

## Organizational Stress in Women Executives

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**Abstract :** The study examined the organizational causes of organizational stress in women executives and entrepreneurs in India. This was done so that mediation strategies could be developed to combat the organizational stress experienced by them, in order to retain the female employees as well as attract quality talent. The data for this research was collected through the self-administered survey, from the women executives across various industries working at different levels in management. The research design of the study was descriptive and cross-sectional. It was carried out through a self-administered questionnaire filled in by the women executives and entrepreneurs in the NCR region. Multistage sampling involving stratified random sampling was employed. A total of 1000 questionnaires were distributed out of which 450 were returned and after cleaning the data 404 were fit to be considered for analyses. The overall findings of the study suggested that there were various job-related factors that induce stress. Fourteen factors were identified which were a major cause of stress among the working women by applying Factor analysis. The study also assessed the demographic factors which influence the stress in women executives across various industries. The findings show that the women, no doubt, were stressed by organizational factors. The mean stress score was 153 (out of a possible score of 196) indicating high stress. There appeared to be an inverse relationship between the marital status, age, education, work experience, and stress. Married women were less stressed compared to single women employees. Similarly, female employees 29 years or younger experienced more stress at work. Women having education up to 12th standard or less were more stressed compared to graduates and post graduates. Women who had spent more than two years in the same organization perceived more stress compared to their counterparts. Family size and income, interestingly, had no significant impact on stress. The study also established that the level of stress experienced by women across industries differs considerably. Banking sector emerged as the industry where the women experienced the most stress followed by Entrepreneurs, Medical, BPO, Advertising, Government, Academics, and Manufacturing, in that order. The results contribute to the better understanding of the personal and economic factors surrounding job stress and working women. It concludes that the organizations need to be sensitive to the women's needs. Organizations are traditionally designed around men with the rules made by the men for the men. Involvement of women in top positions, decision making, would make them feel more useful and less stressed. The invisible glass ceiling causes more stress than realized among women. Less distinction between the men and women colleagues in terms of giving responsibilities, involvement in decision making, framing policies, etc. would go a long way to reduce stress in women.

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