

A Study on Challenging Task in Work Pressure among Women Employees in Hospital With Reference To Thanjavur District

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ABSTRACT

This research paper is to know the reasons for challenging task among women employees. Increasing work pressure, and recent technology are some factors that increase stress for women. The present study investigated to identify the factors preventing women employees from aspiring for higher post and challenges by women workers. This is based upon the current study made on above topic. It clearly pictures the challenges of women employee faces problems. Married working women also face problems at work. It is not possible for them to work in late hours. How she comes out of this work pressure and manages to handle. There by how they overcome the problems.

1. INTRODUCTION

In working factor women employees are facing many problems and challenging. Women plays a vital role in economic development of the country. The major Issues and problems that women face in their work places includes unequal pay, security, lack of proper family support, deficient maternity leave etc..., The belief of male superiority over women creates several hurdles for women at their place of work. The financial demands on the Indian families are becoming raise day by day. The major burden of running the family is on the shoulders of women. They have to handle harassment at their work place, sometimes just over look thing to ensure.

WORK PRESSURE

Work pressure is known as the stress of more work facing by women in their Workplace. A little bit of stress can help you stay focused, energetic, and able to meet new challenges in the workplace. But in today's Modern world, the workplace too often seems like an emotional roller coaster. Long hours, tight deadlines, and ever increasing demands can leave you feeling worried, uncertain, and x. And when stress exceeds your ability to cope, it stops being helpful and starts causing damage to your mind and body—as well as your job satisfaction.

2. OBJECTIVES

- To define stress and its causes of work pressure
- To understand stress at work place in detail.
- To grasp the relationship between stress & stroke at work place

TYPES OF WORK PRESSURE

Excessively high workloads, with unrealistic deadlines making people feel rushed, under pressure and overwhelmed. Insufficient workloads, making people feel that their skills are being underused, A lack of control over work activities, A lack of interpersonal support or poor working relationships leading to a sense of isolation, People being asked to do a job for which they have insufficient experience or training, Difficulty settling into a new promotion, both in terms of meeting the new role's requirements and adapting to possible changes in relationships with colleagues, Concerns about job security, lack of career opportunities, or level of pay. Bullying or harassment, A blame culture within your business where people are afraid to get things wrong or to admit to making mistakes, Weak or ineffective management which leaves employees feeling they don't have a sense of direction. Or over-management, which can leave employees feeling undervalued and affect their self-esteem, Multiple reporting lines for employees, with each manager asking for their work to be prioritized, Failure to keep employees informed about significant changes to the business, causing them uncertainty about their future, A poor physical working environment, Example excessive heat, cold or noise, inadequate lighting, uncomfortable seating, malfunctioning equipment, etc. Stress affects people in different ways and what one person finds stressful can be normal to another. With each new situation a person will decide what the challenge is and whether they have the resources to cope. If they decide they don't have the resources, they will begin to feel stressed. How they appraise the situation will depend on various factors, including, workload (overload and under load) ,pace / variety / meaningfulness of work ,autonomy (e.g., the ability to make your own decisions about our own job or about specific tasks) ,shift work / hours of work ,skills / abilities do not match job demands ,lack of training and/or preparation (technical and social) ,lack of appreciation, physical environment (noise, air quality, etc),isolation at the workplace (emotional or working alone)

3. DATA INTERPRETATION

Work pressure

0% of women employees strongly agree that work pressure increases the stress level,25% of women employees stated they agree,15 % of women employees respondents neutral.

Challenging task in complete work

40% of women employees have said strongly agree that challenging task and target pressure increases the stress level,35% of women employees agree,20% of women employees said neutral,5% of women employees said disagree.

HOW TO REDUCE STRESS AT WORK PLACE

REDUCING JOB STRESS BY TAKING CARE OF YOURSELF

When Stress on the job is interfacing with your ability to work care or yourself ,or manage your personal life ,it is time to take action. Start by paying attention to your physical and emotional health.

GET MOVING

Aerobic exercise perspiring is an effective anti-anxiety treatment lifting mood ,increasing energy sharpening focus and relaxing mind and body.

MAKING RIGHT FOOD CHOICES

Eating small but frequent meals throughout the day maintains an even level of blood sugar in your body .Low blood sugar makes you feel anxious and irritable on the other hand ,eating too much can make you lethargic.

GET ENOUGH SLEEP

Stress and worry can cause insomnia but lack of sleep also leaves you vulnerable to stress when sleep deprived your ability to stress is compromised

REDUCING JOB STRESS BY PRIORITIZING AND ORGANIZING

When the job and work place stress surrounds you ,you cannot ignore it but there simples steps you can take to regain control over yourself and the situation your growing sense of self control will also be perceived by others as strengths leading to better relationship at work.

PUTTING HUMOR TO WORK

Fun or humor can be excellent reliever of mental stress in work place .it strengthens team work and motivates workers to do better work .some software companies appoint humor officers to provide psychological relief to their employees.

4. FINDING

There are a variety of steps you can take reduce both overall stress levels and the stress you find on the job and in the work place these include.

- Taking responsibility for improving your physical and emotional well being
- Avoiding pit falls by identifying knee jerk habits and negative attitudes that add to the stress you experience at work.
- Learning better communication Skills.

5. CONCLUSION

Stress is unavoidable now-a-days it can be handled positively by coordination with workers, proper time management, loving the profession, family support , and creating personal hobbies Improve your diet, By eating well-balanced meals and skipping junk food, you can improve your physical well-being and, in turn, your emotional health. Make time for exercise meditation and yoga that exercise is a phenomenal way of dealing with stress and depression, Research shows that getting active can lift your spirits and increase the release of endorphins, a natural chemical associated with mood. Find fun ways to relax Connect with family and friends and people you enjoy being around. Rediscover favorite hobbies like hearing music, gardening, and day out with family or friends.

6. REVIEW OF LITERATURE

- [1] 1)Nagesh, P. and Murthy, M. S. Narasimha19 in their study titled “Stress Management at IT Call Centres” (2008) has identified that the six factors contribute to workplace stress: demands of the job, control over work, support from colleagues and management, working, clarity of role, and organizational change.
- [2] 2)Wentling (2003) showed that the twin roles of women cause tension and conflict due to her social structure which is still more dominant. In her study on working women in Delhi, she has shown that “traditional authoritarian set up of Hindu social structure continues to be the same basically and hence women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem.”
- [3] 3)Sophia J. Ali (2011) “investigated the challenges facing women in career development. She found that most of the women employees were dissatisfied with career development programmers and women were discriminated against in career development opportunities.
- [4] 4)Ronald J. Burke, Mustafa Koyuncu and Lisa Fiksenbaum (2010) examined the relationship of the perceived presence of organizational practices designed to support women’s career advancement and their work attitudes and satisfaction and their psychological well-being.
- [5] 5) Connolly, John F and Willock, Joyce and Hipwell, Michele and Chisholm, Vivienne in their research titled —Occupational Stress & Psychological Well Being following University Relocation‖ (2009) they describe and analyze that management standards for work related stress(demand, support, control, role, relationships and change) can be analyzed by examining 1) overall levels of psychological strain 2) job satisfaction, and 3) the psychosocial working conditions.