

Occupational Stress and Mental Health Issues: Among MNC'S and Government Sector 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 – Stress in the present situation is considered to be universal phenomenon and people in almost all walks of life. Stress at work is a wide-spread phenomenon with far reaching consequences. The job stress is considered as having the harmful physical and emotional response. Sound health makes sound mind, adds to happiness of a person and leads to be more productive. Before the second half of the twentieth century, mental health was considered as the absence of mental disease but now, more positive connotation, not only as the absence of mental illness but mentioned as the ability of a person to balance one's Desire and Aspirations, to cope life stresses and to make psycho-social adjustments.. 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. We cannot have a stress-free life. Stress cannot be avoided but only managed by implementing various stress management programme, physical activity, planned in job design, life style modification programme, stress counselling etc. To make mind stress free and more productive. Keeping above points in the view A study was conducted on 200 women employees working in Bangalore. Sample consists of 100 women working in MNC's and 100 women working in government organisation. Their occupational stress was assessed by administering occupational stress index developed by by A. K. Srivastava and A. P. Singh. Their mental health was assessed by using employee mental health inventory developed by Dr. Jagdish. A Suitable stastical technique was used to analyse the obtained results

Key words: Job Stress, Women Employees, Stress Management.

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INTRODUCTION

Stress has been seen across all spheres of life, particularly in the workplace. Stress in the current scenario is considered to be universal phenomenon and people in almost all walks of life experience stress to a very great extent Stress in organisations is a wide-spread phenomenon with far reaching practical and economic consequences. Globalisation 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. . Sound health makes sound mind, adds to happiness of a person and leads to be more productive. Before the second half of the twentieth

century, mental health was considered as the absence of mental disease but now, more positive connotation, not only as the absence of mental illness but mentioned as the ability of a person to balance one's Desire and Aspirations, to cope life stresses and to make psycho-social adjustments. We cannot have a stress-free life. Stress is, of course, essential for every human being as it is considered as a boost that takes an employee to the highest ladder in the organization. Stress cannot be avoided but only managed by implementing various stress management programme, physical activity, planned in job design, life style modification programme, stress counselling etc. to make mind stress free and more productive.

Keeping above points in the view the present study was undertaken to assess "occupational stress and

mental health issues: among mnc's and government sector women employees”

The objectives of the study:

- Assess the occupational stress of women employees working in mnc's and government organizations.
- Assess the mental health of women employees working in mnc's and government organizations
- Assess compare the occupational stress of women employees working in mnc's and government organizations.
- To compare the mental health of women employees working in mnc's and government organizations

METHODOLOGY

- **Problem:** To assess the occupational stress and mental health issues among mnc's and government sector women employees

Hypothesis

- “There is no significant difference in the occupational stress of multinational companies and government women employees.”
- “There is no significant difference mental health of multinational companies and government women employees.”

Operational definition:

- Occupational Stress: A state of pressure which employees feel at work.
- Mental Health: A State of happiness and ability to use their potentials fully.

Women employees

- Women employee in mnc 's: The women who are working in multinational companies. The age range of the subject 22 to 50 years.
- Women employee in government: The women who are working in government organizations. The age range of the subject 22 to 50 years.

Variables

- Independent variable: type of organizations
- Dependent Variable: Level of Stress, Mental Health

Materials

- Occupational stress index developed by A .K Srivastava and A.P Singh.
- Employee Mental Health Inventory-Dr. Jagdish (2001)
- Norms and scoring key.

Sample

- The total Sample consisted of 200 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 organizations.
- The sample consisted middle order ranking.

ANALYSIS OF THE RESULTS AND DISCUSSION

The table 1 shows mean, SD, 't' values of women employees working in mnc's and government sector on occupational stress index

Type of organisation	Mean	SD	't'
Multinational companies	137.8	17.7	.14 Ns
Government organisations	137.5	20.5	

Ns-Not Significant

The table 2 shows mean, SD, 't' values of women employees working in mnc's and government sector on Employee mental health inventory

Type of organisation	Mean	SD	t
Multinational companies	11.65	3.19	2.96*
government organisations	11.00	2.94	

Significant at.05 level

From the above table-1 we observe that the women working in mncs have a mean score of 137.8 and SD 17.7, and women working in government organizations have a mean score of 137.5 which is interpreted as having moderate occupational stress and SD 20.5 the obtained 't' value is .14 which is not significant. The obtained results Indicates that there is no significant difference in the level of stress between women

working in mncs and in government organizations. The obtained results are in accordance to the Hypothesis which states that "There is no significant difference in the stress level of multinational companies and government women employees."

From the above table-2 shows that the women working in mncs have a mean score of 11.65 and SD 3.19, and women working in government organizations have a mean score of 11.00 and SD 2.94 .the obtained t value is 2.96 which is significant. Indicates that there is significant at .05 level difference in their mental health between women working in mncs and in government organizations. The obtained results are not accordance to the Hypothesis which states "There is no significant difference mental health of multinational companies and government women an employee."

The obtained results indicate that stress exists in all organizations irrespective of the type of organization. Hence there is a very urgent need for psychological intervention for women employees', and present study, 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. The company rules and policies change definitely affect their mental health .Majority of the employees spent about 1/3rd of our time and life in organizations/at work, the work stress must be minimal and learn the techniques to manage stress.

CONCLUSION:

1. Stress exists in all organizations irrespective of the type of organization.
2. The company rules and policies change definitely affect their mental health

Limitations of the study

- The study was done only on middle order women employees.
- Assess only occupational stress
- Suggestions for further study
- Assess other sources of stress

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Corresponding Author

Asha H.

Research Scholar, Department of Psychology, Bangalore University, Bengaluru

asha.sedc@gmail.com