CHAPTER - V
FINDINGS AND SUGGESTIONS

FINDINGS OF THE STUDY

- The researcher’s data consists of 379 samples, out of it 212 of the women respondents face menopausal issues and 167 of the women respondents belong to non-menopause (those who are not facing menopausal phase).

- Women respondents (working in IT & ITES industry) who belong to the age of 20 to 54 years were collected as sample for the researcher’s study.

- Though the data comprises from the age classification of 20 to 54 years of age, it seems that the majority of the respondents are from the ages of 45, 46 and 48.

- Out of 379 respondents 266 of them are married (i.e.) majority of the respondents are married, 111 of them are unmarried and 2 of them belong to divorcee. In terms of Percentage, 70 percentage of the women respondents are married and 29 percentage of the women respondents are unmarried and the rest belong to divorcee.

- Majority of the women respondents are Graduates followed by Post Graduates and further followed by Professionals and Diploma.

- Majority of the respondents have two children and 118 of them have one child. 120 of them have no children because 111 of them are unmarried and 9 of them who are married might have no children.

- 35 percentage of the women respondents belong to Joint family and 65 percentage of the respondents belong to Nuclear family. Nowadays most of the women prefer only nuclear type of family, the reason they avoid Joint family because the workload in family and job would be higher.

- Majority of the respondents earn monthly an amount of Rs. 60000-80000 followed by Rs. 40000-60000 and then on decreased gradually.

- 46 percentage of the respondents belong to Information Technology industry and the rest belong to Information Technology Enabled Services
Industry but their kind of job alone differs 43 percentage of them belong to Business process outsourcing job and 11 percentage of them belong to knowledge process outsourcing job.

- 40 percentage of the respondents belong to Bangalore city, 38 percentage belong to Chennai, 15 percentage belong to Hyderabad and the least percentage of 11 goes to Pondicherry city which interprets that most of the sample are collected in the popular cities of Bangalore and Chennai. Bangalore seems to be the first IT hub in India followed by Hyderabad and the Third place goes to Chennai.

- 155 of them work in First shift, 110 of them work in Second shift, 94 of them work in General shift and rest 20 of them belong to Night shift. Nowadays most of the companies avoid Night shifts for the safety of women employees.

- 58 percentage of the respondents are highly motivated to work through their personal satisfaction and 57 percentage of the respondent are motivated through their financial independence. They are happy to earn on their own and they also feel proud to be independent other than depending on others. It is seen that 175 of the respondents doesn’t use the time in a constructive manner and so it shows insignificance (.136).

- 47 percentage of the women have said that they engage themselves in entertainment programs. Mostly they spend time with family and children but it is necessary to concentrate on yoga and meditation to reduce their stress levels.

- 63 percentage of the women said that they have plenty of work to do in their organization. The employees are given higher salary and too much of workload. This workload causes stress for the employees in the organization.

- 43 percentage of the respondents have said that night shift is compulsory in their organization though women are not ready to work in night shifts.

- 47 percentage of the women have said that they use to take medical often. The reasons for their medical leave are work stress and health issues. It is
seen that majority of the menopause women take medical leave due to several health issues.

- 46 percentage of the women said that their workplace environment is not very pleasant or safe to work.

- 209 of them feel that they face too many deadlines in their work and life. So they feel very difficult to meet them which mean they could not balance work and life at the same time.

- 64 percentage of the women scored that their job often interferes with family or social obligations or personal needs. Generally it is very difficult for women to manage work and family at the same time in spite of this they need to face and manage their personal health issues would be much difficult and a stressful event. Their respective family should be supportive and for a woman who face menopause their husbands should be a great moral support in their life to get rid of this issue smoothly.

- Majority of the respondents (319 respondents) have said that they suffer a lot from headache. The reason is because in IT/ITES industry they need to work in the computer the whole time and heavy workload in the organization so they face headache as a major problem.

- 66 percentage of the women executives are aware of menopausal phase and 34 percentage of the women are not aware of the menopausal phase.

- 58 percentage of the women have said that their menstrual periods are not regular.

- 68 percentage of the respondents have a good knowledge about the menopause and the remaining 32 percent of the respondents have a poor knowledge about the menopause.

- 74 percentage of the respondents perceive menopause as ageing process and the remaining 26 percentage of the respondents feels that it is not an ageing process. Women perceive that once they start to face their menopausal symptoms they are too aged and they lose their whole life in it.
53 percentages of the respondents get the information through their friends, followed by internet sources (42 percentage) which is the second highest, books (38 percentage), through their mother (32 percentage), knowledge through magazine (31 percentage) and finally through sources of television (22 percentage).

71 percentage of the respondents have said that their husbands are not supportive during their menopausal cycle.

52 percentage of the respondents feel that they do not need doctor treatment for this kind of health issues, this shows their carelessness.

50 percentage of the respondents agree that surgical treatment is the best choice for recovering from menopause.

55 percentage of the respondents disagree that Hormone replacement therapy is the best choice for recovering from menopausal phase.

67 percentage of the respondents agree that menopause as a new life phase and 33 percentage of them strongly agree the statement. 79 percentage of the respondents feels that menopause as a loss of fertility and loss of youth. The reason behind this is because women spend almost half of their lives in this menopausal stage. (As per the report of North America Society for Menopause).

62 percentage of the respondents need to be taught regarding the strategies to cope with menopause and 38 of them strongly agree it. On the whole the table interprets that woman executives need certain counselling and programmes regarding menopause etc in their organization to avoid biological stress.

Women agree that they suffer highly through the symptom of headache a lot (235 respondents), then through poor memory power (218 respondents) followed by sleep disturbance (214 respondents) if they do not sleep properly their work/job in the organization would be affected due to lack of sleep. Then the next highest goes to joint pain (192 respondents) followed by mood swings (185 respondents) and then by poor concentration (183
Women executives are highly suffered through the problem of anxiety (241 respondents) followed by depressed moods (233 respondents). Then they suffer through irritation (225 respondents). Generally the three days menstrual cycle itself would be irritable for women, if they suffer for 10 days then really it would very much irritable than the normal. Then it goes on and finally women suffer though hot flashes a lot (132 respondents). Hot flashes means they would feel hotness all over their body which would be very horrible and uncomfortable.

Around 70 percentage of the women are above the median score which implies that women face a high level of stress in the organization.

The mean scores of women under menopause are seems to be high, which indicates that they are stressed more than others.

Women executives give importance to more on problem-focused coping strategies rather than emotion-focused coping strategies.

Women who have adopted various coping strategies scored high mean value on job satisfaction.

It is found that there is a significant relationship between the demographic profile of the women executives who are under menopause with their menopausal problems and symptoms.

The women executives adopted stress coping strategies during their career were able to reduce their stress and also increase their job satisfaction.

Out of the eight coping strategies considered in this study women executives seems to adopt escape-avoidance, distancing and self-controlling to reduce their stress in organization.

Therefore, it is concluded that when the suitable stress coping strategies are adopted there is a positive impact on job satisfaction.
SUGGESTIONS

HR MANAGERS

- The researcher advice the HR of a company to consider the health issue of menopausal problems and symptoms so as to accordingly arrange the required shift timings for menopausal women and the menopause women should also be ready to talk about their problems frankly to their superiors.

- It is mandatory that HR of a company should talk to their superiors for special consideration for women in menopause (Work at home strategy).

- The HR’s of the company should arrange certain special counseling programmes for women who suffers menopause along with stress. Programmes should be arranged on the topic “Handling of stress and menopause in the working environment”. The speakers should be thrift driven and experienced. For e.g. The Indian Women Network (IWN) and initiative of CII launched and arranged a special programme on series of online sessions on “Women & Wellness” on January 2013 for the benefit of women workers. The Speaker (Dr. Kamali Sampath kumar, M.D., Behavioural Consultant) was a Clinician in the field of Addictions and Mental Health for the past 10 years in Canada and has immense experience. She is an expert in treating Post-Traumatic Stress Disorders, Anxiety & Stress related Disorders, Mental Health & Addiction Issues, Depression, Anger management, marital problems, Suicidal Ideation and other Behavioural problems. So such programmes should be arranged in each and every company for the benefit of women workers (www.indiaprwire.com, 2013).
WOMEN EXECUTIVES

- Women are suggested to follow the suitable coping strategies in their organization to reduce the level of stress and increase job satisfaction.
- Based on the observations, the researcher suggests that women need to be aware of menopausal symptoms in advance so that they would be cautious on certain situations.
- They also need to participate in a lot of entertainment programs and they should sleep for seven to eight hours per night and stay hydrated.
- Menopausal women should follow the lifestyle changes in their food habits. (i.e.) they should do regular exercise daily at least for 15 minutes.
- Studies have shown that diets rich in foods that promote estrogen levels (such as soy, apples, alfalfa, cherries, potatoes, rice, wheat, flaxseed and yams) are great menopause treatments (Journal of North American Menopause Society in 2012).

GENERAL SUGGESTIONS FOR MENOPAUSE WOMEN EXECUTIVES

- Simple changes in lifestyle can reap huge benefits in fighting menopausal symptoms. During menopause, women should eat a variety of foods to get all the nutrients. They should eat and drink two to four servings of dairy products and calcium. Calcium is found in dairy products like fish with bones, broccoli and legumes.
- They should eat at least three servings of iron rich foods a day. Iron is found in lean red meat, poultry, fish, eggs and leafy green vegetables.
- Fiber content in the body is essential. Fiber is found in food items like whole-grain breads, cereals, rice, fresh fruits and vegetables.
- They should drink eight glasses of water every day.
- They should maintain a healthy weight.
- Regular moderate physical activity like walking, cycling, dancing etc (30-45 minutes a day) would help them for a greater relief from menopause symptoms. This is vital for keeping weight under control.

- Hormone replacement therapy is not adviceable because it leads to cancer and heart disease.

- Herbal supplements are the most prominent treatments like acupuncture, massage and aromatherapy. All of these treatments are valid and effective.

- The menopause treatments results in not only balancing estrogen but also controls progesterone and testosterone.

- Women should go for a weekly restorative yoga classes for at least two weeks to reduce the number of hot flashes and their severity to a great extent. Soy foods balance hormone levels and have some estrogenic activity and hence can effectively treat hot flashes.

- Yoga exercises that involve physical postures (asanas), breathing (pranayama) and deep relaxation (savasana) can help reduce hot flashes in menopausal women.

- They should perform yoga postures and poses daily and also give importance to proper breathing techniques. Yoga reduces combat symptoms like mood swings, anxiety, depression and sleep disruption.

- Apple cider vinegar reduces the incidence and intensity of hot flashes and night sweats. It also helps to regulate toxins that the body is trying to eliminate through perspiration.

- B vitamins such as B5, B2, B12, B6 and B3 can help treat and reduce the severity of hot flashes.
  - B5 – Fish, nuts, eggs, banana and cereals
  - B2 – Milk and eggs
  - B6 – Sunflower seeds, dried fruits
  - B3 – Green leafy vegetables, nuts, beans
  - B12 – Soy products and peas

- Flaxseeds, red clover and vitamin E capsule reduce joint and muscle pains.