CHAPTER-II
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REVIEW OF RELATED LITERATURE

INTRODUCTION:

Through review of related literature, the investigator had taken advantage of the knowledge, which had accumulated in the past as a result of constant human endeavour. Research work could never be undertaken in isolation of the work that had already been done on the problems, which were directly related to the study, proposed by the investigator. A careful review of the RESEARCH WORKS, THESIS, JOURNALS, BOOKS, DISSERTATIONS, etc. on the problem that was investigated, was an important step in the planning of this study.

Review of related literature helped the investigator to acquaint her with current knowledge in the field, in which she conducted research. Review of related literature had helped the investigator in the following ways:

* The knowledge of related literature gave the investigator up-to-date knowledge on works which others had done.

* By reviewing related literature the investigator could avoid useless problem areas and select those areas in which positive findings were likely to add to the knowledge in a meaningful way.
Through the review of related literature, the investigator could avoid unintentional duplication of well established findings, because it was of no use to replicate a study when the validity of its results had been clearly established.

The review of related literature gave the investigator an understanding of the methodology of study, the tools and instruments which proved useful and promising in the previous studies.

The important reason for reviewing related literature was also to know about the recommendations of previous investigators and writers in their studies and writings.

This review helped the investigator to acquaint her with the current knowledge, in which she had conducted research.

2.1 STUDIES CONDUCTED IN INDIA

Juneja Nalini (1994) had conducted his research on “A study of the Stress Management of Behaviours of School Administrators in relation to some school and Personal Variables”. The major findings of his study were reported as –

1. Stress Management strategies were adopted by School Administrators to cope with the critical situation at Work and Work stress in general.
2. There is positive impact of the Stress Management styles used by them to cope with work-related stress.

3. The Stress Management behaviours preferred by School Administrators are related to their personality, school and appraisal variables such as – (i) age (ii) gender (iii) experience and (iv) size of the school.

Juneja Nalini (1994) from Department of Education, University of Delhi conducted a study on “A study of the Stress Management of Behaviours of School Administrators in relation to some school and Personal Variables”. The objectives of the study were:

- To identify the different sources of stress in the work situation of School Administrators.

- To study the Stress Management styles used by them to cope with the critical situation at work and work stress in general.

- To investigate whether the Stress Management behaviours preferred by School Administrators are related to their personality, school and appraisal variables such as (i) age (ii) gender (iii) experience and size of the school. Data was collected for the study using diverse tools and strategies, and both primary and secondary sources were used to obtain data. SWBI (Subjective Well-Being
Inventory) developed by Nagpal and Sell (1984) were administered to School Administrators to assess their stress management and coping skills and AES (Administrative Effectiveness Scale) developed by Bhatnagar (1980) was used to collect data for the study.

Shahtri Manoj (2001) had conducted a study on “The Impact of Yoga on Anxiety of Secondary School Students”, and reported his findings as-

- There is a positive impact of yoga on the anxiety level of students of secondary school as per TASC.

- There is a positive impact of yoga on the anxiety level of the students of secondary school as per GASC.

- While considering the gender factor, according to TASC it was revealed that there is a significant difference between age and mean score of anxiety level as per GASC, according to post-test.

Shastri suggested that meditation through yoga technique helps the secondary school students to increase their concentration of mind, capability to memorize faster and to think creatively.

Kumar Sandeep and Singh A.P. (2002) conducted their study on “Stress State and Its Relationship with Academic Performance among Students”.

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i. The perusal of results reveals that scores on energetic arousal, tense arousal, hedonic arousal, and anger/frustration, sub-dimensions of mood state dimension and motivation dimension of stress state vary between below and above means respectively for both tenth and twelfth standard students.

ii. The results of the independent t test showed that there were a number of significant differences between the high and low levels of stress state in relation with academic performance.

iii. Of particular interest, energetic arousal, tense arousal, hedonic arousal and motivation significantly differ in relation with academic performance for tenth standard students.

iv. There is no significant difference on anger/frustration sub-dimension of mood state. For twelfth standard students mood state (energetic arousal, tense arousal, hedonic arousal and anger frustration) and motivation significantly differ in relation with academic performance.

Kundu Uttam (2007) from Department of Education, University of Kalyani, West Bengal, conducted a study on “A study on the nature of perceived Organizational Stress of College Teachers Employed in recognized under Graduate Colleges of West Bengal”. The objectives of the study were –
• To explore the nature of perceived organizational stress of general undergraduate college teachers employed in West Bengal.

• To verify the gender-effectiveness in perceived organizational stress of college teachers under study.

• To identify the significant work-stressors in the work life of the college teachers under study.

The findings of the study are –

1. Self-rating grades of the college teachers, studied here, about their own teaching performance under present employment bore no characteristic influence of gender difference.

2. Irrespective of gender difference of teachers of local undergraduate general degree colleges expressed differences in the nature of job satisfaction.

3. Measures of self-confidence bore a positive relationship with those of job satisfaction measures.

4. Measures of role perception of both job satisfied and job-satisfied teacher bore a positive relationship with those of self-confidence.

5. Job satisfied and job dis-satisfied college teachers, under the present employment, held favourable and unfavourable views respectively about their respective administrative authorities.
6. Similar type of perceptual difference was found true in case of colleagues.

7. Job satisfied and job dis-satisfied teachers, under the present employment, revealed differences in their perception of work environment.

Nayak J. (2008) conducted a study on “Factors influencing stress and coping strategies among teachers”, was a study conducted. It is about stress management techniques practiced by teachers in their daily living. The findings show –

- Stress has an effect on the teacher’s perception of the stressful events as well as the avoidance.

- Identifying the kind of stress teachers experience and whether they are mentally fit to face the problems of life.

- They identified the coping strategies adopted by teachers to manage stress.

- A structured Questionnaire has been prepared to get the relevant information from the respondents.
Bhende A.M, Zade S.B. (2011) Sevadal Mahila Mahavidya, Sakkardara Square, Nagpur University, conducted study on “Effect of Yogic practices on the Management of Hypertension in Working Women”. In this study twenty four (N=24) hypertensive women aged 35 to 50 years were selected for experimentation purpose and the variables such as systolic and diastolic blood pressure, body weight and lipid profile including TG, TC, HDLC, LDLC, VLDLC were examined during study. They were randomly divided into two groups such as the control and experimental group. Yoga was imparted in the morning and in the evening hours with one hour per day, for a period of twelve weeks.

The major findings of the study:

i. Yoga was effective in controlling the variables of hypertension, in working women.

Sharma S.D, Chauhan Anjali and Khanna Swati (2011, 26 May) from University of Lucknow, conducted a study on “Stress management through ‘yoga practices’ in the corporate sector.” The objective of the study was to find out how hardworking, disciplined, punctual and mentally alert executives can survive the work pressures and strike a balance between work life and personal life.
The major findings of the study:

i. Yoga is the answer for healing stress among working men and women.

ii. Yoga acts as a soothing agent for the burned out Indian corporate and in fast growing on the popularity charts.

iii. It serves as reviver of mind, body and soul.

iv. Yoga enhances energy of the person and develops a positive attitude.

In this study, the researchers have tried to analyze how yoga practices help to overcome stress among the ITC executives resulting in a positive impact on the organization.

Deshpande, Revati Chandrashekhar (2012) of Sarva Vidyalaya Institute of Management, conducted a study on “A study on Stress: Sources, Effects and Relieving Techniques Used by Male and Female to Combat Stress at Workplace in Ahmedabad City”. The objective of this study was to find the stress: sources, effects and the relieving techniques used by male and female of the Ahmedabad city at workplace. Data was collected with the questionnaire distributed amongst the 92 respondents which include 48 female and 44 male, who were facing stress at their workplace. The descriptive and inferential
statistical analysis i.e. chi-square test revealed significant differences in terms of sources, effects and relieving techniques used by male and female as coping instruments for stress. This study contributes to the body of research by investigating the combined effects of stress: sources, effects and its coping techniques, using one instrument, in one area setting for both male and female in Ahmedabad city.

2.2 STUDIES CONDUCTED ABROAD:

Wham (1988) conducted case studies on Educational Administrators in New South Wales using a physiological device called the Tissue Perfusion Monitor to monitor the level of stress experienced by them. He concluded his findings as – Educational Administrators in New South Wales experienced stress because of administrative related causes. There is evidence which show that increasing symptoms of anxiety and stress prevailed in Administrators because of their workload. The study revealed about the sources of stress at work, about how to measure it and about the impact on a range of outcome indicators. What was found to be lacking was a translation of these results into practice, into research that assessed the impact of interventions that attempt to moderate, minimize or eliminate some of these stressors.
Borg M.G., Riding R.J. and Falzon J.M. (1991) conducted a study on “Stress in teaching: A study of occupational stress and its determinants, job satisfaction and career commitment among primary school teachers”, in the year 1991. The study discussed about class management, reflecting the problems of having to spend the whole of the school day, in almost uninterrupted contact with children.

A sample survey of 710 Maltese Primary School teachers revealed that the level of teacher stress, job satisfaction and career commitment was constituted differently in some of the teacher demographic subgroups. A principal components analysis of the stress ratings of 20 items covering various aspects of the teacher’s work environment yielded four factors described in terms of ‘pupils mis-behaviour’, ‘time/resource difficulties’, ‘professional recognition needs’ and ‘poor relationships’. Teacher sex and ability group taught interacted significantly with the stress factors.

Results show the following findings:

i. Teachers, who reported greater stress, were less satisfied with their jobs and less committed to choose a teaching career, were they to start life over again.
ii. The association between the general measure of job stress and the stress due to each of the four stress factors was strongest for 'pupil mis-behaviour' and 'time/resource difficulties'.

iii. Of the four factors, 'professional recognition needs' had the strongest inverse relationship with job satisfaction and career commitment.

**Tayebe Mehrabi and Fatemeh Azadi (2000)** conducted a study on "The Effect of Yoga on coping strategies among intensive care unit nurses." This study tried to investigate the effect of Yoga on stress coping strategies among nurses working in Intensive Care Unit. Here, 34 female nurses working in ICU were selected. Yoga exercises were administered two sessions a day, for 8 weeks, in the study group.

The major findings of the study:

i. The highest application of stress coping strategies was for inconsistent stress coping strategy.

ii. There was a significant difference in the mean scores of coping strategies of stress focus, emotion focus and ineffectiveness after yoga exercises compared with those before the yoga sessions.

iii. The results of the present study showed that 8 weeks of yoga exercise could make significant changes in the studied coping strategies among ICU nurses.
Edwards D and P. Burnard (2003) conducted a study on “A systematic review of stress and stress management interventions for mental health of nurses”. The objective of the study was to identify stressors, moderators and stress outcomes (i.e. measures included those related stress, burnout and job satisfaction) for mental health of nurses. The study was carried out to determine the effectiveness of the stress management interventions for those working in mental health nursing. The findings of the study show the sources of stress at work, how to measure it and about the impact on a range of outcome indicators. Relaxation techniques, training in behavioural techniques, stress management workshops and training in therapeutic skills were effective stress management techniques for mental health of nurses.

Caffrey Me (2005) conducted a study on “The Effects of Yoga on Hypertensive Persons in Thailand”. The study determined the effectiveness of a Yoga program on blood pressure and stress, of a group of hypertensive patients in Thailand, and the findings of the study reported that the experimental group showed significantly decreased mean stress scores and blood pressure, heart rate and body mass index levels compared with the control group.
Coulter, Patricia A, Kathy Dickman and Ann Maradieque (2005) conducted their study on “The Effects of Exercise on Stress in Working Women”. The investigators observed that working women distribute their time between career and family, leaving little time for personal health. Proven links exist between chronic stress and diseases, which can be alleviated through regular exercise. Focused efforts by employers and advanced practice nurses can promote exercise as an effective tool to reduce stress, resulting in disease prevention and reduced health care costs. The coaching model is proposed as a method for health care professionals, to encourage working women to develop a daily physical activity plan. If stress is perceived as something that threaten a person’s well-being, it will generate reactions such as: palpitations, sweating, headache, inability to concentrate. If this is prolonged and experienced intensely, it is understandable that conditions will develop like – high blood pressure, heart attack, stroke, psychosomatic symptoms and depression.

Leimkuhler Awne Maria Moller (2007) from Department of Psychiatry, Ludwig Maximillans University, Munchi, Germany, conducted a study on “Gender Differences in Cardiovascular disease and Co morbid Depression.” The study was on the relative risk in women of CVD (Cardio Vascular Disease) morbidity and morality is
actually higher. Outcome, as well as traditional and psychosocial risk factors: Compared with men, CVD risk in women is increased to a greater extent by some traditional factors and psychosocial factors also seem to have a higher impact on CVD in women.

Findings: The results of the study show that depression causes a greater increase in CVD incidence in women and that female CVD patients experience higher levels of depression than men.

Catherine Woodyard (2007) conducted a study on “Exploring the therapeutic effects of Yoga and its ability to increase quality of life.”

The objective of this study was to assess the findings of selected articles regarding the therapeutic effects of Yoga and to provide a comprehensive review of the benefits of regular Yoga practice. This study provides information regarding the therapeutic effects of Yoga as it has been studied in various populations concerning a multitude of different ailments and conditions. Therapeutic Yoga is defined as the application of Yoga postures and practice to the treatment of health conditions and involves instruction in yogic practices and teachings to prevent, reduce or alleviate structural, physiological, emotional and spiritual pain, suffering or limitations.
Results from this study show that yogic practices enhance muscular strength and body flexibility, promote and improve respiratory and cardiovascular function, promote recovery from and treatment of addiction, reduce stress, anxiety, depression and chronic pain, improve sleep patterns and enhance overall well-being and quality of life.

M. Katherine, Richardson and Hannah (2008) conducted a study on “Effects of Occupational Stress Management Intervention Programms: A Meta-Analysis”. In this study, a meta-analysis was conducted to determine the effectiveness of stress management interventions in occupational settings. They classified interventions into more homogeneous subgroups and performed analysis to these subgroups cognitive behavioral, to identify moderators, relaxation, organizational, multi-model and alternative interventions. The major findings of the study were:

i. The relative effectiveness of the four groups were the same in both meta-analysis and the average effect size value for each category was well within the 95% confidence intervals around their mean effects.

ii. In the current meta-analysis, cognitive-behavioral interventions \( (d=1.164) \) and alternative interventions \( (d=0.909) \) yielded the largest effect sizes.
iii. Cognitive behavioral interventions was the most effective methods for managing stress in other settings with other populations.

iv. Cognitive therapy has proved to be an effective treatment for a variety of psychological, psychosomatic and somatic disorders, including depression and anxiety.

v. The most popular treatment components among the 55 interventions were relaxation and meditation techniques.

Jim Gard, Narayan Brach, Britta K. Holzel (2011) conducted a study on “Effects of yoga-based intervention for young adults on quality of life and perceived stress: The potential mediating roles of mindfulness and self-compassion.”

The purpose of this study was to investigate the effects of a yoga-based program on quality of life, perceived stress, mindfulness and self-compassion in young adults.

Findings of the study:

i. Participation in the program predicted increase in quality of life and decreases in perceived stress, mediated by mindfulness and self-compassion.
ii. Multiple mediator models revealed that the effect of group on quality of life was simultaneously mediated by mindfulness and self-compassion.

iii. These positive effects on perceived stress and quality of life suggest that yoga based interventions may be of value in cultivating subjective well-being in young adults.

**Yang, Ke-Ping, Su, Whei-Ming (2012)** conducted a study on “The Effect of Meditation on Physical and Mental Health in Junior College students: A Quasi-Experimental study”. The objective of the study was to examine the effects of meditation on the physical and mental health of junior college students. This research employed a quasi-experimental design. Participants included 242 freshmen from a junior college in Taiwan, selected using a convenience sampling technique. Participants were randomly separated into experimental (n=119) and control (n=123) groups. The project duration was 18 weeks, during which the experimental group received 2 hours of meditation treatment per week, for a total of 36 hours. Both groups completed pretest and post-test Life Adaptation Scale forms, which included questionnaire addressing information on physical and mental distress and positive and negative coping strategies. Data were analyzed using analysis of covariance.
The findings of the study showed that the effect of the experiment treatment was significant when students physical and mental distress pre-test scores were controlled. Physical and mental symptoms in the experimental group were lower than those in the control group. Meditation can help students to adapt to life stressors.

**Murphy Janys M (2012)** conducted a study on “A Yoga intervention for Counselors with compassion fatigue: a literature review and qualitative case study”. The objective of this study was to increase understanding of the experiences of counselors with compassion fatigue as they participated in a yoga intervention. Compassion fatigue is a condition that creates both physical and psychological impairment as a result of working in the helping role. Yoga is an ancient body and mind practice that is thought to reduce various negative physical and psychological effects. In order to study how and why counselors with compassion fatigue were affected by a yoga intervention, research using an exploratory case study method was conducted. Four counselors were first interviewed for 45 minutes, the next day they participated in four 60 minutes yoga classes, kept journals on their experience before and after each class, and finally participated in 60 minute focus groups.

Five major themes emerged from the analysis of the qualitative data in response to the research question of how and why yoga impacted
counselors with compassion fatigue: participating in both the intervention and the study, experiencing a change in how the counselors internally processed compassion fatigue, experiencing a reduction in compassion fatigue, experiencing a change in the counseling relationship, and experiencing a change in how they practice Yoga. Counselor post-intervention scoring on the Professional Quality of Life Scale (Pro QOL) suggests lower secondary traumatic stress and burnout, and increased compassion satisfaction. In-depth qualitative interviews with participants further substantiated these findings.

Vilija Malinaushiene and Tamasiunas Abdonas (2012) conducted a study on ‘Menopause and myocardial infarction risk among employed women in relation to work and family psychosocial factors in Lithuania’.

The objective of the study:

- To assess the relationship between menopause and age at menopause and the first non-fatal myocardial infarction taking into account the possible influence of psychosocial job characteristics, marital stress, level of social support, educational level, occupation, age and traditional ischemic heart disease risk factors.
Findings of the study:

i. The student showed a tendency for increase in myocardial infarction risk for menopausal women.

ii. Younger Age (<40 years) at menopause showed only slight and non-significant associations with the first myocardial infarction.

iii. Adverse psychological job characteristics as low job control play more important role in the development of the first myocardial infarction among employed women in Kaunas, Lithuania.

iv. The marital stress is an independent myocardial infarction risk factor among women.

v. The relationship between low job control and myocardial infarction reflects close response association, confirming the casualty between low job control and the risk of the first myocardial infarction risk factor for women.

Christa Schmidt (2012), Assistant Professor, Psychology Department, Towson University conducted a study on “Analysis of the Effect of Yoga on Selective Attention and Mental Concentration in Young Adults.”
This study employed a quasi-experimental pre-test, post-test design to measure whether physical activity had an immediate effect on selective attention and mental concentration in young adults, aged 18 to 25. More specifically, this study compared yoga and aerobic exercise classes to assess whether yoga practice improved attention beyond aerobic activity. The yoga and aerobic groups completed two surveys and the d2 Test of Attention at two observation points: immediately prior to and immediately following participation in their respective classes. An analysis of variance (ANOVA) found a statistically significant improvement between pre-test and post-test scores on attention for both groups, with a greater improvement for the aerobic group. The findings of this study show that physical activity had an immediate effect on the attention of the sample.

2.3 STATEMENT OF THE PROBLEM:

The present study is titled, “Effectiveness of yoga in the management of stress among working women”.

2.4 NEED AND JUSTIFICATION OF THE STUDY:

In the outer manifestation of the varied role played by women, there will always be differences which are difficult to reconcile. Stress is experienced in
many different situations, many times in women's life. If women experiences stress consistently, it is very likely that the immune system will become jeopardized easily, which means that they will suffer from physical and mental sickness more frequently. Due to stress, women withdraw from work and her relationships. It leads to loss of energy and depression, which has created vast amount of misery and suffering for the women, making them emotionally crippled. Woman's motivation goes far beyond the bonds of normal burnout, leaving them incapable, to connect emotionally with other people and their perceptions are distorted. This load on women is an issue of deep concern, because stress of working women, encompass all three areas, i.e. physiological, psychological and behavioural. For women, the demand of relationship and lifestyle becomes too great, because they work overtime just trying to cope.

Stress also cause a number of feelings such as rejection, depression, which in turn can lead to health problems such as head-aches, upset stomach, insomnia, ulcers, high blood pressure, heart-disease, stroke etc.

Yoga can be very effective in helping to sort out confused and discordant feelings in women. Today, Yoga is no longer confined to remote ashrams in the Himalayas. Since mental and physical strength is necessary for the women to deal with the demands of the difficult world, yoga is a practice that may bring great personal benefit, in the form of better awareness, understanding, energy, health and general well-being.
Yoga is that state where the mind is calm, quiet, serene, and the nervous system is relaxed and our actions become clear and concise. Through Yoga, the body and mind are fully energized. It makes life natural and peaceful, free from nervous exhaustion and worry, because it enables women to keep one’s vital force of life ever renewed and reinforced. Yoga helps to find meaning in suffering and is not only a technique of escaping from disturbed health states. Yoga helps in dealing with the challenges of life, positively.

Every day, each woman goes through stress a number of times – mild or severe. Negative attitudes, negative reactions and negative responses bombard women every day, but they need to insulate themselves against these negatives and diligently seek the positive, through the practice of Yoga.

So, working women need to equip themselves to manage stress. Meditation and Yoga can provide women with psychological and physical security, which can help in removing stress. Knowledge in this regard can help working women, to reduce stress through Yoga and promote a culture of health and harmony among them.

Thus, the investigator feels that – the need of the hour is to inquire deep into the roots of stress prevalent among working women and help them to acquire knowledge of stress management through Yoga. This study will help working women to cope with stress, so that they can achieve liberation to be free from the bondage of stress, related to their family and work-life. The
present study will explore pathways to happiness of working women, through yoga. Because when women indulge in Yoga, they will feel happy, light and positive. As Yoga leads to progressive relaxation, it will ultimately relieve stress of working women.

The investigator feels that such a study will help working women to play their varied role in total co-operation, which will result in a stress-free lifestyle. Thus, working women can transform their stressful life into a stress-free one, with the help of Yoga, giving more meaning and value to their life. Practice of yoga will take care of their food habit, sleep, breathing which will enable working women to empower themselves, to plough through the vast sea of life, successfully. With this in mind, the investigator intends to study the “Effectiveness of yoga in the management of stress among working women”.

2.5 OBJECTIVES OF THE STUDY:

Keeping in mind the above, the following objectives have been formulated –

1. To study the different types of stress experienced by working women in relation to: (i) family, (ii) professional field.

2. To make a comparative study of stress experienced by working women between the age group: (i) 25– 45 years, (ii) 46–65 years.
3. To make a comparative study of stress experienced by working women from different professions, in relation to: (i) family and (ii) professional field.

4. To study the different types of strategies adopted by working women in stress management.

5. To make a comparative study of the effectiveness of Yoga in the management of stress among working women:

   i) Who practiced Yoga and

   ii) Those that did not practice Yoga

2.6 HYPOTHESES OF THE STUDY:

1. There exist different types of stress in working women in relation to: (i) family and (ii) professional field.

2. There exists no significant difference between stresses experienced by working women in the age group of: (i) 25-45 years and (ii) 46-65 years.

3. There exists no significant difference between the stresses experienced by working women from different professions in relation to: (i) family and (ii) professional field.
4. Different types of strategies are adopted by working women in stress management.

5. There exists no significant difference between the effectiveness of Yoga, in stress management, among working women: (i) who practiced yoga, (ii) those that did not practice yoga.

2.7 DELIMITATION OF THE STUDY:

The following are the delimitations of the present study:

1. The study will be delimited to Kamrup (Metro) District of Assam.

2. The present study will be delimited to the age group of 25 to 65 years working women, because the investigator feels that a true picture of stress in working women can be traced from this age group.

3. The present study will be delimited to the working women in the following professions:

   1. Teaching (Teachers)
   2. Law (Lawyers)
   3. Medical (Doctors)
   4. Companies (Corporate sector employees)
   5. Business (Business women)
   6. Govt. Service (Govt. service employees)