

Does The Work-Family Conflict And Change Orientation Create Stress Among Women Professionals In Chennai City

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ABSTRACT

In the present era, the world is moving from global economy to the digital economy. With the tremendous development in industrialization and education, the employment opportunities for women have also increased. This has resulted in a scenario in which working women have tremendous pressure to develop their careers, while sustaining active engagement in personal life too. So the organisations need to create affable atmosphere where employees can balance their professional and personal life. This research study targets the women professionals (Lecturers, Bank officers, Doctors, Engineers) in chennai city. The aim of the present research is an attempt to explore the influence of work-family conflict and change orientation (Situational variables) creates stress among women professionals in chennai city. The data were collected from 491 women professionals working in private and public sector organisations using anonymous questionnaire .As more and more women would be adding a new role to the traditional role of a home maker, the incidence of different types of role conflict would be more common in future. Since the role conflict problems and change orientation are living and dynamic in nature there can be no permanent solutions to these problems. This present research gives the comparative study and recommendation which helps the organisation to determine the significance linkage between work- family conflict, change orientation and role stress. So that causes can be correctly identified strategies can be implemented to resolve stress related problems at the work place and beyond.

Keywords: Work-family conflict, Change orientation, Organisational role stress, Women professionals.

1. INTRODUCTION

Women are the centre and foundations of the social and cultural life of the family. Now a days in India the role of women in our society has been tremendously changed. Women can be seen as higher post in the education field, CEO, customer services head, bank admin head, HR etc, women are making tremendous contribution in each sector. She is solely responsible to balance her responsibilities in her various roles in domestic as well as professional life. This makes the life of women extremely stressful. To balance work and family the women have to plan their career effectively (Priyanka etal, 2016).

Advancement in technology is also another external factor caused a remarkable decline of demand for labour in the market which led to affect the employee's job security. In cases where there is major change in government policies (or) mistrust of employees to government would make the environment more stressful (Bloisi etal, 2007). Since we live in world of change, this rapid changes can put employees under a great of stress. Today stress has become a condition of living, a condition that cannot be eliminated from life. Stress management training may rapidly reduce stress symptoms; it also has the advantage of being inexpensive and easy to implement" (Sauter et al., 1999). This study targets the women professionals working in chennai city and examine the level of stress which is created by work- family and change- orientation. The aim of the present study is undertaken is to identify the variables which cause Organisational role stress (ORS) among women professionals and find out the relationship between ORS and work-family conflict, ORS and change orientation. This comparative study is very helpful for the organisations to determine significance linkage between work-family conflict (WFC), Change orientation and ORS. So that causes can be correctly identified and coping strategies can be implemented to resolve stress related problems at the workplace and beyond.

2. REVIEW OF LITERATURE

The purpose of this literature review is to present the real meaning of information concerning stress and work-family conflict and change orientation experienced by women professionals.

2.1. Work -family conflict

Work- family conflict refers to an incompatibility between the demands of work and family to a working person. Empirical evidence confirms that work-family conflict is often a severe stress factor at work leading to various negative outcomes including impaired well-being (Karatepe & Tekinkus, 2006). Thus due to the essential nature of work-home balance, work-family conflict has changed into a much investigated topic in today's organisational (or) industrial behavior research. Therefore in the present research it was hypothesized as,

Hypothesis.1: There is no significant difference between work-family conflict and ORS consist of following dimensions (IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN).

2.2 Change Orientation

Most of the organisation need to change their working paradigm from an individual/centralized to collective style. There is a need for a shift in the mindset of organisation today to adopt the working together concept. The benefits will be visible when all the people linked with an organisation seem comfortable with each other and are keen to share, interact and work towards organisational goal achievement (Suja nair, 2011).

Hypothesis.2: There is no significant difference in WFC among women professionals. (Lecturers, Bank officers, Doctors and Engineers)

Hypothesis.3: There is no significant difference in change orientation among women professionals. (Lecturers, Bank officers, Doctors and Engineers).

2.3 Stress

Stress is known as a biological and psychological process experienced by a person in encountering the environmental threats. Occupational stress is the biological and psychological effects of negative interaction between work conditions and person's knowledge, skills (or) expectations (Mohammad, et al., 2011). Stress can also be the result of any workplace stressor which are related to role characteristics including role conflicts, Role ambiguities and role overload (Seward, 2007)

Hypothesis 4: There is no significant difference in ORS and women professionals consist of following dimension (IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN).

Hypothesis.5: There is no significant relationship between role stress and situational variables (WFC & CO) among women professionals.

Hypothesis 6: There is no significant relationship between role stress and situational variables among bank officers and doctors.

Hypothesis 7: There is no significant relationship between role stress and situational variables among women working in private and public sector.

3. THE OBJECTIVES OF THE STUDY

- To study the influence of situational variables –work-family conflict and change orientation on role stress and suggest strategies for managing WFC.
- To compare the role stress of women in private and public sector in order to identify who are more stressed.

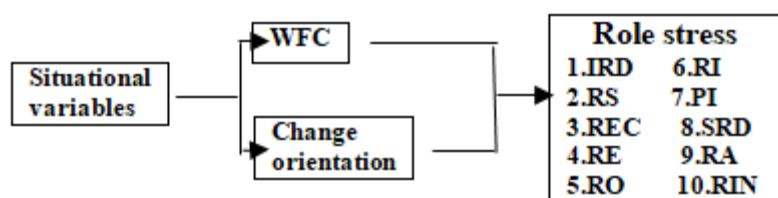
4. NEED AND SCOPE OF THE STUDY

Infact women today have more expectations from themselves than ever did in the past. Performance at every level and even in the personal appearances, number of things that they measure themselves against has multiplied. This paved way to perform multiple roles. So women must be aware of stress reactions and their threshold limits. So it becomes the need of the study to understand the work- family conflict, change orientation and ORS and stressors which comfort and use them out and do the needful to reduce the role

stress for the women professionals and to adopt appropriate coping strategies to overcome the work-family conflict situation. The role of women in the work place has been expanding, steadily, she is solely responsible to balance her responsibilities in her various roles in domestic as well as professional life. Hence the researcher was interested to collect data from women professionals.

5. RESEARCH METHODOLOGY & INSTRUMENTS

In determining the size and nature of sample, women have been selected from different categories of lecturers, bank officers, doctors & engineers from all regions of chennai city. The sample size is 491. The people indicate 56 respondents were doctors, 83 lectures, 153 bank officers & 199 Engineers. The convenience sampling has been chosen as it is more ideal & suitable for selecting the sale from the above categories. The study measures ORS and situational variables (WFC& Change orientation) issues faced by the respondents. This is a descriptive research because it aims at describing the relationship between ORS and WFC & change orientation. The instrument used for collecting data “Organisational Role stress scale”. The ORS scale is a comprehensive tool to elicit data about different role stressors afflicting a respondent. It covers a range of stressors that may be experience by an occupational group.



Association between role stress and situational variables

Organisational Role Stress: the dimension of ORS are inter-role distance (IRD), Role Stagnation (RS), Role Expectation Conflict (REC), Role Erosion (RE), Role Overload (RO), Role Isolation (RI), Personal Inadequacy (PI), Self-Role Distance (SRD), Role Ambiguity (RA), Resource Inadequacy (RD). To measure the ORS, the tool developed by Udai Pareek (1982) was used. In the work-family conflict scale, developed by Greenhaus and Cornelly (1981) was adopted. To measure ORS, the tool developed by Udai Pareek (1982) was used, in the work-family conflict scale, developed by Greenhaus and cornelly (1981) was adopted. Change orientation scale, developed by Derekbiddle and Robin Eveden (1995) was adopted.

6. DATA ANALYSIS AND FINDINGS.

6.1.1 Analysis of work-family conflict and Organisational Role Stress.

Hypothesis 1: There is no significant difference between work family conflict and ORS

Table-1: T-test showing difference between work-family conflict and ORS

Variables	62		281		148		“t” Value	Sig
	High		Moderate		Low			
	Mean	Std	Mean	Std	Mean	Std		
IRD	9.42	5.30	9.12	4.44	7.24	4.79	8.952	0.00
RS	8.89	5.50	8.58	4.74	7.36	4.41	3.835	0.022
REC	8.05	5.67	8.10	4.40	6.72	4.52	4.615	0.010
RE	8.84	5.37	8.22	4.61	8.45	4.32	0.492	0.612
RO	8.85	5.49	8.82	4.77	7.28	4.47	5.448	0.005
RI	8.24	6.13	8.46	4.81	7.32	5.05	2.512	0.082
PI	8.66	5.18	8.71	4.95	7.90	4.99	1.336	0.264
SRD	8.13	5.32	8.16	4.74	6.95	4.92	3.131	0.045
RA	6.92	4.61	7.81	5.04	6.32	4.67	4.670	0.010
RIN	8.26	5.51	8.00	4.81	6.91	5.01	2.806	0.061

**Significant at 0.01 Level; *Significant at 0.05 Level; NS – Not Significant

From the above table it is observed that out of 10 variables 6 variables have significantly contributed towards work-family conflict among women professionals. From the independent “T” test analysis it could be noted

that there is significant difference between Work family conflict and ORS (IRD, RS, REC, RO, SRD, and RA). While observing mean values it could be noted that those who are having higher work-family conflict had higher IRD, REC, RS, RO, RE, and Rin. Empirical evidence also confirms that work-family conflict is often a severe stress factor at work leading to various negative outcomes, including impaired well-being (Karatepe & Tekinkus, 2006). IRD, REC, and RO are significant at 0.01 levels. RS, SRD and RA are significant at 0.05 levels. Hence the tested hypothesis is that “there is no significant difference between WFC and ORS” is rejected. The results implied that women who are having more work-family conflict feel highly stressed. Impact of work-family conflict was studied among working women in Bangladesh and findings showed that workplace stressors contribute to higher levels of work family conflict. (M.A .Akkas, et al ., 2015).

6.1.2 Analysis of work-family conflict among women professionals.

Women assuming multiple roles resulting in work-family conflict. WFC is considered to be an important issue in today's business world (burke & EI-Kot, 2010).

Hypothesis: 2. There is no significant difference in work-family conflict among women professionals (Lecturers, Bank officers, Doctors and Engineers).

Table-2: ‘T’ - test showing the difference in work- family conflict among women professionals.

Sl.No	Designation	N	Mean	Std. Deviation	Std. Mean Error	“t” Value
01	Lecturer	83	62.00	11.37	1.25	-1.184 NS
	Bank Officers	153	64.33	15.82	1.28	
02	Lecturer	83	62.00	11.37	1.25	0.111 *
	Doctor	56	79.3	14.26	1.28	
03	Lecturer	83	62.00	11.37	1.25	-1.638 NS
	Engineer	199	65.27	16.60	1.28	
04	Bank Officers	153	64.33	15.82	1.28	-2.741 *
	Doctor	56	79.3	14.26	1.28	
05	Bank Officers	153	64.33	15.82	1.28	0.537 NS
	Engineer	199	65.27	16.60	1.28	
06	Doctor	56	79.3	14.26	1.28	-0.537 NS
	Engineer	199	65.27	16.60	1.28	

**Significant at 0.01 Level; *Significant at 0.05 Level; NS – Not Significant.

It is inferred from the above table that work family conflict between lecturers and bank officers showing the ‘t’ value as -1.184 is significant at 0.05 level, it is observed that there is no significant difference between lecturers and bank officers on the scores of work family conflict. Work-family conflict between lecturers and doctors showing the ‘t’ value as 0.111 is significant at 0.05 level; it is observed that there is a significant difference between lecturers and doctors. Work-family conflict between lecturers and engineers showing the ‘t’ value as -1.638, it is observed that there is significant difference between lecturers and engineers on the scores of WFC. It would be noted that engineers had more WFC than lecturers. Since the outcome of ‘t’ value is not significant, there would be no significant difference between lecturers and engineer’s. Work family conflict between bank officers and doctors showing the ‘t’ value as -2.714 ,it is observed that there is significant difference between bank officers and doctors on the score of WFC. Doctors had more WFC than bank officers. Since the outcome of ‘t’ value is significant at 0.05 level, there would be a significant difference between bank officers and doctors. Work family conflict between bank officers and engineers showing the ‘t’ value 0.537 it is observed that there is no significant difference between bank officers and engineers. It could be noted engineers got more WFC than bank officers. Work family conflict between doctors and engineers showing the ‘t’ value as -0.537 ,it is observed that there is significant difference between doctors and engineers on the score of WFC doctors had more WFC than engineers, since the outcome of ‘t’ test is significant for WFC ,there would be no significant difference between doctors and engineers. Hence, the tested hypothesis is that “there is no significant difference in work-family conflict among women professionals” is rejected.

6.1.3. Analysis of change orientation among women professionals.

Hypothesis 3: There is no significant difference in change orientation among women professionals (Lecturers, Bank officers, Doctors and Engineers).

Table-3: ‘T’- test showing the difference in change orientation among women professionals.

SLNo	Designation	N	Mean	Std. Deviation	Std. Mean Error	“t” Value
01	Lecturer	83	42.9	5.36	0.59	-0.821 NS
	Bank Officers	153	42.29	6.69	0.54	
02	Lecturer	83	42.99	5.36	0.59	0.227 **
	Doctor	56	46.04	6.55	0.54	
03	Lecturer	83	42.99	5.36	0.59	-1.841 NS
	Engineer	199	44.82	8.37	0.54	
04	Bank Officers	153	42.29	6.69	0.54	-3.607**
	Doctor	56	46.04	6.55	0.87	
05	Bank Officers	153	42.29	6.69	0.54	-3.063**
	Engineer	199	44.82	8.37	0.59	
06	Doctor	56	46.04	6.55	0.87	-3.063**
	Engineer	199	44.82	8.37	0.59	

**Significant at 0.01 Level; *S Significant at 0.05 Level; NS – Not Significant.

It is inferred from the above table that change orientation between lecturers and bank officers showing the ‘t’ value as -0.821 is significant at 0.05 level, it is observed that there is significant difference between lecturers and bank officers on the scores of change orientation. Lecturers are more change orientated. Change orientation between lecturers and doctors showing the ‘t’ value as 0.227 is significant at 0.01 level; it is observed that there is a significant difference between lecturers and doctors. Change orientation between lecturers and engineers showing the ‘t’ value as -1.841, it is observed that there is no significant difference between lectures and engineers on the scores of CO. It would be noted that engineers had more change oriented than lecturers. Since the outcome of ‘t’ value is not significant, there would be no significant difference between lecturers and engineer’s. Change orientation(CO) between bank officers and doctors showing the ‘t’ value as -3.607 significant at 0.01 level ,it is observed that there is significant difference between bank officers and doctors on the score of CO. Doctors had more WFC than bank officers. Since the outcome of ‘t’ value is significant at 0.01 level, there would be a significant difference between bank officers and doctors. CO between bank officers and engineers showing the ‘t’ value -3.063 significant at 0.01 level it is observed that there is significant difference between bank officers and engineers. It could be noted engineers are more change oriented than bank officers, CO between doctors and engineers showing the ‘t’ value as -3.063, it is observed that there is significant difference between doctors and engineers on the score of CO doctors are more change oriented than engineers, since the outcome of ‘t’ test is significant for CO, there would be significant difference between doctors and engineers. Hence, the tested hypothesis is that “there is no significant difference in change orientation among women professionals” is rejected.

6.1.4. Analysis of organisational role stress among women professionals.

Hypothesis 4: There is no significant differences in Organisational role stress among women professionals consisting of following dimensions (IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN).

Table-4: “T” test showing difference between designation and ORS

Variables	83		153		56		199		't' value	Sig
	Lecturers		Bank officers		Doctors		Engineers			
	Mean	Std	Mean	Std	Mean	Std	Mean	Std		
IRD	9.58	5.17	8.63	4.58	7.14	4.49	8.55	4.67	2.990	0.031
RS	8.37	5.02	8.16	4.74	8.21	4.67	8.27	4.76	0.037	0.99
REC	8.3	4.9	7.71	4.26	6.79	4.41	7.65	4.87	1.193	0.312
RE	8.13	4.59	8.59	4.32	8.39	4.5	8.28	4.9	0.211	0.889

RO	8.37	4.82	8.46	4.96	8.39	4.81	8.27	4.75	0.44	0.988
RI	8.53	5.27	8.31	5.01	7.04	4.67	8.03	5.15	1.122	0.340
PI	8.46	5.46	8.46	4.85	8.18	5.53	8.53	4.76	0.73	0.974
SRD	8.22	5.25	8.11	4.48	7.64	4.82	7.41	5.07	0.853	0.466
RA	7.08	4.73	7.41	4.23	7.25	5.59	7.2	5.29	0.94	0.963
RIN	8.27	4.65	7.94	4.83	6.32	5.15	7.68	5.16	1.911	0.127

** Significant at 0.01 Level; *Significant at 0.05 Level; NS – Not Significant

It is inferred from the above table that “t” results are significant at 0.05 levels for IRD. Hence the formulated hypothesis stating that “there is no significant difference between lecturers, bank officers, doctors, engineers on ORS “is rejected. While observing the mean values, it could be seen that lecturers had higher IRD, RS, REC, RI, SRD and RIN. The bank officers had higher RE, RO, RA. Doctors had higher RO and Engineers had higher PI than their counter parts.

6.1.5 Analysis of relationship between ORS and situational variables (WFC & CO) among women professionals.

One of the pioneers of research on ORS, Pareek (1993) has reiterated that the performance of a role in an organisation has built in potential for conflict due to which stress may start rearing its head. Such stress can contribute to various dysfunctional outcomes for the organisation like job related tensions.

Hypothesis 5: There is no relationship between ORS and situational variables among women professionals.

Table-5: Stepwise multiple regression analysis on the criterion variable ORS and situational variables among women professionals.

Details regarding contributed variable	R	R ²	Ad.R ²	SE	F
Work-family conflict	0.123	0.157	0.023	0.39	7.446*
Change Orientation	0.157	0.251	0.021	0.039	6.172**

Table-5a

Details regarding contributed variable	B	SE	Beta	T
Work-family conflict	2.84	0.001	0.103	2.27**
Work-family conflict	3.12	0.001	0.123	2.732**
Change Orientation	5.37	0.002	0.1	2.196*

**Significant at 0.01 Level; * Significant at 0.05 Level; NS – Not Significant.

From the above table it is inferred that R² value as 0.157, which means 16 percent of variance on stress is explained by work family conflict. Beta value of WFC is 0.103. The obtained ‘T’ value 2.27 is significant at 0.01 level. Hence the stated hypothesis that “there is no relationship between ORS and situational variables among women professional” is rejected. Female participation in the workplace is increasing over the last decades working women are encountering role conflict because of the family responsibilities. When there is limited time and energy to accomplish those role responsibilities it can be experienced as conflict (M.A.Akkas, et al, 2015).

6.1.6. Analysis of relationship between ORS and situational variables among Bank officers and Doctors.

Hypothesis 6: There is no significant difference between ORS and situational variables among bank Officers and Doctors.

Table-6: Stepwise multiple regression analysis on the criterion variable ORS and situational variables among bank officers and Doctors.

Profession	Details regarding contributed variable	R	R ²	Ad.R ²	SE	F
Bank officers	Work-family conflict	0.183	0.33	0.27	0.4	5.207**
Doctors	Work-family conflict	0.275	0.74	0.57	0.34	4.326**

Table.6a

Profession	Details regarding contributed variable	B	SE	Beta	T
Bank officers	Work-family conflict	-1.10	0.005	-0.183	-2.282**
Doctors	Work-family conflict	-6.74	0.003	-0.272	-2.08

**Significant at 0.01 Level; * Significant at 0.05 Level; NS – Not Significant.

From the table 6, shows stepwise multiple regression analysis among bank officers and doctors. The obtained R² value is found to be 0.33, which means that 33 percent of variance on stress is contributed by work family conflict for bank officers. Beta value of WFC is -0.183. Further 'T' value -2.282, which is negatively significant at 0.05 levels and for doctors the obtained R² value is 0.74 which means 74 percent of variance on stress is contributed by WFC. Beta value for WFC is -0.272. further the 't' value -2.08 is negatively significant at 0.05 level. Therefore the stated hypothesis that "there is no significant difference between ORS and situational variables among bank officers and doctors" is rejected.

6.1.7. Analysis of relationship between ORS and situational variables among women working in private sector and public sector.

Hypothesis 7: There would be significant difference between ORS and situational variables among women working in private sector and public sector.

Table-7: Stepwise multiple regression analysis on the criterion variable ORS and situational variables among women working in private sector and public sector.

Organisation	Details regarding contributed variable	R	R ²	Ad.R ²	SE	F
Private Sector	Change Orientation	0.144	0.214	0.016	0.48	4.164*
Public Sector	Work-family conflict	0.182	0.171	0.014	0.3	5.154*

Table-7a

Organisation	Details regarding contributed variable	B	SE	Beta	T
Private Sector	Change Orientation	7.98	0.004	0.149	2.041*
Public Sector	Work-family conflict	2.84	0.001	0.132	2.27*

**Significant at 0.01 Level; * Significant at 0.05 Level; NS – Not Significant.

From the table 7, shows stepwise multiple regression analysis was carried out between private sector and public sector. The obtained R² value is found to be 0.214 which means 21 percent of variance on stress is contributed by change orientation for private sector. Beta value of CO is 0.149. Further the table indicated the 't' value 2.014 which is significant at 0.05 level and for public sector the R² value is 0.171 which means 17 percent of variance on stress is contributed by WFC. Beta value of WFC is 0.132. Hence the formulated hypothesis stating that "there is no significant difference between ORS and women working in private sector and public sector" is rejected.

Information and communication technologies took their place as a pedagogical tool as early 2000's (peeraeran & Vanpetegem, 2015) and started to be integrated into educational systems rapidly. (Trucano, 2005), these integration process caused changes in teacher roles and create techno stress among academicians. Technology is an integral part of the work life of any information technology (IT) professionals. Engineers' work also tends to be high-pressure and the work flow is regulated by the tyranny of deadlines and project timelines and they are struggling to meet unrealistic deadlines. Work stress is increasingly recognized as one of the most serious occupational health hazards for doctors. The growth in

banking sector has created new windows of opportunity for women in the banking sector. So women have to cope up with high work targets, tight meeting schedule and the duties and responsibilities of life and home create WFC which has impact on occupational stress (MS.Narayana and J.Neelima, 2017).

7. FINDINGS AND DISCUSSION

Women professionals with high work-family conflict had higher IRD, RS, RE, RO and RIN. Among the situational variable, WFC had contributed more among the women Professionals. Among the organisational role stressors role overload is the most contributed variable among women professionals. SRD is the most contributed variable among lecturers. Role erosion is the most contribute variable among doctors. Personal inadequacy is the most contributed variable among engineers. Change orientation is the most contributed variable among women working in private sector.

7.1 .DISCUSSION

This study tested that WFC and change orientation that creates stress among women professionals.

Hypothesis 1: The research on WFC and job stress are rising because it is a growing problem (K.Kaye and Gray, 2007). However, the results from H1 and 't' test analysis reveals that there exist relationship between WFC & ORS. **Hypothesis 2:** The hypothesis stated that there exist significant difference in WFC among women professionals. Doctors had more WFC than other professional. Physician hold a profession that is traditionally connected to very high work demand. Physicians mostly experience high work demands with low job control, which itself contribute to job stress (Serrano, 2007). **Hypothesis 3:** The hypothesis stated that there exists significant difference in change orientation among women professionals. Doctors, engineers and lecturers affected by stress due to change orientation. Technological changes like computerized systems, new software's can cause stress among workers. Economic uncertainties such as redundancy and downsizing are some of the economic consequences for a firm which affects employees, (Bloisi, et, al, 2007).

Hypothesis 4: In the present trend all the professionals were experiencing stress. Findings of the H4 stated that "there is no significant difference in ORS (using ORS) dimension among women professional" is rejected. All the professionals were experiencing stress. **Hypothesis 5:** As hypothesized, the results reveal that there exists relationship between ORS and situational variables among women professionals since the R^2 value is 0.157 which means 16% of variance on stress is contributed by WFC and the 't' value is 2.27 which is significant .Hence WFC creates stress among women professionals. It is common to see that the more time spent in the work domain inevitably results in less time available at home, rendering the mountain of responsibilities associated with family roles more conflict (Beauregard, 2006). **Hypothesis 6:** The findings of the hypothesis reveal that R^2 value is 0.33 which means 33% of variance on stress is contributed by stress, and the 't' value is -2.282 which is negatively significant at 0.01 level for bank officers, and for doctors R^2 value is 0.74 with variance of 74% which means stress is contributed by WFC and the 't' value is -2.08 which is negatively significant. Doctors had more stress compare to other professions. For the bank officers the incessant pressure of achieving the targets and meeting the productivity levels to surpass the competitors have been the underlying force for demanding from employees in excess. This pressure creates stress.

Hypothesis 7: Findings of the hypothesis reveal that R^2 value is 0.214 with variance of 21% which means stress is contributed by change orientation for the women working in private sector and the 't' value is 2.041 which is significant and R^2 value is 0.171 with variance of 17 % which means stress is contributed by WFC for the women working in public sector and the 't' value is 2.27 which is significant. So the hypothesis was rejected Women who were working in the private sector often affected by environmental factors like technological uncertainty that lead to stress. The administrative employees from semi- government organisation appear to experience low level of job stress and work-family conflict. This indicates when the work-family conflict is low, the employees will experience low level of job stress. (Nurna Zirah., et al., 2015)

8. IMPLICATION

Various causes and effects of stress on doctors must bring to light the magnitude of their problems ,in order that methods can be designed by doctor themselves, as well as management systems in place to stream line work policies and ensure that stress level in doctors are maintained at acceptable level. Banks should organize stress management program focuses on employee's at all hierarchical levels. For software

engineers, Companies have to understand the requirement of managing stress among women to make the environment conducive which can retain talented women; management must provide continuous learning, coaching, counseling, and opportunities for self-development. Stress management seminars should be organized by unit management to promote mental health of academic staff and should develop computer software for easy processing, storage and retrieval of student's results. The supportive behavior of family members can help to safe guard WFC experienced by working women.

9. CONCLUSION AND FUTURE RESEARCH

World over a dual-career women faces the obvious dilemma of work-family conflict. This study identifies indices under the broad variable (WFC) that constitute the sources of stress to women professionals. The results reveal that doctors had more WFC that lead to stress and women professionals with high WFC had higher IRD, RS, RE, RO, RIN. The sources of conflict are dependent on the availability of various support systems within and outside the family as well as the organisation where she works. Since the role conflict problems are living and dynamic in nature, there can be no final and permanent solution to those problems. As more and more women would be adding on a new role to the traditional role of a home maker, the incidence of different types of role conflict would be more common in future. There is no one best solution for reducing stress, coping strategies vary from time to time, depending up on the person and the severity and the type of stressors. Future research would be aimed at the further development of the forms of role conflict, examination of the extent of each and determination of their causes and consequences.

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