

# Periodic Research

## Stress Management of Working Woman in BRFL, Bangalore



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#### Abstract

Stress is a common part of everyone's life however it can be managed and respond to stress physically, mentally, and emotionally and the way we behave.

The many challenges in the work environments, characterized by heightened competition lack of time more uncontrollable factors, lack of space continuous technological development, conflicting demands from organizational stakeholders, increased use of participatory management and, conflicting demands from organization, greater uncertainty and other have resulted in higher job stress. Women can know liberation only when they too acquire earning power, shoulder responsibility, speak out against injustices and confidently go about building a future of themselves. A woman is a wonderful creation of nature with the quality of confidence, peace, hard work and adjustment. In India women have a respectful place. Women in Indian family play an important role both in home and outside. Nature is impartial to women but man-made environment kills the essence of life. Women who still in tune with nature enjoy good mental and physical healthy. The so-called development has brought more evils than good to women. The government and the individuals must realize the importance of maintaining a good environment, which will sustain life and not destroy it.

**Keywords:** Women, Stress, Work, Health, Hardwork.

#### Introduction

The many challenges in the work environments, characterized by heightened competition lack of time more uncontrollable factors, lack of space continuous technological development, conflicting demands from organizational stakeholders, increased use of participatory management and, conflicting demands from organization, greater uncertainty and other have resulted in higher job stress. In the organizational managers needs to work under highly stressful circumstances. Managers in the manufacturing sector have been found to be experiencing higher job stress. In the days when prehistoric man had not yet attained self-consciousness, he reacted to any signs of danger in two ways: he fought or he fled. This is the 'fight-or-flight' response-a term coined by W.B. Cannon in 1914. During this, the body reacts with alarm to the 4 threat: there is a rapid increase in metabolism, with hormonal, physiological and biochemical changes taking place instantly. The body muscles become tense and the hypothalamus activates the pituitary gland, which secretes hormones that activate other hormone-producing centers like the adrenal glands. The release of adrenaline and other hormones sustains the alarm reaction and physiological changes occur in response to the stress stimulus. The body now needs glucose for the muscles to function properly. The liver responds by releasing some into the bloodstream. For the glucose to be transformed into energy, extra oxygen is required. The heart begins pumping blood faster to carry this extra supply, leading to a rise in blood pressure. Each one of us (men) must have been in a relationship, I love women, and we all do! But they have issues.

#### My Idea about Women is Simple

They listen to what you say, but they only hear what they want to hear. Seriously, women don't want to hear our opinions. Its like they want to hear their opinion in another voice; a deeper voice. Women can know liberation only when they too acquire earning power, shoulder responsibility, speak out against injustices and confidently go about building a future of themselves. A woman is a wonderful creation of nature with the quality of confidence, peace, hard work and adjustment. In India women have a respectful place. Women in Indian family play an important role both in home and outside.

## Stress

Stress is a common part of everyone's life however it can be managed and respond to stress physically, mentally, and emotionally and the way we behave.

Stress is normal process we use to appraise and attempt to cope with emotional threats and challenges. Stressors—events and situations—may be blamed for the uncomfortable effects of stress. But the way we perceive stressors determines whether stress is experienced as a panic or a challenge.

While normal stress protects the body in times of heart, prolonged stress may potentially damage the body, including the brain. When a stressful situation occurs, the body reacts with an outpouring of hormones (adrenaline, nor epinephrine, and cortisol). These hormones increase heart rate and respiration, send more blood to skeletal muscles, dull pain, stimulate the immune system, and turn sugar and fat into energy.

Job stress is a chronic disease caused by conditions in the workplace that negatively affect an individual's performance and/or overall well-being of his body and mind. One or more of a host of physical and mental illnesses manifests job stress. In some cases, job stress can be disabling. In chronic cases a psychiatric consultation is usually required to validate the reason and degree of work related stress.

The great neurologist Walter Cannon coined the term homeostasis to further define the dynamic equilibrium that Bernard had described. He also was the first to recognize that stressors could be emotional as well as physical. Through his experiments, he demonstrated the "fight or flight" response that man and other animals share when threatened. Further, Cannon traced these reactions to the release of powerful neurotransmitters from a part of the adrenal gland. The medulla. (Neurotransmitters are the body's chemicals that carry messages to and from the nerves). The adrenal medulla secretes, two neurotransmitters, epinephrine (also called adrenaline) and nor epinephrine (nor adrenaline), in the response to stress. The release of these neurotransmitters leads to the physiologic effects seen in the fight or flight response. For example, a rapid heart rate, increased alertness, etc,

## Job Stress and Women

Women in India from antiquity were accorded the most exalted and respectful place in the society. In Vedic age women occupied a high position in society played a significant role in all fields including culture, social, religious and political. She had equal rights with men and played a more active economic role. She performed numerous tasks, as men did.

These customs, traditional and practices reduced women to the position of a liability and forced them to a life of unhealthy discrimination. A writer on women's issues, Shakuntala Narasimhan described the position of women during those days; "smothered or poisoned at birth, given away in marriage at a tender age, bargained over like some commodity by dowry hungry in-laws, secluded in the name of chastity and religion and finally burnt for the exaltation

of the family's honor or shunned as in auspicious window".

In Indian context, the women were confined to the four walls of the house so they performed the house-hold work of maintenance of home, cooking and care of children. They also helped their men folk in the agricultural and in production and marketing of handicraft. They were however not supposed to seek any gainful employment outside their homes.

Stress at work is a growing problem for all workers, including women. In one survey 60% of employed women cited stress as their number one problem at work. Furthermore, levels of stress-related illness are nearly twice as high for women as for men. Many job conditions contribute to stress among women.

## Causes of Job Stress

Most jobs come a certain amount of stress. Even business owners deal with stressful situations. However, many people deal with high stress jobs on a daily basis. The causes of job stress can be caused from several factors.

If you can figure out the cause of your job stress, then you can find a cure. Here are some possible causes:

1. Stress and a lack of social support in the workplace
2. Job Insecurity
3. High Demand for performance
4. Technology
5. Workplace Culture
6. Personal or Family problems

## Impact of Women Workers

Stress is normal process we use to appraise and attempt and cope with emotional threats and challenges. Stressors-events and situations – may be blamed for the uncomfortable effects of stress. But the way we perceive stressors determines whether stress is experienced as a panic or a challenge. While normal stress protects the body in times of threat, prolonged stress may potentially damage the body, including the brain.

There are two kinds of impact influence by the job stress:

1. Internal Impact
2. External Impact

## Internal Impact

Internal means to the effects creates on women's PERSONAL life; we can concenter three division of personal effects. The internal factors which influence on,

1. Mentally Effects
2. Physically Effects
3. Family Effects

## External Effects

External means to the effects creates on women's life Environment we can concenter three division of life environmental effects. The external factors which influence like

1. Effects on Economical Growth
2. Effects on Social Systems
3. Effects on Company

## Reducing Stress on the Job

In general, however, few workplace offer stress management programs, and it is usually up to

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the employee's to find their won way reduce stress.

1. Establish or reinforce a network of friends at work and at home.
2. Learn to focus on positive out comes.
3. If the job is unendurable, plan and excite a carver change send out resumes of work on transfers within the company.
4. If this is not possible, be sure to schedule daily pleasant activities and: physical exercise during free time. It may be helpful to keep in mind that the bosses are also victimized by the same stressful conditions they are improving.

### Statement of the Problem

My study includes the stress of women in home and in office. How she manage her stress. How she effected by stress. My study is limited with women stress only, which covers all the perspective of stress management of women.

### Objectives of the Study

1. To identify the factors affecting stress of working women.
2. To identify the causes of job stress in work place.
3. To know about the impact of job stress on women workers.
4. To know about some specific effects of job stress on women worker [Physically, Mentally, Family, Economically, Socially.]

### Methodology

The study is mainly concerned with the stress of working women. Survey method is used to collect the primary data with the help of questionnaire based on explorative and conclusive research.

1. Primary Data
2. Secondary data
3. Sampling
4. Sampling unit
5. Sampling size. 50

### Tools for Data Collection

#### Interview Schedule

#### Limitations of the Study

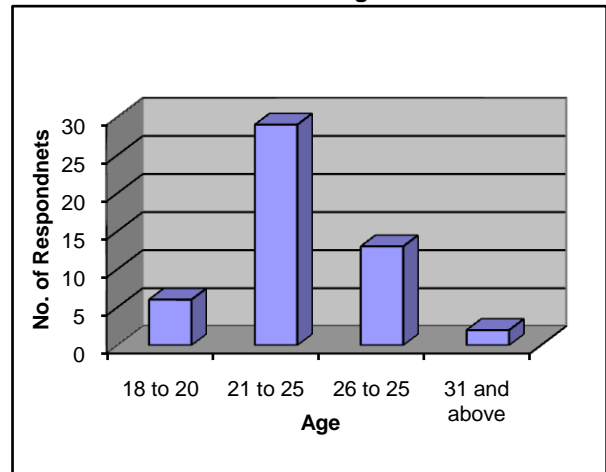
1. Total coverage of the study is limited to the employees of Bombay Rayon Fashions Limited Company in Bangalore only due to limited time.
2. Sample size of the study restricted to 50 employees only due to limited time.
3. Most of the employees were busy and not able to respond me, about all the stress problems faced by them.
4. Most of the working women are very shy in this company and they didn't response freely with me.

**Table showing Classification of Respondents Based on Age**

Age in years	No. of respondents	Percentage
18 to 20	6	12 %
21 to 25	29	58%
26 to 25	13	26%
31 and above	02	04 %
<b>Total.</b>	<b>50</b>	<b>100%</b>

Sources: Primary Data

**Graph showing Classification of Respondents Based on Age**



### Interpretation

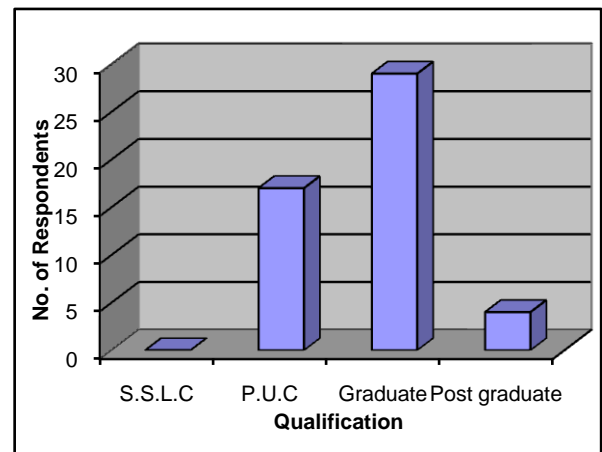
From the above table it can be conclude that maximum of respondents 58% (n = 29) are in the age group of 21 to 25, where as only 4% (n = 2) of the respondent comes under the age group of 31 and above we can also find that a large number i.e. 35 respondents in the above table are below to the productive age.

**Table Showing Classification as per Qualification of Respondents**

Qualification	No. of respondents	Percentage
S.S.L.C	00	00 %
P.U.C	17	34 %
Graduate	29	58 %
Post graduate	04	08 %
Total.	50	100%

Sources: Primary Data

**Graph Showing Classification as per Qualification of Respondents**



### Interpretation

The table clearly shows that all the respondents are literates and educated. All the respondents have minimum qualification of PUC. This shows that company requirement as per education is minimum PUC.

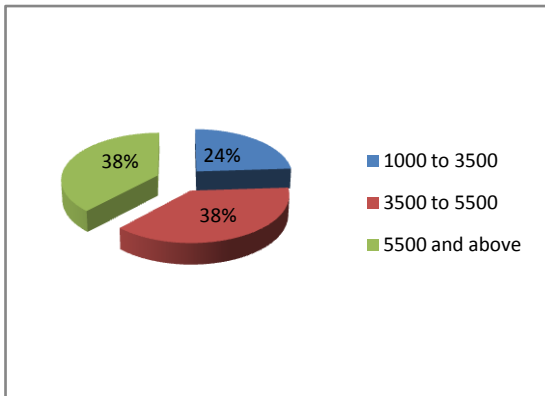
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**Table Showing Classification as per Monthly Income of Respondents**

Monthly Income (Rs)	No. of respondents	Percentage
1000 to 3500	12	24 %
3500 to 5500	19	38 %
5000 and above	19	38%
Total.	50	100%

Sources: Primary Data

**Graph Showing Classification as per Monthly Income of Respondents**



**Interpretation**

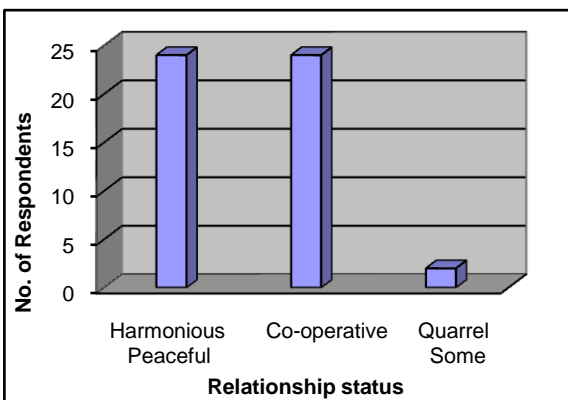
The above table shows that the 24% respondents have a monthly income of Rs 2500 or below Rs 2500. In other hand 76% of respondents income is more then Rs 2600. In MNC's employees is getting increment in salary as per there working performance not as per there working experience.

**Table Showing Classification of Respondents as Relationship with Peer Group**

Relationship status	No. of respondents	Percentage
Harmonious peaceful	24	48 %
Co-operative	24	48 %
Quarrel some	02	04%
Total.	50	100%

Sources : Primary Data

**Graph Showing Classification of Respondents as Relationship with Peer Group**



**Interpretation**

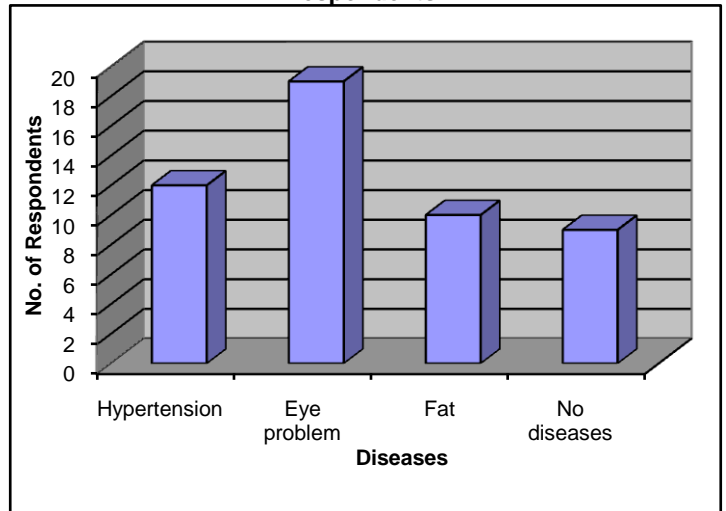
The respondent's relationship proved to be cardinal and peaceful according to the above table, the stress in relation to relationship with peer group reveals that it is less.

**Table Showing Occupational Diseases of Respondents**

Diseases	No. of respondents	Percentage
Hypertension	12	24 %
Eye problem	19	38 %
Fat	10	20 %
No diseases	09	18 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Occupational Diseases of Respondents**



**Interpretation**

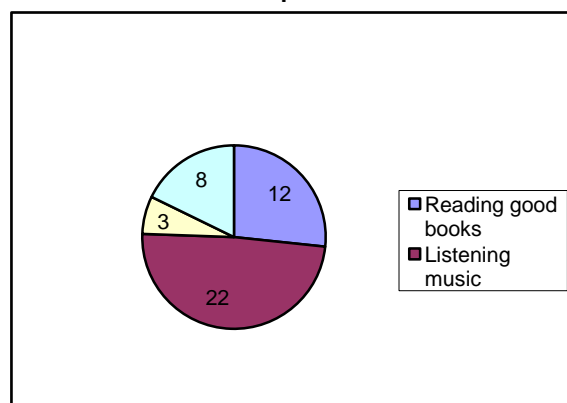
In multinational company working hours are 8 to 10 hours and employees have to work these hours in front of computer that's why 41 (82%) respondents are suffering from disease, which will increase stress level between employees.

**Table Showing Controlling Stress by Respondents**

Control stress	No. of respondents	Percentage
Reading good books	12	24 %
Listening music	22	44 %
Doing Yoga /exercise	08	16 %
Involving with children	08	16 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Controlling Stress by Respondents**



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## Interpretation

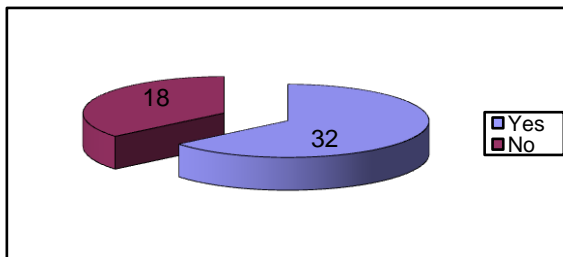
The above table clearly shows that respondent's use one or another habits to control their stress. Maximum number of respondents i.e. 22(44%) use to listen music to control their stress. 12(24%) respondents use to read good books and only 8 (16%) respondents use to do yoga/exercise to control stress. 8(16%) respondents involve themselves with children in which married women are more in number.

**Table Showing Present Life Style of Respondents Coping with Both Professional and Personal Stresses**

Present life style coping with both professional and personal stress	No. of Respondents	Percentage
Yes	32	64 %
No	18	36%
Total.	50	100%

Sources : Primary Data

**Graph Showing Present Life Style of Respondents Coping with Both Professional and Personal Stresses**



## Interpretation

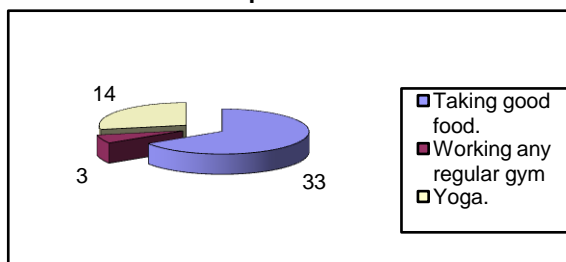
Though maximum number of women i.e. 32(64%) is saying that their present life style is helping them to cope with their stress. But 18(36%) women are saying 'no' which shows that they don't have any relaxation exercise which may lead to stress and also leading to physical and psychological disturbances.

**Table Showing Physical Capacity / Stamina of Respondents**

Physical Capacity/ Stamina	No. of Respondents	Percentage
Taking good food.	33	66 %
Working any regular gym	03	06%
Yoga	14	28 %
Total	50	100%

Sources : Primary Data

**Graph Showing Physical Capacity / Stamina of Respondents**



## Interpretation

City like Bangalore it is very hard to find that women are going to gym or yoga class that's why 14

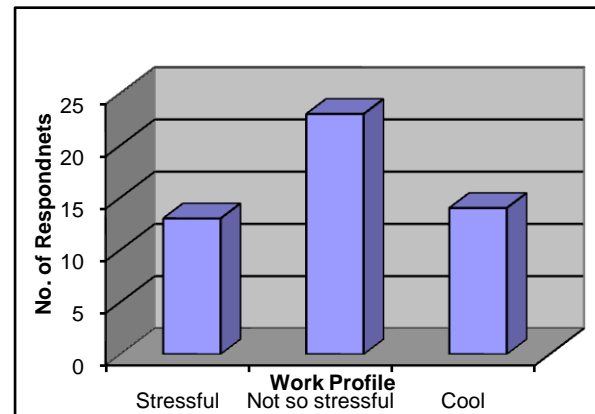
(28%) and 3 (6%) of women use to do yoga and exercise to increase stamina and 33 (66%) of women use to take good food to increase their stamina. Therefore working women should do exercise and yoga which will give relaxation to their mind and will reduce their stress.

**Table Showing Respondents by Perception of Work**

Work Profile	No. of Respondents	Percentage
Stressful	13	26 %
Not so stressful	23	46%
Cool	14	28 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Perception of Work by Respondents**



## Interpretation

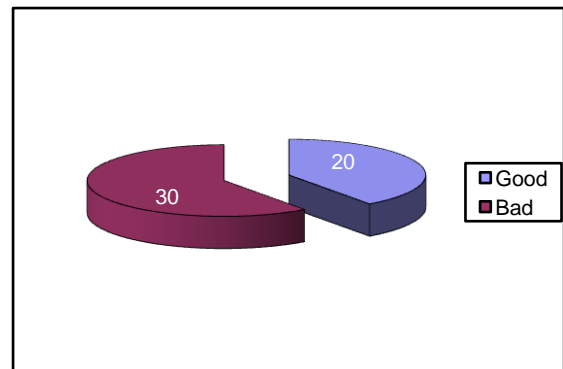
The above table shows that only 14(28%) respondent's think that their work profile is cool but 36 (72%) respondents think that their work profile is stressful and not so stressful. Therefore company should create the employee's working environment cool rather than stressful which will give good performance by employee.

**Table Showing Respondents Satisfaction with Welfare Facilities**

Welfare Facilities	No. of Respondents	Percentage
Good	20	40 %
Bad	30	60 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Respondents Satisfaction with Welfare Facilities**



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## Interpretation

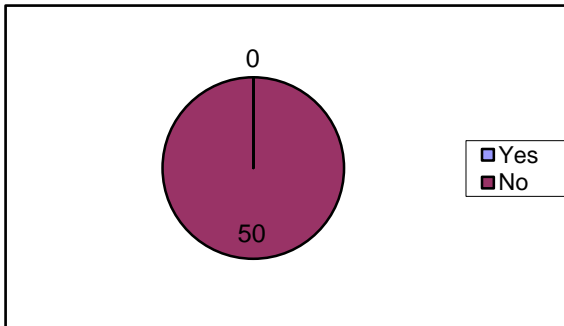
The above table clears that only 20 (40%) of respondents are satisfied with the welfare facility provided by the company and 30 (60%) of respondents are not satisfied with the welfare facility provided by company. Company should improve the welfare facility if not it will increase the stress level of employee and it will also reduce the working interest.

**Table Showing Respondents as Victim of Sexual Harassment in Work Place**

Victims of Sexual Harassment in Work Place	No. of Respondents	Percentage
Yes	00	00%
No	50	100 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Respondents as Victim of Sexual Harassment in Work Place**



## Interpretation

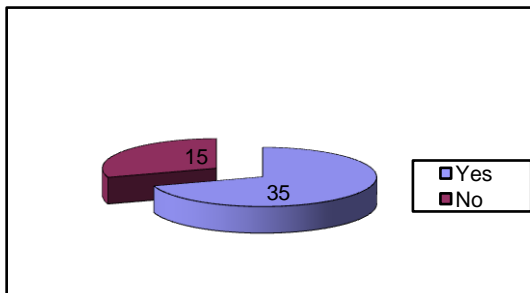
It is evident from the above table that 0% of respondents experience harassment at work place. This shows that company have lot of safety measures for women, management should continue this for long days this will somehow reduce the stress of women while working in company.

**Table Showing Work Performance Affected by Respondents Family Problem**

Family Problem Affect Work Performance	No. of Respondents	Percentage
Yes	35	70 %
No	15	30 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Work Performance Affected by Respondents Family Problem**



## Interpretation

From the above table it is clear that 35 (70%) of respondents won't feel that there family problem affect

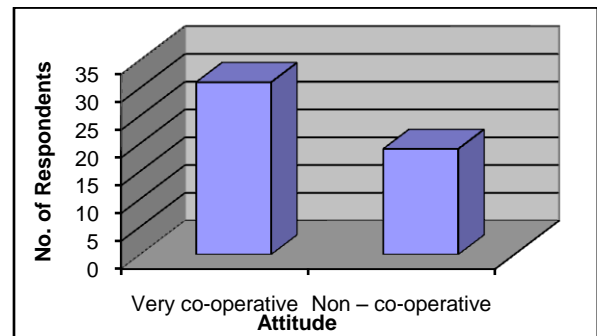
their working performance but 15 (30%) of respondents feel that there family problem affect their working performance. Therefore management should spot such employee and educated them and train them to balance their family and work performance.

**Table Showing Respondents Attitude Towards Personal Problem**

Attitude Towards Personal Problem	No. of Respondents	Percentage
Very co-operative	31	62 %
Non – co-operative	19	38 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Respondents Attitude towards Personal Problem**



## Interpretation

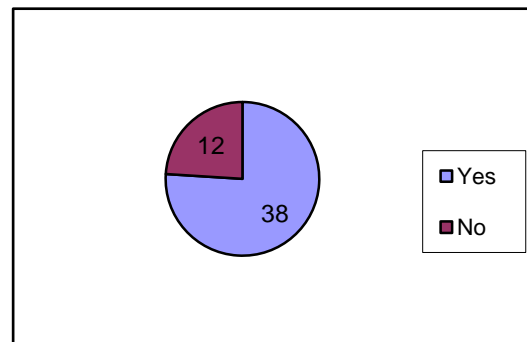
The above clears that 19 (38%) of respondents wont get co-operation from company towards their personal problem which creates more stress on employee. Management should co-operate with their employee for their personal problem, which will give good performance by their employee.

**Table Showing Respondents Family Support While Working**

Family Support	No. of Respondents	Percentage
Yes	38	76 %
No	12	24 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Respondents Family Support While Working**



## Interpretation

The above table shows it is good to note that 38 (76%) of the respondents enjoy the support of their respective families. Though the family support is not there for 12(24%) respondents the stress level is high in these employees. They should learn some techniques of ensuring family support.

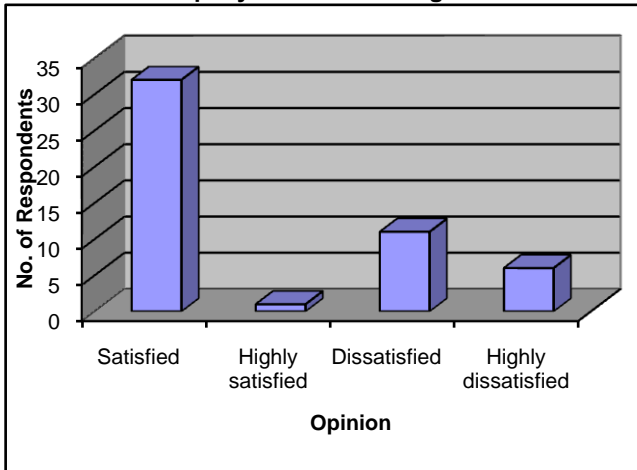
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**Table Showing Respondents Opinion Regarding Company's Rules and Regulation**

Opinion	No. of Respondents	Percentage
Satisfied	32	64 %
Highly satisfied	1	2 %
Dissatisfied	11	22 %
Highly dissatisfied	06	12 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Respondents Opinion Regarding Company's Rules and Regulation**



**Interpretation**

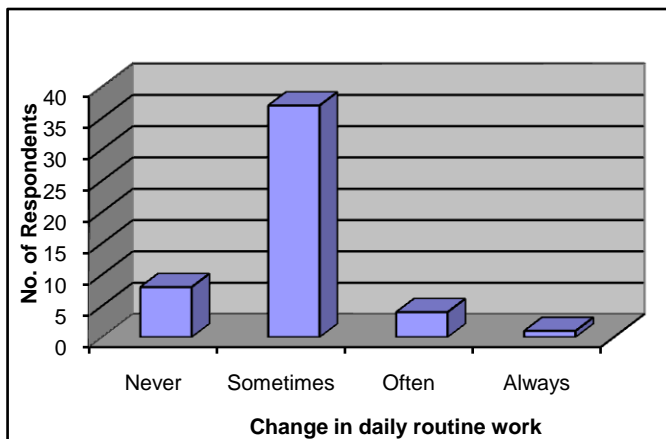
It is evident that the rules and regulation of the company are resetting in creating conducive work atmosphere. However company should not forget that 17 employee's are dissatisfied and highly dissatisfied. Therefore company should satisfy this employee's by considering their problem.

**Table Showing Change in Respondents Daily Routine Work**

Changes In Daily Routine Work	No. of Respondents	Percentage
Never	8	16 %
Sometimes	37	74 %
Often	4	08 %
Always	1	2 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Change in Respondents Daily Routine Work**



**Interpretation**

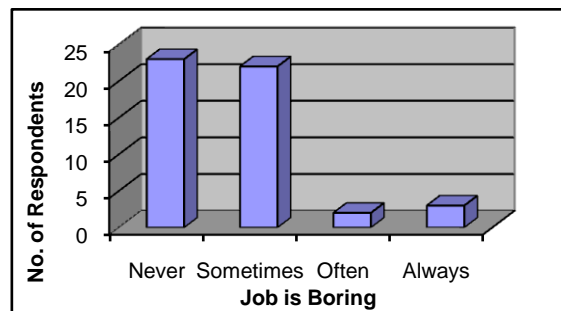
The above table clears that maximum No. i.e. 37(74%) of respondents have sometime changes in daily routine work. This shows that 4(8%) of respondents change their daily routine work to adjust both professional and domestic life. Therefore it will increase the stress level between them.

**Table Showing Respondents Feel as Job is Boring**

Job is Boring	No. of Respondents	Percentage
Never	23	46 %
Sometimes	22	44 %
Often	2	04 %
Always	3	06 %
Total.	50	100%

Sources : Primary Data

**Table Showing Respondents Feel as Job is Boring**



**Interpretation**

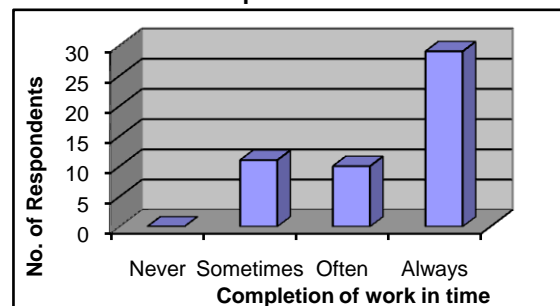
The above clears that 23(46%) of respondents never feel that their job is boring. 22(44%) respondents sometime feel that their job is boring there will be many reason for that i.e. job stress, family stress. Company should always encourage the employee to feel that job is interesting.

**Table Showing Completion of Work in Time by Respondents**

Completion of Work in Time	No. of Respondents	Percentage
Never	00	00 %
Sometimes	11	22 %
Often	10	20 %
Always	29	58 %
Total.	50	100%

Sources : Primary Data

**Graph Showing Completion of Work in Time by Respondents**



**Interpretation**

The above table educated us that 29(58%) respondents always complete their work in time. But 11(22%) and 10(20%) of respondents sometimes and often complete their work in time which will increase the stress level between employee. They should try to

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finish their work in time. However it is good that everyone somehow finish their work in time no one is their who won't finish their work in time.

## Findings

The major findings of this study was that it is a multinational company in which these women are working they have to work 8 to 12 hours in a day in computer. Due to this majority of the respondents are suffering from mental and physical tension and anxiety. Following are the important findings, which are discussed below:

1. According to previous table we can find that maximum number 29 respondents are in the age group of 21 to 25.
2. More than 50% of women are working as Jr. executive who are going to dominated by the supervisor and H R. manager
3. As study shows the women in this company have to work for 8 to 12 hours in a day for this they are all getting average salary i.e. 5000 Rs per month which is very less to manage their expenses.
4. Working continuously in front of computer all the working women's are suffering from occupational disease i.e. Hypertension. Eye problem, fat.
5. Women who are working in this company are very hard worker they always complete their job in time but it's not fair that they are getting less remuneration in return to their hard work.

## Conclusion

The research on "A study on stress management of working women" with special reference to women workers of a garments Industry i.e. BRFL, Bangalore. Bangalore is fast growing city, Bombay Rayon Fashions Ltd is one of Readymade Garment Manufacturing Industry in Bangalore. Here Women's are very much shy in this city but company is easily encashings the skill of these women by paying least salary to them comparing to Bangalore.

In other hand this company become god gift to these women who are not able to go outside Bangalore to earn money however they are getting least salary but they have at least job, they are also

getting cab facility for traveling, company also taking care of their safety.

Nature is impartial to women but man-made environment kills the essence of life. Women who still in tune with nature enjoy good mental and physical healthy. The so-called development has brought more evils than good to women. The government and the individuals must realize the importance of maintaining a good environment, which will sustain life and not destroy it.

It would like to conclude that women and the environment are so complex and vast. Each woman's problems are unique and significant just like the environment problem of particular place. Remedies have to be specific for each. Women have to protected and taken care of as they are responsible for new generation to live a full and healthy life, women and environment are closely knit and fascinate each other in order to generate a new world full of hope and happiness.

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## Website

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3. [www.helpguide.org](http://www.helpguide.org)