REVIEW OF STUDIES
The concept of stress and research on stress has reached all time peak popularity during past few years. It is evident from available literature and research that frequency and severity of stress and its consequences are consistently increasing in every walk of life in modern times. In this section studies related to Role Stress and Working Women are presented:

Role Stress

Many studies have been carried out to identify the consequences of Role Stress. The evidence documented on the consequences of Role Stress is impressive enough to substantiate that role stress can have serious detrimental effects for employees and their organizations. (Fisher and Gitelson 1983, Jackson and Schuler 1985, Ravi Kumar and Madhu 1983)

Pearlin et al. (1961:337-56) have found that women who played the role of a homemaker were more likely to experience role disenchantment and depression than employed women.

Arora, Bhattacharya and others (1963) found that the strain was felt all the more because by and large, husbands do not help in the housekeeping even in the families where there was no domestic servant or no elderly ladies to look after the household chores.

Raj Gopalan 1963. The problem of Role-conflict in the current social situation arising out of the employment of women was studied by Raj Gopalan 1963; He found that the women employed as nurses seem to have the effect of disqualifying them for marriage thereby bring into conflict with their normal lifetime role in the home.

R. Kapur in her study (1969) has shown that working housewives face the highest difficulty with regard to their mother role, irrespective of their type of profession.

Hate, C.A. (1964) The main problem of the Indian working women is that of ‘Role Stress’ which stems from their dual responsibilities. Women’s organizations have to play an
important role. She also stresses the fact that educated women on her part must also help this process of change through a series of compromises.

Rapoport (1969) found that there was an element of psychic strain in working conjugal pair when they tried to cope with both job and have responsibilities.

Epstein (1970) also observes that the problems of a working woman who combines the dual roles and dual statuses of wife-mother and working woman are multiple.

Jauhari (1970) studied the status of working women in Lucknow. She found that in spite of social progress and increased education, working woman perceived that the society was highly critical of them. Financial difficulties was the most dominant reason for taking up a job.

Kapur (1970) observed though many of the working wives accepted their dual roles, they normally received little help from husbands in carrying out their two fold duties.

Promila Kapur (1970) has empirically shown that when educated married working women feel that they are satisfactorily able to combine their dual responsibilities of home and work and do not feel that they are neglecting them or that it makes an extra demand on them, they are more happily adjusted in their marriage.

Ranadne and Ramchandran’s Study (1970) at Bombay had reported that only about 16 percent of working women with children felt that their children were adversely affected and only four percent observed that employment had adversely affected family or home life.

Bhatty and Bhatty (1971) have pointed out that household workload has become the problem for working women as the joint family is dying out and servants are not available today. This poses a problem of time limitation on the part of working women to meet both the work, housework and job work.
Dhingra (1972) also found that husbands were inconsiderate and often demanded a traditional subjugation of the female and has confined performance of the household chores by himself, in addition to her job demands.

Gordon and Hall (1974) reported that the more male dominated environment found outside the home, the more difficulty would be created for women.

Rye (1974) observed, “Married professional women have problems mainly with the overt behaviour of their children and in the conflicts between the child care and employee roles”.

Vasantha’s (1974-77) study reveals that the stress of work at home and office coupled with lack of household amenities and vanishing domestic help prove conducive to make trivial incidents major cause irritation in working women.

Nevill and Demico (1975) found that these appeared to be most stressful period of adjustment when a female become a mother and another stress period when she had a fairly large number of children.

Subbaiah (1975) made an attempt to study some of the problems of the gainfully employed women with respect to factors like education, type of work, marital status, religion, cast and such variables that might aggravate their existing problems.

Kala Rani (1976) observed that among those working women who needed and expected help from their husbands, there was role conflict if husband did not give them assistance in carrying out these responsibilities.

Sethi (1976) has stressed the value changes among the Indian working women as resulting from the modernization process.

Wadhera, Kiran (1976) in “The New Bread Winners” made an attempt to study the young working women in Delhi. The study shows that majority of the women work for economic reasons. Now many women are found on higher echelons of the service
effects on individual performance, were discovered between role-stress variables and education, feedback from others, and leadership sensitivity.

A.K. Srivastava (1983) studied to determine whether or not the employee's potentiality to produce comparatively more influences their perception of role-based stress. The result indicate that the employees belonging to high and low production groups significantly differed from each other with regard to their indices of perceived role stress.

Sharpe (1984) reporting on the lives of working women found a great deal of positive influence of work in the form of economic identity and satisfaction of contributing to the family income having self-confidence and independence, keeping away from family tension and opportunity of social relationship.

Dytell et al. (1985) have also demonstrated a strong tie between family role stressors and physical illness outcome.

Kandel, Davies and Ravies (1985: 64-78) indicated that the overall level of family stress reported by women was lower than the level of work stress. Family stress was more strongly related to mental health outcome, especially depression.

In comparison to the analysis by C.N. Weaver and S.L. Holmes (1975) National opinion survey data gathered from 1972 and 1973, a current analysis from 1987 and 1998 National survey data suggested that currently women who work full time outside the home have greater work satisfaction than women engaged in full-time housekeeping.

A comparative study of working women teacher of schools and non-working women. Pushpa Sinha (1987) found that working women have more family obligations and the extent of family obligations is positively related to Role Stress.

Neelima Misra (1988) in a study reveals that teachers experience least job related tension followed by doctors and administrators. Women in administrative jobs are most highly involved with their jobs, followed by teachers and doctors.
T.M. Dak (1988) found that the woman is put to distress, when she has to work overtime. Moreover, in government jobs the women employee has to face the transfers.

Fernandes and Murthy (1989) carried out a study on job-related stress and burnout in middle and secondary school teachers. The teaching profession is one of the human service professions, which can be quite stressful.

Kumudini Sharma and Shamistha Sen (1991) found that women are paid less than men, even when salaries are the same, women are given smaller budgets than men which leads to more stress.

Rita Sood (1991) found a working women has to face a crisis of adjustment as she is torn between the dual commitments of home and work. It has created the possibilities of emancipation of women but has hardly created conditions necessary for its proper realization.

C. Beena and P.R. Poduval (1992) found that female executives shows higher rate of stress because women experience greater amount of work change and associated stress.

Dr. K. N. Misra (1992) investigated the effect of biographical variables of teachers and teacher's stress perception in teaching on their burnout feeling. The study indicates that teachers with low stress feelings experienced more burnout emotional exhaustion and personal accomplishment in comparison to high stress teachers. Teacher's experience in teaching profession is responsible for burnout emotional exhaustion feeling. Teachers with less experience felt more emotional exhaustion, which is reverse in case of high experience teachers.

Poole, Millicent-E; Langan-Fox, Janice (1992) investigated managerial and professional women completed a questionnaire about the stress and rewards associated with their work and family roles. Although no significant differences were found between managerial and professional women, the scores indicated that the role of employee is the most stressful.
Shipley, P; Coats, Maria (1992) studied dual role stress in 39 working mothers (aged 25-49 years) with dependent children at home. Evidence of dual-role stress was found. Both the quality of the job and the quality of domestic support were important. Mothers felt the greatest levels of stress and strain, financial and child care stress and work stress.

Lai-Giaa (1995) examined the relationship of work and family stress with psychological well-being among a sample of 733 married and employed females. Due to the centrality of work roles for the Chinese, work stress exerts a stronger relationship on psychological well-being than does family stress. The Chinese males are more vulnerable to stress arising from international conflict than from role demands. Women tend to experience more family demands. Women feel more stress arising from work and family stress.

Bhusan, Y.-K.; Karpe, Sandhya (1996) investigates psychological and cultural factors contributing to familial role stress is an exploratory study of working women in Bombay, India. The results indicated the type and magnitude of stress experienced at the work place and in the home and its effects on the marital relationship and on relations with children and other family members.

Tang, Catherine-So-Kum; Lau, Bill-Hon-Biu (1997) investigated how gender role stress related to burnout among 374 Chinese human service professionals (aged 22-56 yrs) in Hong Kong. Women were more stressful in situations requiring traditional feminine characteristics such as interpersonal nurturance, emotional expressions and submissiveness.

Mohan V; Chauhan D. (1999) conducted a study on 174 middle level managers from Government (50), Public (76) and Private (48) sectors. There were 137 males and 37 females. These managers were administered Organisational Role Stress (ORS) Scale by Uday Pareek. A t-test was done to find sex differences, if any, on the 10 subscales of ORS and the total score. None of the t-ratios were significant; as such the data was pooled. Simple ANOVA were done for all the ten subscales and total ORS scores to test the differences amongst the three sectors. The results showed that there were only two significant F-ratios for Role Erosion and Self-Role Conflict. The managers of Public Sector experienced the maximum Role Erosion and Self Role Conflict, followed by
Government and Private Sector. The Private Sector seems to have a better work climate which is giving enough forward orientation in one's job role and also less amount of intra-personal conflictual situations. This can have implications for improvement in work climate in Government and Public Sector.

Beth Hisle - Gorman, M.S.W.; Kendra C. Robertson, L.C.S.W.-C (January 2003) investigated ‘Role Balance and Stress in Women Social Workers’. This study examined the relationship between the number of roles held and stress, looking at the concept of role balance as an integral component of the relationship between multiple roles and stress. The results indicated that demographic and total number of role held did not predict stress measured on either the daily hassles or Perceived Stress Scale. Role balance did significantly predict stress as measured by daily hassles, which is consistent with previous findings that role strain is related to stress. Role balance and work related stress both predicted perceived stress.

Working Women

Indian women worked within the framework of the family system. Today they have joined hands with men in the work force in the organization. The consequent outcome is that modern women live in two systems and need to perform both familial as well as professional roles.

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Fitzgerald and Crites (1980) found that the radical and restructuring of women's social roles often far outstrips the necessary revision in corresponding attitudes and expectations.

Moen (1981) found that well off but unemployed women who did not join voluntary organizations had a tendency to become depressed.

Sharpe (1984) reporting on the lives of working women found a great deal of positive influence of work in the form of economic identity and satisfaction of contributing to the family income, having self-confidence and independence, keeping away from family tension and opportunity of social relationship.

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T.M. Duk (1988) found that the woman is put to distress when she has to work overtime. Moreover, in government jobs the women employees have to face the transfers.

James E. Rebele and Ronald E. Michaels (2001) This study examines antecedents to and consequences of role stress (role conflict and ambiguity) experienced by independent auditors. Boundary spanning activity and perceived environmental
uncertainty are hypothesized to be antecedent to role conflict and ambiguity, while job satisfaction, performance, and job-related tension were investigated as consequences of auditors' role stress. Need for achievement and organizational level are posited to moderate the role stress-job outcome relationship. The results are generally supportive of the hypotheses and indicate that perceived environmental uncertainty is a critical variable affecting both auditors' role stress and job outcomes. The impact of boundary spanning activity on auditors' role conflict and role ambiguity was indirect, operating only through its effect on perceived environmental uncertainty.