A Study on Stress Management Among Women Employees: A Quantitative Study of Women Employees of Banking Sector

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Abstract

Corporate workplaces have started implementing family-friendly policies to allay women's anxieties about finding a work-life balance. But there are difficulties faced by female employees and business owners in emerging countries with strong socio-cultural values and perspectives on that issue are however, lacking. As more women join the labour in India, tensions between the personal and professional spheres grow increasingly important. Recruitment, remuneration, and professional advancement for women in India are impacted by discrimination, economic pressures, and gender bias. Work-life balance has a variety of industries and identified elements that affect work-family conflict and facilitation, including personality qualities, proactive behaviours, positive thinking, and social support. For female employees in the corporate sector, work-life balance considers social demands, personal needs, time management, pay, teamwork, and the nature of the work. Like MBSR and MBCT, mindfulness-based therapies have the potential to enhance both mental and physical well-being. It is critical for women's empowerment and overcoming societal barriers in a variety of contexts, including India, to recognise and address the implications of work-life balance. The researcher had considered 196 women employees from banking sector to people study the stress management among women employees. It is found that Proactive personalities to reduce work-family conflict through support-seeking and role-negotiation and Promoting mindfulness-based therapies to enhance mental and physical well-being help to manage the stress in women employees.

Introduction:

Family-friendly policies have been adopted as a result of the focus on women in corporate jobs with family responsibilities in the work-life balance concept. However, there is a dearth of research on the difficulties women business owners and employees in developing nations with strong socio-cultural values have finding a work-life balance. Hence, there is significance of examining work-life balance implications as more women join the workforce

in Indian society, where conflicts between the job and family domains may arise. Also, role quality, as opposed to role quantity, significantly influences women's mental health outcomes. (Bisati, 2012)

Groups that succeed in the market are distinguished from those that struggle by the organizational commitment of their employees. Work-life balance is important on two levels. First of all, it enhances workers' wellbeing and job happiness. Additionally, work-life balance helps organizations since it increases employees' dedication, productivity, and organizational citizenship behaviour while decreasing absenteeism and turnover expenses. Organizations are realizing how crucial it is to create a favorable and employee-friendly workplace in order to draw in and keep bright workers. This entails putting in place flexible work rules, childcare resources, and emotional support.

Economic concerns such increased living costs, financial pressures on families, the cost of education, and housing have forced Indian women to look for work. However, because of cultural attitudes and gender preconceptions, individuals encounter difficulties and biases at work. Recruitment, compensation, and prospects for professional progress are all impacted by gender bias. Because male family members frequently decide how much women can earn, their financial freedom is frequently compromised. In addition, discrimination against women workers in India is widespread and occurs both within the family and in the unorganised economy. Women shoulder a disproportionate amount of household duties, and they frequently feel pressure to appease their extended family members. Women in India are hoping for positive change despite these obstacles. (Pramanik, 2020)

Women today have made important strides in many different professions, showcasing their aptitude and willingness to take on difficulties. Women are now educated and skilled participants to the global economy, which has caused significant changes in Indian society. They are showing more proactive and pursuing employment in the professional world. In the business world, women are rising to the top thanks to the sociocultural milieu that has made it possible for them to enter and succeed. Successful Indian women executives credit their success to personal qualities like perception, multitasking prowess, empathy, crisis management expertise, teamwork, and relationship-building. Women are achieving success in senior roles and offering chances for educated women from middle class backgrounds to pursue their passions and succeed in their respective fields. (Sarika, 2014).

Literature Review:

Achieving an acceptable alignment between various life roles is what work-life balance requires. It entails putting policies in place including support for dependent care and flexible work schedules. A work environment that values work-life balance and encompasses the entire organisation should support these policies. Today, a lot of women try to juggle work and personal obligations, which can cause conflicts and role stress. Employers should prioritize the implementation of policies and schemes that promote work-life balance and provide social support to women employees. Social support may appear in various forms, such as emotional, real, educational, and companionship assistance, contributing to an individual's sense of affiliation and fulfilment. (Bisati, 2012)

The difficulties and obstacles faced by working women in India contribute to job stress. Stress is frequently brought on by an unbalanced workload between work and family obligations. Working women experience stress due to a variety of factors, including mental and sexual harassment at the workplace, discrimination, a lack of safety while travelling, a lack of family support, insufficient maternity leave, job insecurity, workplace adjustment, improper acculturation to workplace cultures, and individual demographics. These problems impact their overall well-being, personal lives, and professional development. Despite constitutional protections, discrimination and injustice against women still exist and impede their advancement in the workforce. (Pramanik, 2020).

Work-life balance among working women has been the subject of numerous studies that have examined a range of issues and their effects. In a variety of industries, including IT, finance, insurance, education, and healthcare, researchers have looked at the barriers to and facilitators of work-life balance. Work-family conflict and facilitation have been linked to personality factors such as conscientiousness, extraversion, agreeableness, openness to experience, and neuroticism, which have been found to have important influences on work-life balance. It has been discovered that proactive personalities reduce work-family conflict through support-seeking and role-negotiation. Positive thinking has been connected to improved coping mechanisms and social support. (Tandon & Chawla, 2018).

Women typically make greater use of flexible work arrangements than men do, which improves work-life balance. This gender disparity can be explained by the gendered connotations of flexibility, where women's commitment to family responsibilities compels their identification with roles outside of work due to unequal allocation of unpaid labour and

job segregation. Less work-to-home overflow occurs because women, who still handle the majority of childcare and domestic obligations, rely on flexibility to complete these tasks. Men, who often have a stronger sense of work identity, however, may experience higher levels of spillover as a result of their long and demanding workweeks. Beyond job pressure and overtime hours, their identification with their work may have further spillover effects. (Lott, 2018)

Work-life policies and regulations have been introduced at the national and organisational levels as a result of the growing emphasis in recent years on striking a balance between work and personal life. Employees frequently fail to use these policies, indicating that there are obstacles in the way of their capacity to do so. The capacities approach provides a framework for comprehending how institutional and individual agency settings interact. Managers have a significant impact on the implementation of work-life policies inside organizations and have the power to either develop or restrict employees' potential. Employees' potential to achieve a better work-life balance is influenced by managerial attitudes and practices towards work-life policies and institutional variables. (Den Dulk et al., 2011)

Human beings are fundamentally relational, seeking connection with others as a core aspect of their lives. The importance of relationships and mutual empowerment in human growth is emphasised by relational cultural theory. However, societal norms have traditionally assigned relational skills to women, leading to their marginalization and invisibility in the workplace. Women prioritize their personal relationships and look for emotional and social support, and they anticipate more relational behaviour from female bosses. Unspoken expectations can cause misunderstandings and harm in relationships at work. (Hurst et al., 2017).

Higher levels of stress were found to be significantly correlated with lower levels of job satisfaction, with factors like salary, workload, job responsibilities, coworkers, career opportunities, and work environment all contributing to stress among women bank employees. The monitoring of employees, dealing with challenging clients, changes in identity, performance metrics, and night shifts are all stressors specific to the banking sector. It has been discovered that demographic factors like gender and income have an effect on how well people are treated at work. The relationship between stressors and employee health has also been linked to organisational commitment, which has been identified as a mediating factor. Due to excessive working hours, inconsistent shifts, high targets, and insufficient

vacation time, female bank employees experienced a variety of physical and psychological issues. (Kumar & Gupta, 2017).

Work-life balance for women employees in the corporate sector consists of six elements: social needs, personal needs, time management, pay and benefits, teamwork, and work itself. The maintenance of ties with family and friends is a social requirement. Exercise, pursuing interests, and money management are examples of personal requirements. Planning and regulating time allocation for greater effectiveness is known as time management. Pay, perks on the work, and numerous insurances are all included in compensation and benefits. Despite interpersonal difficulties, teamwork emphasises cooperation and constructive criticism. The quantity of tasks, effort, project management skills, stress levels, and satisfaction at work are all included in the concept of work. (Bharti & Warrier, 2015).

Stress is a prevalent global health issue that can have negative effects on physical and mental well-being. Mindfulness-based interventions, such as mindfulness-based stress reduction (MBSR), have gained increasing interest in addressing stress-related problems. MBSR involves cultivating moment-to-moment awareness and non-judgmental attention to the present experience. MBSR is effective in reducing stress, depression, and anxiety among various populations. There are limitations, hence a systematic analysis of the effects, mechanisms, and moderators of MBSR in nonclinical populations is carried out. (Khoury et al., 2015)

Due to its potential health advantages, mindfulness, which is defined as non-judgmental present-moment awareness, has attracted interest in the fields of psychology and medicine. The structured programmes mindfulness-based stress reduction (MBSR) and mindfulness-based cognitive therapy (MBCT) use mindfulness meditation to reduce suffering brought on by a variety of physical and mental health issues. Mindfulness-based therapies may be useful in treating some diseases and enhancing mental and physical health, despite methodological shortcomings in some trials. (Fjorback et al., 2011)

Burnout in women employees is a result of many workplace pressures, including ineffective work procedures, heavy workloads, conflicts between work and personal life, and a lack of control and autonomy. Burnout is also influenced by organisational variables including bad leadership traits and poor teamwork. Different financial specialties and practise environments have different burnout rates. Burnout must be addressed with both individual- and organizational-focused strategies, such as mindfulness, stress-management education, and

organisational support. It's critical to accurately identify burnout at both the individual and organisational levels. To reduce physician burnout and enhance healthcare outcomes, cooperative initiatives at the national and international levels are required. (West et al., 2018)

Objective: To measure the stress management among women employees of banking sector.

Methodology: The researcher had considered 196 women employees from banking sector to people study the stress management among women employees. The survey was conducted with the help of a questionnaire. The researcher had collected the primary data through random sampling method and analysed it using mean and t test statistical tools.

Findings

Table 1 Stress management among women employees

S. No.	Statements	Mean Value	t value	Sig.
1.	Implementation of family-friendly policies in organizations	3.17	2.422	0.008
2.	Promoting mindfulness-based therapies to enhance mental and physical well-being	3.13	1.864	0.032
3.	Support for dependent care and flexible work schedules for women employees	3.15	2.185	0.015
4.	Promote work-life balance and provide social support to women employees	3.12	1.713	0.044
5.	Proactive personalities to reduce work-family conflict through support-seeking and role-negotiation	3.14	2.031	0.022
6.	Positive thinking to improve coping mechanisms and social support	3.16	2.282	0.012

Table and Figure 1 is showing stress management among women employees of the banking sector. The respondent says that implementation of family-friendly policies in organizations help to manage the stress in women employees with mean value 3.17, Positive thinking to improve coping mechanisms and social support with mean value 3.16 and Support for dependent care and flexible work schedules for women employees with mean value 3.15. The respondent also says that Proactive personalities to reduce work-family conflict through

support-seeking and role-negotiation with mean value 3.14, Promoting mindfulness-based therapies to enhance mental and physical well-being with mean value 3.13 and Promote work-life balance and provide social support to women employees with mean value 3.12. The value under significant column for all the statements related to stress management among women employees are significant with value below 0.05 after applying t-test.

Conclusion:

Stress management and work-life balance is significant for female bank employees. There's a growing necessity for businesses to adopt family-friendly policies and establish a welcoming workplace culture that supports staff wellbeing and job satisfaction. Empowering women in the workforce requires addressing gender biases and offering equitable chances for professional advancement. Social support networks and the application of mindfulness-based therapies are important for successful stress management techniques. Organisations may improve employee engagement, productivity, and overall organisational success by identifying and addressing these variables. To encourage a healthy work-life balance and empower women in the banking industry and beyond, more new research for stress management and ongoing initiatives are required.

The study was conducted to study the stress management among women employees of banking sector and found that implementation of family-friendly policies in organizations help to manage the stress in women employees, Positive thinking to improve coping mechanisms and social support and Support for dependent care and flexible work schedules for women employees.

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