



IMPACT OF STRESS ON INTERPERSONAL RELATIONSHIPS AMONG WOMEN EXECUTIVES

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Abstract

Stress is used in everyday vocabulary to capture a variety of human experiences that are disturbing or disruptive. The subjective sensation commonly experienced in conjunction with “feeling stressed” are headaches, loss of appetite and sleeping problems. There are also behavioral ways in which stress can manifest itself like crying, smoking excessive drinking, and decreased work performance. Rapid technological and social changes have created highly stressful lifestyles. Stress can lead to physical, physical, and behavioral difficulties. Today in a rapidly -evolving and diverse society, workplace changes occur virtually overnight. Many employees accept tensing and disregard its long term effects: those who are aware of their tensing levels may not cope effectively.

Keywords: Stress, Interpersonal Relationship, Women.

Introduction

Work is integrally involved in the process of identity development and self- esteem. Work, therefore, plays a major role in people’s lives and wields an important influence on their sense of well-being and identity .it Provides a medium by which people identify themselves in society and can be influenced by economic, societal, cultural and individual factors. A person’s identity is a function of his or her validated social role, particularly those associated with occupation. Consequently, the loss of such valued roles can lead to psychological distress and subsequent loss of function. For many individuals, the loss of work has been associated with extremely negative reactions that include psychological or physiological distress, loss of social contact and suicide. There is an interactive relationship between unemployment has been found to lead to a breakdown of social relationships and an increase in stress and anxiety, loneliness and deprivation of social, reduced social support, poor health, a higher incidence of handicap and chronic illness.

In order to understand the socio-economic features and level of stress of women executives of IT industries, the descriptive statistics, percentage analysis and frequency distribution are worked out. The interpersonal relationship dimensions, causes for stress and effectiveness of stress management measures, weighted mean are worked out. In order to study Chi-Square Test has been employed. In order to study the relationship between socio-demographics and causes of stress and interpersonal relationships and causes of stress, the Person’s correlation coefficient is worked out. In order to identify the factors Cause the stress, the factor analysis has been employed with principal component extraction with varimax rotation. To assess of the internal consistency if scale “Coefficient of Internal Consistency (Cronbach alpha) has also been computed In order to discriminate the job position of women executives based on interpersonal relationship, the discriminate analysis has been employed. In order to analyze the effect of stress of effect of stress on interpersonal relationship among women executives, the multiple liner regression analysis by ordinary least square (OLS) estimation has been applied. In order to study the level of stress and effectiveness of stress management measures, the analysis of variance (ANOVA) has been employed.

Major Discussions and Results

The results indicated that about 79.30 per cent are living with husband whereas the rest of 20.70 per cent are separated/widowed. About 51.00 per cent are having joint family whereas the rest of 49.00 per cent are having nuclear family and about 43.70 per cent are having nuclear family and about 43.70 per cent are post graduates followed by professionals (34.70 per cent) and under gradate (21.60 per cent).

It is clear that about 36.40 per cent belong to the income group of Rs.10001-15000 followed by Rs.5001-10000(26.30 per cent), more than Rs15000(24.00 per cent) and less than Rs.5000(13.30) per cent it is apparent that about 62.30 per cent of women executives are permanently employee while the rest of 37.70 per cent women executives are temporally employed.

The results indicated that about 56.70 per cent of women executives are working in middle level followed by lower level (35.60 per cent) and top level (7.70 per cent). About 36.00 per cent of spouse are under graduates followed by post graduates (35.30 per cent) and below under gradation (28.70 per cent) and about 41.00 per cent a of mother of women executives are having own business followed b employed (30.67 per cent), unemployed (14.33 per cent) and professional (14.00 per cent).

It is apparent that about 47.33 per cent of women executives are having children below five year followed by 5-10 year (31.67 per cent). The results showed that about 38.00 per cent of women executives are continued their studies after marriage while the test of 62.00 per cent is not continuing their studies after marriage.



Under the causes of stress due to job and Family the variables of considering the job is secondary comparing to family and ready to quit the job if spouse getting transfer and considering the family is primary and not accepting the promotions also if it affects the family and concentration on child care and family is more important than career advancement are strongly agreed by the women executives.

The variables or regularly stresses due to give financial support to their family, due to get recognition in the society, due to attain economic independence. They had well determined plan for their career while doing their graduation. They have changed their career ambition because of their dual – role after marriage, They will be satisfied if their present job status continues, they will not compel their career advancement, commitment towards relatives and friends are more which disturbs her job commitment, Because of dual role their health stands as on hurdle for working toward career advancement, they cannot forget their child even when they are in job, they cannot concentrate on their personal development because family chores in their husband, It is because it will affect their career. It is because the spouse is not interested and other family members oppose it and taking care of their child's studies is primary than their career are agreed by women executives.

The women executives don't agree the variable if regularly stresses due to gain self satisfaction, cause the stress among them while the variable of regularly stresses due to achieve their goal in the career got neutral status by women executives which caused the stress among them.

The organizational factors of 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 pay prove successful twice the time than man to satisfy others about their 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 center 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 many or all the seniors posts are occupied by men, problems of women are not understood by men seniors and encouragement , guidance for advancement is very less variables received the status of neutral by the women executives which lead to stress among themselves.

The family circumstances of sufficient care is not given to their children by their absence and their income is considered secondary by their family are strongly agreed while the family circumstances of career achievement or advancement is not appreciated by the family members, career development beyond their spouse's status is not encouraged, consoling their children is difficult if they Spends more time on their job, in spite of any job commitment the expectation by the family members does not differ and their parents have not given the right direction for their career before their marriage are not agreed by women executives.

Suggestions

- In order to strengthen the interpersonal relationship both at work and life, proper work-life balance strategies should be practiced by women executives for balancing both work and family consequences besides peer mediation.
- 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 and supported by the family and friends.
- It is also recommended that women executives are trying to come out of stressful situation by adopting coping strategies such as cultivating belief in self. Cultivating positive habits, promoting the norm of small family. Employees are offered a weekly, one-hour stress management session focusing on mental relaxation techniques, cognitive restructuring exercises and coping skills to handle stress, including work-related stress.
- An important component of stress management program is relaxation centers that are analogous to fitness centers. Therefore, the design strategy included support spaces such as meditation, exercise, and relaxation rooms. These rooms would provide employees with comfortable, stress-free venues to enhance creativity and productivity.



- Self Efficacy is an important factor to be determined. A well determined focus on Self evaluation will definitely reduce the unwanted expectation and reduces stress.
- Need to retain good friends and to share the stressful situations to reduce the stress and to avoid the friends who always discourage each and every activity.
- Never to have the idea of limiting the human power but to believe the unlimited power which has given by eternal power
- Believing God is the prime and following regular prayers will strength the mental power
- Need to control Anger since anger is the prime cause for our problems and it leads to stress.
- Need to have Time Management and self Management to avoid stress.
- Have it get suggesting firm the experts during the stressful situations
- Try to listening mild music or good spiritual speech during the time of stress
- Change the posture during the stressful time and that will reduce the body tension
- Human thoughts are driving the human life, to become free from the problems try to be free from thoughts and it get rid of stress.
- According to Buddha a rope is being tied with everyone with the eternal power.. Each and every activity have the connectivity with the inner feelings. So each one must accept whatever happens it is because of their own and not because of others. As per Buddha each and every activity understand and control the root cause they can get away from the stress.
- Always misunderstanding will lead to stress. Try to reduce the assumptions of unknown happenings. Speaking always polite and soft words will reduce the stress level
- Never try to control the uncontrollable environment since many things in our life are beyond to our control particularly the behavior of other people.

Conclusions

The women executives are always experiencing with headaches and backaches while they are rarely experiencing palpitations or rapid heartbeat and they have often diabetic problems. Besides, the women executives are sometimes facing the problems of stomach aches, stiffness in the shoulder, high blood pressure, breathe rapidly and feeling dizzy or shaky as experienced by them. Women executives unable to coordinate effectively with colleagues and can't effectively communicate among the employees, Due to the mismanaged interpersonal relationship by the impact of stress. The age, family status and educational qualification of women executives are statistically significant at one per cent of level of significance but, these factors are positively influencing the interpersonal relationship among women executives. Though the women executives are under stress they are able to cope up with their job performance and not significantly affects the job efficiency unless it affects the interpersonal relationship.

Scope for Future Research

This study considers the women executives of IT sector in Chennai city of Tamil Nadu. Further research can be undertaken taking into consideration of other places in Tamil Nadu and also in other regions of the country. This study does not concentrate on any particular functional area or department. Further research can be undertaken based on the particular Relationship due to stress among women executives may also be an important area of concern. The interpersonal relationship among opposite sex within and between departments and impact of social networking for effective management of their personal relationship to stress between urban and rural brought up women executives. There is a scope for evolving and redefining the managerial strategies for management of stress which will lead to efficiency of work performance of women executives.

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