


# An Analysis of the Extent of among Women Workers Work Stress

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## Abstract

*The problem of work related health disorder and productivity has long been underestimated. Most of the workers experience mental stress during their working lives. To be very clear, work-related stresses are a leading cause of illness and disability. It has a serious consequence on the individual workers and also to the enterprise. The performance of employees, increasing rates of illness, work site accidents, absenteeism. These are all affected by an employee's mental health status. The extent of work stress was noted to be decreased with an increase in their relationship with other staff in the establishments, level of education, average monthly earnings, the extent of satisfaction with factory environment, and also with financial status. Conversely, such stress experienced by the respondents has increased with an increase in their social status background and also found to be higher among those who own assets as well as migrated to the current place of living. While conducting the survey, most of the women respondents expressed that they suffer from sexual harassment problems. Also, they suffer from jealousy, unnecessary gossip, and rivalry. Therefore fundamental changes are essential from employers, government, family members, and policy makers.*

**Keywords: Health disorder, Stress, Illness, Disability, Environment, Social status, Unnecessary, Policy, Financial status.**

*"When women move forward, the family moves, the village moves, and the nation moves."*

## Introduction

The problem of work related health disorder and productivity has long been underestimated. Most of the workers experience mental stress during their working lives. To be very clear, work-related stress is a leading cause of illness and disability. It has serious consequences on the individual workers and also to the enterprise. The performance of employees, increasing rates of illness, work site accidents, absenteeism. These are all affected by an employee's mental health status. The current study is based on primary data collected from women workers in the unorganized sector by interview schedule method/ observation method in Coimbatore unorganized sector.

**Table 1: Results of Multiple Linear Regression Analysis on Extent of Work Stress (Score) among Respondents**

| Explanatory Variables                         | Standardized Regression Coefficient ( $\beta$ ) | t-value          | p-value |
|---|---|------------------|---------|
| Age (in Years)                                | 0.079   | 1.422            | 0.156   |
| Average Individual Monthly Income (in Rs.)    | -0.139  | -2.564           | 0.01    |
| Satisfaction with Factory Environment (Score) | -0.116  | -2.057           | 0.05    |
| Relationship with Staff (Score)               | -0.197  | -3.242           | 0.001   |
| Education (8 Categories)                      | -0.216  | -2.763           | 0.01    |
| Type of Labour (3 Categories)                 | -0.063  | -0.841           | 0.407   |
| Social Status Background (3 Categories)       | 0.178   | 3.229            | 0.01    |
| Financial Status (3 Categories)               | -0.099  | -1.839           | 0.10    |
| Migration Status (Ref. Not Migrated)          |   |                  |         |
| Migrated                                      | 0.109   | 2.030            | 0.05    |
| Assets Owned (Ref: No)                        |   |                  |         |
| Yes   | 0.175   | 2.995            | 0.01    |
| F-Value; Sig. Level                           |   | 12.623; p <0.001 |         |
| R <sup>2</sup> (in %)                         |   | 33.8             |         |
| Total Sample                                  |   | 258              |         |

**Determinants of Extent of Work Stress among the Respondents**

Here, an attempt is made to unearth the principal determinants of the extent of work stress experienced by the respondents adopting the multiple linear regression techniques. Such multivariate analysis felt to be useful to assess the precise effect of each explanatory variable (background characteristics) by

taking into account the potential confounding effects of other variables used in the model. In the present context, the number of extensions of work stress of the respondents is measured in terms of pooled scores (discrete), which is taken into consideration here as the dependent variable. The independent (explanatory) variables considered here for analysis are based on the theoretical importance and their levels of significance with the dependent variable. Of the ten variables included in the model, eight are treated as discrete (or continuous) in nature, and the other 2 are dummy variable types (2 categories only – for details, see Table 1).

Multiple linear regression analysis results on extent of work stress (Table 1), bring to light that all the ten variables included in the model together have explained 33.8 percent of the variation in the work stress experienced by the respondents (F=12.623; p<0.001). Controlling for all the variables included in the model, the odds of experiencing work stress is pertinently decreasing with an increase (from poor to good) in their relationship with other staff in the work establishments, and the t-test result in this regard has turned out as highly significant ( $\beta$ =-0.197; p<0.001). It is also conspicuous to note that the likelihood of work stress among the respondents tend to decrease with an increase in their level of education ( $\beta$ =-0.211; p<0.01) and average monthly earnings ( $\beta$ =-0.139; p<0.01). Next to these, on the negative side, one could notice that suffering from work stress has shown a decreasing pattern with an increase in respondents’ satisfaction with factory environment ( $\beta$ =-0.116) and also with an increase in their level of financial status ( $\beta$ =-0.099); however, the t-test results in the former case have turned out as moderately significant (p<0.05), whereas in the case of latter one such results are less significant (p<0.10).

Among the other variables included in the model, it is conspicuous to note that the extent of work stress has increased with an increase in the social status background (from SC/ST to MBC and then to BC) ( $\beta$ =0.178; p<0.01) and also such likelihood is found to be higher among those who own assets as against those who do not own assets ( $\beta$ =0.175; p<0.01). Why such a finding? Give reasons. Another notable finding here is that the odds of suffering from work stress is higher (and moderately significant) among

those who are migrated to the present destination as against those who didn't migrate ( $\beta=0.109$ ;  $p<0.05$ ). The extent of work stress experienced by the respondents has shown an increasing tendency with an increase in their age, whereas such stress has decreased with the type of labor they engaged in (unskilled to semi-skilled and then to skilled). But the t-test results in both these regard didn't turn out as statistically significant.

### Conclusion

The results mentioned above suggests that the extent of work stress noted to be decreased with an increase in their relationship with other staff in the establishments, level of education, average monthly earnings, the extent of satisfaction with factory environment, and also with financial status. Conversely, such stress experienced by the respondents has increased with an increase in their social status background and also found to be higher among those who own assets as well as migrated to the current place of living. While conducting the survey, most of the women respondents expressed that they suffer from sexual harassment problems. Also, they suffer from jealousy, unnecessary gossip, and rivalry. Therefore fundamental changes are essential from employers, government, family members, and policy makers.

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