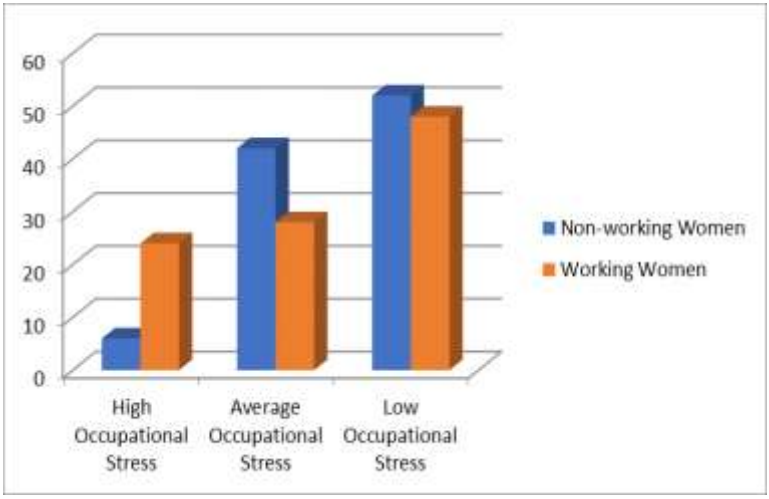

Fig. 4.2: ***Showing levels of Occupational Stress among non-working and working women.***

Table 4.3: Showing the Overall Stress Management among working and non-working women

Levels	**N**	**%age**
High Stress Management	17	17.0
Average Stress Management	36	36.0
Low Stress Management	47	47.0
Total	**100**	**100.0**

The results in the above table shows that 17% respondents have high level of stress management, 36% participants reported average level of stress management and 47% participants have low level of stress management.

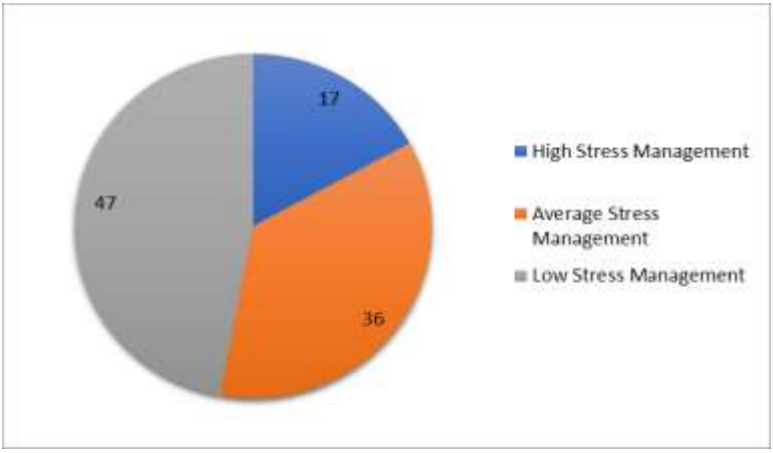

Fig. 4.3: Showing the Overall Stress Management among working and non-working women.

Table 4.4: Showing levels of Stress Management among working and non-working women.

Levels	Occupation			
	Non-working Women		Working Women	
	N	%age	N	%age
High Stress Management	4	8.0	13	26.0
Average Stress Management	12	24.0	24	48.0
Low Stress Management	34	68.0	13	26.0
Total	**50**	**100.0**	**50**	**100.0**

The above table shows the levels of stress management among employed and unemployed women. The results show that 8.0% non-working women have high level of stress management, 24% participants have average level of stress management and 68% respondents have low level of stress management.

In the other hand, 26% working women reported high level of stress management, 48% working women have average stress management and 26% working women have low level of stress.

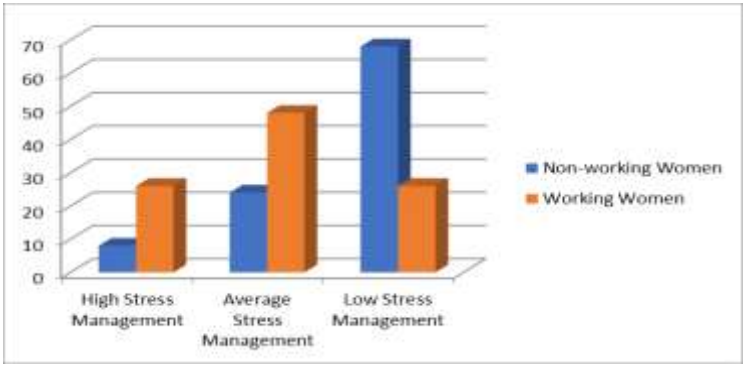

Fig. 4.4: Showing levels of Stress Management among non-working and working women

Table 4.5: Showing the mean comparison between employed and non-employed women on their Role Overload dimension of Occupational Stress (N=100)

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of Significance
Role - overload	WW*	50	20.40	3.980	2.64	Significant at 0.01 level
	NWW**	50	18.46	3.327		

WW*= *working women*

NWW** = *Non-Working Women*

The results of the table indicate that a significant difference between employed and non-employed women exist on role-overload dimension of occupational stress with t-value 2.64 which is significant at 0.001 level of significance. The result depicts the mean score favouring working women, which implies that women working women have high role overload as compared to their counter parts.

Table 4.6: Showing the mean comparison between working and non-working women on Role Ambiguity dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Role Ambiguity	WW	50	10.30	3.046	0.67	Not Significant
	NWW	50	9.94	2.244		

WW= *Working Women*

NWW = *Non-Working Women*

The results of the table depict the t-value 0.67 which is insignificant which shows that both employed and non-employed women have somewhat similar role ambiguity dimension of occupational stress.

Table 4.7: Showing the mean comparison between working and non-working women on their Role Conflict dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Role conflict	WW	50	15.68	3.310	2.01	Significant at 0.05 level
	NWW	50	14.28	2.807		

WW= *Working women*

NWW = *Non-working women*

The results indicate that a significant mean difference exists between working women and homemakers in role conflict dimension of occupational stress with t-value 2.01 which is significant at 0.05 level of significance. Moreover, the mean score favour the working women, which indicates that working women have high role conflict as compared to non-employed women.

Table 4.8: Showing the mean comparison between working and non-working women on their Unreasonable group and political pressure dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Unreasonable group and political pressure	WW	50	11.22	2.978	0.53	Not Significant
	NWW	50	11.52	2.674		

WW= *Working Women*
NWW = *Non-Working Women*

The table indicates that there is insignificant mean difference between working women and homemakers on unreasonable group and political pressure dimension of occupational stress. Both employed and non-employed women have somewhat similar on their Unreasonable group and political pressure.

Table 4.9: Showing the mean comparison between working and non-working women on their Responsibility for persons dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Responsibility for persons	WW	50	8.50	2.794	3.00	Significant at 0.01 level
	NWW	50	10.00	2.157		

WW= *Working Women*

NWW = *Non-Working Women*

The table reveals that there a significant mean difference employed women and home makers in responsibility for person dimension of occupational stress with t-value 3.00 which is significant at 0.001 level of significance. The results also indicates that mean favours non-working women which shows that non employed women have highly responsibility as compared to employed women.

Table 4.10: Showing the mean comparison between working and non-working women on their Under Participation dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Under Participation	WW	50	12.96	3.928	2.98	Significant at 0.01 level
	NWW	50	11.08	2.108		

WW= *Working Women*

NWW = *Non-Working Women*

The results of the table shows that there is significant mean difference between employed and non-employed women in terms of under participation dimension with t-value 2.98 which is significant at 0.01 level of significance. The results indicate that the working women have better participation as compared their counterparts.

Table 4.11: Showing the mean comparison between working and non-working women on their Powerlessness dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of Significance
Powerlessness	WW	50	9.74	3.129	2.23	Significant at 0.05 level
	NWW	50	8.58	1.918		

WW= *Working Women*

NWW = *Non-Working Women*

The results indicate that there is a significant mean difference between employed and non-employed women on their role powerlessness dimension of occupation stress with t-value 2.23 that is significant at 0.05 level of significance. The table depicts the mean score favouring

working women, which implies that women working women have high powerlessness in comparison to their counterparts.

Table 4.12: Showing the mean comparison between working and non-working women on their Poor Peer Relation dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Poor Peer Relation	WW	50	10.70	2.621	1.81	Not Significant
	NWM	50	9.82	2.201		

WW= *Working Women*

NWW = *Non-Working Women*

Table 4.12 reveals the mean comparison between working and non-working women on poor peer relation dimension of occupational stress. The table revealed that there is insignificant mean difference between working and non-working women on poor peer relation dimension of occupational stress.

Table 4.13: Showing the Mean comparison between working and non-working women on their Intrinsic Impoverishment dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Intrinsic Impoverishment	WW	50	11.16	2.979	0.86	Not Significant
	NWM	50	11.66	2.782		

WW= *Working Women*

NWW = *Non-Working Women*

The above table depicts the Mean comparison working and non-working women on intrinsic impoverishment dimension of occupational stress. The table revealed that there is insignificant mean difference between employed and non-employed women on intrinsic impoverishment dimension of occupational stress.

Table 4.14: Showing the Mean comparison between working and non-working women on their Low Status dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Low Status	WW	50	7.96	3.257	1.14	Not Significant
	NWM	50	7.34	2.006		

WW= *Working Women*
NWW = *Non-Working Women*

The above table indicated the mean comparison between working & non-working women on their low status dimension of occupational stress. The table reveals that there is an insignificant mean difference between non-working and working women on low status dimension of occupational stress.

Table 4.15: Showing the mean comparison between working and non-working women on their Strenuous Working Conditions dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Strenuous Working Conditions	WW	50	10.04	2.850	2.90	Significant at 0.01 level
	NWM	50	11.50	2.131		

WW= *Working Women*
NWW = *Non-Working Women*

The above tables indicates the mean comparison between working and non-working women on their strenuous working conditions dimension of occupational stress. The results of the study reveals that there is a significant difference between working and non-working women on their strenuous working conditions dimension of occupational stress and the t-value (2.90) which is significant at 0.01 level of significance. However, the means difference non-working women which implies that non-working women have high strenuous working conditions as compared to working women.

Table 4.16: Showing the Mean comparison between working and non-working women on Unprofitability dimension of Occupational Stress

Dimension	Occupation	N	Mean	Standard Deviation	t-valu	Level of significance
Unprofitability	WW	50	6.04	2.030	0.05	Not Significar
	NWM	50	6.06	1.544		

WW= *Working Women*

NWW = *Non-Working women*

Table 4.16 depicts the mean comparison between non-working and working women on unprofitability dimension of occupational stress. The table shows that there is insignificant mean difference between working and non-working women on unprofitability dimension of occupational stress.

Table 4.17: Showing the mean comparison between working and non-working women on their overall score of Occupational Stress

Variable	Occupation	N	Mean	Standard Deviation	t-value	Level of significance
Overall Occupational Stress	WW	50	135.70	25.594	3.65	Significant at 0.01 level
	NWM	50	130.24	12.783		

WW= *Working Women*
NWW = *Non-Working Women*

The above table reveals that there a significant mean difference employed and non-employed women on overall score of occupational stress of occupational stress with t-value 3.65 which is significant 0.01. Moreover, the mean difference favours working women which implies that employed women have high occupational stress as compared to their counterparts.

From the above results the hypothesis No. 1, "There is no significant difference between working and non-working women of Central Kashmir on occupational stress" stands rejected.

Table 4.18: Showing the mean comparison between working and non-working women on their Stress Management

Variable	Occupation	N	Mean	Standard Deviation	t-value	Level of Significance
Stress Management	WW	50	99.56	19.889	4.83	Significant at 0.01 level
	NWM	50	81.20	18.036		

WW= *Working Women.*

NWW = *non-working women*

Table 4.18 shows the mean comparison between employed and non-employed women on their stress management. The results reveal that there exists a significant difference between employed and non-employed women on stress management with t-value 4.83 which is significant at 0.01 level. However, the mean score favours the employed women which implies that employed women have high stress management as compared to working women.

On the basis of the above results hypothesis No. 2, "There is no significant difference between working and non-working women of Central Kashmir on stress management" stands rejected.

Co-relational Analysis

Table 4.19: Showing the Co-efficient of Correlations between occupational stress and stress management among working and non-working women (N=100)

Variable/s	Relationship Status	Level of Significance
Occupational Stress & Stress Management	R=0.46	Significant at 0.05 level.

The above table depicts the Pearson correlation coefficients between occupational stress and stress management among employed and non-employed women ranging from (r =0.46, p=0.017) and the correlation are significant at 0.05 level. It is evident from the table that occupational stress and stress management is positively correlated.

On the basis of the results above hypothesis No. 3, "There is a significant and positive relationship between occupational stress and stress management among working and non-working women`s in Central Kashmir" stands accepted.

DISCUSSION AND CONCLUSION OF THE RESULTS:

The present study focuses on the occupational stress and stress management of employed and no-working women in central Kashmir. The sample chosen for the study was 100 women with 50 employed and 50 non-employed women from three districts of central Kashmir i.e., Srinagar, Budgam, and Ganderbal. The conclusions drawn from the study includes: - Significant mean difference between employed and non-employed women in relation to their over-all occupational stress was found. The mean score favours the working women which indicates that working women have high level of occupational stress than their counterparts. Our results are in line with Patil (2016) who reported that employed women have high level of occupational stress than the non-working women. Our results are also in line with results of Lian (2014); Singh (2014) who confirmed that the working women has high occupational stress as compared to their counter parts. Shukla et al., (2017) reported that the level of stress was directly associated with the profession of a women and working women was seen highly affected by the occupational stress in comparison to their counterparts. Significant mean difference between employed and non-employed women in relation to their stress management was found. The mean score favours the working women

which indicates that working women have high stress management than their non-working women. Our results are in line with Alex (2015) who reported that working women's have high stress management than the non-working women. Joseph (2019) also favours our results who reported that better stress management was exhibited by the working women. Significant positive correlation was found between occupational stress and stress management was found. The finding is in line with findings of Suraj (2005) and Sultana (2013) who reported a positive association between that stress management and occupational stress level of the working and non- working mothers. Fatima et al., (2021) have found that both working and non-working woman's were equally stressed and they often listen music to overcome their stress.

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