CHAPTER VI

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION

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6.1. INTRODUCTION
The present chapter includes the findings, suggestions and conclusion on different dimension of stress level during the course of study.

Stress is observed as the outcomes of factors like social contracts, non co-operation, relationships among women employees of private sector in Thoothukudi district. This study mainly focused in identifying the variable which influences the stress level of the women employees in private sectors. In demographic variables the age, qualifications, marital status, nature of family, number of dependents and monthly income level are deeply analysed to study the stress level among women employees in private sector. The best determinants of stress level were analysed in competitive environment to gear the women employees’ performance in an organizations. It is the bounden duty of the state to analyse the need for an exhaustive study pertaining to the factors of stress level and the present study is an attempt in uplifting women’s empowerment in the nation’s development.

6.2. SUMMARY OF FINDINGS
The major findings of the study are as follows.

6.2.1. Assessment of Personality related stress factors of women employees
While assessing the stress factor dimension-job culture and climate, the variable “My expectations of the job and job demands are compatible” was the most inducing factor to affect the private sector women employees.
With regard to the stress factor dimension-health outcomes, the variable “Physical discomfort creates stress” was the most provoking factor to affect the private sector women employees.

This study reveals the personality related stress factor dimension-work load, the variable “External pressure and irrelevant consideration make my mind heavy, even when I discharge my duties honestly” was the most persuading factor to affect the private sector women employees.

Looking at the personality related stress factor dimension-safe and healthy working conditions, the variable “There is no security of service for the workers in my work place” was the most stimulating factor which affects the private sector women employees.

While determining the personality related stress factor dimension-family, the variable “The occupation does not give enough time to spare with family members” was the most generating factor to affect the private sector women employees.

With regards the personality related stress factor dimension-conditions and rewards, the variable “My superiors harshly punish employees even for simple mistakes” was the most provoking factor to affect the private sector women employees.

This study proclaims the personality related stress factor dimension-operating policies, the variable “I do not get all the resources that are required
to do job” was the most producing factor to affect the private sector women employees.

Scrutinizing the personality related stress factor dimension-opportunity for growth and development, the variable “Opportunities are not given to the employees to qualify themselves for higher post” was the most insisting factor to affect the private sector women employees.

While appraising the personality related stress factor dimension-infrastructure, the variable “Introduction of sudden inter-departmental changes in the working place creates stress” was the most persuading factor to affect the private sector women employees.

With regard to the personality related stress factor dimension-supervision, the variable “My superiors are partial in their treatment of the employees” was the most insisting factor to affect the private sector women employees.

This study lay bares the personality related stress factor dimension-personal conflict, the variable “I often react too emotionally when faced with problems at work” was the most persuading factor to affect the private sector women employees.

Appraising at the personality related stress factor dimension-innovation and changing development, the variable “Sudden allotment of new works every time creates stress” was the most inducing factor to affect the private sector women employees.
While considering the personality related stress factor dimension-benefits, the variable “Incentives given are not proportionate to productivity” was the most stimulating factor to affect the private sector women employees.

Gazing on the correlation between the personalities related stress factor of private sector women employees was significantly correlated.

While judging the personality related stress factor dimensions, “safe and healthy working conditions’ was the most provoking factor followed by family, benefits, operating policies, conditions and rewards, job culture and climate, innovations and changing development, supervision, opportunity for growth and development, personal conflict, workload, health outcomes and infrastructures.

6.2.2. Level of Stress and Socio-Economic Factors

Age, Education, marital status, nature of family, family size and income are the important factors which influence the stress level. Keeping this in view, sample respondents were classified according to their age group. In general, the older respondents have more emotional stability than the younger ones. The younger ones react to situations differently, the researcher has divided the respondents into four categories as below 25 years, 26-35 years, 36-45 years and above 45 years. It is found that majority of the respondents are under the age group of below 25 years.

The researcher has divided the respondents into four categories as upto Higher Secondary, Under Graduate, Post Graduate and technical/
certificate courses under the head of education qualification. It is found that majority of the respondents are under the category of post graduate.

The marital status is another factor which may lead to various expectations, perceptions and problems in family life. The marital status of the employees is classified as married and unmarried. It is inferred that most of the respondents are unmarried.

The husband, wife and children constitute a nuclear family. Joint family system is more commonly found in India than in other countries. The nuclear family together with at least one grandparent is called an extended family. The incidence of extended family has declined because of the geographic mobility that splits up families. It is found that majority of the respondents are in nuclear family system.

A bigger family size leads to more commitments and more financial requirements. It may also create great stress. The number of family members living with the woman employee is another important variable determining the job stress among the employees. Majority of the respondents are in the family size of 3-4 members.

Income refers to the income earned by the respondent for the family. In general, higher the family income is, the greater is the satisfaction in life and occupation. So, it may have its own impact on job stress. On seeing all the demographic profile, it is found that majority of the respondents are in the income level of upto Rs.10,000.
With regard to chi-square test, all the personality related stress factors of private sector women employees depend on the selected socio-economic factors such as age, education, marital status, nature of family, number of dependents and income level.

6.2.3. Analysis of personality stress related factors of private sector women employees with respect to their socio-economic factors.

It reveals that there is significant difference among the mean scores of personality related stress factor dimensions - Job Culture and Climate, Health Outcomes, Workload, Safe and Healthy Working Conditions, Family, Conditions and Rewards, Operating Policies, Opportunity for Growth and Development, Infrastructure, Supervision, Personal Conflict, Innovations and Changing Development, Benefits and in total of private sector women employees with respect to their age. After applying the Scheffe’s tests, this study revealed that the age group up to 25 years have affected by all the stress factor dimensions and in total when compared with other age groups of private sector women employees. This may be due to these factors such as lack of work knowledge, inexperience and immature behavior.

It shows that there is a significant difference among the mean scores of personality related stress factor dimensions - Job Culture and Climate, Health Outcomes, Workload, Safe and Healthy Working Conditions, Family, Conditions and Rewards, Operating Policies, Opportunity for Growth and Development, Infrastructure, Supervision, Personal Conflict, Innovations and Changing Development, Benefits and in total of private sector women
employees with respect to their educational qualification. With regard to Scheffe’s tests, the respondents whose education is higher secondary have affected by the stress factors. This may be due to these factors like, lack of awareness, inferiority complex, language problem, lack of social recognition and lack of better salary.

This study exhibits that the married private sector women employees have been more affected by the personality stress factor dimensions - Job Culture and Climate, Health Outcomes, Workload, Safe and Healthy Working Conditions, Family, Conditions and Rewards, Operating Policies, Opportunity for Growth and Development, Infrastructure, Supervision, Personal Conflict, Innovations and Changing Development, Benefits and in total than that of the unmarried private sector women employees. While comparing with the mean scores, the married respondents have affected by the stress factors. This may be due to so many responsibilities like child care, take care of elder family members, etc.,

This study reveals that the private sector women employees who are in joint family system have more affected by the personality stress factor dimensions - Job Culture and Climate, Health Outcomes, Workload, Safe and Healthy Working Conditions, Family, Conditions and Rewards, Operating Policies, Opportunity for Growth and Development, Infrastructure, Supervision, Personal Conflict, Innovations and Changing Development, Benefits and in total than that of the private sector women employees who are in nuclear family system. This may be due to these factors: they must satisfy
everyone in the family, fulfill every one’s need, financial and non-financial needs, loss of individuality, lack of entertainment, no chance of personal care, mind is always pre occupied with the others opinion. There is no proper time for entertainment.

It reveals that there is significant difference among the mean scores of personality related stress factor dimensions - Job Culture and Climate, Health Outcomes, Workload, Safe and Healthy Working Conditions, Family, Conditions and Rewards, Operating Policies, Opportunity for Growth and Development, Infrastructure, Supervision, Personal Conflict, Innovations and Changing Development, Benefits and in total of private sector women employees with respect to number of dependents.

Scrutinizing the Scheffe’s tests, the respondents who have the maximum number of dependents suffer with the stress factors. This may be due to these factors: everything must be shared equally to all the dependents. Inability to satisfy all their needs, conflict arises, confusion prevails with everyone.

Further the study revealed that there is significant difference among the mean scores of personality related stress factor dimensions - Job Culture and Climate, Health Outcomes, Workload, Safe and Healthy Working Conditions, Family, Conditions and Rewards, Operating Policies, Opportunity for Growth and Development, Infrastructure, Supervision, Personal Conflict,
Innovations and Changing Development, Benefits and in total of private sector women employees with respect to number of dependents.

Evaluating at the Scheffe’s test, the respondents who have earned the monthly salary below Rs.10,000 agonize with stress factors. This may be due to the reason as unable to satisfy all the needs of the family members. Since the cost of living increases day by day, they are unable to manage the economical crises. Comparing their financial status with their neighbours, friends, relatives and higher officials leads to heavy stress. It reflects on their family members which gives lot of problems.

6.3. SUGGESTIONS

The present study analyses the level of stress among the private sector women employees in Thoothukudi District. In this chapter, the researcher has presented all such findings and has offered relevant suggestions for minimizing the personality stress among the private sector women employees.

By attending seminars and conferences, the immaturity experience can be wiped away.

Work knowledge can be gained on the job and off the job training inculcates experience in the private sector.

Education must be given to promote their high morals, attitudes etc., and the management must stimulate their education by paying some rewards.
Quality of work life balance must be taught to the women employees. Perfect balance helps them to achieve a lot in their career as well as in family. So it gives a lot of self-confidence to the women employees. There is chance for personality development which helps them to enrich their life.

Counseling must be given to find out their positives and negatives. Converting the negatives into positives with sternous efforts, stress can be eliminated in joint family system as well in official place. Different ideas will be received from the joint family system to handle the official and non-official system.

Sharing their problems with their elders serves as an outlet for their mental stress of the women employees. Counseling must be given to mould the family and their official life style.

They must update with the new innovative ideas present around them. They must also improve their skills to enhance their income. Better salary will meet their financial problems which in turn raises their standard of living.

Refreshments and recreation time must be allocated by the management. Gradual work allocation must be given to the women employees. Avoidance of night shift work must be practiced by the women employees. Over time work must be prohibited to the private sector women employees.

Rest room facility must be hygienically provided by the management. First-aid provision must be present in the work spot. Medical
reimbursement facility must be given to private sector women employees. There must be break in their job to avoid the leg pain and severe back pain.

Allocation of sufficient staff members must be followed by the private sector. By which we can save the private sector women employees from excessive burden on their shoulders. Relaxing with family members and attending some social functions are possible when the management permits, to take leave.

The knowledge of how to safeguard them from the gender bias must be given through counseling. They must be aware to protect themselves from sexual harassment. Management must treat everyone equally and must give recognition.

Family members should not consider women employees as a earning machine. They must treat them as a human being. Family members must share the responsibility. They must allow them to go for official trip which enhances them in their career and reduces their stress.

Motivation is essential for the private sector women employees. When they are rewarded, they will go some steps forward in their career. Uniform rules and regulations must be followed among all the cadres by the management.

There must be no bias in recognizing the individuality and rewarding them with promotion. They must show equality in extracting man
power. There must be smooth relationship maintained between the employer and the employee.

Recognition for the opinions of the private sector women employees must be taken into account. Chances must be provided for their growth and development in their career. When there are skill in women employees, it must be valued by the management.

Hygienic, spacious, proper ventilation and proper sanitation facility must be given to the women employees. Proper water facility is also essential for healthy atmosphere. Concession canteen facility be provided to the women employees. Transport facility must help by picking and dropping them at their houses, which reduces their stress.

Private sector women employees must receive the uniform instructions from their superiors, which would help them to reduce stress. Higher officials in the management must avoid ego for effective growth of the work place. Friendly instruction without bias would help women employees to work enthusiastically.

There must be unstrained relationship between superiors and subordinates. There must be no caste and creed discrimination to avoid personal conflict in the working zone. Counseling cell must be established in the work spot for avoiding sensitive problems and handle the problems smoothly without any conflict.
To avoid the stress due to innovative and changing development, the private sector women employees must be trained properly and updated with the changing environment. The changes must be implemented only after the knowledge gained about the innovative development.

Fair fringe benefits must be provided to private sector women employees without any bias. Loan facility will reduce their financial crises and thereby reduce the stress. Benefits received will reduce the stress and enhance their career development.

6.4. CONCLUSION

Most of the women employees in private sector get stress due to work responsibility, dictatorial management policies, irrational promotional policies, workload, salary disparity and favoritism. Employee’s personal health and family circumstances are crucial factors for the quality of work life and stress free environment. The maximum percentage of the poor performance of women is due to physiological and psychological problems.

Women in the contemporary Indian culture have to face huge emotional ambivalence externally and internally while thinking about their careers. People around them often give them mixed messages about what is desirable for them and these conflicting images are internalized. Women then often experience an internal struggle at critical points in their life over what they really want. At times they feel encouraged to achieve, excel and become independent while on other occasions they wish to embrace dependence and
devote to parenting and household responsibilities. Women employees have to explain their difficulties to their spouses and other family members to share the burden of household responsibilities.

It is inevitable that every employee incurs stress when women employee discharges her duties but they must know the art of overcoming stress. If the women employees have less stress, it will definitely increase her efficiency. Situations causing stress differ from individual to individual. Changes in environment are rather inevitable and stress caused due to changes can be substantially reduced by learning to face such changes and adverse situations boldly. The present study is an attempt to study the level of stress among the women employees in private sector. The suggestions of the present study are to minimize the problem of stress and improve the overall efficiency of women employees in the work spot.

6.5. FUTURE AGENDA FOR FURTHER RESEARCH

The researcher is pleased to offer the following area for further research by future researchers.

- Studies can be conducted on topics like job stress management – A comparative study between IT and Non IT professionals.
- Studies can be conducted on topics like stress management – A comparative study between the students and the teachers in the present era.
• Studies can be conducted on topics like stress management – A comparative study between rural and urban women employees.