

## Organizational Role Stress among Women Working in different Professions

Dr. Tarlika L. Zalawadia<sup>1\*</sup>

### ABSTRACT

In the present study an attempt was made to examine organizational role stress among women working in different professions. The sample of the study consisted of 480 working women out of which 120 were clerks, 120 were college teachers, 120 were school teachers and 120 were nurses. The tool used for the study was organizational Role Stress Scale (ORS) developed by Udai Pareek. Statistical technique like t-test was used to examine the impact of type of profession of working women on their organizational role stress. Results saws that type of profession has significant effect on organizational role stress among working women. Women working as nurse significantly differed from all the other groups of working women and nurses experienced highest level of organizational role stress. On the other hand school teachers experienced less amount of role stress as compared to college teachers, clerks and nurses.

**Keywords:** *Organizational Role Stress scale*

Many women in the modern age are familiar with feeling torn between tradition expectation of women and the expectations of the modern working conditions. While traditional expectations require women to be good mothers and housewives, modern impulses put little stress on family roles, compared to the emphasis they make on social roles of individuals. Women looked for appreciation for what they did, and this brought women employment in good numbers. A large number of women are becoming carrier conscious and professional in their outlook. The reasons for such a change are increase in women's education, changing socio-cultural values, increasing awareness and consciousness in women and the rise in economic independence. Women are in a dilemma facing queries regarding self and her regarding self and her rights. Her inner conflict keeps on puzzling her regarding existence in reality and what people talk about (Gracia, 2005). Balancing work and family frequently means irregular work hours for women professionals leading to stress and various problems related to it (Snell, 2004). The working women, regardless of whether she is married or single, faces higher stress levels due to playing multiple roles simultaneously.

The stress arising due to person's role is termed as role stress. It refers to the conflict and tension due to the roles being enacted by a person at any given point of time (Udai Pareek,

<sup>1</sup> Department of Psychology, Smt. R. R Patel Mahila Arts & Commerce college, Rajkot-360001, India.

\*[Responding Author](#)

**Received: January 2, 2019; Revision Received: March 20, 2019; Accepted: March 31, 2019**

## Organizational Role Stress among Women Working in different Professions

2003). Off course, there are differences in levels of stress, some organizations are able to create harmonious environment, where as more conflicts and tensions do happen in other organizations. Many physical, social and psychological factors influence the understand the integration of a person with the organization means the role assigned to him or her. Various roles of a person and many forces attached to them causes stress in him/her and is called role stress. The stress felt by a person while performing the role related to his work is called organizational role stress.

As report given by Holahan and Gilbert (1979), that women who assumed home roles (e.g. Wife, mother and a home roles (e.g. employee) frequently experienced conflict between competing role demands. Conflict were considered likely when women perceived their home and career roles as highly desirable but mutually exclusive. Similarly, Paterson (1978) confirmed that the job taken by women created more conflicting situations for them due to dual role played and inability to tolerate the whole burden.

In guideline and the opinion of Frone et al. (1992) combination of career and family roles are often associated with conflict, Overload and stress. Opposite from above studies, Chattopadhyay and Dasgupta (1999) however concluded that one could be married and play the role of wife, mother, house holder and executive effectively and yet experience not more stress. Opposite from not more role stress than their single counter parts. The problems and difficulties of women are multi-dimensional as evident from the literature reviewed, therefore, they require further Probing. Moreover, modern Indian society is going through tremendous changes in various aspects of life. One of the positive side of this changes is the increasing level of dignity of women at home and in the society at large. At the same time Indian women have becoming more and more conscious about their personal growth and development and thus espier more to establish themselves in the world of work. Although more work force studies continuously show that majority of Indian working women and more women are suffer from role stress probably due to still existing traditional Indian family values, where working women are expected to work at home even though they are working. The present study was planned to examine role stress among working women keeping in view the changing values and life style of Indian family. The major objectives of study were as mentioned below:

→ **To know about organizational role stress experienced by working women**

→ **To observe the impact of type of profession on organizational role stress among working women.**

### **METHOD**

#### **Sample:**

The main purpose of the present study was to examine organizational role stress among working women. The study consisted total sample of 480 working women which included 120 clerks, 120 college teachers, 120 school teachers and 120 nurses. Sample was drawn from various schools, colleges and hospitals of Rajkot. Woman clerks were selected from the schools and colleges .The stratified simple randomization technique was used to select sample units.

#### **Instrument :**

##### **Organizational Role stress Scale (ORS)**

To measure organizational role stress of the working women the Organizational Role Stress Scale developed by Udai Pareek (1983) was selected ORS scale is a 5 point scale and has 50

## Organizational Role Stress among Women Working in different Professions

items. The scale has acceptable reliability. The scale's internal consistency seems high. ORS measures 10 dimensions of organizational role stress, namely: inter role distance, role stagnation, role expectation conflict, role erosion, role overload, role isolation, personal inadequacy, self role distance, role ambiguity and resource inadequacy.

### *Personal Data Sheet*

To collect some personal information's about selected working women personal data sheet was prepared and items related to age, type of profession, education, income etc. were included in it.

### *Procedure*

Initially, list of all these four categories of workingwomen were prepared by visiting various hospitals, colleges and schools. Organizational Role Stress Scale (ORS) along with personal data sheet were administrated to working women at their respective premises with obtained prior permission. Working women generally took about fifteen minutes to fill up the questionnaires. Collected data was analysed by using t- test.

## RESULTS AND DISCUSSION

The obtained results are presented in the following table Results revealed that mean scores of total organizational role stress of women working as clerk, college teacher, school teacher and nurse are 71.54, 69.61, 61.58 and 83.09 respectively. These mean scores indicate that nurses experienced the highest level of organizational role stress (83.09) followed by the clerks (71.54) and college teachers (69.61). Whereas, the School teachers experienced the lowest amount of organizational role stress.

*Table, Mean and t - values of organizational role stress with reference to type of profession*

Sr. No.	Group	N	Mean	SD	't' - Values
1	Clerk	120	71.54	22.63	1 V 2 = 0.76
2	College Teacher	120	69.61	16.34	1 V 3 = 3.76**
3	School Teacher	120	61.58	19.11	1 V 4 = 4.20**
4	Nurse	120	83.09	19.97	2 V 3 = 3.49**
					2 V 4 = 5.73**
					3 V 4 = 8.52**

Significant \*\* P = < .01

While giving the probable causes of the results, it can be said that it is now almost universally recognized that nursing is, by its very nature, a stressful occupation. Nurses have to care about not only patient but their family members also, so sometimes situation becomes really critical to manage for nurses. Moreover, they may feel more stress as they are paid very low compared to their hours of working As reported by Hingley (1984) "Everyday" the nurse confronts stark suffering, grief and death as few other people do. Many nursing tasks are mundane and unrewarding. Many are, by normal standards, distasteful and disgusting. Others are often degrading; some are simply frightening."

Organizational role stress does not affect only the person but affects his/her institute, also. Organizational role stress reduces person's job satisfaction, self-esteem and organizational commitment which create negative effect on his or her work performance and it becomes harmful for development of the institute also. Jinky Leilanie Lu (2008) confirmed that organizational role stress do affect burnout among nurses. Similarly, Wen Hsien and others

## Organizational Role Stress among Women Working in different Professions

(2009) Found that role stress among nurses could have a negative effect on their job satisfaction and organizational commitment.

### CONCLUSION

In the present study, it is found that after nurses they experienced more role stress as compare to women clerks than school teachers. Generally, the working hours of clerk are very long and the amount of work is also more as compared to school teachers, even though clerks are paid less than school teachers. Clerks might have frequent conflict with superior, students as well as teachers. As a result of all these they might probably feel more stress than the teachers. It was found that more organizational role stress was experienced by college teachers than school teachers. The probable causes for this result could be that due to higher level educational demand in colleges and to impart latest knowledge of subject to the students college teachers have to put extra effort as compared to school teachers. Moreover, college teachers are involved in the research work. They have even many other role activities like college development, cultural activity and administrative work. Latest knowledge based education by school teachers is not demanded until now. Hence, looking at the above reasons it could be concluded that college teachers experienced more stress than school teachers.

### REFERENCES

- Chattopadhyay, I., & Dasgupta, S.K. (1999). Good news about role stress, *Journal of Indian Academy of Applied Psychology*, 25, 35-38.
- Frone, M. R., Russle, M., & Cooper, M. L. (1992). Antecedents and outcomes of work family conflict: Testing a model of work family interface. *Journal of Applied Psychology*, 77,65-78.3.
- Gracia, E. J. (2006). Acceptability of domestic violence against women in the European union: A multi-level analysis, *J. Epidemional. Community Health*; 60(2), 123 - 129.4.
- Hingley, P. (1984). The humane face of nursing. *Nursing Mirror*, No. 159.5.
- Holahan, C., & Gilbert, I. (1979). Conflict between major life roles: women and men in dual career couples. *Human relation*32, 451-467
- Jinky, L. (2008). Organizational role stress indices affecting burnout among nurses. *Journal of int. Women study* Vol. 9
- Paeveen, N. (2009) Investigating occupational strees among married and unmarried working women in Hyderabad city. *Bahria J. of professional Psychology*, 521-37
- Pareek, A., & Mehta, M. (1997). Role stress among working women. In D. M. Pestonjee, & U. Pareek (Eds), *studies in Organizational Role Stress and Coping* (pp, 173-181). New Delhi: Nice.
- Pareek, U. (1983). *Role Stress Scales Manual*, Navin publications, Ahmedabad.
- Pareek, U. (2003). *Training instruments in HRD and OD*, Bombay: Tata McGraw Hill Publications.
- Paterson L. R. (1978) , *An exchange analysis of family role and marital satisfaction*. Diss. Abst. Int. 38,5746.
- Snell, Perry, (2004). Women's stress by irregular work schedules,
- Wen-Hsien Ho and et. Al. (2009). Effects of job rotation and role stress among nurses an job satisfaction and organizational commitment, *BMC Health Services Research*, 9:8 dol: 10.1186/1472-6963-9-8.

## Organizational Role Stress among Women Working in different Professions

### ***Acknowledgements***

The authors profoundly appreciate all the people who have successfully contributed in ensuring this paper in place. Their contributions are acknowledged however their names cannot be mentioned.

### ***Conflict of Interest***

The authors carefully declare this paper to bear not conflict of interests

**How to cite this article:** Zalawadia. T.L (2019). Organizational Role Stress among Women Working in different Professions. *International Journal of Indian Psychology*, 7(1), 1082-1086. DIP:18.01.122/20190701, DOI:10.25215/0701.122