

Effect of Work- Pressure on Women Wellbeing

Dr.(Smt.) Shilpi Singh

Assistant professor (H.R.P.G. collage Khalilabad)

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In the fast changing world of today, no individual is free from stress and no profession is stress free. Work Stress is still a major rising concern in most countries. Work stress is defined as the occurrence of negative emotions that are evoked by demanding situation in the work place. Work Stress and strain affect mental and physical health. Whether people perceive condition as stressful or whether these perceptions of stress lead to psychological, physiological or behavioral and situational factors conditioning variable (*House & Wells,1978; House,1981; La Racco, House & French, Jr; 1980*).

Stress is a state of tension experience by individual facing extra ordinary demand, constraints or opportunities. According to health and safety executive (HSE) Stress is defined as “The adverse reaction people have to excessive pressure personality to cope.” Stress is an unavoidable part of life. Stress can help compel us to action; it can result in a new awareness and an exciting new perspective. It is only when stress becomes too great, affecting our physical or mental functioning, then it becomes a problem. It can become destructive and can turn into distress. Stress affects individuals not only psychologically but also physically. *Robbins (2001)* defines stress as a dynamic condition in which the individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important. Stress also interacts negatively with job satisfaction.

It is estimated that five of the ten leading causes of disability around the world are due to mental health disorder on women productivity has long been underestimated, even though the work place is where one spends most of their professional life. We live in a world where appraisals, feedback, competition, meeting deadline and constant. The working space, context of work, and interpersonal relationship are also unavoidable factors that impact the wellbeing of women.

Good health and wellbeing is one of the most prevalent issues in the present scenario and it's commonly observable whether it is though the presence malnourishment or female infanticide in India. Women experience lots of stress at place of their work as well as their home. Both employed and unemployed women play significant role in house hold activates of their families. Their life is more family centered that of man. Working women are often loosed between home and job. The double work pressure affects their life satisfaction, adjustment, happiness and mental health.

India is leading nation when it comes to stress for women. About 87% of women were stressed most of their time and 82% claimed that they did not find to relax. The reason behind is that Indian women have to play deterrent role daily life for example work and home related activities. Career opportunities for Indian women are increasing but social norms and family expectations are the root cause of the stress. Women face most stress and hard struggle to balance their home and social activities or job.

Traditional family structure is effect on the lives of Indian women. It's also affect women from urban areas those highly educated and probably the first one in their family to go for professional career. Most of researches showed that the women wake up as early in the morning preparing breakfast for in-laws, children and husband than going to their work. After returning home, they have to prepare dinner for family and other activities such clean up their clothes, home etc. It is common perception that women work until they are married and considered as she is no longer source of income. Balancing work and family task produce more stress on women (*Binachi & Milki,2010*).

Women, have a lot of balancing between social and personal requirements. Moreover, the conflict of women will be all the more intense if her employer, as well as her family member holds unreasonable expectation from her. Women's involvement in multiple role had a deleterious effect on their mental as well as their physical health. Due to this a women is constantly under stress either at home or at workplace. *Ansuman, Adithya and Modhulita(2014)* determined that maximum number of women is suffering from poor mental health. According to them home and workplace atmosphere played a major in deciding mental health status of women.

Additionally, This study is a comparison in the degree of occupational stress experienced by married and unmarried women, and the stress is explained in terms of traditional trends, demand of society and more roles and responsibilities assigned to them as a mother, wife and homemaker.

Well-being is defined as a person's cognitive and affective event as well as cognitive judgment of satisfaction and fulfillment. Thus, well-being is a broad concept that includes experiencing pleasant emotion, low levels of negative moods high life satisfaction. More specifically, well-being involves our experiences of pleasure and our appreciation of life's rewards. "*Subjective well-being as a combination of positive affect (in the absence of negative affect) and general life satisfaction*" (Diener et al., 1984). Life satisfaction and quality of life are two important aspects of wellbeing.

Well-being is a complex, multidimensional and multiphase construct. This construct has been variously defined by different perspectives. Well-being is defined as a person's cognitive and affective event as well as cognitive judgment of satisfaction and fulfillment. Thus, well-being is a broad concept that includes experiencing pleasant emotion, low levels of negative moods and high life satisfaction. More specifically, well-being involves our experiences of pleasure and our appreciation of life's rewards. "*Subjective well-being as a combination of positive affect (in the absence of negative affect) and general life satisfaction*" (Diener, 1984, 2000; Diener, Lucas, & Oishi, 2002).

The concept of wellbeing has its roots in philosophy (Cantril, 1965). In 20th century social scientists tried to examine wellbeing, empirically. Sumner (1996) had classified the various wellbeing definitions as subjective and objective definition of wellbeing. Objective definition assumes that the criteria can be defined without preferences, interests, ideals, values and attitude matter. Subjective definition requires that individual's own preferences, interests, ideals, values and attentions. Diener and Suh (1997) stated that health and wellbeing include people's evaluations (both affective and cognitive) of their lives.

Biological, socio-cultural, psychological, economic and spiritual factors play a significant role in health and wellbeing. Argyle (2001) calls for attending to a large number of the notion of health and emphasizes on the need to bring to our psychological inquiry something of the sanctity, insights and cumulative wisdom of the people with whom we live. It is clear that wellbeing is closer to the concept of mental health and happiness, life satisfaction and actualization of one's full potential.

General wellbeing is the subjective feeling of contentment, happiness, satisfaction with life's experiences and of one's role in the world of work, sense of achievement, utility, belongingness and no distress, satisfaction or worry. The concept of wellbeing is too much inspired by Diener and group (Diener 1984, 2000; Diener et al., 2003). Health and wellbeing are both personal as well as social. The desire for the wellbeing of everyone (*Kamaye duhktanam praninamartinshanam*) has been a core Indian concern that has par-human relevance. Undoubtedly, such a conceptualization of health and wellbeing is significant in its own right (Sharma & Mishra, 2010).

Life Satisfaction is one of the three components of the global judgment of subjective wellbeing (SWB) (Diener, 2000). People assess their lives as satisfied based on their evaluation of different but significant domains of lives, as marriage, work, health, and general life. Due to differencing experiences, values and belief, and life expectations people evaluate their lives differently. These subjective variables in people's lives are of great importance as they are reflecting a person's thought connected to his/ her life. It indicates that researchers are looking at the appraisal made by people in order to trap the subjective ideas of people about their. In contrast to the affective appraisal there is another kind of appraisal related to life circumstance, which is a global judgment related to the quality of someone's life.

The global judgment is a cognitive judgment related to circumstances in one's life and it also called life satisfaction. It is a cognitive judgment since people are using cognitive processing when appraising their lives. According to Demerouti et al. (2000) life satisfaction can be described as the extent to how much a person's life is satisfying her/his physical and psychological desires and wishes.

A research related to life satisfactions in seventeen different countries by Deiner (2000) reported that life satisfaction was the one factor which was thought of as important in all the seventeen countries and with money not being mentioned as important for life satisfaction. Thus, it can be seen that people are thinking of happiness as something important, even in those countries which are labeled as quite unhappy societies. Hence, the life satisfaction concept has emerged as a universal concept.

The concept of quality of life (QOL) takes a multidimensional view of well being and includes physical, mental, spiritual and social aspects. However, QOL has not been well defined or consistently utilized in the literature. The evaluation of quality in life is increasingly dependent upon the quality and emotional judgment to various domains of life.

WHO (1997) has defined quality of life as, "*individual's perception of their positive in life in the context of the culture and value system in which they live and in relation to their goals, expectations, standards and concerns.*" This definition also indicated that quality of life is self – reported from the individual, which is not directly related to reports or judgment of others. Growing body of the researchers established that quality of

life is an important health outcome and must be taken into consideration in assessing the functioning of individuals under stress. **Hornquist (1993)** define quality of life as recognized need and functional satisfaction within number of fundamental life domains with special emphasis on well-being. According to **Hornquist**, the quality of life concept has been operationalized to evaluate the following domains:

- i) Physical domain, which covers, overall bodily health and specific sickness impact.
- ii) Psychological domain which covers satisfaction with life well-being in general and intellectual functioning.
- iii) Social domain, which covers capacity for self-care, work and mobility.
- iv) Structural domain which covers religious faith.
- vii) Material domain which cover the individual's personal economic status.

Wellbeing is a state in which a person thinks about the positive aspect of herself and about society. Wellbeing is based on the perception of happiness regarding one self and others. The some of the studies in conducted in this area have been discussed in the following paragraphs.

Praveen N.(2009) investigated occupational stress experience by working and non- working women of Hyderabad city. A Sample of 180 working women was taken out of which 90 were married and 90 were unmarried. These two groups were analyzed by organizational stress scale. Five point Likert scale was used and it was found that unmarried working women experience low stress as compared to married women. It was concluded that household responsibilities, marital adjustment, child caring issue and family relationship are the sources of stress for married working women.

Nezhad et. al.,(2010) examined the occupational stress and family difficulties among working female. A sample 250 married working women with two or more children was taken. Sources of work stress inventory consisting of sources of stress scale and general work scale were used. Five point Likert scale was used. SPSS was used and data analyzed using multivariate and correlation analysis. Family and difficulty and can make negative influence on individual mentality and health.

Balaji(2014) studied various factors which could lead to work family conflict and stress undergone by women employee. He concluded that married employed experience work family conflict due to the number of hours working hours, size of the family and number dependent of the family. These factors have an adverse consequences for the psychological distress and well-being of working women. **Balaji** studied various factors which could lead to work life balance and stress undergone working women. He found that the number of hours worked per week, the amount and frequency of overtime, inflexible work schedule, supportive supervisor are the factors that lead to stress among the women employees.

Kristina and Stephen (2005) stated that working women are facing higher level of stress than compared to men. The stressors are multiple role, discrimination and stereotyping.

Research has demonstrated that many women feel cultural and social pressure to meet idealized image of being a "Supermom" (**Halrynjo,2009**). The role aspiration focuses on excelling of balance. This may be particularly true for women working full-time. While they still may struggle with work-life balance issues. It should be noted that women who are working part-time and maintaining responsibility for the care of home and children report more satisfaction and happiness than those working full-time or not working at all (**Buehler & O'Brien, 2011**).

Workplace mental Health is an important aspect of working women's life and overall well-being. With time large number of companies are getting open to the idea of accommodating to address mental health within work place. Although it is difficult to quantify the impact of work on personal, social and psychological wellbeing. It is agreed workplace can offer several measures to promote psychological well-being and positive mental health. Majority of companies have stepped out to help stressed women and Infosys in this regard is worth to mention. They engaged women to work in a friendly environment and pursue the stress point that forces women to leave the organization.

On the basis of above discussion it can be concluded that stress is growing problem in the workplace and a particular magnitude for working women. The problem due to high level of stress can be exhibited physically, psychologically and behaviorally by an individual. The most serious effects of stress relate to performance. Women employees report more non fatal but long term and disabling health problem. This chapter described that working women generally involved simultaneously in many tasks, juggling between family and work responsibilities between family and work responsibility which leads towards stress among them.

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