

A STUDY OF STRESS AMONG WORKING FEMALES IN RELATION TO THEIR MARITAL STATUS, LOCALITY AND TYPE OF JOB

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Abstract

The main aim of this paper was to study stress among working females. For conducting this research a sample of 250 working females was taken, out of which, 77 were teachers, 48 were working in banks, 19 were working in post offices, 37 were clerks and 69 were working as nurses they have been taken. Personal Stress Source Inventory developed and standardized by Arun K .Singh, Ashish K. Singh and Arpana Singh was used .It was selected to measure the level of stress .This inventory contained 35 items. Data was collected from working females. Anova analysis of variance was used to compare the stress among females working as teachers, nurses, bankers, clerks and post office workers. 't' test was used to compare the stress between married working females and unmarried working females.



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INTRODUCTION

Females are the foundation of any social system. Without females the world cannot move, but this fact is hardly remembered by anyone and the females are being exploited in all areas. This leads to more stress among females. Today's females are not just busy in their domestic work but are also playing other roles in the society. The role and existence of today's females is changed. Her area is not limited to the four walls at the home. She is now playing a role of working female in our society .Female run households, rear children, care for aged and the sick, toil on farms and in factories and perform economic and non economic activities within families. They are seen at work in offices, factories and farms but most times, their working hands remain invisible. In last few years working female and their attitudes towards work have attracted attention of the researchers. In the hustle and bustle of the modern world, stress is unavoidable. Everyone adults, men and women experience it at times and in different ways. Just enough stress can keep you on your toes, ready to rise to a

challenge. But too much stress can have debilitating effects on our health, contributing to and agitating many problems including heart diseases, high blood pressure, stroke and depression and sleep disorders. Stress at work resulting from increasing complexities of work and its divergent demand, has become a prominent and pervading feature of the modern organizations. Despite tremendous advancements in science and technology, and remarkable growth of economy and sources of luxury, majority of people all over the world seem to be experiencing moderate to high degree of psychological stress in various spheres of their lives. Stress is a subjective feeling or tension experienced in the physical, mental and emotional realms as a response to environmental events that are perceived as threatening. In today's world, people's lifestyles have been totally changed because physical and socio-cultural environment has drastically changed with the advent of information technology. It is believed that automated technology has reduced the workload but, in fact, it has increased mental workload; it has also reduced person-to-person interaction resulting in high stress. The modern world which is said to be a world of achievement is also a world of stress. One finds stress everywhere, whether it is within the family or business organization or any other social institution. The main source of the stress is the occupation of the person. It is an established fact that the performance of a person mainly depends upon his psychological state of mind. As occupational stress affects the physical and psychological wellbeing of the females; it definitely influences her efficiency and performances. Stress is a hurdle to effectiveness. It may be a priority area to identify how females can avoid and cope with stress. The effect of growing stress and tensions on female's life and work requires carefully designed research. Everyone is affected by stress and reacts to it in different ways. All the individuals experience both "good stress" and "bad stress". Good stress is that optimal amount of stress that results in our feeling energized and motivated to do best. Good stress encourages us to develop effective coping strategies to deal with challenges, which ultimately contribute to our resilience. Bad stress occurs when our coping mechanisms are overwhelmed by the stress. Both male and females have about the same amount of stress in their lives, however, the causes are different. For females, it is most frequently caused by feeling about relationships, which in turn, may effect with whom they identify such as parents, friends and teachers. For males, the causes are usually outside of relationships and come from things such as workplace activity and change, as in moving from one place to another. Stress is an important issue and is growing rapidly in every sphere of life. Stress is the process that occurs in response to events that disrupt our psychological functioning. Stress is the general term

applied to pressure people feel in life. The presence of stress at work is almost inevitable in many jobs. Organizations and the people who run them are under constant pressure to increase income while keeping costs in check. To do things faster and better but with fewer people is the goal of many companies today. An unfortunate effect of this trend is to put too much pressure on employees and develop emotional or physical problems. No one is immune to stress for it can affect employees at all levels of the organization. In the modern day-to-day life stress is unavoidable. The source of such stress may be due to the nature of the individual, the group, the organization in which the individual is working and factors outside the organization. Every one faces the stress situation; e.g. a professor criticizes a student's worth in the class; the traffic is heavy at the bus stop and the employee is late for his office etc. are common and are an unwelcome part of everyday life. These minor stress situations easily get a solution and are solved. But when the stress is more than the individual's capability of tolerance, then the individual develops behavior disorders and personality disturbances which may last for prolonged periods. This stressful situation is very harmful for the individual.

The present age has been called the age of stress and strain. Stress is an emotional and physical response to the threats from the outside world. During the 18th century, stress was equated with FORCE, PRESSURE OR STRAIN exerted upon a material object or person which resist these forces and attempts to maintain its original state. The term stress is borrowed from the discipline of physics. Stress actually means pressure. It is inner pressure caused by three set of factors as mentioned bellow:

- a) endogenous
- b) exogenous
- c) interaction of endogenous and exogenous factors

Endogenous means internal (endo means inter; genous means origin or genesis) or origination from within; exogenous means external (exo means outside) or originating from outside. The third set of factors would emerge when the internal and external factors interact with each other. Stress is an internal state which can be caused by the physical demands (disease, exercise, temperature etc.) or by environmental and social situation which are evaluated as potentially harmful, uncontrollable or exceeding our resources for coping.

FACTORS AFFECTING STRESS

Word stress is also used to refer the stress reaction to stressor. Stressors are harmful or unpleasant situation which put a demand on one's coping skills. It is also a fact that any

situation becomes stressor only when you perceive it as one, under rating your coping skills and then expectations of the consequences of not coping. These are some factors:

- 1 Psychological factors:** There are many psychological factor which affect stress. These are anger, depressions, worries. This can also be seen in the situation of the threat, danger, offence, excessive workload, suffering from a problem, improper or slow decision making, high responsibility, lack of co-operation etc.
- 2 Physiological factors:** Physiological factor include ill heath, excess physical loads, high and low climate condition, work which requires more physical strain, pain, difficult respiration, lack of proper ventilation etc.
- 3 Changes in physiological and psychological behaviour due to stress:** Stress is a factor that everybody has to content with on a daily basis both in the work and non-work spheres of life. Boiling up stress only makes the situation explosive at later stages when one has reached the limit of one's capacity to endure it. Since the body has only a limited capacity to respond stress. It is important for individual to optimally "manage" their stress to operate as fully functioning human being. Stress is subjective which is hard to avoid. Psychologically, stress is a response to an external threat that involves fear jealousy, anxiety and irritation or anger, physiologically, stress refers to physical discomfort or physical strain or some physical impairment.

IMPACT OF STRESS

The impact of stress on individuals has subjective, cognitive, physiological, behaviour and health facets. This subjective or intrapersonal effects or stress are feelings of anxiety, boredom, apathy, nervousness, depression, fatigue, anger, irritability and sometimes aggressive behaviours on the part of the individual expressing the stress. The cognitive effect include poor concentration, short attention span, mental block and inability make decision. The physiological effects can be seen in increased heart rate, blood pressure dryness of throat and excessive sweating. The behavioural consequences and manifest in such things as accidents proneness drinking, excessive eating, smoking nervous laughter, impulsive behaviour, depression and withdrawal behaviour.

STRESS AND WORKING FEMALES

The term 'working female' refers to one who works outside the home for a wage or salary. Working female comprise a large proportion of the Indian workforce. They also face high risk from job-related stress. In many respect the risks are higher than those for male workers. Both single and married female face stress form work. Married females are

conditioned with multiple responsibilities. They want to be efficient workers and try hard to perform their duties. At the same time, they want to be good house wives, good mothers and better home managers. This multiple roles and responsibilities of married working female often lead to role overload and conflict. In contrast, unmarried females are slightly better off, as they can spend their salary as they wish and they do not have multiple responsibilities. Single people often encounter the special problem of not having anyone to listen to them while having to do all the household chores themselves.

SIGNIFICANCE OF THE STUDY

To locate the various problems which working females face during their day to day life, the present investigation is found to be very significant. It appears that working females have been charged with dual responsibility of maintaining the family and are performing their duties in the office. This dual responsibility is bound to cause stress in the mind of working females. Increasing urbanizations, modernization, migration and twin career has created females a lot of problematic and stressed situation. The stressors and demands that contribute to the individual's experience of stress are expected to impact the individual each on a psychological and physiological level. Working females are more responsible as they are performing their dual duties i.e. in home as well as in an organization. Females are often expected to play a number of roles at the same time: wife, mother, home maker, employee or caregiver to an elderly parent. Meeting the demands of so many roles simultaneously leads to stressful situations in which choices must be prioritized. Females are often forced to choose whether to pursue career or further to devote more time to home and family. Although work is sometimes enjoyable stress is inevitable in most cases, so everyone deal with stress differently. Every organization goal is depending on the employee's performance. Too much stress affects health, less job satisfaction, less productivity and failure to meet targets. Some employees work poorly under stress and this negatively impacts their organization. Therefore, this study is undertaken to be finding out stress level experience by female employees of different management. The combination of long work hours, insufficient pay, role ambiguity, lack of social organization, poor organizational climate, strained relationship with colleagues also make up a stressful recipe. Both work overload and under load can generate physical and psychological stress. Having to work under time pressure to meet deadlines is a major source of quantitative overload and has been related to high levels of strain, anxiety and depression, as well as low levels of job performance. Keeping into consideration the importance of the present study, the investigator selected the present

problem to locate the various problems which working females face during their day to day life.

Arora and Satiya (2010) studied organizational role stress among teachers. The objective of this study was to examine the organizational role stress between government and private of secondary schools teachers. 400 teachers were randomly selected from various school of Bijnor district of U.P. The result of the study was revealed that teachers have average degree of role stress. Beside it, government and private teachers differ significantly with regard to their stress. Gender did not play any significant role while measuring their stress. While urban teachers show higher degree of stress when compare with their counterpart.

Dasgupta and Das (2010) studied organization role stress among married and unmarried working women involved in masculine, feminine and neutral type jobs. The objective of this study was to measure the organizational role stress among married and unmarried working women involved in masculine (police), feminine (nurse) and neutral (teacher) type jobs. Results revealed that irrespective of their marital status teachers suffered from organisational role stress much more than any other group. Furthermore, the results revealed that married working women suffered much more from organizational role stress than unmarried working women.

Bunkar and Sharma (2011) studied management of stress among entrepreneur. The main objective of this study was to find out the effect of meditation in the management of stress level among the entrepreneurs. The result revealed that entrepreneurs who suffer from high stress levels found their stress level reduced with meditation. Meditation helps to overcome the accurate condition of neurosis and help to release new source of energy.

Kumar and Yadav (2011) studied role of personality and intelligence in coping with stress. The main objective of this study was to examine role of personality and intelligence in coping with stress. The result revealed that the more intelligent person is one who can more easily and more extensively vary his behaviour and having low level of stress. As changing conditions demand he has numerous possible responses and is capable of greater creative reorganization of behaviour, whereas the less intelligent person has fewer responses and is less creative and have greater level of stress.

Kumari and Kumar (2011) conducted a study on stress and aggression among unemployed youth. The objective was to study the stress and aggression of unemployed youth.. The result revealed that there is a clear difference in perception of employed and unemployed youth.

This unemployed technocrats youth have more stress and aggression than unemployed master degree holder and employed youth.

Gupta (2012) conducted a study on job stressors in primary school teachers in Aligarh district (India). The main objective of the study was to measure the stress of primary school teachers in relation to various factors such as type of school sex differences, age, educational qualification and teaching experience. Results revealed that there was a significant difference in the stress of the government and public primary school teachers. The stress of public school teachers is higher than that of the government school teachers.

Manjula (2012) conducted a study on personality factors causing stress among female school teachers. The main objective of this study was to identify the factors that lead to stress among female teachers. The results revealed that female teacher above 40 years age are highly exhausted which may lead to stress. Rural female teachers are less assertive which may cause stress.

Kumari (2012) conducted a study on stress among secondary school teachers: a comparative study. The main objective of this study was to investigate stress among secondary school teachers in relation to gender and locality To analyse the data mean, standard deviation and 't' test was used. The result revealed that there is significant difference in the level of stress of male and female secondary school teachers. It is found that female teachers have significantly higher level of stress in comparison to their male counterparts.

Bhadoria (2013) studied job satisfaction, occupational stress and school climate of secondary school teachers. The objective of this study was to investigate the effect of location (rural and urban), gender (male and female) on the perception of job satisfaction, occupational stress and school climate of school teachers. The result revealed that the effect of gender indicated a significant impact. The female teachers obtained the higher mean value in responses to stress. The urban school teachers have higher stress than rural school teachers.

Kaur and Sachdeva (2013) conducted a study on organizational role stress among elementary teachers in relation to gender. The objective was to study gender difference in organizational role stress and its dimensions among elementary school teachers. The 't'-test was applied to find out significance of mean difference in male and female elementary school teachers. The results indicated that female teachers exhibit more organizational role stress as compared to their male counterparts. This may be due to the reason that women play a dual role in our society.

Reddy and Anuradha (2013) studied occupational stress and job performance of higher secondary teachers. This objective was to study the relationship between occupational stress and job performance of teachers working at higher secondary level. The statistical techniques employed were percentage, mean, SD, Mean \pm SD and also correlations were computed to analyze the obtained data. Based on the results, the researchers focused on certain strategies to reduce stress and enhance performance at work place such as stresses of job life can be conveniently managed, to a large extent at different stages through various institutional interventions such as—prevention of stress through organizational interventions at the management level, like selection of suitably qualified teachers, proper job designing and training, adequate work conditions, effective supervision and incentive system, effective communication system, participative management etc.

Aneja (2014) studied a comparative study of organizational role stress of rural and urban teachers. The objective was to study the differences in role stress amongst rural and urban college teachers. The results revealed that teachers working in rural area are more stressed. In rural areas teachers feel incompetent and do not find themselves to compare to urban teachers who are more resourceful and are provided with opportunities of enrichment of knowledge.

OBJECTIVES OF THE STUDY

The objectives of the study were as follow:

1. To study the level of stress among working females.
2. To study workplace wise difference among working females.
3. To compare the stress among working females in relation to their marital status.
4. To compare the stress among working females in relation to their type of job.

METHDOLOGY For conducting the present investigation, survey technique under descriptive method of research was employed.

SAMPLING In the present study the female working in different areas and in different jobs from the population were taken. The present study comprises of a sample of 250 working females .Out of the 250 working females 77 are teachers, 48 are working in banks, 19 are working in post offices,37 are clerks and 69 are working as nurses they have been taken from district Bilaspur of Himachal Pradesh. For this purpose, the procedure of convenient sampling was adopted. Their age ranged from 22 years to 55 years.

RESEARCH TOOL USED

In order to collect the requisite data. Following research tool was used

Personal Stress Source Inventory (PSSI) by Arun K. Singh, Ashish K.Singh and Arpana Singh“Personal Stress Source Inventory developed and standardized by Arun K .Singh, Ashish K. Singh and Arpana Singh.”It was selected to measure that level of stress This inventory contained 35 items in Hindi language. In this inventory, three responses or options of each events, namely seldom, sometimes and frequently were given.

STATISTICAL TECHNIQUES USED

In order to study the stress among working females descriptive statistics like mean, median, mode, standard deviation ,quartile deviation, kurtosis and skewness was used by the researcher. Keeping in view various objectives of the study and to test the hypotheses framed on the basis of objectives the following statistical techniques were used :

Anova analysis of variance was used to compare the stress among females working as teachers, nurses, bankers, clerks and post office workers.‘t’ test was used to compare the stress between married working females and unmarried working females. **ANALYSIS OF**

DATA

Nature Of Distribution Of Stress Scores Among Working Females

For verifying the normality of distribution of stress scores, values of mean, median, mode, standard deviation, quartile deviation, skewness and kurtosis were calculated and are given in Table 1

Table 1

Class Interval	Frequency	Cumulative Frequency	Cumulative frequency (Percentage)			
65-69	2	250	100 %			
60-64	5	248	99.2 %			
55-59	19	243	97.2%			
50-54	18	224	89.6%			
45-49	23	206	82.4%			
40-44	27	183	73.2%			
35-39	41	156	62.4%			
30-34	46	115	46%			
25-29	34	69	27.6%			
20-24	23	35	14%			
15-19	4	12	4.8%			
10-14	5	8	3.2%			
5-9	3	3	1.2%			
N= 250						
Mean	Median	Mode	SD	QD	Skewness	Kurtosis
36.96	35.71	32.23	12.11	8.45	-0.30	0.260

Table 1 shows that values of mean, median and mode of stress score among working females as 36.96, 35.71 and 32.23 respectively which are quite proximate to each other. The value of standard deviation and quartile deviation is 12.11 and 8.45 respectively. Further, the value of skewness is -0.30 which shows that the curve is negatively skewed. In addition to this, the value of kurtosis for the frequency distribution calculated to be 0.260 which indicates that the curve is leptokurtic in nature.

LEVELS OF STRESS AMONG WORKING FEMALES

- To study the level of stress among working females it (stress) was divided into three levels viz. high, average and low level of stress by adopting the procedure $\text{mean} \pm \text{SD}$ of stress score of working females on the basis of their stress is shown in Table 2.
- **Distribution of Stress Scores of Working Females on the basis of their Stress Level and Percentage**

Table 2

Sr. No.	Stress Levels	Range of Scores	Number of Females	Percentage
1.	High Stress	39 and above	101	40.4%
2.	Average Stress	35-38	34	13.6%
3.	Low Stress	34 and below	115	46%

Hence, it is clear from table 2 that 46 % working females possess low level of stress and 40.4% working females belongs to high level of stress where as 13.6% working females possess moderate level of stress.

STRESS AMONG WORKING FEMALES IN RELATION TO THEIR WORKPLACE

- In order to study the stress among working females in relation to their workplace, the statistical technique of analysis of variance (one way), was applied. For this, stress was considered for five groups i.e. nurses, teachers, post office workers, bankers and clerks. The sample was divided into five categories on the basis of their workplace. After this, the five groups were made equal in terms of total number of working females in each group, by using 'Random Numbers Table'. The results of analysis of variance (one way) are given below in Table 3.

Table 3

• **Results of Analysis of Variance (One Way) for Stress of Five Different Groups**

Sr. No.	Source of variance	Sum of Squares	df	Mean Square Variance	F-Ratio	S.D.
1.	Among Mean	1847.22	4	461.805		
2.	Within Conditions	13683.38	90	152.037	3.037*	12.33
3.	Total	15530.60	94			

- Table 3 shows that the calculated value of ‘F’ for find out the significance of the difference in the means of stress scores for different groups for degree of freedom (df) 4/90, came out to be 3.037, which is greater than the table value (2.47) at 0.05 level of significance. Hence, there was significant workplace wise difference in stress among the working females
- In order to find out the significance of the difference in means of stress scores of five groups in different combinations (considering two groups at a time), ‘t’- test was applied. For this purpose, Least Significant Differences (LSDs) at 0.05 and 0.01 level of significance were computed. The means of stress scores of the working females belonging to these five groups on the basis of workplace and the difference between means are given below in Table 4.

Table 4

Means of Stress Scores and Difference between Means for Five Groups with respect to their Workplace

Name of the Group	No. of Working Females	Mean of Stress Scores	Difference between Means
1. Nurses	19	33.21(A)	1.00 ^{NS} (A-B)
2. Teachers	19	34.21(B)	12.00** (A-C)
3. Post office workers	19	45.21(C)	7.1 ^{NS} (A-D)
4. Bankers	19	40.31(D)	6.89 ^{NS} (A-E)
5. Clerks	19	40.10(E)	11.00** (B-C)
			6.10 ^{NS} (B-D)
			5.89(B-E)
			4.90 ^{NS} (C-D)
			5.11 ^{NS} (C-E)
			0.21 ^{NS} (D-E)

- From above Table 4, it is evident that the computed value of difference in the means of stress scores between nurses and female teachers came out to be 1.00, which is less than Least Significant Difference (7.60) at 0.05 level of significance, for degree of freedom (df) = 90. Therefore, it may be interpreted that nurses and female teachers did not differ significantly from each other with respect to stress.
- Similarly, difference in the mean of stress scores between nurse and female post office workers was found to be 12.00, which is more than Least Significant Difference (10.04) at 0.01 level of significance, for df = 90. Hence, it can be concluded that stress among female post office workers and nurses differ significantly. Further, it may be inferred that female post office workers exhibited significantly higher mean score of stress (45.21) as compared to nurses (33.21).
- On the other hand, Table 4 also depicts that difference in the mean of scores between nurses and female bankers was found to be (7.10), which is less than Least Significant Difference (7.60) at 0.05 level of significance, for degree of freedom (df) = 90. Hence, it may be interpreted that nurses and female bankers did not differ significantly from each other with respect to stress.
- The computed value of difference in the Means of stress scores between nurses and female clerks came out to be 6.89 which is less than Least Significant Difference (7.60) at 0.05 level of significance, for degree of freedom (df) =90. Therefore, it may be interpreted that nurses and female clerks did not differ significantly from each other with respect to stress.
- It is apparent from Table 4 that the difference in the means of stress scores between female teachers and female post office workers was found to be 11.00, which is greater than Least Significant Difference (10.04) at 0.01 level of significance for degree of freedom (df) = 90. Hence, it is found that female post office workers differ significantly from female teachers in stress. Further, it may be inferred that female post office workers exhibited significantly higher mean score of stress (45.21) as compared to female teachers (34.21).
- Similarly, difference in the stress scores between female teachers and female bankers was found to be 6.10, which is less than Least Significant Difference (7.60) at 0.05 level of significance, for degree of freedom (df) = 90. Therefore, it may be interpreted that stress among female teachers and female bankers did not differ significantly from each other.

- From above Table 4, it is evident that the computed value of difference in the means of stress scores between female teachers and female clerks came out to be 5.89, which is less than Least Significant Difference (7.60) at 0.05 level of significance, for degree of freedom (df) = 90. Therefore it may be interpreted that female teachers and female clerks did not differ significantly from each other with respect to stress.
- Similarly, difference in the mean stress scores between female post office workers and female bankers was found to be 4.90 which is less than Least Significant Difference (7.60) at 0.05 level of significance ,for degree of freedom (df) = 90. Therefore, it may be interpreted that female post office workers and female bankers did not differ significantly from each other with respect to stress.
- It is evident from Table 4 that the computed value of difference in the means of stress scores between female post office workers and female clerks was found to be 5.11, which is less than Least Significant Difference (7.60) at 0.05 level of significance for degree of freedom (df) = 90. Therefore, it may be interpreted that stress between female post office workers and female clerks did not differ significantly from each other.
- Similarly, difference in the stress scores of female bankers and female clerks came out to be 0.21, which is less than Least Significant Difference (7.60) at 0.05 level of significance, for degree of freedom (df) = 90. Therefore, it may be interpreted that female bankers and female clerks did not differ significantly from each other with respect to stress. Hence, it can be concluded that there exist no significant difference stress among females working as female bankers and female clerks.

4. STRESS AMONG WORKING FEMALES IN RELATION TO THEIR MARITAL STATUS

To compare the marital status wise significance of difference between mean stress scores of working females, their means, standard deviation, 't'-value were calculated.

Table 5

Comparison of Stress Scores among Married and Unmarried Working Females

Sr. No.	Marital Status	N	Mean	S.D.	SE _D	df	t-value
1.	Married	184	38.33	12.45			
2.	Unmarried	66	33.21	10.14	1.54	248	3.32**

- ** Significant at 0.01 level of significance

It is evident from Table 5 that the calculated value of 't' for comparing the significance of difference between mean scores of stress among married and unmarried

working females was came out to be 3.32 which is significant at 0.01 level of significance for degree of freedom (df) =248, because the calculated 't' value (3.32) is greater than table 't' value (2.60) at 0.01 level of significance. Therefore, it may be concluded that there is significant difference in the mean scores of stress among married and unmarried working females. The mean stress score of married working females is significantly higher (38.33) than unmarried working females (33.21). It is concluded that married working females have more stress than unmarried working females.

CONCLUSIONS

From the analysis and interpretation of the data, following conclusions may be drawn-

- 46 % working females belongs to low level of stress and 40.4% working females belongs to high level of stress where as 13.6% working females possess moderate level of stress..
- It may be concluded that stress among female post office workers and nurses differ significantly. Further, it may be inferred that female post office workers exhibited significantly higher mean score of stress (45.21) as compared to nurses (33.21).
- Female post office workers differ significantly from female teachers in stress. Further, it may be inferred that female post office workers exhibited significantly higher mean score of stress (45.21) as compared to teachers (34.21).
- There is significant difference in the mean scores of stress among married and unmarried working females. The mean stress score of married working females is significantly higher (38.33) than unmarried working females (33.21). It is concluded that married working females have more stress than unmarried working females.
- It may be said that apparent difference in the mean scores of two groups (government and private) may be attributed due to chance factor or sampling fluctuation.
- Equal and proper facilities should be provided for all the working females for their professional growth.
- Maximum freedom should be given to the working females so that they can perform maximum and excellent in their work.
- There should be good relations of working females with their head of institutions and the colleague.
- There should be good relation between working females and their family members.
- Good, healthy and tension free environment should be provided for working females.
- Proper staff should be appointed in the institutions, so that extra work load should be avoided on the females.