ORGANIZATIONAL FACTORS CAUSING STRESS AMONG WOMEN EMPLOYEES IN INFORMATION TECHNOLOGY SECTOR

Faiza Fathima*   Dr. K. Sreekanth**   Dr. T. N Murty***
*Research Scholar and Hyderabad Business School, GITAM University, Hyderabad Campus, India.
**Professor in Hyderabad Business School, GITAM University, Hyderabad Campus, India.
***Professor and Director, Nimra College of Engg & Tech., Vijayawada, India.

Abstract
Stress is a subject which is hard to avoid. It is a costly business expense that affects both executives' health and corporate profits. Stress is the order of the day and it's highly impossible to be entirely without stress. Work stress or executives stress has become a buzz word and a recent estimate is that stress results in lost productivity due to absence from work. Research evidence proves beyond dispute that stress has a dysfunctional impact on both individual and organizational outcomes.

Key Words: Stress, Behaviour, Women.

Introduction
Stress is used in everyday vocabulary to capture a variety of human experiences that are disturbing or disruptive. The word 'stress' is defined by the Oxford Dictionary as "a state of affair involving demand on physical or mental energy". It is a condition or circumstances (not always adverse), which can disturb the normal physical and mental health of an individual. The subjective sensations commonly experienced in conjunction with "feeling stressed" are headaches, loss of appetite and sleeping problems. Rapid technological and social changes have created highly stressful lifestyles. Stress can lead to physical, psychological, and behavioural difficulties. Today, in a rapidly-evolving and diverse society, workplace changes occur virtually overnight. Many employees accept tension and disregard its long term effects; those who are aware of their tension levels may not cope effectively. Most adults spend about half of their waking lives in work-related activities; therefore, work conditions significantly influence their health. When properly handled, work stress can be positive and energizing; however, overwhelming job stress can cause a staggering array of problems for individuals and organizations. Today majority of people are in a state of Stress. Their fast-paced lifestyle places them under pressure to perform the best.   Stress is often termed as twentieth century syndrome born out of man's race towards modern progress and its ensuring complexities. At one point or the other everybody suffers from stress. While the college students may experience stress in meeting the academic demands, the people in jobs and businessmen may suffer stress to reach office in time and to complete the projects on time. Even the household ladies may experience stress in managing the home affairs, look for a maid or servant. Most of us experience stress at one time or other; for without stress, there would be no life. Stress thus, has become a part of day-to-day living of every individual. A stress condition can be real or perceived. However the brain does not differentiate between real and imagined stress. Right from the time of birth till the last breath every individual is invariably exposed to various stressful situations.

Review of the literature
Avinash Kumar Srivastav (2005) has expressed his views on the "Role of Stress Across Management Levels in an Organization". He highlights the stress encountered by individuals which depends on the levels of management. Statistical analysis revealed Role Erosion as the predominant stress across the three levels of management.   The study also emphasized that the senior management level role

stagnation and role erosion are the predominant causes to induce stress among executives. Mahindra Bhattacharya and Jha. S.S (2007) have analysed on the topic "Stress in the organizational context" to show that retrospected fit, psychological strain and anticipated fit, is a better predictor of behavioural strain. Their location of study was Calcutta Metropolitan Area with the age range of 28 – 48 years. Views exchanged by many had led to the definition of stress. One of them said that any characteristics of the job environment that poses threat to the individual is stress. Another said that it is a condition at work which disrupts psychological or physiological homeostasis. However a self report questionnaire was administered to 370 men and women working in eight different occupations. To contact work-related stress in organizations and to reduce and prevent it at work was the major work of an anonymous (2005) writer. He has given guidance, "A key to managers to stopping stress". Management behaviours play a vital role in preventing, identifying and tackling stress. Management can help prevent most of the problems, causing stress at work. If managers could set clear goals and follow, there would be less stress and problems could be avoided. Trusting executives and giving responsibilities, expressing their emotions, communicating openly and not discussing behind closed doors go a long way in preventing and reducing stress at work. Yogarvaya Panda (2008) has under the title 'Emotional Intelligence and Perceived Stress' has stated his/her investigations. Thirty one male and female executives from a business organization, were samples for observation. She inferred from her analysis that Emotional Intelligence (EI) is negatively correlated with perceived stress test. There appeared no difference in gender for EI and perceived role stress. But the importance of EI for management students is highlighted.

Objectives of the study
1. To know the factors that lead to stress and to measure the stress level of the women employees/ executives; and
2. To examine the strategies adopted by the women employees/ executives to cope up with stress.

Methodology
The Sources of data are primary as well as secondary. Secondary data was collected from books, journals, magazines, reports, dailies constitute secondary data. The data collected from both the sources are scrutinized edited and tabulated. The primary data is collected for the study by means of questionnaire. The questionnaire is designed in optional type, where as the section II is designed in Likert's 5-point scale, ranging from 5-strongly agree, 4-agree, 3-neutral, 2-disagree, 1-strongly disagree. The multi stage random sampling method is applied to collect the primary data.

Data Analysis
The data is analyzed using statistical package for social sciences (SPSS). The following statistical tools are used in the study.

01. T-test and Paired t test are applied to ascertain the nature of responses of executives about the causes of stress, stress out comes, stress management and its impacts.
02. Factor Analysis by Principal Component Method is used to identify the factors of causes of stress, stress effects, stress management and effects of stress management.
03. K-means Cluster Analysis is exploited to classify the executives of MNC companies based on their perception.
04. Discriminate Analysis and correspondence analysis are brought to bear upon the problem of identifying the discrimination of factors of various aspects of stress.

05. Karl Pearson's Co-efficient of Correlation is brought into the context to explore the parametric relationship among the various factors of HRD practices and consequences

06. One way Analysis of Variance (ANOVA) is applied to ascertain the significant relationship between various stress management practices and their effects with respect to the organisational and personal variables of executives.

Organizational Factors Causing Stress: Discussions and Results

The organizational factors causing stress were analyzed by calculating weighted means score and the results are presented in Table the results showed that the organizational factors of (1,2,4,5,6, 8.9,10,12 ,13; 14,15,16,17 and 18) career path in the organization is well-defined for every one with opportunities clearly specified, training is given in the organization to achieve advancement in the career, easy approach to the supervisors / seniors is not possible because of gender difference, female senior will be more comfortable than male senior, appreciation for better work is not received from the seniors, women's talents are underestimated, there is discrimination in the allocation of job for men and women, women are neglected in the official discussion, Women have to prove successful twice the time than man to satisfy others about her talents, gossiping about women's advancement is more, harassment and exploitation by the male workers are often experienced, peer group men workers are not supportive to overcome the problems in the organization, child care centre can be provided in the organization to overcome the problems of child care, timing can be made flexible for the women employees which will help to overcome work family conflict and organizational policies on medical and maternity leave are not supportive for career advancement are agreed by women executives that these factors cause the stress among them.

Besides, the factors of (3,7 and 11) many or all the senior posts are occupied by men, problems of women are not understood by men seniors and encouragement, guidance for advancement is very less are in the status of neutral by the women executives. Women are getting equal chance in IT sector and there is no discrimination in gender. The problems of Women are normally understood and adjustments were made whenever it is required, and the guidance also being received by the women executives whenever necessary due to this reasons these factors (3, 7 and 11) gained Neutral.

Table : Weighted Mean Score for Organizational Factors Causing Stress

S.No	Organizational Factors Causing Stress	Weighted Mean Score
1	Career path in the organization is well-defined for every one with opportunities clearly specified.	4.36
2	Training is given in the organization to achieve advancement in the career.	3.75
3	Many or all the senior posts are occupied by men.	3.42
4	Easy approach to the supervisors / seniors is not possible because of gender difference.	4.44
5	Female senior will be more comfortable than male senior.	4.28
6	Appreciation for better work is not received from the seniors.	3.77
7	Problems of women are not understood by men seniors.	3.41
8	Women's talents are underestimated.	4.44
9	There is discrimination in the allocation of job for men and women.	3.68
10	Women are neglected in the official discussion.	3.91
11	Encouragement, guidance for advancement is very less.	3.43

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12	Women have to prove successful twice the time than man to satisfy others about her talents.	3.78
13	Gossiping about women's advancement is more.	3.64
14	Harassment and exploitation by the male workers are often experienced.	3.66
15	Peer group men workers are not supportive to overcome the problems in the organization.	3.65
16	Child care centre can be provided in the organization to over come the problems of child care.	3.65
17	Timing can be made flexible for the women employees which will help to overcome work family conflict.	3.77
18	Organizational policies on medical and maternity leave are not supportive for career advancement.	3.69

Suggestions
1. It is also suggested that effective use of individual and organizational strategies may reduce the possibilities of stress among women executives. At the organizational level, pre and post departure training, language training cross-cultural training are needed to be implemented and they should be regularly monitored. At the individual level,women executives should be supported by the family and friends.
2. It is also recommended that women executives are trying to come out of stressful situation by adopting coping strategies.

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