Chapter 5
Summary of Major Findings and Conclusion

5.1 Introduction

This chapter contains the findings of the study on stress of women entrepreneurs in comparison to stress of women bank employees and women teachers. Hypotheses formulated on the basis of stress variables, categorized into significantly different and not significantly different variables, are tested with suitable statistical tools.

5.2 Summary of findings

Findings of this study are summarized below.

5.2.1 Findings from the analyses of significantly different stress variables

Summary of major findings from the analyses of significantly different stress variables are as follows.

Women entrepreneurs have stress. Women entrepreneurs have more stress compared to that of women entrepreneurs and women teachers.

- Stress from homework interfering with organizational work is significantly greater for women entrepreneurs than for women bank employees and women teachers.

- Stress from lack of career support and appreciation from family members is significantly greater for women entrepreneurs than for women bank employees and women teachers.
● Stress from recognition and personal development at organizational work is significantly greater for women entrepreneurs than for women bank employees and women teachers.

● Stress from unpredictable expectations at homework is significantly greater for women entrepreneurs than for women bank employees and women teachers.

● Stress from shortage of time for social and religious functions is significantly greater for women entrepreneurs than for women bank employees and women teachers.

● Stress from interest in organizational work is significantly greater for women entrepreneurs than for women bank employees and women teachers.

● Stress from satisfaction with service to family is significantly greater for women entrepreneurs than for women bank employees and women teachers.

● Stress from sacrifices for family is significantly greater for women entrepreneurs than for women bank employees and women teachers.

● Stress from interest in homework is significantly greater for women entrepreneurs than for women bank employees and women teachers.

● Stress from autonomy at organizational work is significantly greater for women entrepreneurs than for women bank employees and women teachers.
5.2.2 Findings from the analyses of not significantly different stress variables

Major findings of the analysis of not significantly different stress variables are as follows:

- Stress from role overload is not significantly different for women employees compared to that of women bank employees and women teachers.
- Stress from personal development at organizational work is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.
- Stress from lack of role support from family numbers is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.
- Stress from role expectations from family members is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.
- Stress from conformity to family expectations is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.
- Stress from lack of training and role models at homework are not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.
- Stress from lack of role clarity at home is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.
Stress due to priority to organizational work than to homework is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.

Stress from information need for homework is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.

Stress from satisfying expectations at organizational work is not significantly different for women entrepreneurs compared to that of women bank employees and women teachers.

The hypothesis that stress of women entrepreneurs is not greater than stress of women in selected groups is rejected.

5.3 Coping with stress

Following is the summary of the findings related to coping of women entrepreneurs with stress. Coping with stress is classified into three categories: general orientation, attitude to sex roles, and coping orientation.

5.3.1 Findings from the analyses of general orientation

Following is the summary of the findings of general orientation. General orientation is significantly greater in women entrepreneurs compared to that of women teachers.

♦ Inability of women entrepreneurs to relax is not significantly greater than that of women bank employees and women teachers.

♦ Hyper-activity of women entrepreneurs is significantly greater than that of women bank employees and women teachers.
 Satisfaction of women entrepreneurs with health is significantly greater than that of women bank employees and women teachers.

 Quantitative orientation of women entrepreneurs is significantly greater than that of women bank employees and women teachers.

 The hypothesis that general orientation of women entrepreneurs is not greater than general orientation of women in selected groups is rejected.

 5.3.2 Findings from the analyses of attitude to sex roles

 Findings from the analyses of attitude to sex roles are summarized below.

 This variable is composed of two components - belief in gender equality and sharing of work by both sexes. The findings are summarized below.

 Belief of women entrepreneurs in gender equality is not significantly different from belief in gender equality by women bank employees and women teachers

 Belief of women entrepreneurs in sharing of work by both the sexes is not significantly different from belief in sharing of work by both the sexes by women bank employees and women teachers.

 The hypothesis that attitude to sex roles of women entrepreneurs is not different from the attitude to sex roles of women in selected groups is accepted.
5.3.3 Findings from the analyses of coping orientation

This variable contains six components – Planned and systematic action, Situational flexibility, Spiritual orientation, Taking time out for reflection, Outcome anxiety, and Information and counselling. Summary of the findings based on these variables are shown below.

♦ Avoiding hasty actions by women entrepreneurs is not significantly greater than that of women bank employees and women teachers.

♦ Situational flexibility of women entrepreneurs is significantly greater than that of women bank employees and women teachers.

♦ Spiritual orientation of women entrepreneurs is significantly greater than that of women bank employees and women teachers.

♦ Taking time out for reflection by women entrepreneurs is significantly greater than that of women bank employees and women teachers.

♦ Outcome anxiety of women entrepreneurs is significantly greater than that of women teachers and women bank employees.

♦ Information sharing and counselling of women entrepreneurs are not significantly greater than that of women bank employees and women teachers.

The hypothesis that coping orientation of women entrepreneurs is not greater than coping orientation of women in selected groups is rejected.
5.4 Suggestions

Major suggestions for women entrepreneurs to effectively cope with stress are as follows.

- Generate appropriate stress reducers such as
  - Change unhealthy perception of stress
  - Reframe attitude to stress, if required
  - Enhance assertiveness to manage stress
  - Enhance self-control to initiate action
  - Take a break to evaluate the physical environment
  - Relax to acquire energy
  - Stay healthy with proper diet and exercise
  - Use affirmations to self
  - Awareness, Action, and Integration of personal self with social self

- Develop Stress Counselling System
- Develop Empowerment System
- Develop Gender Awareness Programmes

5.5 Conclusion

An entrepreneur is a real leader who perceives problems as opportunities, is one who creates an array of transformational interventions to help oneself and other members of an organization to effectively address
specific issues of stress, is one who develops parallel learning structures to understand stress, is one who promotes self-directed teams and high performing work systems to manage stress, and is one who causes organizational change and participates in the process of change. Of course the list is not exhaustive.

As women entrepreneurs are increasingly involved in inherently complicated activities of improving their enterprise functioning, it would be appropriate for women entrepreneurs to focus on transformational coping interventions.

Coping interventions are sets of structured activities, where members of the enterprise form in to target groups, which focuses on goals, relating directly or indirectly to stress management. Interventions constitute the action thrust of coping. Four sets of attributes have to be brought to enterprise setting. They are a set of clearly defined goals; a set of values, which means a set of assumptions about enterprises, people, and interpersonal relationships; a set of goals and objectives for the entrepreneurs and other members of the enterprise; a set of structured activities to achieve the values and goals; and a set of appropriate interventions which are critical to organizational effectiveness.

Equally important is to have realistic perception of homework. Women entrepreneurs and other women have to get adequate awareness regarding role clarity, role support, and role sharing at homework. Coping of women entrepreneurs with stress is not a monolithic phenomenon. Instead, women in
groups have to explore factors that are profoundly influencing their stress and coping.

Women entrepreneurs have a robust sense of self and of their values. They however, have to learn a range of coping strategies to combat the ill effects of distress to move to the pathway to eustress.

Additionally, women entrepreneurs have to better equip themselves by stretching farther the threshold of gender awareness. They should optimistically uphold a vision of possibilities to streamline confrontational and transformational coping strategies to pursue their agenda. Women entrepreneurs have to develop a schema that is increasingly with full of choices. It is unwittingly a multi-level complex process.

Affirmations of the self have to be optimism to work towards change. To what extent women can act for economic awareness, gender awareness, self-awareness, social awareness, legal awareness, and political awareness should not be open to any doubt. Regardless of where work is carried out, women have to empower themselves to surpass the deleterious effects of absence of awareness about effectively coping with stress. Women have to affirm and act for enhancing quality of their lives.

Women entrepreneurs aspire to thrive not to survive. Stress of women entrepreneurs is founded by variety of sources- an uncomfortable paid work environment, an unsupportive home environment, a disapproving social and political environment, and not negligibly, women's own self-concept. In each of this category, a variety of stressors chase women entrepreneurs their
resources. When they are committed to fulfilling several roles such as being a successful participant in the organizational life, being a nurturing spouse and mother, contradictory or mutually exclusive propositions contributing large clusters of tasks, will obviously emerge as potential attitudes, beliefs, and expectations groomed in a gender sensitized environment, conceal the gendered stress sources from visibility. Surprisingly, for those women entrepreneurs who find their work meaningful and of high quality, multiple roles are found to be associated with positive rewards. Such positive outcomes may presumably buffer the impact of negative life events on their coping abilities.

5.6 Contributions of the researcher

The research has enabled the researcher and others to better understand stress of women entrepreneurs. It has identified a set of factors of significantly different stress variables and not significantly different stress variables in women entrepreneurs compared to that of women non-entrepreneurs. Such identification may be helpful for making effective policies, strategies, and training programmes to suit the requirements of women entrepreneurs to enhance the quality of their lives. The researcher has developed a model of stress and coping for women entrepreneurs.

5.7 Scope for Further Research

Women entrepreneurs face several stressors—especially from time pressures and work over load. They confront both organizational work
related and home work related stressors. Not all stressors have the same impact on characteristics of work of all women entrepreneurs. The degree of perceived control, the presence or absence of other roles, the amount of support available from home and paid work place appear to be critical in determining how well women entrepreneurs cope with stress. Because stress-coping relationship is significant, it would be worthwhile studying women's stress and coping focused on different orientations.

Further research is suggested on beliefs and values of women about their self-perception influencing gender bias, which contribute to stress and coping. Research is also needed about women's believes and expectations about the probable effectiveness of various course of action and their ability to perform those actions. Research is also needed for appraising coping potential of women and enhancing their stress base. It is important to research on stress and self-concept.

5.8 Concluding remarks

Stress generously rattles through women entrepreneurs. Not a day passes without stress. Yet, hope springs afresh. Awareness, Action, and Integration of women entrepreneurs may strive toward their personal and social growth.