

Work Experience and Occupational Stress: Among Women Employees

Asha H.^{1*} Dr. Sreenivas M.²

¹ Research Scholar, Department of Psychology, Bangalore University, Bengaluru

² Assistant Professor, Department of Psychology, Bangalore University, Bengaluru

Abstract – Experience plays an important role in work. Experiential learning or knowledge improves the job which we do, to perform it even better and also reduces the time required. In all jobs some extent of stress is experienced, and it's a wide spread phenomenon. The job stress is considered as having the harmful physical and emotional response. Stress has a cost for individual in terms of Health and Wellbeing for organization in terms of, poorly motivated, less productive and less safe at work, absenteeism, labor turnover, low production etc. Employees are prone to develop a lot of health problems due to continuous physical and mental stress of their work place. Experience tends to reduce the work stress, since the employee knows or have mastered the skills required to perform that particular work. Keeping above points in the view a study was conducted on 300 women employees working in Bangalore. Sample consists of 100 women working in MNC'S, 100 women working in government and of 100 women working in private organizations. Their occupational stress was assessed by administering occupational stress index developed by A. K. Srivastava and A. P. Singh. Their personal stress was assessed using Singh's personal stress source inventory developed by Arun Kumar Singh. A Suitable stastical technique was used to analyze the obtained results

Key words: Stress, Women Employees, Work Experience.

-----X-----

INTRODUCTION

Experience plays an important role in work. Experiential learning or knowledge improves the job which we do, to perform it even better and also reduces the time required. In all jobs some extent of stress is experienced, and it's a wide spread phenomenon. Globalization has additional demands on individuals with regards to skills and training. Abrol discusses that every person wants more and more for the attainment of pleasure, due to this competition is increased in every field of life and this competition generates stress among people, no doubt the competition is must but we don't ignore its result in the recent years as more and more women are coming to take on many jobs The job stress is considered as having the harmful physical and emotional response. Stress has a cost for individual in terms of Health and Wellbeing for organization in terms of, poorly motivated, less productive and less safe at work, absenteeism, labor turnover, low production etc. Employees are prone to develop a lot of health problems due to continuous physical and mental stress of their work place. Experience tends to reduce the work stress , since the employee knows or have mastered the skills required to perform that particular work .

Keeping above points in the view the present study was undertaken to assess "work experience and occupational stress: among women employees"

THE OBJECTIVES OF THE STUDY:

- Assess the occupational stress of women employees.
- Assess the personal stress of women employees.
- Assess compare stress of women employees in terms of experience.

METHODOLOGY

- **Problem:** To assess work experience and occupational stress: among women employees
- Hypothesis
- "There is no significant difference in the occupational stress among experienced and non-experienced women employees"

- “There is no significant difference in the personal stress among experienced and non-experienced women employees”

OPERATIONAL DEFINITION:

Stress:

Occupational Stress: A state of pressure which employees feel at work.

- Personal stress: A State of pressure which people experience in their daily life.
- Women employee in mnc’s: The women who are working in multinational companies, government sector and private organisations. The age range of the subject 22 to 50 years.

Work Experience:

- Experienced: Employees with more than 5years of working in the same job.
- Non –Experienced: Employees with less than 5years of working in the same job.

Variables

- Independent variable: Length of experience
- Dependent Variable: Level of Stress

Materials

- Occupational stress index developed by A. K. Srivastava and A.P Singh.
- Singh’s personal stress source inventory developed by Arun Kumar Singh (2004)
- Norms and scoring key.

Sample

- The total Sample consisted of 300 women employees the age range between 22 to 50 years.
- Among them of 100 women who are working in multinational companies like Siemens.
- 100 women employees who are working in government sector.
- 100 women employees who are working in private organizations.
- The sample consisted middle order ranking.

ANALYSIS OF THE RESULTS AND DISCUSSION

The table 1 shows mean, SD, ‘t’ values of women employees on occupational stress index.

Length of service	Mean	SD	‘t’
>5years	154	10.2	2.1*
<5years	134	9.2	

Significant at 0.5level

The table 2 shows mean, SD, ‘t’ values of women employees working on Singh’s personal stress source inventory

Length of service	Mean	SD	t
>5years	70.4	10.2	.09 NA
<5years	71.2	10.4	

NA Not-Significant

The table-1 shows mean, SD, ‘t’ values of women employees on occupational stress index. women employees with less than >5 years of experience have a mean score of 154 and SD 10.2, and the women employees with more than <5 years of experience have a mean score of 134 and SD 9.2, the obtained’ t’ value is 2.1 which is significant at 0.5 level. The obtained results Indicates that there is a significant difference in the level of occupational stress between experienced and non-experienced women employees the obtained results are in not in accordance to the Hypothesis which states that “There is no significant difference in the occupational stress among experienced and non-experienced women employees”

The table-2 mean, SD, ‘t’ values of women employees working on Singh’s personal stress source inventory women employees with less than >5 years of experience have a mean score of 70.4 and SD 10.2, and the women employees with more than <5 years of experience have a mean score of 71.2 and SD 10.4, the obtained’ t’ value is .09 which is not significant. The obtained results Indicates that there is no significant difference in personal stress between experienced and non-experienced women employees The obtained results are inaccordance to the Hypothesis which states that “There is no significant difference in the personal stress among experienced and non-experienced women employees

The obtained results indicate that ,occupational stress reduces with experience since they learn to perform better with experience and also learn to handle stress with experience and and there is no difference in experience of personal stress with respect to length of service since they need to perform multiple roles and the challenge of

maintaining the work-life balance. Since the occupational stress might affect their personal life's, and stress negatively affects their health, Adjustment and welling being.

CONCLUSION

1. Job Stress reduces with length of service since they learn job and also learn to handle stress.
2. Personal stress exists among all women employees since they need to perform multiple roles

LIMITATIONS OF THE STUDY

- The study was done only on middle order women employees.
- Assess only occupational stress.
- Assess only personal stress.

SUGGESTIONS FOR FURTHER STUDY

- Assess other causes of stress.
- Assess the stress management techniques.

REFERENCES:

1. John W. Antrock (2006). Essentials 2, II Edition (updated), Tata McGraw Hill Publication.
2. John W. Newstrom: Organisational Behaviour-Human Behaviour at Work. Twelfth Edition Tata McGraw-Hill Publishing Company limited. New Delhi
3. Sandra K. Ciccarelli and Glenn E. Meyer: Psychology, South Asian Edition, Dorling Kindersley (India) Pvt. Ltd
4. Schutz D.P and Schultz F.S-Psychology and work today Eight Edition, Pearson Education. Inc And Dorling, Kindersley Publishing Inc.
5. Stephen Palmer and Kristina Gyllensten, "The role of gender in workplace stress: a critical literature review" Health Education Journal, Vol. 64, No. 3, 2005, pg. 271- 288.
6. Stephen J. Motowidlo, John S. Packard, Michael R. Manning (1986). "Occupational Stress: Its causes and Consequences for Job Performance" Journal of Applied Psychology; Vol. 71, No 4, pp. 618-629. 28
7. Sussanna Toivanen (2012). "Social Determinants of Stroke as Related to Stress

at Work among working Women: A Literature Review", Stroke Research and Treatment, Hindwai Publishing Corporation, Vol 2012. 29.

8. Kh. Tomba Singh, A. S. Rapheileng (2013). A study of occupational stress on entrepreneurship in Manipur; www.selptrust.org Research Explorer; ISSN: 2250- 1940; Vol. 2: Issue 6; Jan-July2013.

Corresponding Author

Asha H.*

Research Scholar, Department of Psychology,
Bangalore University, Bengaluru