INFLUENCE OF OCCUPATIONAL STRESS ON WORK LIFE BALANCE AMONG WOMEN PROFESSIONALS

K. SIRAJUNISA1
Prof. Dr. N. PANCHANATHAM2

Abstract

Women in dual role, negotiate house work, child care and emotion work to support their partners and to maintain and developed their relationships. Dual roles also engage in status enhancement work to support their partner in their employment and face special challenges as they try to bane work and family responsibilities. The emotional responses are more significantly correlated to psychological stresses (Srivastava,1999). Long work hours, inflexible work hours less than positive work environment are some of the factors that can contribute to work family conflict. Occupational stress may originate from physical properties of work environment (Holt,1982). Parental demands also create stress, especially in situations. Where the level of social support is low (Ganster et al,1986). The multiple roles have negative implication for women but not for men (Biernat & Wortman, 1991); Greenlars, (1992). According to literature reviews, authors identified that the effects of occupational stress acts as two-in-one technique for developing both work-family balance and stress management. Hence this study was focused to investigate the influencing effects of occupational stress on the professional’s work life balance. Occupational stress scale - Srivastava Singh (1984). Work – Life – Balance Scale - Gen Fishers (2001).were administered on a sample of 150 professionals in Chidambaram, Tamil Nadu. Professionals were selected on stratified random sample basis by considering their different categories of lecturer’s, bank officers, doctors, engineers. With the help of SPSS package, Pearson’s Correlation Coefficient test was carried out. That the results revealed that there is a significant relationship between influence of occupational stress and work life balance dimensions of women professionals.

INTRODUCTION

Stress is a natural and an unavoidable future of life experienced at one time or another. Though stress is therefore a common feature in everybody’s life, it could be of different nature among the vast majority of those engaged in work. Stress can be defined “as a process in which environmental demands strain an organism’s adaptive capacity, resulting in both psychological as well as biological changes that could place a person at risk for illness” (cohen et al.1995). Things that cause us stress are called stressors. Many events can be thought as stressors. These include disasters, life crises, life changes and daily hassles (Rubin, Pappau & Salovey, 1993).

Definition of perfect women – A perfect woman is one who can understand and empathizes with a man’s aspiration. A man who is usually a provider and pillar of strength to a woman who contributes to his professional as well as personal growth. There is a successful man beside a successful woman (Management Labor Studies, Vol. 27, no-4, oct. 2007). Highlights the fact that stresses is one of main causes of work-related complaints. (The third and forth Spanish Surveys on Working Conditions on the National Institute for Safety and Hygiene at Work 2004). Treadgold (1999) suggested that those engaged in work related to them are better able to cope with daily stress than those who are engaged in unrelated work. Kingdom Health and Safety Commission, London (1999). Stress is the reaction people have to excessive pressures or other types of demand placed on them.
According to Denise Allen, (2002) stress is a feeling, we experience, who we loose confidence in our capability to cope with a situation. Stress arises from either a lack of assessment, or an incorrect appraisal of persons and environment; leading to unreasonable expectations and disappointment. Work related psychological stresses are known to affect the body functions through psychological processes and influence health through four types of closely inter-related mechanisms- emotional, cognitive, behavioral and psychological, (Levi 1990). Work is the main cause of stress in life because a significant positive relation has been revealed between job related stress and role overload, role conflict and strenuous working conditions (Chand and Sethi, 1997). Glowinkowski and Cooper (1986) exhaustively analyzed the factors responsible for managerial stress. Results conclude that work overload, role ambiguity, role conflict, strained inter personal relations, bad communications, lack of participation, office politics, job insecurity and work- family relationship were factors responsible for managerial stress.

NEED AND SIGNIFICANCE OF THE STUDY

As is well known with working women, women professionals also face stress on every day basis. There are pressures and demands of the job and then when they come back home they have to battle with the equally perplexing problems and tensions of their family and home. It’s like they are turned in to 24*7 working regime with no breaks to help them relax. As a result they are always worried and fretting about some problem at work or something that demands their attention at home. Working women have a dual role to play, when they take up jobs. They have to care of their homes along with their outside employment. This puts strains on them affects their mental and physical well being. Breaking Up of the joint family system in cities and towns has deprived the woman reliable support in coping with house hold chores and care for children.

The present study has been conducted to know the factors of stress at home, the factors of stress at work place and in the society, which is done among different categories of women professionals in Chidambaram, like Doctors, Engineers, Lecturers, Bank officers. The study explains about the factors related to stress and work life balance among women professionals.

Stress and work life balance

Selye (1974) characterizes stress as “the spice of life”, showing that we are all subject to some form of it. Although too much stress may be damaging to our body and disastrous for our mental health, some stress may be a source of motivation and challenge if put under proper control. It is a fact that when the environment in which people live is stable, then most of them can cope. Unfortunately, today the environment is changing in a constant and rapid rhythm and it is extremely difficult to avoid stress. Since one of the elements of the environment is people’s occupation, it follows that their work will cause stress as well (Milstein et al, 1984).

Dixon and Bruening (2007a) found work interfered with family more than family interfered with work. The conflict between these multiple roles has been studied and theories on the impact are covered under role theory. According to Dixon and Bruening (2000 a, 2007 b), role theory predicts the multiple roles individuals fill as workers and family members are in conflict with each other due to the limited amount of time and energy individuals have to spend on each of the roles. The conflict between these roles exacts a cost; normally psychological distress, poor health, decreased marital or job satisfaction, reduced job performance, and /or intent to leave one’s profession. The source of work –family conflict includes the individual, family, organization, and social structure. However, role theory proposes the conflict may be reduced or prevented by using available resources to cope with the demands of multiple and conflicting roles. All participants in this study agreed the area that suffered most in their effort to balance work and family was their relationship with their spouse or partner, yet they were better able to handle disappointments at work when they knew they had a family to come home to. They found
coping mechanisms included stress relief, self-awareness of reaction to stress, organization and time management, the ability to sacrifice aspects of work, the establishment of support networks, flexibility with hours, and family-friendly policies and cultures.


The researchers have studied the effects of home demands, personal decision control, and shared decision control at home on burnout and satisfaction with life, used Karasek’s job demands-control model to gauge home stress and its outcomes. Participants were 133 mothers employed in secretarial and managerial jobs. The researchers hypothesized that shared control would correlated more strongly with burnout and satisfaction with life than would personal control. In multiple regression analysis, demands had independent main effects on both outcomes. Shared control significantly predicted satisfaction with life, but not burnout, and personal control predicted neither. It is suggested that in families (as in teams), shared decision control may be a more potent coping resource than personal control.


The researchers have investigated the job engagement, job strain, burnout, work-home interference and job stress factors among 216 Belgian veterinary surgeons. Rural practice was compared to small animal and mixed activity. The mean job strain and job engagement level in veterinary surgeons was not higher than what they found in other working populations. However, 15.6% of the groups were found to be suffering from high burnout. Rural practitioners had a lower level of job engagement than small animal veterinary surgeons. These small animal practitioners had a lower level of job strain than the mixed practitioners. The level of burnout did not differ significantly across the three types of activity. In comparison to other Belgian and Dutch workers, veterinary surgeons perceived more negative work home interference. Bovine and mixed practitioners were the most concerned with this problem. The two most important sources of stress reported by bovine practitioners were relations to farmers and working time management (including emergencies and availability).


The researcher has examined the comprehensive study to explore the determinants of perceived sources of occupational stress among workers in the rapidly expanding Chinese offshore oil industry. The researchers surveyed 561 Chinese workers in a state-owned oil company using a questionnaire that measured occupational stress and Type A personality behaviour (TABP), social support and other socio-demographic data. They performed hierarchical regression analyses on each source of stress with variables reflected socio-demographic characteristics, TABP and social support. Better-educated workers perceived more stress from the interface between their job and family or social life and career achievement, but less stress from ergonomics. Type A workers perceived more stress from career achievement and the living environment. Social support was significantly associated with four sources of stress. Workers with different job titles perceived stress from different sources.


The researchers have examined the gender differences in the impact of paid and unpaid productive activities on well-being. Used recent Canadian data, they examined the time spent by prime-age women and men (25 – 54) on paid work, childcare, eldercare, household work, volunteering, and education, and then assessed its impact on stress and work-life balance. Used multivariate analyses revealed that women’s greater hours of unpaid work contributed to women experiencing more stress than men, and of that work, hours spent on eldercare and housework are more stressful than those spent on childcare. They also examined the influence of job characteristics and spouses’ paid and unpaid work time on stress. Neither spouse’s unpaid work nor most job characteristics alleviate stress, once work hours are controlled.

Helen Lingard and Anna Sublet, (2002).

The researchers have conducted a survey of professional civil engineers working in the Australian construction industry are reported (n =
They survey the effect of a range of job and organizational demands on the marital or relationship satisfaction of respondents. The effect of demographic characteristics was also examined. The results of correlation and regression analyses provided support for linkages between demographic characteristics, job or organizational sources of work-related stress and marital/relationship satisfaction and conflict. Different variables were significantly correlated with three dimensions of relationship quality. The results suggested that the single most important factor in determining civil engineers’ experiences of relationship quality is the number of hours they work each week. It is argued that the implementation of work–life balance initiatives by engineering organizations may benefit employees.

Work –Life Balance (WLB) is a term that refers to the desire on the part of both employees and employers to achieve a balance between workplace obligations and personal responsibilities. Work Life Conflict (WLC) occurs when the cumulative demands of work and non-work roles are incompatible in some respect so that participation in one role is made more difficult by participation in the other. Sometimes described as having too much to do and too little time to do it, role overload is a term that is sometimes used as a means of examining the conditions that give rise to WLC. (www. Labour. gu.com). WLC has three components;

- Role overload.
- Work to family interference (i.e., long work hours limits an employee’s ability to participate in family roles) and
- Family interferes with work (i.e., family demands prevent attendance at work).

Role overload is caused by a convergence of pressures and conditions found both in the work place and in a person’s private life. At work, the combination of high job pressure and low control over the job causes workers to feel overloaded. When these conditions are combined with stressors from the home and family situation (such as caring for children or aging relatives), this can create work family conflict, especially when the social supports are absent. Much early work in Canada, sponsored by Health Canada, has focused on understanding mental health, the origins of stress and the health consequences of unmanaged strain. The predominant model for understanding the sources of stress is the Demands/Control Model. This model shows that high pressure plus low control at work contribute to strain, particularly when combined with home stress and the absence of social support.

INSERT FIGURE-1 HERE

Stress and working women

One of the fastest growing in the world over the past two decades has been increase in the number of women fully employed outside the house be in the home or work place, life is full of problems. Whenever there is a problem, the most common thing people tend to do is.

- Get afraid or uncomfortable and wish it would go away.
- Feeling that they have to come up with an answer and it has to be the right answer so they end up getting confused and disturbed.

Occupational stress is growing problem in US work place and may be a problem of particular magnitude for working women, in part because of sex – specific job stressors (sex discrimination and difficulties combining work and family). Although such stressors have received little research attention until recent years, new research indicates that these stressors may have a negative impact on health and well –being above and beyond the effects of general job stressors (work over load, skill under utilization, etc.). A number of stress-reduction strategies have been shown to be useful for working women, ranging from the more common individual stress management techniques to higher-level interventions focused on removing the sources of occupational stress. (Naomi G. Swanssan, Ph.D. working women and stress).
Balancing Family and Work

Family–work balance is a complex issue that involves financial values, gender roles, career path, and time management and many other factors. Hidden values and models from our culture, original families and other sources influence our choices in ways that we often don’t anticipate or understand and that have far-reaching consequences for our lives. Preparation, intentionality and joint decision-making are the key to create and maintain the right family–work balance for us. Many couples experience extremely strong forces pulling them away from the priority that they would like their family to have. If you don’t aggressively plan your balance, these other forces will prevail. Without a clear plan and commitment to maintain balance, time and energy for family erodes and evaporates.

Family–work balance is a process, not a static achievement. It’s important to make the ‘big decisions’- selecting careers and jobs, timing children, allocating roles and responsibilities etc. that will provide the opportunity for balance. The real task of balance takes place on a weekly and daily basis, even from hour to hour. This is where couples hold the line to protect family time or allow it to evaporate where they opt to take advantage of a family opportunity or allow other priorities to interfere.

The process nature of balance means that one can and must adjust as required. No decision, plan or approach need be permanent. If it’s not working or satisfying, one can reconsider and make changes. In fact, constant tactical adjustment and flexibility to keep on target towards one’s goals and priorities (but not to accommodate outside demands where limit setting is usually more in order) is a hallmark of couples who are satisfied with their balance. But how can one tell when one has found the right family-work balance for his/her and when they need to adjust make a different plan? According to Sandy Epstein on BlueSuitMom.com, good balance, while different for everyone, is characterized by:

- Having enough time for both work and family without expending great effort, so that their life feels relatively comfortable.
- Having enough back-up, so that one can cope with minor emergencies like sick baby sitters, car breakdown, etc.,
- Being on the right personal and professional path for their future.

Because of their dual responsibilities, working couples are particularly vulnerable to the problems of work-family spillover, conflict, and cross over. Work-family spillover, which can be negative or positive and is bidirectional, involves the transfer of mood and behavior from one domain (home or workplace) to the other (Almedia, Wethington & Chandler, 1999; Bromet, Dew, & Parkinson, 1990). For example, negative work-to-family spillover occurs when an employee is distracted and irritable at home because of pressures at work (table).

INSERT TABLE-1 HERE

Work-family conflict occurs when the responsibilities of work and family interfere with one another. For example, work–family conflict occurs when a parent must leave work to attend to sick child, or when an employee brings work home to complete during family time. (www.bc.edu/bcorg/avp/wfnetwork/rft/wfpeia/wfpDECrec.html)

Adapting work demands to family responsibilities has been referred to as accommodation. Individuals, who give the highest priority to family responsibilities, while work and other outside interests remain secondary, are said to be the most accommodative. Those who are the most non accommodative are those whose work and career interests are always a higher priority than family responsibilities. In the past, the most accommodative individuals were the wives and mothers in traditional families who assumed responsibility for the family needs; the most non accommodative were career-oriented male executives who focused their interests and attention almost exclusively on work. The trend toward greater accommodation in our society on
the part of husbands is indicated by the number of successful managers who, at mid-career, reject advancement opportunities because their new responsibilities would interfere with family commitments.

Employment gaps by women, especially for purposes of child rearing, are generally perceived as acceptable career definitions that do not seriously damage their career advancement. An investigation of employment gaps among masters of business administration graduates revealed that discontinuous employment histories were negatively associated with future income and satisfaction for men but not as much for women. While an employment gap for women who return to work reduces their income 9 percent below what it would have been with continuous employment, a corresponding gap for men reduces their income by 21 percent.

Some of the innovative ways women become reincorporated in the work force include job sharing, permanent part-time employment, flexible work hours, work-at-home programs, relocation assistance for the spouse of a transferred employee, child care and day care assistance, time management and stress management workshops, and employee assistance programs. (Chapter -21,”Improving Yours Own Effectiveness”, Organisational effectiveness, P.433-435).

Work –Family Conflict

Sharma et al. (2001) has reported that the Indian Society was characteristic by a dualistic family role system where the men and women had clearly defined but complementary roles. The male was the provider while the female was the homemaker. During the last five decades there has been a drastic change in the role status of the Indian Women. She has moved out of the restricted realms of her home and is now sharing the economic burden of the family. However, there has been no or only a marginal change in the role of the Indian male and his contributions to the household chores even if he has a working partner, is at the best only ritualistic. Further, as the women leave their traditional role and take up a man’s job they have to face greater stress at the work place as they remain dependent on men’s acceptance. As coping with stress whether physical or psychological does have a detrimental effect on health, the working women who have added the burden of a job to their household chores, are bound to suffer mentally as well as physical.

It has been found (Beerman and Nachreiner, 1995) that gender related unequal division of domestic duties when coupled with a job, may not result in more severe psychological or subjective health impairments. The reason could be that the job provides the women with a means of feeling useful and important and provide an opportunity to interact with people. It could be an important source of satisfaction in their lives (Bailyn, 1970). Further, it is possible that the negative feelings about full time home making rather than positive attraction of work might draw the women to the work place (Rapport and Rapport, 1971). As idleness is socially undesirable and paid work enhances the status of the women, this might result in enhanced self esteem. Since job stress like qualitative workload and quantitative over load have been found to be predictors of mental health and risk of occurrence of depression (Komaki, 1994). The present investigation carried out to assess the impact of stress (home as well as work place) on the personal health of women.

Adopting WLB Practices at Workplace

Though the phrase WLB was coined in 1986, it was not until 2008 that it attracted the attention it solicited. Hundreds of dedicated Internet sites have come up to help spread the concept of ‘work-Life Balance’. This implies that HR departments of companies are paying increasing attention to the aspirations and needs of the employees and are ensuring better social interaction to enable them to realize their optimum work potential. Introducing suitable employment practices to enable employees to feel more in control of feel more in control of their working life can result in increased productivity, lower absenteeism and a happier, less stressed out employees.
Influence of Occupational Stress on Work Life Balance Among Women Professions

Demographic changes, including an aging population and nuclear families, increase the probability of employees’ inclination towards flexible working arrangements. Adjusting working patterns offer opportunities to employees to handle home responsibilities without compromising on their work position. There are several practices which a company can put in place in order to help their employees achieve WLB. (Rashmi Joshi. December 2007. Making Work-Life Balance for Your Business. Journal of HRM Review, PP. 20-24).

METHODOLOGY

Study participants were 150 professionals in Chidambaram town, Tamil Nadu. Professionals were selected on stratified random sample basis by considering their different categories of lecturer’s, bank officers, doctors, engineers. The mean of age of respondents was 20-above 50 years. Their average income was Rs.15,000-above30,000/-. The educational attainment of the participants range U.G, P.G, and Profession with experience range of 1- above 15 years. The respondent’s range of number of dependents was 1-6. Their marital status was Married, Single, and Separated. With the help of SPSS package, Pearson’s Correlation Coefficient test was carried out.

Measures

To study the variables in the present study the two psychometric devices were utilized. They are;

Questionnaire I: Occupational Stress Index (OSI) by Srivastava and Singh (1984)

Srivastava and Singh (1984) developed the Occupational Stress Index and this measures the extent of stress experienced by industrial employees. The scale consists of 46 items each having five alternatives such as strongly agree, agree, undecided, disagree and strongly disagree. Out of the total items 28 are “True keyed” and the remaining 18 are “False keyed”. The responses were weighted from 5 to 1 for “strongly agree” through strongly disagree” for True keyed and in the reverse order for the false keyed items. The scale identifies occupational stressors such as role overload, role ambiguity, role conflict, unreasonable group and political pressure, responsibility for persons, under participation, powerlessness, poor relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability. The reliability index ascertained by the authors, using split half (odd-even items) method and “Cronbach” alpha co-efficient for the scale were found to be 0.935 and 0.900 respectively. The scale was also found to be highly valid.

Questionnaire II: Work / life balance (WLB) by Gen Fisher (2001)

Gen Fishers (2001) developed the work life balance index, and these measures are extending to which ones personal life is enhanced by work (or) vise versa. The scale consists of 16 items each having five alternatives such as Never, Rarely, sometimes, often, very often, out of total items 4 are “True keyed” and the remaining 12 are “false key” the responses were weighted from 5 to 1 for “Never” though “very often” for true keyed and in the reverse order for the false keyed items. The scale identifies work life balance such as work - Interference with personal life (WIPL). Persona life- Interference with work (PLIW). Work/personal life enhancement (WPLE). The reliability index ascertained by the authors using split half (odd–even items) method, and “Cronbach” alpha. Co-efficient for the scale was found to be 0.89, 0.82 and 0.75 respectively. The scale was also found to be highly valid.

Objective

Family responsibilities leading to stress surveys have proved that the most important factor raising stress is family responsibilities. It happens in families. Where both parents are working and in single parent families. Work and family is very complex for women. It is widely acknowledged that inter role conflict is a more pressing issue for parents than childless couples (Holahan& Gilbert,1979), and that employed parents have multiple roles, which compete for their time and energy. “The objective of the present study is to find out the influence of occupational stress and work life balance dimensions of women professionals”.

50
Hypotheses

While a flexible work schedule seems to reduce stress levels. Self-identity remains an important variable. (Carlson et al, 1998). Stress is any condition that makes the body mobilize its resources and burn more energy than it normally does. It is the physical or mental effect of disturbance of or interference with any of the body’s automatic biological processes (Stephan 1971). Family support can help compensate for negative feelings about one’s job and can enhance self-esteem acceptance and worth. The family support is not available as we are in the age of nuclear where both husband, wife have to work to live in this competitive world. One clear finding has come out of social psychology research over the years is that people will benefit from social support. (Lim1996). From this discussion, it is clear that stress is the major reason for work and family imbalance. Therefore the hypothesis of this study is that “There is no significant relationship between influence of occupational stress and work life balance dimensions of women professionals”.

RESULTS AND DISCUSSION

The above table reveals the positive and negative coefficient values indicate that all the twelve stressors are directly related to work life balance dimensions. As the professionals have more stress, their work interferes with personal life and personal life –interferes with work, tends to become more dominant. “Role over load” (-.879) stresses highly but it is negatively correlated to work interferes with personal life and the stressor “Strenuous working conditions” (-.842) stresses highly but it is negatively correlated to personal life –interferes with work to greater level. But the trends is opposite in the case of other work life balance dimension. The increasing trends of these stressors in professionals would reduce the dominance of work life enhancement. The pre dominant stressors strenuous working conditions (.866) affect the work life enhancement. There is significant relationship between influence of occupational stress and work life balance dimensions of women professionals.

The present investigation is also confirmed with the results of Williams and Allliger (1994). Work interferes with family could be achieved by family supportive policies. More flexible work schedules produce positive benefits for employees including a reduction in psychological strain. Pierce and New storm (1983). A stress management – training program may provide individuals with some awareness of stressors, but some environmental stressors, may not be amenable to change by the individual and require a more systemizing management Peterson (1993). Thangarathinam et al. trainees who have not achieved work life balance reported higher amount of stress. Non-work pressure includes pressures on the home front due to job stress. Another commonly seen effect is that due to careers especially for women. The dual career family model may be a source of stress for men as well. The amount of time they are able to devote to their jobs. The degree of mobility they have the acceptance of transfer changes if the wife is also working. (Cartwright and Cooper, 1997). The latest European Surveys, due in large part to its negative consequences, both physical and mental in the area of work (Paolie & Merllie, 2001). There is some research evidence that a net working strategy may be able to people cope better with job stress (Mclean) and be more effective (Kotter.1982) and successful (Luthans et al 1985).

From the table 2 it is inferred that the selected variables has $R^2 = .510$ influence on occupational stress. The observed F-value is 37.77. Which is significant at 0.01 level also confirms that the selected variables has significant influence on occupational stress. From the t-statistic it is noted that the Work-Life Balance dimensions Work-Interferes with Personal Life and Personal Life -Interferes with Work are having significant influence on occupational stress. The remaining one dimension Work-Life Enhancement is not having significant influence on occupational stress.
IMPLICATION OF THE STUDY

This study, to some extent has created awareness about the problem of women professionals, especially about the occupational stress. It is obvious from the present investigation that occupational stress is significantly explained by work life balance dimensions and demographic factors.

Setting agendas, collecting feedback from employees and counseling done at home could have ameliorating effect upon work-life conflict (Delong and Delong, 1992). Flexible work arrangement and job sharing were found to be helpful to employees (Rodgers, 1992; Bailyan, 1992; Higgins and Duxbury, 1992 and Perlow, 1995). Social support policies like spousal relationships, home, friends, and supportive communication and referral services could be arranged which will facilitate women professional to have a good work life balance (Ray and Miller, 1994). Emotion management at work and family domains would help women to resolve problems of incompatibilities (Wharton and Erickson, 1993). Organization should change in their attitudes towards family friendly measures. Certain other work-related out comes could be resolved with the help of personal leave and paid holidays. To balancing and weaving work – family conflict women must avoid taking work to home frequently, should not stay too long too often in the office and avoid multiple tasks at a time. In addition to this they should also discuss problems with seniors, family and friends, because they are strong socializing agents. Meditations, yoga, counseling, breathing exercises, social interaction, exercise, right type of food and cutting coffee were found to be stress reduces (Smith and Siwolop, 1988; Bhanarker and Singh, 1986; Grout, 1994; Abdool Carim, 1995).

FUTURE GUIDELINES

Female work-culture and work burdens contribute to stress for example those who efficiently get still more work and those who work less. In this situation, the ladies normally get an extra load of work about which they feel being important in receiving but find it difficult to complete in time. This situation could cause stress and strain. To balancing and weaving work – family conflict women must avoid taking work to home frequently, should not stay too long too often in the office and avoid multiple tasks at a time. In addition to this they should also discuss problems with seniors, family and friends, because they are strong socializing agents. Meditations, yoga, counseling, breathing exercises, social interaction, exercise, right type of food and cutting coffee were found to be stress reduces (Smith and Siwolop, 1988; Bhanarker and Singh, 1986; Grout, 1994; Abdool Carim, 1995).

• Developing a supportive net work.
• Having regular two-way communication (particularly with spouse).
• Accept the own feeling –Let them out, do not deny them.
• Share the feelings with trusted persons.

These practices will help women professionals to manage stress in a better manner. They will make their home happy.

LIMITATION OF THE STUDY

The conceptual frame works as well as the earlier studies on the selected variables were reviewed. In order to identify which of the demographic factors, work life balance variables influence closely to occupational stresses. The researcher used to do her research only these variables, the researcher have took her research only very few women are working in professions like lecturers, Bank officers, Doctors, Engineers.

CONCLUSIONS

Problem is created with in oneself and solution will also found with oneself. Striking an appropriate balance between one’s personal and professional lives is bit of an art and science too. Work Life balance concerns adjusting working patterns so that women can combine work with their responsibilities. To achieve fulfillment and success at home and work, leisure and personal
time must complement one’s job passion and work and responsibilities, and reducing work-family conflict and increasing work family enhancement. Eliminating pressure is not solution to avoiding stress. We need to manage pressure. Yoga has now become a popular technique for stress management. Yoga and meditation are being used as effective methods of stress relief (Woolfolk and Lehrer, 1984). The ancient Indian Science of Yoga holds the key to combat this modern menace (Nagendra and Nagarathna, (1988). (Pragadeeswaran and Panchanatham, 2006) also found that Yoga and meditation practice develops the executives both emotional stability and stress management. (Mukhopadhyay, 1999) also explained that one of the most powerful and well establish way of competing the effect of stress is regular. Women employees are working worrying about personal problems at office space and thinking about profession – related problems at home. This study is effort to understand what all stressors affect her life. While they are fulfilling expectations of work place and family.

REFERENCES

Cart Wright and Cooper, Organizational Stress; A Review and Critique of Theory, Research and applications, Sage Publications. Inc.
Influence of Occupational Stress on Work Life Balance Among Women Professions


Wei-qing Chen; Tze-wai Wong; Tak-sun Yu; Yan-zu Lin; Cary L. Cooper, Determinants of perceived occupational stress among Chinese offshore oil workers. Work & Stress, Volume 17, Issue 4 October 2003, pp 287 - 305


Table-1 Showing Work – Family Spillover

<table>
<thead>
<tr>
<th>Type of Spillover</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Family-to-work</td>
<td>Disagreement with spouse leads to poor performance at work</td>
</tr>
<tr>
<td>Work-to-family</td>
<td>Heavy work load leads to distraction and irritability at home</td>
</tr>
<tr>
<td>Positive</td>
<td></td>
</tr>
<tr>
<td>Family-to-work</td>
<td>Positive relationship at home energize and improve ability to cope at work</td>
</tr>
<tr>
<td>Work-to-family</td>
<td>Experience at work makes one more interesting at home</td>
</tr>
</tbody>
</table>
Table-2 Correlation of occupational stress and work life balance dimensions influence of women professionals

<table>
<thead>
<tr>
<th>Dimensions</th>
<th>Work-Interferes with personal life</th>
<th>Personal life interferes with work</th>
<th>Work / personal life enhancement</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>'r' value</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Role over load</td>
<td>-.879*</td>
<td>-.575*</td>
<td>.701*</td>
<td>.000</td>
</tr>
<tr>
<td>Role ambiguity</td>
<td>-.629*</td>
<td>-.648*</td>
<td>.699*</td>
<td>.000</td>
</tr>
<tr>
<td>Role conflict</td>
<td>-.344*</td>
<td>-.202*</td>
<td>.382*</td>
<td>.000</td>
</tr>
<tr>
<td>Unreasonable group and political pressures</td>
<td>-.820*</td>
<td>-.633*</td>
<td>.727*</td>
<td>.000</td>
</tr>
<tr>
<td>Responsibility for persons</td>
<td>-.786*</td>
<td>-.782*</td>
<td>.793*</td>
<td>.000</td>
</tr>
<tr>
<td>Under participation</td>
<td>.731*</td>
<td>.696*</td>
<td>-.757*</td>
<td>.000</td>
</tr>
<tr>
<td>Power less ness</td>
<td>.820*</td>
<td>.791*</td>
<td>-.778*</td>
<td>.000</td>
</tr>
<tr>
<td>Poor peer relations</td>
<td>.528*</td>
<td>.249*</td>
<td>-.377*</td>
<td>.000</td>
</tr>
<tr>
<td>Intrinsic impoverishment</td>
<td>.050</td>
<td>.275*</td>
<td>-.112*</td>
<td>.000</td>
</tr>
<tr>
<td>Low status</td>
<td>.488*</td>
<td>.766*</td>
<td>-.705*</td>
<td>.000</td>
</tr>
<tr>
<td>Strenuous working conditions</td>
<td>-.842*</td>
<td>-.842*</td>
<td>.866*</td>
<td>.000</td>
</tr>
<tr>
<td>Un profitability</td>
<td>-.742*</td>
<td>-.803*</td>
<td>.751*</td>
<td>.000</td>
</tr>
</tbody>
</table>
Table - 3
Multiple regression analysis carried out on the criterion variable occupational stress and the contributing variables outcome among professionals

<table>
<thead>
<tr>
<th>Details regarding contributing variables</th>
<th>Variables</th>
<th>B</th>
<th>Std. Error</th>
<th>Beta</th>
<th>‘t’ value</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>R = .714</td>
<td>Work-Interferes with Personal Life</td>
<td>-1.947</td>
<td>.318</td>
<td>-.952</td>
<td>-6.117</td>
<td>.000</td>
</tr>
<tr>
<td>R² = .510</td>
<td>Personal Life –Interferes with Work</td>
<td>2.079</td>
<td>.518</td>
<td>.757</td>
<td>4.010</td>
<td>.000</td>
</tr>
<tr>
<td>Adjusted R² = 0.011</td>
<td>Work –Personal Life Enhancement</td>
<td>.953</td>
<td>.569</td>
<td>.358</td>
<td>1.675</td>
<td>.096</td>
</tr>
<tr>
<td>F = 37.77</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Figure-1

Role overload

High Job Pressure + Low Job Control - Home Stress + Social support -

Excessive Strain

Increased Risk to Mental and physical Health

Infectious and Cardiovascular Diseases

Anxiety, Depression, Hostility

Alcohol, Tobacco, Drug Abuse

Source: Best advice on Stress Risk Management in the Workplace, Health Canada, 2000