

Level of Hardiness and Physical Illness of Working Women

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Stress is a part and parcel of everybody's life. Though it is both men and women who deal with stress, particularly the working women who tend to be its most common victims. Majority (80%) of the Indian women experiences stress because of sex-specific job stressors and difficulties combining work and family.

In this era women are expected to be the competitive workers in par with men in organizations than continuing to be part there for name sake. They need to perform extremely well in order to keep their job place and put their all efforts to maintain the balance between family and job. They experience a lot of indescribable stress and strain. Some of them express it through their behaviour toward subordinates, children and other neutral objects. Whereas some of them manage their time well and become productive in their organization and in family.

The reaction to stress is determined by one's personality traits. Kobasa (1992) observed that some individuals possess an ability to withstand stress known as 'Hardiness'. Hardy persons are those who are deeply committed to themselves and the activity within their daily lives; believe that they can control the events they experience, view life change as an exciting challenge for further growth instead as a threat. People who possess high level of hardiness are free from stress related ailments. This study intended to bring attention of all the mental health care professionals to educate the society to protect their women in order to maintain their own mental health and build a healthy family and thereby a healthy society.

STATEMENT OF THE PROBLEM

A study to determine the level of Hardiness and physical illness of working women in selected community of Kozhikode District, Kerala

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Objectives of the study were to:

- Determine the level of Hardiness among workingwomen as measured by Hardiness assessment Scale.
- Identify the association between the level of hardiness and selected demographic variables.
- Identify the association between level of hardiness and physical illness among working women

METHOD

Quantitative non-experimental approach with Descriptive Survey Design was selected for study. The sample consisted of 72 working women who had the education level between plus two and post graduation. The Participants were selected through purposive sampling technique. The study includes, Women who have been working in the organization from a period from 1 year to 20 years. Women who were staying in the family and in the age group of 20- 50 years. The study excludes the Women who had maids at home for help and women who were staying in the hostel. The collected data were analyzed using descriptive and inferential statistics using SPSS version 17.

Data Collection Tools and Technique

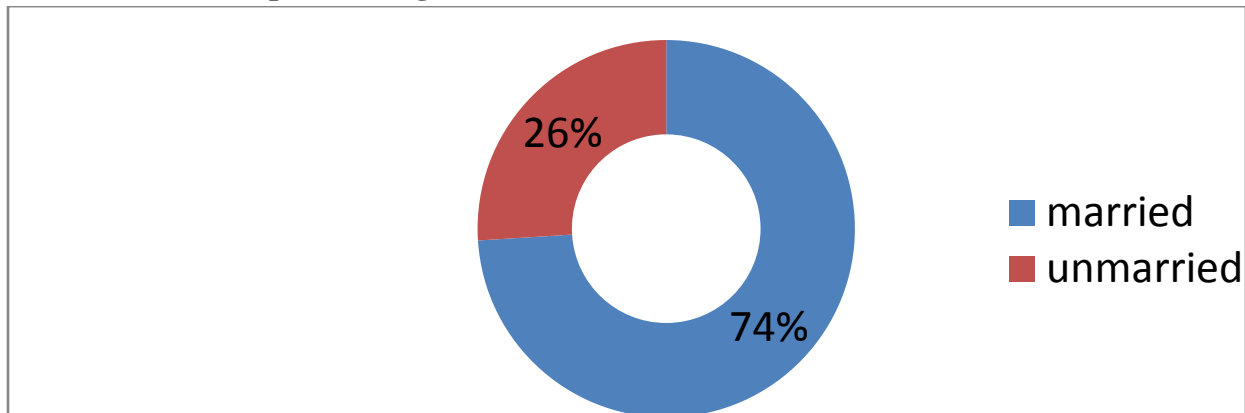
The tools were demographic proforma and hardiness scale. The technique used was self reporting.

Data Analysis

The collected data were analyzed using descriptive and inferential statistics using SPSS version 17.

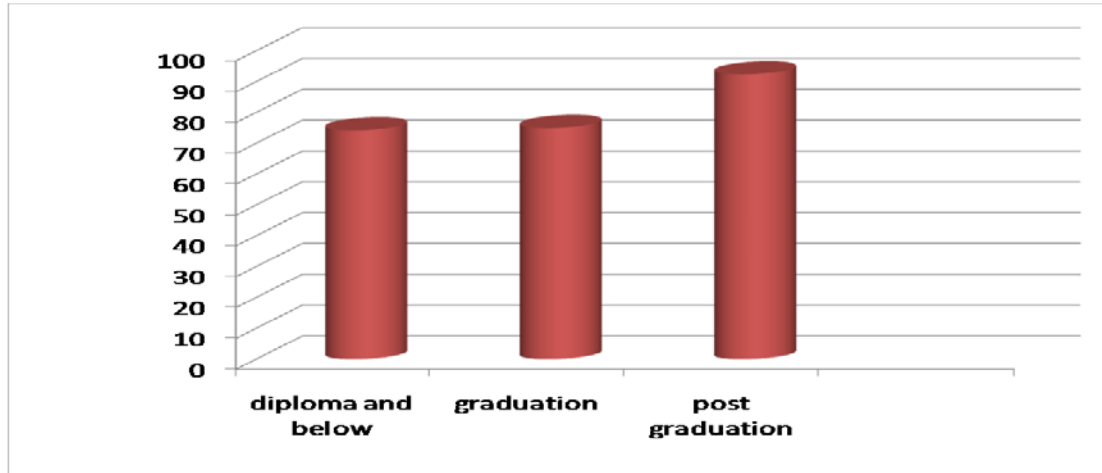
RESULT

Distribution of sample with regard to marital status



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Distribution of sample according to Education and level of Hardiness



Grading of Hardiness score and presence of physical illness in working women

Grading of Hardiness Score	Range	Frequency	Percentage	Mean	Presence of physical illness in %
Low	45- 75	6	8.34%	71	66.6%
Moderate	76 - 90	42	58.33%	78	42.86%
High	91 - 130	24	33.33%	95	-----

Among the 6 members whose Hardiness score was low (45-75) 4 of them had the history of chronic physical illness. Out of the 42 working women whose score was in moderate range (76 – 90), 18 of them were experiencing physical illness. The result revealed that among 72 working women 8.3% (6 women) had low level of hardiness and 50 % (42 women) had moderate level of Hardiness where as the women belong to high level of hardiness were 33.35% (24 women). There was no statistically significant association between the hardiness score and some of the variables like age, occupation, duration of employment, marital status and income , whereas The remaining variables like educational qualification and presence of illness had shown significant association between hardiness score at 0.05 level.

INTERPRETATION AND CONCLUSION

This study has shown that 33.3% of working women had high level of hardiness and were able to face the stress as a challenge without suffering any physical or mental problem. Hardiness is a trait which can be developed through training. All the institutions have to adapt various in-service education courses to empower their women employees to manage their work, family and

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professional growth effectively. A healthy employee will be an asset to the organization in terms of fulfilling the vision and mission of the organization.

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