

Occupational Stress among Women Employees with Technical and Without Technical Skills

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Abstract – Stress is worldwide scenario, seen across all areas of life and among all age groups. It's an major areas of research. Stress effects an individual physical and emotionally. Due to changes in society many women take up working as a career .The present study try's to investigate the role of having technical skill in performing their job and its effect of occupational stress. The present study aims to assess occupational stress among women employees with technical and without technical skills a study was conducted on 300 women employees working in Bengaluru city. Their occupational stress was assessed by administering occupational stress index developed by A. K. Srivastava and A. P. Singh. A Suitable stastical technique was used to analyzes the obtained results.

Key Words: Women Employees, Occupational Stress, Technical Skills.

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INTRODUCTION

Education being the prime importance to an economy, girl's education is becoming more emphasized girls getting enrolled in higher education is increasing in recent time. Since there is a change in economy many women are taking employment seriously. Since women employment is increasing, their role, stress is also increasing. Stress has innumerable effects on individuals. It has been the central topics of interest of researchers, since stress is worldwide phenomenon, seen across all areas of life and among all age groups. Psychologists believe that daily life actually involves a series of repeated. Due to changes in society many women prefer working since then can contribute economically to their family. The working women who still take the burden of responsibility at home for children may suffer from inevitable stress associated with trying to become "super women ".The present study aims to assess the stress among married women employees with and without children. Keeping above points in the view the present study was undertaken to assess occupational stress among married women employees with and without children

THE OBJECTIVES OF THE STUDY:

- To assess the occupational stress among women employees with Technical skill and without Technical skill.

METHODOLOGY

Problem: To assess the occupational stress among women employees with technical Skill and without technical skills

Hypothesis: "There is a significant difference in occupational stress among women employees with technical skill and without technical skills"

► Operational definition:

- Women employees: The women who are working for pay.
- Occupational stress: A state of pressure which employees fees at work.
- Technical skill: Skill required to perform a particular job/task

► Variables

- Independent variable: Technical skill
- Dependent Variable: Level of occupational Stress

► Materials

- Occupational stress index developed by A. K. Srivastava and A.P Singh.

- Norms and scoring key.
- **Sample**
- The total Sample consisted of 200 women employees the age ranges between 25 to 50 years.
- Sample consisted of 200 women who are working in multinational companies like Siemens. Public sector organizations like Nimhans in private sector organizations like Aon
- The sample consisted middle order ranking.
- The Average age of the sample is 29 years.

ANALYSIS OF THE RESULTS AND DISCUSSION

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

Age	Mean	SD	't'
With Technical skill	129.1	12.1	2.5*
Without technical	142.7	17.1	

NA- Significant at .005 level

From the above table-1 we observe that the women employees with Technical skills have a mean score of 129.1 and SD 12.1.4, and the women employees without technical skills have a mean score of 142.7 and SD 17.1, on occupational stress index which is interpreted as having moderate occupational stress. The obtained 't' value is 2.5 which is significant. Indicates that there is significant difference in the level of occupational stress among women employees with technical and without technical skills. The obtained results are in accordance to the Hypothesis -1 which states "There is a significant difference in occupational stress among women an employee with technical and without technical skills"

Technical skills are very important in performing any task women needs to be more focused and learn technical skill to perform the task, which will reduce toe occupational stress .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 .All of us 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. To minimize the stress requires some amount of technical skills. The present research sports previous studies that states that skill of the individual influences on handling the stress along with this. Their family members need to be supportive to

working women and understand the roles performed by them

CONCLUSION:

1. Stress exists among all age group women employees.
2. The company rules and policies change definitely affect their stress levels.

LIMITATIONS OF THE STUDY

- The study was done only women employees.
- Assess only occupational stress.

SUGGESTIONS FOR FURTHER STUDY

- Assess other sources /causes of stress
- Assess various components of work life balance.

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