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A Study on Causes & Symptoms of STRESS among Women Employees in A.P.

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ABSTRACT

The term "women's stress" may be described as the experience by a working woman of unfavorable feelings such as tension, aggravation, worry, wrath, and depression that are brought on by parts of their employment. Because of mounting evidence that prolonged occupational stress can precipitate both mental and physical illness, there is a growing awareness of the stress that working women employee's experience. This growing awareness is in part the result of a concern that a large number of good working women employees leave their profession as a result of stress. Women in the workforce who are employees want to put in a lot of effort in order to get positive results. In the case of businesses, if the task is really difficult yet it is a good vocation, this indicates that quick physical and mental strain is present throughout the performance of these professions. Women in the workforce who are employees want to put in a lot of effort in order to get positive results. Within the firm, the method is highly challenging, and employees often struggle to comprehend both their coworkers and their managers.

KeyWords:

CAUSES,STRESS,MANAGEMENT,WOMENEMPLOYEES,ANDHRAPRADESH

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INTRODUCTION

The working women who are employees are the creators of a generation that is accountable for being skilled. They play a crucial part in determining human behavior in many ways. Over the last year, occupational stress among working women workers has developed into a prominent topic of conversation and worry in the workplace. The term "women's stress" may be described as the experience by a working woman of unfavorable feelings such as tension, aggravation, worry, wrath, and depression that are brought on by parts of their employment. Because of mounting evidence that prolonged occupational stress can precipitate both mental and physical illness, there is a growing awareness of the stress that working women employee's experience. This growing awareness is in part the result of a concern that a large number of good working women employees leave their profession as a result of stress. Women in the workforce who are employees want to put in a lot of effort in order to get positive results. In the case of businesses, if the task is really difficult yet it is a good vocation, this indicates that quick physical and mental strain is present throughout the performance of these professions. Women in the workforce who are employees want to put in a lot of effort in order to get positive results. Within the firm, the method is highly challenging, and employees often struggle to comprehend both their coworkers and their managers.

FACTORS OF STRESS

The fast-changing technology creates transformation in the socio, economic, and cultural status among the people in any form of society. In the present scenario, stress can be due to the economic need or psychological barriers. The increasing workload or stiff competition among employee at work place can lead to a greater level of stress. The factors that cause stress can be understood in the following paragraphs. Stress can be caused due to different reasons known as stress. The common known factors are:

Role Conflict One of the common causes of stress found among the employee in various organisations is the role conflict. Role conflict is the simultaneous happening of two or more set of pressure such that the result with others. Role conflict occurs when the employees are not provided adequate instruction of work by the top level of management in the organisations. Role conflict occurs due to the incomparability of expectation between the management and the role of employee. Role conflict occurs when the individual is required to play a role which conflicts with their values, or the various roles that they play are incompatible with one another. have shown greater job-related tension.

Role Ambiguity

In the complex modern day's management, it is observed that the employees are in a state of confusion for their role which they have to perform due to the lack of information or lack of understanding provided by the higher authority, Employees do not have sufficient information what they are expected to perform and how they have to perform the

work, which results in stress with role ambiguity. A large role of ambiguity may lead to psychological problems of role overload. In the area of technological advancement, the employees are expected to perform their tasks within the time allotted. The employees are prone by expectation which they can not comply with. When the employee forces the job responsibility beyond the capacity they are completely stressed after the job is over and hence no quality of life remains which upset them physically and mentally.

Role Incompatibility

Role incompatibility creates fulfillment between the employee and the job environment which depends upon the employee capability presented by the job. In the absence of coordination between the employee and job environment, there is an intrusion of stress which drives away the employee's physical and psychological well being.

Role Overload

With the introduction of advanced technology in the banking sector, the employees are faced with no obligation which required them to do more than their capacity within the time available to them to Employees are prone to large expectation by the management which they cannot fulfill. Employees suffer from time constraints and no other activities which can lead to qualitative and quantitative stress. Due to excessive job responsibility, there is no much time left for a social obligation which affects their physical and mental health.

Technological Advancement

The rapid computerization in the various sectors has created unemployment, Understanding of the advanced computerization in the banking sector creates a difficult situation for employees at all level, hence it requires an effective training adaptation at the same level is required which may involve stress reaction

Interpersonal and Gap Factors

In an organisation, employees work in groups which may be formal or informal, Employees are under the control of their superior or subordinate with whom one does not get along well which can cause stress. Due to poor communication and unpleasant relation with other employees create stress.

Nature of the Job

The nature of the job performed by an employee can often lead to stress. In case the job is off routine nature or it requires frequent travelling or there is an attainment target within specific time frame or frequent transfer, leads to stress. In case of heavy workload and lack of cordial relation among the employees also create stress.

Organisational Structure

Bad work environment like excessive noise, poor lighting, heat, or humid condition act as stress-inducing agents. In sufficient resources, viz time budget space or man power may lead to further stress.

Decrease Motivation

Due to lack of monetary or non-monetary motivational factor the employee feel less motivated which lead to lack of enthusiasm to work and they do not give their best to the organisation .if the employee feel neglected or losses interested in their job they become aggressive which lead to stress .

Interpersonal Relation

Stress may be due to the feeling of being discriminated. Employees with authority attitude create unreasonable demands which result in to stress. In case the top management demands more effective result within the time constraints, tension and confusion prevail which lead to stress .

Role Stagnation

One of the major threatening aspects in the work environment is the monotonous work or work lacking challenges where time is likely to be a constraint where employees develop a strong aversion to the job, but other working condition may be favorable that they do not leave the job in spite of their dissatisfaction. In these cases, the promotion is lacking which also create stress.

Self Role Distance

Employees are often dissatisfied with the role they have to perform in the organisations and hence they do not get involved in it and hence this creates are distance between the self and the role. This distance indicates the conflict between the self-concept and the expectation from the role as seen by the role expectants

SYMPTOMS OF STRESS

Due to the above factor's employee develop various symptoms of stress which affects their job performs. Due to stress, there may be a physical or mental disorder in the majority of cases, stress led to provocation of anger and it also leads to physical disorder due to physiological changes that take place. It causes short-range disorders such as stomach upset, less sleep, etc. The various symptoms of stress are (a.) Psychological symptoms (b.) Behavioural symptoms

Psychological Symptoms

Due to the pressure of stress, the employees are not only physically affected but also mentally. This result in job dissatisfaction which results in psychological effect and employee become mentally upset and unable to think.

Behavioural Symptoms

Behavioural symptoms relate to the changes in behavioural, Due to the presence of stress the occupational stress arising from various job dimension, affect the employee both physically and psychologically. These symptoms are an indicator of danger and hence should be given due attention to carry on work without interpretation and dissatisfaction.

The pain of bifurcation has started becoming more acute than ever before for the reorganised State of Andhra Pradesh. The sibling State of Telangana is not showing any interest in accommodating AP in resolution of disputes that have been raging since 2014 when the State was sliced into two halves.

On the day of bifurcation of the State, the total debt was estimated at Rs 1.68 lakh crore. The Centre since then had been successful in resolving the issue pertaining to Rs 1.48 lakh crore, but when it came to remaining Rs 20,000 core, its efforts have hit a road block. This debt was raised for funding projects exclusively taken up in Telangana and AP wants the neighbouring State to take the entire burden as the projects are situated on its soil.

Though the AP State Reorganisation Act, 2014 says that both the States should sit together and hammer out differences on issues and only when it becomes impossible, should they refer them to the Centre. But neither State could resolve them nor the Centre. As it is more than three years now since the State has been divided, even the Centre cannot do anything about several of the disputes.

The most recent disagreements that seem to be unresolvable include the amount of money that one state owes to the other state for the electricity that each state has delivered to the other state and the heated debate that exists on how the two states should divide their debt load. Each state has its own case, and the relevant statistics to back it up, but neither state has any intention of making even the smallest concession toward resolving the disagreements.

SCOPE OF THE STUDY

The present study focused on the on the role of stress factors impact on the work performance of women working in Government sector of Andhra Pradesh. The study mainly considered the working in government sectors after the Andhra Pradesh state bifurcation.

CONCLUSION OF THE STUDY

Since the states split apart over five years ago, neither government has been able to come to an agreement on how to split up their assets or their personnel. This is because neither government has been able to agree on a single method. While the government of Andhra Pradesh believes that the personnel should be split according to the population ratio of 58:42, the government of Telangana insists that nativity should be the determining factor. The SheelaBhide Committee, which was appointed by the central government, has been tasked with the bifurcation of 89

institutions and corporations that were listed. However, the SheelaBhide Committee has delegated decision-making authority regarding the fate of employees and assets to the managing directors of these corporations, who are based in their respective states.

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