

Stress Among Working Women In Private Schooling Institutions and Government Education Institutions

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ABSTRACT

The success of any analysis depends mostly upon the accessibility of the suitability as well as the information of the method. Indicating the significance of methodology, pointed out that the car of the analysis can't perform the function of its without it, since it's methodology which lays out the manner in which where analysis is usually to be carried out as well as outlines the information as well as explanation of investigation variables as well as procedures. This paper provides the interpretation and data analysis spotlights as well as discusses the statistical analysis of the information collected. It is designed to analyze as well as interpret scans empirically with the assistance of questionnaire.

Keywords : Stress Management, Hypothesis Testing, Organizational Factors

I. INTRODUCTION

Stress has been recognized as one of the most well-known risks of current occasions. It has turned into a major trendy expression and a real worry of a definitive human. The qualities of life have experienced radical changes in the course of the only remaining century are as yet moving at a twister pace. The effect of Globalization, the persistent innovative advancements and up degrees, the success win race speed of quick track callings, and the regularly changing life styles of modernization greatly affects numerous human advancements over the world. The effect of progress saturates into each hole of life putting individuals under increasingly more weight.

The concept of stress has been identified as being a major protagonist of ill health and poor sense of wellbeing amongst all age groups. It has been identified as the major syndrome of the modern society especially among the working groups. Stress is

considered as being a strong correlate of anxiety and school refusal in primary aged children; depression, suicidal ideation and physical malaise in adolescents and poor general health leading to colds, headaches, pain and sensitivity, depression, suicidal ideation, cardiac events, stroke etc. in older groups.

Stress has become a part of life for the present day employees. Be it due to the expanded job requirements, modern life style or increased working hours almost all the employees are suffering from stress. Stress is defined in Merriam Webster Dictionary as "A physical, chemical or emotional factor that causes bodily tension and may be a factor in disease causation or a state resulting from a stress; especially one of bodily or mental tension resulting from factors that tend to alter an existent equilibrium.

The term stress has come into wide use in social study just inside the previous four decades. Beginning in the physical sciences, the term has the meaning of

a power which, following up on a body, produces strain or twisting. Later stress has come to speak to the substantial condition under strain. In physical and organic sciences and social study the idea of stress meant an extraordinary condition, including pressure, maybe damage and some type of protection from the straining power. Stress is epidemic in the western world. More than 66% of office visits to doctors are for stress related illness. Stress is a major contributing factor either straightforwardly or in a roundabout way, to coronary course disease, malignancy, respiratory disarranges, unintentional injuries, cirrhosis of the liver and suicide; the six driving reasons for death in the United States. Stress bothers different conditions, for example, numerous sclerosis, diabetes, herpes, mental illness, liquor abuse, medicate misuse, family dissension and brutality.

The issue of stress is a typical factor in any occupation or calling of the present day world. Associations are regularly pointlessly stressful and negatively affect person's physical and mental health. In many job circumstances, elevated amounts of stress are an essential and to a great extent unavoidable part of the work. The need to cope with intricacy, equivocalness, struggle and contending requests is a piece of professional life among people possessing various positions. Call focus employees, Secretaries, Waitresses, Middle Managers, Police Officers, Editors and Medical Interns are among those with the most profoundly stressed occupations set apart by the need to react to others' requests and timetables, with little power over occasions. Basic to this job 2 circumstance are complaints of an excessive amount of obligation and too little specialist, unreasonable work practices, and deficient job portrayals. The environment wherein professionals work has changed. Social, political, economic, scholarly and professional patterns have joined to build stress and diminishing choices. Stress is one reason behind the psychological imbalance of an individual and to manage stress is a challenge to

think about various understandings of nature of illness, misery and dynamics of life.

The change of stress into essential forces of energy with knowledge of insight gives a mind blowing future and delight of progress. Stress is essential in life as it causes an individual more to decide and gives enough clout to confront any challenge with extraordinary sheer and perseverance and skip back to a typical life with a positive demeanor to hit the bull's eye.

II. STRESS MANAGEMENT

Stress management can be characterized as intercessions intended to diminish the effect of stressors in the workplace. These can have an individual center, planned for expanding a person's ability to cope with stressors. The objective of Stress Management is to manage the stress of regular day to day existence among employees. A wide range of strategies might be employed, for example, bio-input, contemplation and massage. Advisors work with people so as to figure out what stress management program will work best for that individual. Work assumes a critical role in the lives of people which has added to the phenomenon of stress for both individual employees and the associations. Stress, at work, is one of the dangers in giving a healthy stage of work to employees.

The stress actuated because of roles performed by people as employees at workplace, has been one of the most convincing hierarchical stressors, the outcomes of which have been observed to be exorbitant to the association. The past examinations here of research show that the role stress as a phenomenon has scarcely been comprehended completely and exhaustively if there should arise an occurrence of commercial banks especially in the Indian setting. The exceptionally aggressive banking industry has demanded shifted role requirements on

employees resulting into stress. Stress is something that occurs in our daily lives and is typically connected with a specific occasion, for example, work, family or different responsibilities. There are numerous circumstances that we can't control, however there are approaches to control how we manage certain circumstances. Compelling stress management is something that our lives can go somewhat more easily.

Stress management is as straightforward as going for a stroll. It was been demonstrated that physical exercises would improve an individual's mental health, help with depression, and ease the reactions of stress. This makes an individual's heart rate increment and will be bound to be influenced by stress. It is indispensable that stress management methods are implemented into our daily lives. Adapting to stress is an individualized undertaking and one strategy over another may not be predominant. An individual that is stressed removes such a great amount from his or her health and execution levels. Bosses ought to give a sans stress workplace, perceive where stress is turning into an issue for staff and make a move to decrease stress. Stress in the workplace diminishes efficiency, increment management weights, and makes individuals sick from multiple points of view, proof of which is as yet expanding. Workplace stress influences the presentation of the cerebrum, including functions of work execution; memory, focus, and learning. Stress at work likewise gives a genuine risk of suit for all businesses and associations, conveying critical liabilities for damages, awful attention and loss of notoriety.

Managing stress related cases additionally expends immense measures of management time. In this way, there are unmistakably solid economic and money related explanations behind associations to manage and decrease stress at work, beside clear humanitarian and moral contemplations.

III. HYPOTHESIS TESTING

H1: The organizational factors taken for the study have a significant impact on the stress levels of women employees working in higher education institutions.

For testing the results, researcher used correlation analysis, which deals with relationships involving variables. The correlation coefficient is a degree of linear association between 2 variables. Values of the correlation coefficient are usually between +1 as well as -1.

Table 1 : Descriptive statistics of stress and Age, Gender & Seniority amongst women employees

Women Employees	Mean	Std. Deviation	N
Organizational Culture	3.8750	.79532	200
Practices Of The Management	4.2250	.93205	200
Compensations Terms And Conditions	3.8450	.82119	200
Occupation Stress	4.2518	.36216	200

From the above table it has shown the descriptive statistic of different factors of government employees as it can see that Organizational Culture has (Mean=3.8750, Std. Deviation=.79532 & N=200), Practices Of The Management has (Mean=4.2250, Std. Deviation=.93205 & N=200), Compensations Terms And Conditions has (Mean=3.8450, Std. Deviation=.82119 & N=200) and occupation stress has (Mean=4.2518, Std. Deviation=.36216 & N=200)

Table 2 : Correlation Analysis between Occupation Stress and Age, Gender and Seniority amongst women employees

			Organizational Culture	Practices Of The Management	Compensations Terms And Conditions
Govt. Employee	Occupation Stress	Pearson Correlation	.175*	.23*	.155*
		Sig. (2-tailed)	.013	.001	.029
		N	200	200	200

*. Correlation is significant at the 0.05 level (2-tailed).

Inference: Correlation analysis in government personnel shows that there's a tremendous

association between Organizational Culture, Practices of the Compensations and Management Terms as well as Conditions with Occupation Stress. It's examined from the existing exploration that there's a tremendous association between Organizational Culture, Practices of the Compensations and Management Terms And Conditions with Occupation Stress. In government employees Practices of the Management has highest r worth as well as p great is actually 0.001.is substantial which signposts that alternate hypothesis is actually supported in case of Practices of the Management. Then Age has next highest r worth 0.175 and p great is actually 0.013 which suggested that alternate hypothesis is actually supported in case of Organizational Culture. Compensations Terms as well as Conditions has r worth as well as p great is actually 0.029 once again here the answer hypothesis is actually supported in case of Compensations Terms and Conditions.

H2: The Personal factors taken for the study have a significant impact on the stress levels of women employees working in higher educational institutions.

Table 3 : Table Showing Descriptive Statistics of Stress Level

	N	Minimum	Maximum	Mean	Std. Deviation
Stress Level	200	20	47	33.57	4.59

The mean of Stress Level on working females comes out to be 33.57 which depict Stress Level of females operating in higher educational facilities has moderate amount of Stress Level. Hence Management must begin realizing the value of its in this competitive, ever changing, demanding and environment that is stressful.

Relationship and Impact of Stress Level on Employees' personal life

Correlation analysis was carried out to study the relationship between Stress Level and personal life of working female employees. The results were shown in table below:

Table 4 : Table Showing Correlations between Stress Level and Personal life

	Personal life	
Stress Level	Pearson Correlation	.714
	Sig. (1-tailed)	.000

The coefficient of correlation as shown in table two comes out to be 0.692 and p worth.000 which revealed that there's considerable positive correlation between the 2 variables. The end result depicted that there exists a major beneficial relationship between Stress Level along with female employees' private lives.

The effect of the Stress Level on Life that is Personal was examined by executing regression analysis. Stress Level is actually the independent variable as well as Personal Life is actually dependent adjustable. The results were revealed in table below:

Table 5 : Table Showing Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
	.714 ^a	.481	.478	1.16576	.481	62.235	1	198	.00

- a. Predictors: (Constant), Stress Level
- b. Dependent Variable: Personal life

Source: Survey Result

Importance of R Square comes to be.479 which depicts that the Stress Level accounts for 47.9 % of variance in the scores of employees' private lives.

Hence it's a contributing factor and also the usage of good Stress Level policies are able to result in better personal life. The ANOVA assessments the significance of the regression version. F- Value comes out to be 62.233 is actually considerable at five % level of significance. Consequently regression design is significant and valid. And we are able to claim that there's potential effect of Stress Level on the private life of dealing female employees.

Table 6 : Table Showing Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5.123	.615		7.824	.000
Stress Level	.541	.043	.714	11.653	.000

a. Dependent Variable: Personal Life

Source: Survey Results

Value of 't' for Stress Level comes out to be 11.653, p great is actually.000 and beta great is actually.692 that is considerable at five % level of significance. The null hypothesis one wasn't recognized in this specific regard. Therefore there's considerable effect of Stress Level on the employees' private life.

H3: There is a significant difference in the stress levels of women employees working in Government and Private institutions.

Table 7 : Group Statistics

Group Statistics					
Stress among working women		N	Mean	Std. Deviation	Std. Error Mean
Long working hours	Govt. employee	200	4.3850	.65492	.04631
	Private employee	200	4.1900	.90997	.06434
Overtime	Govt. employee	200	4.5600	.57275	.04050
	Private employee	200	4.0650	.93549	.06615
Lack of job security	Govt. employee	200	4.0500	.67093	.04744
	Private employee	200	4.1650	.82106	.05806
Working environment	Govt. employee	200	4.5250	.58402	.04130
	Private employee	200	4.1200	.92731	.06557
Less Promotion	Govt. employee	200	4.3100	.58790	.04157
	Private employee	200	4.0600	.87190	.06165
Lack of recognition and appreciation	Govt. employee	200	4.4100	.65884	.04659
	Private employee	200	4.1700	.86303	.06103
Knowledge up gradation	Govt. employee	200	4.1350	.83080	.05875
	Private employee	200	3.9200	.92078	.06511
Grievance regarding problems	Govt. employee	200	4.1850	.69512	.04915
	Private employee	200	3.8500	.97584	.06900
Strict policies	Govt. employee	200	3.9100	.74476	.05266
	Private employee	200	4.1050	.91001	.06435
Lack of teaching resources	Govt. employee	200	4.1900	.73935	.05228
	Private employee	200	3.7450	1.06094	.07502
Lack of social support	Govt. employee	200	4.2350	.68712	.04859

Table 8 : Independent Samples Test

		t-test for equality of means							
		Levene's Test for Equality of Variances	t	Df	Sig.(2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Long working hours	Equal variances assumed	7.055	2.460	398	.014	-.19500	.07928	-.03915	.35085
	Equal variances not assumed		2.460	361.547	.014	-.19500	.07928	-.03910	.35090
Overtime	Equal variances assumed	18.317	6.382	398	.000	.49500	.07756	.34252	.64748
	Equal variances not assumed		6.382	329.807	.000	.49500	.07756	.34242	.64758
Lack of job security	Equal variances assumed	.001	4.335	398	.000	.32500	.07498	.17760	.47240
	Equal variances not assumed		4.335	382.805	.000	.32500	.07498	.17758	.47242
Working environment	Equal variances assumed	12.939	5.226	398	.000	.40500	.07749	.25266	.55734
	Equal variances not assumed		5.226	335.406	.000	.40500	.07749	.25257	.55743
Less Promotion	Equal variances assumed	8.305	3.362	398	.001	.25000	.07436	.10382	.39618
	Equal variances not assumed		3.362	348.955	.001	.25000	.07436	.10375	.39625
Lack of recognition and appreciation	Equal variances assumed	3.174	3.126	398	.002	-.24000	.07678	-.08906	.39094
	Equal variances not assumed		3.126	372.142	.002	-.24000	.07678	-.08903	.39097
Knowledge up gradation	Equal variances assumed	.195	2.452	398	.015	.21500	.08769	.04260	.38740
	Equal variances not assumed		2.452	393.864	.015	.21500	.08769	.04259	.38741
Grievance regarding problems	Equal variances assumed	13.537	3.954	398	.000	.33500	.08472	.16845	.50155
	Equal variances not assumed		3.954	359.601	.000	.33500	.08472	.16839	.50161
Strict policies	Equal variances assumed	9.081	-2.345	398	.020	-.19500	.08315	-.35847	-.03153
	Equal variances not assumed		-2.345	383.022	.020	-.19500	.08315	-.35849	-.03151
Lack of teaching resources	Equal variances assumed	28.107	4.867	398	.000	.44500	.09144	.26524	.62476
	Equal variances not assumed		4.867	355.398	.000	.44500	.09144	.26517	.62483

Inference: An impartial t test piloted from comparison between 2 samples. Existing analysis wants to evaluate stress level of working females in private training institution vis a vis authorities education institution.

Out of the above mentioned table it shows that in all of the elements has a p value is actually under 0.05 meaning null hypothesis is actually rejected it concluded that there's a tremendous distinction between the stress level of females employees working on Private institutions along with Government.

Out of the above mentioned analysis it's evaluated this here's a tremendous distinction between the stress level of females employees working on Private institutions along with Government.

H4: There is a significant difference in the stress levels of women employees working in different cadres i.e., teaching and non teaching staff.

The two groups of the total sample of university teachers categorized on the basis of cadres were compared with the help of one-way ANOVA. The descriptive of the data covering different opinions as per the cadres and the comparative results are presented in Table 9

Table 9 : Descriptive on the basis of cadres

Cadres	N	Mean	Std. Deviation	Std. error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
					Teaching staff	200		
Non Teaching Staff	200	2.4068	.77100	.08567	2.2369	2.5779	1.00	4.00
Total	400	2.3027	.81818	.03616	2.2317	2.3738	1.00	5.00

Table 10 : One-way ANOVA for Occupational Stress of University teachers with different cadres

ANOVA					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.246	1	3.121	4.729	.007
Within Groups	335.828	198	.660		
Total	342.074	199			

After applying one-way ANOVA, the result as presented in Table shows whether there is a statistically significant difference between our group means or not. Since the significance value is 0.007 i.e.

$p=.007$, which is less than 0.05, there is a significance difference in Stress among university teachers of different cadres. Hence, the value $F(1, 198) = 4.729$, $p = .007$ and we reject null hypothesis. Therefore the Cadre of the university teachers can be considered as a discriminating factor contributing to Stress.

IV. CONCLUSION

As observed, the whole hypothesis have been organized and tried through different tests. The Independent t test, Pearson-Correlation and Multiple Regression have been connected to test the hypothesis of the examination and to achieve the destinations of the investigation. One of the motives of the examination was "To think about the stress among working women in private schooling institutions and government education institutions.

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