

## Role conflicts among women employees engaged in different professions

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### ARTICLE INFO :

**Received** : 29.03.2012  
**Revised** : 14.08.2012  
**Accepted** : 16.09.2012

### KEY WORDS :

Conflict, Women employees, Stress

### HOW TO CITE THIS ARTICLE :

Kaushal, Shilpa and Gurg, Mukta (2012). Role conflicts among women employees engaged in different professions, *Adv. Res. J. Soc. Sci.*, 3 (2) : 137 - 140.

### ABSTRACT

The women are best recognized for organizing their role as professional and house maker pretty flawlessly. However, this organizing may cost them more stress than they can actually manage. Working women tolerate dual role conflicts both at work as well as at home which make them overburden and produce many ill effect in their life. This paper aims to examine the factor of stress at home and office for working women which make troubles and strains in life. To achieve objectives of the study, 160 working women from Kanpur city were selected randomly from professional categories namely, teachers, engineers, doctors and others (nurses, bank, exchange and post office employees) with 40 respondents in each category. Structured interview schedule was designed and used to elicit information from respondents. For analysis of data, mean score, rank order, correlation coefficient and regression were computed. The study concluded that teachers, engineers and others were highly stressed but doctors have no psychological stress because of home and workplace environment.

### INTRODUCTION

These days we are moving in an age of tremendous growth of knowledge and rapid changes. Modernity brought women education in its wake and she changed the area of activity. An increasing number of working women now a days are faced with the task of juggling the roles of homemaker and employee and they feel stress due to their dual role conflict. Although stress is an unavoidable characteristic of life and work, is not uncontrollable. With proper understanding of the different stressors that cause stress, the situation can be well managed. McGrath (1970) described stress as a perceived imbalance between demand and response capacity under conditions where failure to meet demand has important consequences. Modern women try to balance between their home and office responsibility yet they become stress due to over burden of work. Singh (1995) and Pillai and Sen (1998) reported that only 13.7 per cent of working women were able to harmony their dual role. Makowska (1995) revealed that work related stressors were evidently greater than stressors related to family function although the relationship between family functioning stress and well being was also significant. Ojha and Rani (2004)

supported that working women significantly scored higher on life stress in comparison to non-working women. Bhattacharya and Guha (2006) reported significant factors which generated stress were busy schedule of work, odd duty hours, poor interaction, leading tendency of superiors, and poor interpersonal relationship among the colleagues in the work environment. A number of studies have also done during last few years but most of them focused their attention on the few aspects of the problems of working women. Since stress is a psychological factor, it has got the characteristics of getting inflicted from the existing environment at different places. The study would help in delineating level of stress is related to different professions. The present study was conducted with the following specific objectives to assess the home, workplace environment and psychological stress of working women and to find out the effect of home and workplace environment on psychological stress of working women.

### METHODS

The present study was conducted in Kanpur city of Uttar Pradesh state. The sample comprised 160 women respondents

from four professionals namely, teachers, engineers, doctors and others (nurses, bank, exchange and post office employees) were selected randomly with 40 respondents in each categories. Data for the study were collected through personal interview method by using a self-prepared interview schedule. The interview schedule was close-ended, consisted two parts, one for assessing general information about person and their office and other part consisted specific information about assessment of home environment, workplace environment and psychological stress. The five point ranking scale was exercised with the corresponding numerical values. The collected data were tabulated with suitable statistical tools such as mean score, rank order, correlation coefficient and regression.

## OBSERVATIONS AND ANALYSIS

As shown in Table 1, most prominent stressors for respondents of all categories were unexpected guest coming in their working hours with respective mean scores of 2.95, 3.25, 3.4 and 2.8. Other causes of stress were traditional customs an evil for women development, tense about child's future, child's loneliness and their bad habits due to their official engagement, felt guilty when not able to perform dual role responsibility and feel strain playing dual role in life. Aujla *et al.* (2004) supported burden of unexpected guest, compulsory socialization and no support of husband, were the major causes of stress for working women. Rankin (1993) supported that child related problem and maternal guilt was found significant cause of stress in working women. In such circumstances when husband and family member do not cooperate, then marital friction and family tension arise which create social and psychological problems. Harshpinder and Aujla (2002) found in their study that working women were more stressed due to

sociological factors where as non-working women were more stressed due to environmental factors.

It can be interpreted from Table 2 that the most prominent causes of stress, perceived by all categories of respondents were have to do lot of work with highest mean score 3.2, 3.15, 3.675 and 4.025, respectively. Other causes of stress were work with people to whom they dislike, policy of office, not satisfied with amount of salary work in tense situation, mental harassment and political pressure with different mean scores. Latha and Panchanatham (2007) found out that work load acts as major stressors for engineers. Long work hours are indirectly associated with psychological distress. Rivera *et al.* (1997) suggested that there is a need for development of public policies as the potential to have a positive impact on their health status. Potter *et al.* (2002) concluded that the interpersonal stressors at work place have the influence on the employees. Interpersonal conflicts experienced in the work place also predict diseases and well being declines. Results proved that psychosocial environment of work place have unique effects on employee. Osmany and Khan (2003) found that unmarried working women reported high stress at work place due to political pressure and for married women, it may be due to poor peer relation.

Table 3 indicates that the most prominent psychological stress which were perceived by all categories of respondents were feel great weight on their shoulder, feel rush, have physical aches and pain, sore back, headache, stiff neck and stomachache and not feel calm. Bakhshi (2008) and Ekelof (1991) also agreed that working women had greater strain than men and they are affected by double exposures and felt great weight on their shoulder. A study by Aujla *et al.* (2004) showed that working women were significantly more stressed due to psychological stressors than non-working women.

Statements	Teachers	Engineers	Doctors	Others
Burden of unexpected guest	2.95(I)	3.25(I)	3.4(II)	2.8(VII)
Traditional customs create obstacles	2.925(II)	2.925(IV)	2.925(VI)	2.725(XI)
Not get support and encouragement from in-laws	2.75(IV)	2.0(XII)	1.825(XIII)	2.75(IX)
In-laws behave differently with you	2.075(XI)	2.625(VII)	2.9(VII)	3.25(V)
Not find support from your husband	2.675(V)	2.3(X)	3.125(III)	3.4(II)
Not satisfied with your husband's job	2.075(XII)	1.5(XVIII)	1.425(XVII)	2.6(XI)
Problem in leading sexual life due to your dual role	2.225 (X)	2.375(IX)	2.425(X)	2.45(XII)
Husband trust on you	1.775(XIV)	1.775(XV)	1.575(XVII)	2.425(XIII)
Feel guilty when not able to perform dual role responsibility	2.25(IX)	3.075(II)	4.2(I)	3.275(IV)
Tense about your child's future	2.825 (III)	2.425(VIII)	2.5(IX)	3.275(IV)
Tense about child's loneliness	2.3(VIII)	3.25(I)	3.1(IV)	2.925(VI)
Tense due to child's have bad habits	2.375(VII)	2.825(VI)	3.0(V)	3.575(I)
Decorate and manage house better if you are only wife	1.875 (XII)	2.85(V)	2.7(VIII)	2.775(VIII)
Think to give up job on account of your family tension	1.75(XV)	1.825(XIV)	1.95(XII)	2.1(XVII)
Feel strain playing dual role in life	2.5(VI)	3.05(XIV)	1.95(XII)	2.1(XVII)

This is evident from Table 4 that teachers, engineers and others were highly stressed due to their home and workplace environment. But doctors have no psychological stress due to home and workplace environment. Makowska (1995) reported that work related stressors were evidently greater than that of the stressors were home function. Chand and Monga (2007) supported respondents with internal locus of control, high social support and high job involvement experience less stress.

demands very difficult adjustment psychosocial stress basically originates in the form of an event or condition from the environment that may be purely physical, biological and social. It is concluded from the study that teachers, engineers and others were highly stressed and nearly similar causes of problems at home and workplace and doctors were not significantly affected by these problems but they all have similar kind of psychological stress.

**Conclusion:**

Stress is an external or internal stimulus conditions which

**Coping suggestions:**

– Stress can be overcome by suitable planning, good

**Table 2 : Rank wise distribution of workplace stressors according to different categories of respondents**

Statements	Teachers	Engineers	Doctors	Others
Timing of work place	2.2(XII)	2.05(VIII)	2.225(X)	1.975(XIV)
Not satisfied with policies of office	2.775(IV)	2.375(VI)	2.775(V)	2.9(VI)
Timing of lunch break is not sufficient	2.225(XII)	2(X)	3.075(II)	2.225(XI)
Have to do lot of work in this service	3.15(I)	3.2(I)	3.675(I)	4.025(I)
Your suggestion are not given attention and not put to execution	2.3(X)	2.375(VI)	2.075(XII)	2.9(VI)
Not satisfied with amount of your salary	2.8(III)	2.975(II)	2.525(VIII)	2.875(VII)
Not get salary in time	2.725(V)	1.875(XII)	2.375(IX)	2.85(VIII)
Have to work with those people to whom you dislike	3.075(II)	2.575(III)	2.875(III)	2.95(IV)
Feel that higher officers and colleagues of organization do not care for your self-respect	1.8(XVIII)	1.9(XI)	1.75(XV)	3.025(III)
Feel that your hard work and volume of work paid less considering by others	2.625(VIII)	2.475(V)	2.55(VII)	2.925(V)
Work in tense situation	2.7(VI)	2.475 (V)	2.8(IV)	3.225(II)
Not get ample opportunity to utilize your abilities and experience independently	2.025(XV)	2.025(IX)	1.85(XIII)	2.85(VIII)
Suffer by any type of mental harassment	2.675(VII)	2.559(IV)	2.15(XI)	2.959(IV)
Face many difficulties for leave	2.425(IX)	2.225(VII)	2.225(X)	2.1(XII)
Certain group and political pressure	2.05(XIV)	2.55(IV)	2.725(VI)	2.95(V)

**Table 3 : Rank wise distribution of psychological stresses according to different categories of respondents**

Statements	Teachers	Engineers	Doctors	Others
Not feel calm	2.125(IX)	3.225(II)	2.925(IV)	3.175(IV)
Feel rush and do not seem to have enough time	2.625(III)	3.05(V)	3.15(II)	3.025(V)
Have physical aches and pain, sore back, headache, stiff neck and stomachach	2.55(IV)	2.825(VI)	2.925(IV)	2.875(VI)
Feel preoccupied, tormented or worried	2.325(VI)	2.125(X)	2.575(V)	2.7(VII)
Feel confused, thoughts are muddled, lack concentration and cannot focus	2.175(VIII)	2.175(IX)	2.45(VI)	2.5(IX)
Not feel full of energy and keen	2.375(V)	3.075(IV)	3.15(II)	3.2(III)
Feel great weight on my shoulder	2.775 (I)	3.425(I)	3.5(I)	3.35(I)
Difficulty to controlling reaction, emotions, moods or gestures	2.2(VII)	2.7(VII)	2.3(VII)	2.7(VII)
Feel stress	2.725(II)	3.15(III)	3.05(III)	3.225(II)
Feel lonely and helpless	1.75 (X)	2.275(VIII)	1.875(VIII)	3.675(VIII)

**Table 4 : Effect of home and workplace environment on psychological stress of working women**

Respondents	Value of r
Teachers	0.612**
Engineers	0.663**
Doctors	0.214 NS
Others	0.659**

Table value of r at 5%=0.312

at 1%=0.40

NS=Non-significant

time management and systematic way of working.

- Share the responsibilities of household activities by husband and family members and use facilities of good crèches.
- Getting physical activity not only helps relieve tense muscles, but helps person mood too. Body releases certain chemicals, called endorphins, before and after we work out. They relieve stress and improve our mood.
- Concentrate mind through meditation and Yoga.
- Use downtime to recharge, exercise and connect with family and friends. Relaxation during weekend through recreational activities.
- Laughter can help make difficult family or work situations more bearable. A good chuckle is an easy and cost-free way to relieve tension.
- Improvement of the environmental conditions of home and workplace. Women should develop positive attitude towards responsibilities of work and home.
- Develop good policies for working women.
- Prayer connects people directly to divine core and helps us to bring out our inherent benevolence, compassion and wisdom. Use prayer to help you create the peaceful, stress-free life as one desires.
- Being well-rested helps cope with stress. Try to get seven to eight hours of sleep per night.
- More water, less caffeine help to keep you hydrated, improve sense of well-being.
- Don't deal with stress in unhealthy ways. This includes drinking too much alcohol, smoking or overeating.
- Deep breathing is a good way to relax. Try it a couple of times every day.

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