

Impact of Occupational Stress on women in Telecom industry

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Abstract

Women are especially likely to experience these sources of stress. Since they still carry more of the burden of childcare and domestic responsibility than men. Women managers experience great pressure to work hard to prove them in the workplace. The researcher took 250 samples from telecom industry. Standard questionnaire was used with correlation tool for testing result. Finding of the study was women those have internal control over the life are less stresses comparison external control. Another finding was also of this study that married women are more stressed than unmarried.

Keyword: Occupational Stress and Marital Status

INTRODUCTION

Women are especially likely to experience these sources of stress. Since they still carry more of the burden of childcare and domestic responsibility than men. In addition, women are concentrated in lower paid, lower status jobs, may often work shifts in order to accommodate domestic responsibilities and may suffer discrimination and harassment.

Women managers experience great pressure to work hard to prove them in the workplace. Balancing work and family roles has become a key personal and family issue for many societies. While change is slow for Indian women to gain top executive positions, they have made progress in management in a relatively short time.

Low salaries lack of opportunity for advancement and heavy workload have more than one third of Americana reporting feeling chronic work stress. And women are feeling it more acutely than ever. After decades of making progress in work force, many women are feeling less valued than men. They are feeling they do not receive adequate monetary

compensation for their work and feel that employers offer them fewer opportunities for internal career advancement than men.

It is normally observed that men are less emotional than women. They tend to behave more emotionally and are able to understand others emotions. Also women are more expressive about their emotions and also experience emotions more intensely in comparison to men. With women it's been observed that they express both kind of emotions very easily i.e. positive and negative but anger is something which does not form the basic emotional expression of women and they do not express it more openly. Women not only use nonverbal symbols a lot they also understand the same very easily. It also observed through studies on whose locus of control is more amongst men and women, and amongst them who tend to be more external and internal. While the studies shows that both men and women are divided on this one cannot exactly divide them and say that men are more internals and women is less. Thus the study tries to focus on this issue.

The situations are such that thinking that single person earning is enough for the family cannot suffice the social needs anymore. To achieve the status of the lifestyle which our peers have the women of the house had also stepped out. She has become the part of the large workforce to satisfy the ever increasing social need, and still the situation is getting worst day by day. With people earning more but having no time to live the life is turning out stressful for both men and women.

Occupational stress is increasing globally in all countries, organizations, professions and among employees, employers, families and society in general. Occupational stress which leads to the absenteeism of employees, loss productivity and low performance (P.E. Spector, 2002). Thus the stressful situations of the workplace due to occupational stress lead to negative consequences like anxiety, headache, stomach distress and cardiovascular disease.

LITERATURE REVIEW

Literature suggests a large number of workplace stressors of varying degrees of gravity. Studies have attempted to establish the degree of association or find out causal relationships of stress with variables such as marital status, age and income.

Jamadar ChandraKant (1989) examined, "Occupational Stress and Work motivation among telecom employees." The aim of the study was to find out the impact of Occupational Stress and Work motivation among telecom employees. On the basis of the result it could be said that Work Motivation has a significant relationship with Occupational Stress. As job stress produces negative effects for both the employee and the organization, it was critical that occupational stress not be considered a private matter for the employee to deal with alone and in isolation.

Sindhu Sivan, Sathyamoorthy K. (2014) conducted, "Women managers and their work life balance." The purpose of the study was to find the situation of women managers and

their work life balance. The key challenge for women managers is managing both their traditional role as housewives and their career. This paper highlights the coping strategies that can be accepted and viewed as a condition of success so that women are encouraged to come forward and embrace managerial positions and contribute their efforts to build a developed and a civilized nation.

OBJECTIVES

1. To identify the impact of occupational stress among women managers in telecom company.
2. To compare the effect of marital status on occupational stress.

RESEARCH METHODOLOGY

Research methodology is an important pillar for any study as it gives the guidelines in which direction the study will go. To determine whether the objectives are in line with research or not and whether the researcher is working on the right path can be determined. The researcher has used the technique of primary data collection.

The study aimed at employees working in Telecom Company. The researcher has sent in all 250 questionnaires to the various respondents. The tool for data collection that is used by the researcher is the two standardized questionnaire. The researcher has been used the “Occupational Stress Index (OSI)” for testing of Occupational

Stress. The researcher used correlation test for analysing.

Data analysis procedure

Telecommunication

Category	OS and I	OS and EO	OS and EC
R	0.012816	-0.117	-0.1357

The results here depict that the male who had more control over the life suffered the most with occupational stress while the less control on their lives had negative occupational stress. When they attributed the same to chances they suffered the least with the occupational stress. This when compared to female in the same industry it was found that the female with the internal control suffered the least occupational stress as compared to others. Also the researcher found that the female who attributed the success or failure to the outside factor suffered the most with occupational stress while the same was negative in the context of male in the industry.

Telecommunication

Category	OS and I	OS and EO	OS and EC
R	0.250471	0.312531	0.392957

In the telecommunication industry it was observed that the women with internal control suffered lesser occupational stress as compared to the other two. The women who considered that the chance plays the major role in the working they suffered the most with the occupational stress as can be seen from the correlation between the occupational stress and the pattern of control on life.

Married Women

Category	OS and I	OS and EO	OS and EC
R	0.231837	0.38224	0.229943

The survey conducted by the researcher showed that the married female suffered more with occupational stress when they attributed the same to external others as compared to when they attributed the same to external factor or internal. It was found that the correlation between the locus of control external chance and internal were bit less as compared to the external others which gives a clear view that normally married female attribute their stress to others rather than chance or themselves.

Unmarried Women

Category	OS and I	OS and EO	OS and EC
R	-0.15431	0.066043	0.168139

CONCLUSION

The researcher tried to understand the occupational stress level with the locus of control level for unmarried female. Working in the telecommunication. It was found there is negative correlation between the internals and occupational stress while the unmarried

female who had the external control in that to who believed in chance suffered with the occupational level at a greater level as compared to others and internal. While the level of occupational stress was comparatively low with the unmarried female as compared to marrieds as can be seen from the results also that the married female had higher correlation with occupational stress in any case of occupational stress as compared to the unmarried female.

When the researcher tried to study the impact of occupational stress of the working female managers the same was proved. While the male almost showed the same trend in any case as whenever the male had an internal control suffered the most with the occupational stress.

Female true to her nature was never stable. Sometime the reasons were internal sometimes the reasons were external. Sometimes when they attributed it to others they suffered less stress while at other times when they attributed it to chance they suffered with occupational stress.

While after the analysis is can be generalized that whenever a male had an internal locus of control it suffered from the occupational stress. This same cannot be generalized in the case of women. In case of women it cannot be said that at any

specific distinction the women will have occupational stress from any attribute of control. In one case it can be internal in another it can external.

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