

The Influence of Menstrual Symptoms on Women's Work Productivity

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ABSTRACT

The contribution of women in the manpower has been gradually rising over the upcoming decades, and now they increased approximately half of the employed people. The menstruation problem gradually affects the working lives of females in the recent years. The chief goal of the present research is to evaluate the incidence and severity of menstrual signs among women in the workplace, focusing on the impact during working days. Additionally, it determines the presenteeism and absenteeism of working women during menstruation periods. It also examines the challenges faced by women in the workplaces. Also, it implements a quantitative technique utilizing the software package SPSS version 23. Subsequently, a well-defined questionnaire survey is utilised to acquire the data from the working women. Purposive sampling stratagem is adopted for scrutiny of research. The objective of the technique is to gather data relating to the perception of women regarding their issues of menstrual symptoms in the work places. ANOVA, descriptive statistics and Pearson correlation analysis are accomplished in research. Moreover, the implication of the study proves that the menstrual symptoms have noteworthy impact on the presenteeism and absenteeism of working women. The study recommends the management to provide support for the working women in the menstruation periods to achieve the productivity in the firms.

Keywords: *Menstrual Symptoms, Absenteeism, Presenteeism, Working Women, Workplace Challenges*

The contribution of women in the manpower has been gradually rising over the upcoming decades, and now they increased approximately half of the employed people. The menstruation problem gradually affects the working lives of females in the recent years. It affects the huge majority of working women at certain point in their survival. While menstruation is a prevalence experience, but it is barely debated in the setting of policies and work to aid women who periods are frequently lacking. Productivity expenses are demarcated as expenses affiliated with unpaid and paid production fall and the supplementary of productive populaces owing to disability or illness. It is classified into two types related to costs including absenteeism and presenteeism. The entire amount of illegal absence or downtime is referred as absenteeism and the productivity loss occur in the existing work or school is referred as presenteeism. These policies affect women's welfare and health, also their capability to engage abundantly in the office (M. Schoep et al. n.d.).

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Background of the study

In the premature adolescent ages, many women have a mean of 3-8 days of menstruation in every month. During these times, menstruating women face mental and physical changes owing to the imbalance hormones present in their physiques. The menstrual symptoms differ between women based on their strength and time. The body senses severe pain in menstruation rise due to the fall of estrogen. This estrogen hormone is crucial in controlling the period cycle. So, menses women feasibly face some discomfort in the period days rather than the regular days, specifically at the first few days of menstruation, because estrogen levels are minimum during this time. The construction of professional rules and engrossed involvements is delayed by the absence of perfect vision into the connection among the intensity of presenteeism, entire productivity, period symptoms and absenteeism. To find this gap, to build the supportive environment that identify and respect the unusual complications that women faces throughout their menses, which may finally drive to a further operative and different work setting (Hoef, 2023).

Menstrual symptoms

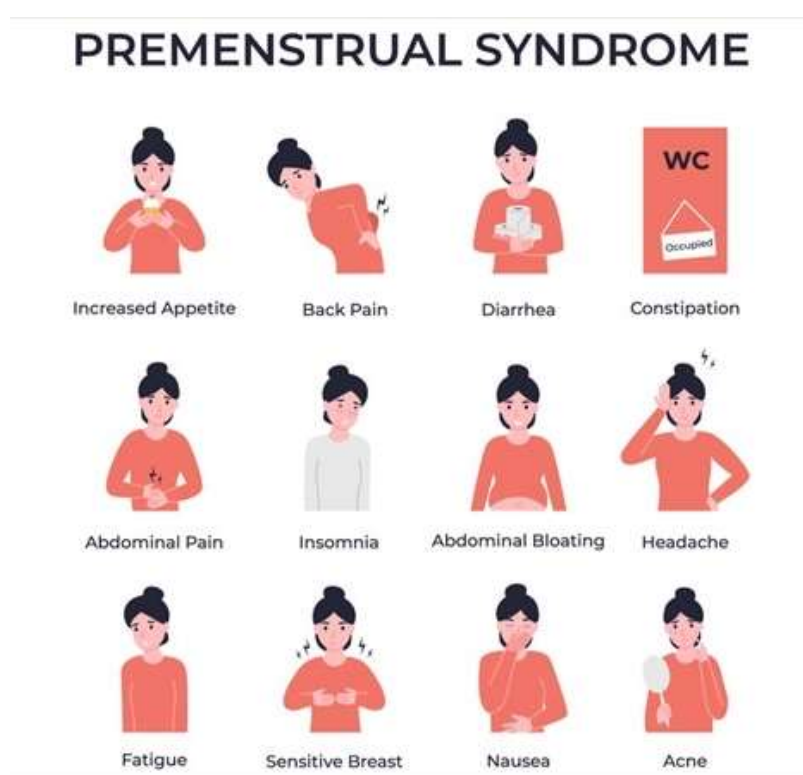


Figure 1.1 Premenstrual syndrome (Hoef, 2023)

Generally, distresses related to the menses cycle need to be manageable enough to resume their daily life. But, in some women, symptoms differ and severe to perform their everyday tasks. Some regular physical symptoms of menstruation are listed below.

- Tender breasts
- Joint pain
- Abdominal contractions
- Distress sleeping
- Dilating, liquid retention
- Acne

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- Muscle pains
- The trots or constipation
- Headaches
- Low Fatigue
- Sacral pain

Impact of menstrual symptoms on working women productivity

The formerly stated mental and physical changes faced by menses women throughout their period cycle should have a substantial impact on different phases of their lives, particularly their professional life. Instances of mental changes are fearful, distress and petulant as well as physical changes includes breast pain, muscle pain and cramps. The distress and affliction, such as headaches, joint pain and cramps, are not solely impact distraction, but it limits the individual concentration and focus on the responsibilities at hand. Thus, it is significant to identify and check the possible destructive connection among female's performance and menstrual discomfort in the work station.

Furthermore, a significant factor to deliberate in knowing the correlation between performance and discomfort is the impression of presenteeism. The classification and measuring technique of presenteeism is focus to considerable learned disagreement and dissertation. The social stress may reflect from different job-related aspects namely high turnout requirements and less interchange capacity. The negative concerns of attendance request include individuals absent, job insecurity, irregular works and stress. Moreover, financial problems and work load are the personal factors related to this attendance requirement. These outcomes show that distress is effectively connected with presenteeism. The high appearance requirements in the workplace, pressure the menses women to contribute in the productivity while suffering with the period pain.

The women prioritize presence rather than their health based on certain factors including possible negative outcomes, missing a chances and a fear of lagging. The correlation between presenteeism and distress along with the high attendance pressure leads to be fortified by extended phase of work demands. The individual's attitudes and abilities are limited to involve completely in their workplace during the menses pain. But, the choice to take part in presenteeism is provoked by two supporting elements, namely financial incentives, job loss distress, social standards, and obstructing aspects includes discomfort and menses pain. The less cognitive pressures or workload make women easier to prioritize their mood swings, health and day off, but women's are more possibly to involve in presenteeism with the factors of high cognitive stresses and workloads (Hoef, 2023).

Problem Identification

The society stress women to continue their work, while experiencing a period pain and they are forced to sustain their performance intensities. Research proposes that increased physical distress and pain sensitivity may lead to reduced performance intensities. The study stated that the work setting norms and targeted interferences is lagged by the absence of proper vision over the correlation among the concentration of presenteeism, menses signs, total performances and absenteeism. The gap occur in these factors must have to form understanding background that consider and esteem the superior discomforts that women faces in the menses period and it finally lead to a high effective and different work setting.

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Aim and Research Objective

To consider the incidence and severity of menstrual signs among women in the workplace, focusing on the impact during working days.

- To quantify the extent of absenteeism caused by menstrual symptoms among working women and identify factors influencing the decision to miss work.
- To examine the relationship between the severity of menstrual symptoms and presenteeism, evaluating the impact on daily work productivity.
- To understand women's preferences regarding workplace support and flexibility during their menstrual periods.
- To examine the association between the severity of menstrual symptoms and the reported decrease in work productivity.

Research questions

More specifically, the following research questions need to be addressed:

1. How do menstrual symptoms among working women impact absenteeism, presenteeism, and overall productivity?
2. What factors influence decisions on absenteeism due to menstrual challenges among working women?
3. Do preferences for workplace support during menstrual periods relate to reported decreases in work productivity, and can a supportive environment mitigate these effects?

Research Hypothesis

The severity of menstrual symptoms among women in the workplace is significantly associated with increased absenteeism and presenteeism, leading to a measurable overall impact on work productivity.

Significance of the study

The progressive framework examines the menstrual symptoms on women impacts the work productivity using the factors of presenteeism and absenteeism. Implementing the strategy tools in understanding the women's discomforts in working days and the firms has to consider their health and welfare to improve productivity. The significance of menstruation cycle distresses influences in women's working environment leads to the less efficiency and to overcome the barriers to increase their mental and physical ability is defined in this study.

Scope of the study

The present study will employ quantitative research method to discover the effect of menstrual symptoms on the work efficiency of women in various professional backgrounds. The quantitative analysis of the study assesses the relations between menstrual symptoms, work productivity, presenteeism and absenteeism. The study will scrutinise the research gap, that will overcome the obstacles faced by menstrual women.

Dissertation organization

- **Chapter– 1:** This discusses on the part of women in a workplace experience a menstrual discomforts and also stressed to contribute in productivity. This chapter gives problem statement and also research scope which would aid in articulating research objective and research hypothesis that need to be evaluated.
- **Chapter– 2:** This chapter reviews the prevailing literature associated with the research topic. The existing literature reviews the prevailing literature regarding the

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menstruation problem gradually affect the working lives of females which impacts the loss of productivity. Later, the research gap in the existing researches will be identified to improve the present research.

- **Chapter – 3:** This outlines the methodology implemented for the existing research. Also, it discourses on research methodology, sampling technique, sample size, process of data collection, and research design which will be applied for the existing study.
- **Chapter – 4:** Chapter four deals with the investigation of gathered data with the aid of numerical tools to test research hypotheses. Additionally, it exhibits the outcome on the basis of Demographic analysis and statistical analysis. It provides the consequence of the investigation in the form of a chart, graph or table that will be associated to the research goals.
- **Chapter – 5:** The last part is about conclusions of the present research along with references and upcoming research scope.

Summary

Menstruation associated symptoms may affect the productivity of the women and the highest contributor is presenteeism when compared to the absenteeism. Particularly, the women under 21 years experiencing the menses symptoms are need to be focussed and treatment options for these problems are advised to all phases of women to reduce their pain to perform well in their work setting. Future research would detect the possible and potential outcome of the women affected by menses pain and supports them to increase productivity by reducing the social influence regarding presenteeism and absenteeism.

LITERATURE REVIEW

Menses is a regular sensation for all women, starting from young adults to menopause stage. The obstacles in menstruation affects the quality of standard life, physical and mental health of women. Various factors including hormonal inclinations along with lifestyle transformations negatively affect usual menstrual patterns. Commonly, menstrual syndrome includes oligomenorrhea, amenorrhea, menorrhagia, hypo menorrhea, anomalous uterine bleeding, dysmenorrhea and premenstrual disorder etc. The menstrual problems are frequently occurs in most of the adolescents and 3-5 years of first menstrual cycle. A several myths and delusions are linked around menstruation which affects the life quality and various aspects of life namely, health problems, religious, education and beliefs (Dhar, Mondal, & Bhattacharjee, 2023).

Menstrual symptoms – An overview

The prevailing study states that the menstruation is affiliated with a physical conversion for the women, while many of them demonstrates as unpleasant signs and drive her to take medications for these symptoms. This change over also point the change in the medical desires of the women. Due to amplified life prospect globally, women are predictable to employ an important portion of women's lives in menstruation. Recognised prevention policies against serious threats and examine potential medications for prevalence signs may still unutilized in our people without questioning about the symptoms with these women. The aim of the study to measure the incidence of various period signs and their severity to measure the (MRS) menopause rating scale in women. The existing study adopt a cross-sectional method, investigated the outpatients in the section of obstetrics and gynaecology.

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The menopausal symptoms of 121 women were assessed having their periods at least last year are also analysed using the MRS tool. The initial results evaluate in this research was the incidence of menstruation signs in these females based on MRS and the threat of these signs. Data were examined by the software program of SPSS with 15.0 version. The outcome of the study suggest that the most prevalent signs was physical and emotional distress reported by 72% of women, muscle and joint pain was stated by 68.59%. Vasomotor symptoms are reported by 44.62% of participants. The mild-to-moderate signs are experienced by many women is reported. The incidence of menstruation indications is high and a well-being plans required to be performed in every region (Khatoun, Husain, Husain, & Hussain, 2018).

The preceding research (Handy, Greenfield, Yonkers, & Payne, 2022) states that the emotional indications across the period cycle in mature women. The period cycle is categorised by regular and predictable variations in hormones such as the female reproductive hormones progesterone and estrogen. The phase is divided into two discrete phases: the initial part of the phase enduring from menses to ovulation and exists for 14 days which differs in length is represented by the follicular phase. The secondary part of the menstruation cycle is the luteal phase, which exists for 14 days from ovulation and pave the way to menstruation constantly. The premenstrual cycle is defined as the days nearly former to menstruation. The existing study demonstrates that period-related complication of cognitive signs occurs most frequently during the period and premenstrual phases, the progesterone to estradiol proportions play significant roles for various symptoms related to this phases.

The mental illness are consists of group of symptoms, the others may vary independently during the menses cycle. The study employs a comprehensive search by the PubMed databanks for articles pointing on psychiatric signs through the period cycle. The study adopted a group of search terms to find possibly related articles including bipolar, menstrual cycle, suicide, mania, psychosis, anxiety, body dysmorphic illness, depression, excoriation, OCD (obsessive-compulsive disorder), impulse control, trichotillomania, PTSD, bulimia, hoarding, binge eating, conduct disorder, kleptomania, borderline personality disorder, anorexia, substance use, eating disorder, alcohol, intermittent explosive disorder, smoking and pyromania. The "count" method is widely used to measure menstrual cycle phases from the first day of period. The cycle span of 28 days is regularly explored, while a significant form of proof suggests substantial discrepancy in cycle length in strong women. Certainly, the cycle varies approximately 12 days in the follicular phase, similarly the luteal phase exists about 14 days in reliable amount of period.

Certain concessions to this form include secretory phase defect women. The research demonstrates that the synthesis of the facts concentrates on total patterns during definite phases, irrespective of terminology. The outcomes are unclear because of investigating more populations. The quality rating is developed to reinforce the combination of research findings. The medical diagnosis is engaged for more or equal to 30 women in a set to analyse the minimum of one biological symptom of the period cycle to lead the research with high quality. The explicit psychosis women experience period complications occur primarily in the premenstrual stage. The high-quality research determines that 32.4% of schizophrenia women experiencing more complications in periods by psychotic symptoms.

The outcomes may underline the roles of estrogen and progesterone in women's psychotic health, and further potentially find oral contraceptives that could support in balancing the symptoms. Doctors should be regularly diagnosing their patient's symptom variability

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throughout their menstrual cycle. It will predict complications of symptoms previously to alert the patients to better organize and apply effective managing strategies to handle their emotional changes. Physicians are more encouraged to consider various factors that impact ovarian hormone manifestation, like usage of hormonal contraceptive pills and pregnancy status.

The prevailing research (Muhaidat et al., 2022) proclaimed that the menses cycle shows the regular health status of women, however with prolonged menses or irregular menses cycle leads women to attain death before 70 age. A present study stated several period irregularities after COVID-19 immunization, such as increased bleeding, cycle length and pain. Meanwhile, the advent of COVID-19 vaccinations, several women in every corner of the globe are reporting irregularities in their period cycle post-vaccination. The menses bleeding form is a crucial sign of reproductive fitness. Though, period symptoms, including menstrual cramps, premenstrual mood ailments and substantial menstrual blood loss, are known as general gynaecological problems.

The study focussed on investigating the effect and incidence of menstrual irregularities following COVID-19 injection among women's living in the (MENA) Middle East and North Africa. The research adopted a cross-sectional virtual self-reliant review from 2021 July to August 2021 pointing females existing in the MENA section females received vaccine except non-pregnant, beyond menarche age and without breast feeding women are not undergone a hypothalamic menopause, premature ovarian failure and hysterectomy. The survey use forum to collect data from women regionally.

The overall amount of 2269 women are examined, with an average age of 34.3 ± 8.5 years out of 66.3% partakers reported period signs post-vaccination and 46.7% share their experience after initial dose. But, 93.6% of people symptoms normal in 2 months. The type of immunization may not certainly impact the prevalence of abnormalities. 67.5% of participants facing previous corona virus infection experiencing the similar range of period aberrations rather than the 66.8% of people without COVID-19 symptoms or infection respectively.

The females are significantly experience more abnormalities after vaccination based on their epidemic status. The research also delivers primary suggestion that these indications may be transient and self-limited. However, owing to the changed prioritization effected by the pandemic, women should employ health seeking actions. Consequently, it is significant to aware women and physicians about menstrual irregularities later vaccination.

Challenges of working women in the menstrual periods

The existing study (M. E. Schoep et al., 2019) describes that the period-related signs affect efficiency have exposed how much women's presenteeism and absenteeism involved. The variations in age have been identified, including the highest possibility of absenteeism between women below 21 age, have enhanced the understanding of this prevalence. Before study, however, often decreases short in identifying women's demands for professional setting flexibility and support along with the influence for absenteeism and presenteeism during menses. The existing study encounters these significant holes by adopting a cross-sectional online questionnaire among 32,748 women between 15 to 45 ages in Dutch.

The outcomes demonstrate the influence of menses signs, the impact of period time and women's inclinations for comfortable work plans in order to measuring absenteeism and

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presenteeism. The research is important for underlining age-based trends and highlighting the importance of focused medications, especially for women under 21 age. The present study is significant and timely addition to the physique of study because it underlining the insistent requirement for work setting policies that identify the separate desires of women facing menstrual signs, along with the important needs for superior flexibility in responsibilities and working times during menses.

The previous study (Yoshino, Takahashi, & Suzukamo, 2022) proclaimed that the ladies who undergo dysmenorrhea tolerate a heavy corporal and mental burden that adversely impacts their efficiency at workforce and their health-related quality of life (HRQL). Statistics on the HRQL and personnel output of Japanese women with menstruation are rare, despite this effect. In this eventual observational test, 397 Japanese ladies receiving management for initial or secondary menstruation both with non-LEP procedures or small portion of progestin or estrogen (LEP) contributed in a simulated inspection calculating work productivity, period symptoms and HRQL.

The outcomes of the research exposed that the LEP set considerably enhanced their HRQL, particularly in the emotional element summary and numerous groups of the 36-item Short-Form Health Survey v2.0 (SF-36v2.0), and considerably reduced their total score on the modified Menstrual Distress Questionnaire (mMDQ). Suggestively, related to the non-LEP group, the LEP set's work proficiency is highly enhanced, as calculated by the Activity Impairment Survey and different Work Productivity. These outcomes determine the connection among Japanese ladies with menstrual pain, diminished HRQL, and reduced work efficiency, along with the practical gains of LEP management in highlighting these problems.

The existing study (Zaman & Mohiuddin, 2023) implies that the research points to examine how period-related behaviour and humiliation distress Bangladeshi women employees' productivity. It also focuses on to the chance that pressure dissimilar to job acts as a mediator in the relations between worker performance, behaviour and period-related stigma. A theoretical model is formed and verified using structural equation modelling (SEM) and Analysis of Moment Structures (AMOS) 25. A self-directed review had 400 contributors in total; 375 forms were reserved for inspection.

The outcomes show that menses-related taint and performance have a higher detrimental effect on the enactment of female workers. Remarkably, there is proof connecting period-specific recreational pressure to connections between worker performance, stigma and menses-related actions. The research investigates the association between female worker actions and menses specific performance and fault in the Bangladeshi setting. It also identifies the exceptional role that recreational pressure plays as a moderator in these relations.

The preceding study (Deb, Jain, & Sridhar) states that the objective is to inaugurate the challenges and problems faced by menstrual women's at their work settings. Menses health supervision is the leading cause of women in their professional settings receiving less attention, which leads to less productivity. The women are not willing to speak about their difficulties faced during menses in their workplaces due to unreasonable and cultural conventions about the menstruation. They undergo many problems at their professional setting due to pain, bleeding and mental distress. Workers well-being is the major significant features of HR management in the organizations, however the forbidden surrounding menses

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and the traditional norms restrict the organizations to speak openly about the issue and make a solution of it.

The organizations are affected by various factors based on the menstruation such as loss of productivity, absenteeism, worker's engagement and presenteeism. The research examine the challenges and problems faced by the women at their workstation and also it desired to explore the impacts of menses on their family, health, and professional life. The present research employs a 525 working women's during menses for review to investigate the factors disturbing their menstrual hygiene and health and the difficulties experienced by them. The foremost outcomes of the research described that professional menstruators only not experiencing the physical discomfort, but also faces the stress and mental changes at the workstation. The tracking of menses products, its clearance, unhygienic washrooms and distress are the major challenges in their workplaces.

The study recommended that the menses women need to change their lifestyle to deal with menstrual symptoms and discomforts without taking pharmacotherapy. The organizations must ensure wash amenities and fix feminine pad machines along with furnaces to rectify the issues associated to tracking and removal of sanitary napkins. Cognizance programs should be conducted in the organization to make changes among male members about the menstruation sympathetic. The "period leave" concept could be deliberated by the organizations based on their needs and professional roles.

The previous study (McCammon et al., 2020) observes the survival exposure of adolescent in the local hovel of Lucknow. The young women residing in this region of Uttar Pradesh deal with some challenges of health and hygiene menstrual periods. The study was conversant by the bio-ecological model. 70 young women were participated in the interview devising 15-24 age population employed from the Lucknow Slums. The prominent theme concerning systemic, individual and social challenges associated with menstruation is recognized by the thematic analysis.

The partakers involved in the research ranging from 15-24 age, along with average age of 18 and most of the respondents were unmarried. 90% of them are Hindu and the remaining percentage are Muslim. Nearly all partakers had finished minimum certain high school, but education status differ. The awareness about menses among young women in the individual level is low. In the social environments, adolescent menses women experience disgrace around menstruation, restrictions around mobility, less chances to talk openly about menstruation and various actions during menses. The next level of challenges faced by the young women is institutional level due to lack of resources to care these women's such as unhygienic disposal of sanitary napkins, toilets doors are broken and uncleaned which lead them to face serious health issues in their lifetime.

In India, the adolescent menstruating women in Lucknow, Uttar Pradesh faces a group of challenges at various levels. The interviews are recorded and translated in English and certified by the Indian project group. Records were uploaded and anonymised in the virtual qualitative coding software named Dedoose. The research group planned to recognize possible interventions on these stages where analysis was restricted to the initial three stages of the bioecological model. The protocols of the research were approved by the Sigma IRB and the University of Chicago's Biological Sciences Division with institutional Review Board (IRB).

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The outcome recommends the necessity to concurrently target various levels of the bioecological model to simplify a stress-free menstruation time and to improve the health of young women and adolescent girls. It also underlines the multifaceted setting that forms period experiences for adolescent women in Lucknow urban slums, Uttar Pradesh and recommend many potential opportunities for intervention. Moreover, menstrual hygiene is enclosed as a human right problem, associating rights to education, water, privacy, work, sanitation and health.

The significant steps to be taken for regularising menstrual management and menstruation to fortifying resources and policies that encourage menstruator's human rights. These resources and procedures may include product intercessions at the school stage to ensure that toilets have sufficient disposal facilities and privacy. Totally, framing a bearable supportive setting for stress-free menses needs traditionally suitable interventions and multilevel interventions that highlight health and comfort along with more educational, work and health outcomes.

Impact of Menorrhagia on work performance

The convention of the study (Sims & Singh, 2023) describes that the heavy menstrual flow or dysmenorrhea and extreme flow during periods, have an adverse effect on fertile cycle in women's life and efficiency at work. These circumstances can source off to work and confines on routine activities. The aim of the research was to estimate the impacts of dysmenorrhea or menorrhagia on work efficiency. The information's are collected by the various methods namely CINAHL Plus, PubMed, Psych INFO and Embase enclosed by the year of 2001-2021.

Finding potential health discrepancies related to socioeconomic status and the importance of the consequences was the principal objective of the analysis. 31 articles achieved the suitability requirements over 915 exclusive labels that were first found, and data synthesis includes 21 of them. The outcomes disclosed that the central sources of women with menstrual pain or heavy period flow having worse work enactment were lesser efficiency and absenteeism.

The consequences were redundancy and revenue loss. Few studies gathered work allied data from applicants, and merely a less amount of them delivered complete socioeconomic facts. The research underlines the necessity for further exploration to measure the variances immense related signs on work actions linked to socioeconomic status, considering demographic, conservational and occupational factors.

The existing study (Bauman, Sommer, Noy, Hammer, & Revel-Vilk, 2020) states that the menorrhagia may have an important effect on a women's lifetime. It may lead to fatigue, limited physical activities, lack of workforces, anaemia and evasion of communal activities and could be the primary indications of a bleeding ailment. The purpose of the research to report the occurrences of menorrhagia, through visual scores, survey and self-valuation which related to bleeding conditions and the impact of menorrhagia on quality and performance of life in adolescents involved in enforced military service. The study employs a cross-sectional survey to present a vocal lecture of research objective and strategy to women militaries in war and non-combat status. Respondents are adopted to complete an unidentified, single page coded and primary questionnaire.

After analysing an additional information, study participants were requested to finish these questions, including family and personal blood flow history, PBAC (Pictorial Bleeding

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Assessment Chart), proper age PedsQL and dysmenorrhea survey. The entire methods were coded with equal number as the primary questionnaire. Above 100 were pinpointing for heavy blood flow and beyond 200 are identified as severe menorrhagia according to the PBAC scores. Heavy bleeding in adolescents is a significant medical issue influencing life standard and performance. The initial survey was completed by 422 women warriors and 365 were completed entire study forms.

The menorrhagia diagnosis was affiliated with a record of bleeding, particularly oral cavity bleeding and cutaneous, however no respondents stated a diagnosis of a recognised bleeding ailment. The present army role has no link with the menorrhagia. But, the detection of menorrhagia was associated with the pre-enrolment health ranking. The menorrhagia person suffered from severe pain and sensible to negative impact on performance in the time of menses compared to the others. It is undervalued and badly treated. The relationship with various bleeding indices may recommend an over detection of bleeding ailment and it is an important medical problem faced by young adults. In the women empowerment world, every treatable source, leading to disastrous enactment should be recognized.

Research Gaps

- The forthcoming research should emphasis on forming standardized methods to detecting menses cycle level and familiarising social and pharmacological intrusions for handling oscillations in psychological symptoms over the period cycle. The researchers are encouraged to consider various factors that impact the usage of hormonal birth control pills and gestation status (Handy et al., 2022).
- The future potential cohort research are important to recognize the sequential correlation among the various types of Covid-19 vaccines and menstrual phase transformations (Zehra, Khursheed, & Phytochemistry, 2018).
- The upcoming research need to frame some sort of policies to consider the misconceptions around menstruation and also the environmental destruction tends to offer contact to hygiene, eco-friendly, clean and affordable menses products with proper disposal systems. The attitudes and outlooks of males are also considered to form cognizance about the menstruation (Deb et al. n.d.).
- Future research need to consider generalizable or demonstrative to adolescent females across India. Moreover, the recruitment associates were mostly regional NGOs (Non-Governmental Organizations) are previously had some interactions with the societies, these partakers can be marginally more related to youth-targeted services and intrusions rather than existing peoples specifically non-workers of NGOs (McCammon et al., 2020).
- Future study should find how women influenced by menstrual-related symptoms possibly will support best and the way to improve their productivity in order to moderate the social effect regarding presenteeism and absenteeism (M. Schoep et al. n.d.).

Summary

The menstruation is associated with a corporal transformation for the women, while many of them demonstrates as unpleasant symptoms and enforced her to take medicines for these symptoms. The menses cycle is characterized by systematic and anticipated variations in hormones such as the female reproductive hormones progesterone and estrogen. Physicians should frequently detect their patient's symptom variability throughout their menstrual cycle. The study underlined the complex setting that forms period experiences for adolescent

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women and recommend many potential opportunities for intervention. Moreover, menstrual hygiene is enclosed as a human right problem, associating rights to education, water, privacy, work, sanitation and health.

RESEARCH METHODOLOGY

Research design

Quantitative approach encompasses the gathering of numerical data as well as scrutinising as per the goal of the research and validation of hypothesis. It is observed as the systematic spectacle for congregating data and implementing mathematical and statistical procedures. In addition to, the objective of technique is to investigate the correlation amongst the variables and exhibiting the anticipated outcomes (McLeod, 2019).

It creates drifts, patterns and association for quantification and measuring of the study constructs. The quantitative approach collects data from the participants through survey, face-face interviews, close-ended questionnaire and online polls from a huge circle. The Likert-Scale in the questionnaire are incorporated to evaluate the participant outcomes. Also, it reveals the consequence of the congregated data in numerical value. This method exhibits reliable as well as accurate outcomes.

The present study incorporates quantitative research technique for the evaluation of menstrual issues on the working women productivity in the professional settings. It utilises cross-sectional research design for the data collection depicting the relationship amongst menstrual symptoms and productivity in work.

Research Objective

- To quantify the extent of absenteeism caused by menstrual symptoms among working women and identify factors influencing the decision to miss work.
- To examine the relationship between the severity of menstrual symptoms and presenteeism, evaluating the impact on daily work productivity.
- To understand women's preferences regarding workplace support and flexibility during their menstrual periods.
- To examine the association between the severity of menstrual symptoms and the reported decrease in work productivity.

Research Hypothesis

- H1: Menstrual symptoms have a significant impact on absenteeism among working women
- H1₀: Menstrual symptoms do not have a significant impact on absenteeism among working women
- H2: There are significant associations among the severity of menstrual symptoms and presenteeism affecting the work productivity
- H2₀: There are no significant associations among the severity of menstrual symptoms and presenteeism affecting the work productivity
- H3: The absenteeism/ presenteeism depend on the workplace support and flexibility
- H3₀: The absenteeism/ presenteeism do not depend on the workplace support and flexibility
- H4: Severe menstrual symptoms lead to decreased work productivities
- H4₀: Severe menstrual symptoms do not lead to decreased work productivities

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Sampling Technique

The subgroup assortment from the complete populace is referred to as sample. Subsequently, the method encompasses in the subgroup selection is referred as sampling procedures (Berndt, 2020). The present study utilises purposive sampling technique. It is also referred to as judgement sampling method. Additionally, it selects sample on the basis of the associated experiences which meets the research purposes. It potentially minimises the biases in the sample. Hence, the present study embraces purposive sampling technique for data congregation from the chosen respondents. Moreover, it explains the menstrual symptom and its impact on the productivity of working women in India. Corresponding to this, after selecting the samples, the organised questionnaire has been distributed amid the targeted people to obtain the significant data for data analysis.

Sampling size

It is well-defined as the quantity of annotations encompassed in the research study. In addition to, the research design requires demonstrated exact sample size ("Sample size and power," August 2008). Instead of selected sample size, the final sample size decides the information's value for the quantitative method. The unit is considered to be as smaller group extraction of data from populace for the research sample.

The contributors for the present research has to possess certain norms like,

- The participants must be above 18 years and female gender.
- The participants have to be the employee.
- Moreover, the participants have to be interested to take part in the interview and reveal the information regarding their menstrual issues during working hours.

The present study encompasses 500 working women who are above 18 years of age and desired to reveal their menstrual symptoms.

Research instruments

In the present research, the data gathered via the structured interview questionnaire for performing the survey among the working women. The questionnaire method is an easier mode for collecting data. The questionnaire is categorized into two types namely structured questionnaire and unstructured questionnaire. Several interview methods involved in gathering data is categorized into direct interview, indirect interview and in-depth interview. The present study incorporates structured questionnaire for fetching the data with the aim to answer the research objective. Questionnaire is straightway and the easiest form for collecting data from the targeted participants. In this technique, the participants are offered with series of questions with few associated recommendations.

Data collection process

After the selection of techniques, sample respondents, sample methods and time period for data collection, the researcher has to determine the data gathering instruments. The data gathering tools has to offer validity and reliability for the study. The standard of the collected data is determined through the usage of instruments in the study (Kurzahls & Kurzahls, 2021).

- **Tools Adoption:** The researcher can utilize the conventional tools like questionnaire for measuring the study variables. The tool adoption is considered as the practice of existing questionnaire.

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- **Tools Adaption:** The researcher who regard the prevailing questionnaire and modify based on the purpose of research is considered as tools adaption. In this technique of data gathering, researcher can make alteration suitable to the research.
- **Tools Development:** In case of not utilizing the existing questionnaire, the researcher has to create novel questionnaire to perform survey for the study. The created questionnaire has to accomplish the purpose of research. The following steps are the tools for creating novel questionnaire.
 - **Step 1:** The dependent and independent variable of the study has to be classified by researcher.
 - **Step 2:** The sample size of the respondents has to be determined and described statistically.
 - **Step 3:** For constructing questionnaire, the researchers has to make sure the used words and questions are comprehensible for the respondents.
 - **Step 4:** The constructed questions has to be related with research objective and studies variables
 - **Step 5:** The word or questions that create misunderstanding to the respondents has to be excluded.
 - **Step 6:** Finally, the developed questionnaire has to be distributed among the chosen respondents and the responses has to be gathered through it.

Thus, the current study has utilized structured interview questionnaire for acquiring data from the working women. The questionnaire is framed based on the effect of menstrual challenges on the productivity of working women. The questionnaire is developed to detect the work productivity of women during menstrual periods. The questionnaire will be distributed to the working women.

Data Analysis

Quantitative analysis is designated as a methodical phenomenon of assembling data and implementing computational, mathematical and statistical approaches. This technique is applied to gather data from respondents and define the outcomes to targeted population. The data analysis process describes the association of empirical as well as theoretical data. The consequence of the method is resolute numerically. The numerical values are construed and also identify the upcoming research along with appropriate changes. It is multi-method in a focus, naturalistic method and involved as an interpretative method to its subject matter. The quantitative data analysis method is used for current study and analysed. The data are recorded utilizing Excel sheet for revealing study variables. The software tool referred to as SPSS and it is utilized for analysing the research variable in Excel sheet (Almquist, Kwart, & Brännström, 2020). The outcome of the study is estimated utilising approaches known as ANOVA, Regression, and Frequency.

Ethical considerations

It is considered as the guidelines collection which maintains the study design and its implementation. Additionally, the researchers follow numerous ethics in the process of congregating data availed from the contributors. The morals that are regarded are, the personal identities of participants are confidential. The data offered by the respondents are secured. Subsequently, to elevate the research credibility, it is obligatory to consider the ethics and morals. The principles involves voluntary participation of respondents for collecting data to attain the research objectives (Bhandari, October 18, 2021). The research has considered several ethics preceding to the scrutiny of survey. In accordance with this,

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questionnaires are passed to the defendants. Hence, the present study is dedicated to real-world ethical concerns.

Summary

This chapter revealed the detailed explanation about the techniques and methods for congregation of data and analyses of data. The current study was entirely regarded on the empirical and descriptive researches. Quantitative approach was employed for the evaluation. It incorporates both primary data collection method. The primary data was gathered via structured interview questionnaire. The gathered data was measured using the software tool SPSS. The outcomes were represented in statistical values. Through the study, the effect of the menstrual issues on the working women productivity was analysed. The analytical results will explain the absenteeism and presenteeism of working women due to menstrual symptoms and its impact on the work productivity.

RESULTS AND DISCUSSION

This chapter assesses the data through validation of the hypothesis as well as investigation goals. Subsequently, the information was congregated from the 500 responses of working women in India. Additionally, it has been projected that the utilisation of the numerous statistical procedures for attaining the responses to prove the study objective. It employed percentage analysis, regression, correlation, ANOVA as well as reliability for scrutinising as well as extemporizing data related to study constructs.

Demographic analysis

Age

Table 4.1 Age of the respondents

Age	Frequency (F)	Percentage (%)
18- 25 years	355	71
26- 35 years	54	11
36- 60 years	91	18

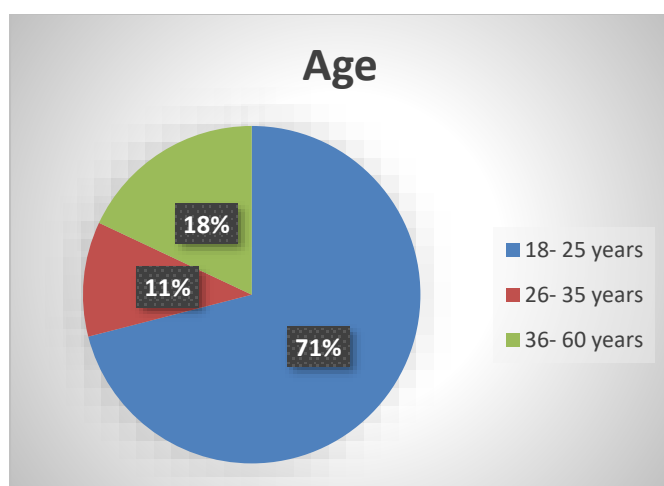


Figure 4.1 Age of the respondents

The statistics was gathered from 500 women in India. Moreover, the defendants were designated from the diverse age. Subsequently, the defendants proportion belong to age group 18 to 25 years is 71% that is moderately higher than the fraction of supplementary defendant age. The percentage value of 26-35 years is 18% that is the second topmost value. The

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calculation of further age consistently above 36-60 years is 11%. Women of age group 18-25 years contributed significantly for the research purposes.

Marital status

Table 4.2 Marital status

Marital Status	F	%
Married	108	22
Prefer not to say	4	1
Single	388	77

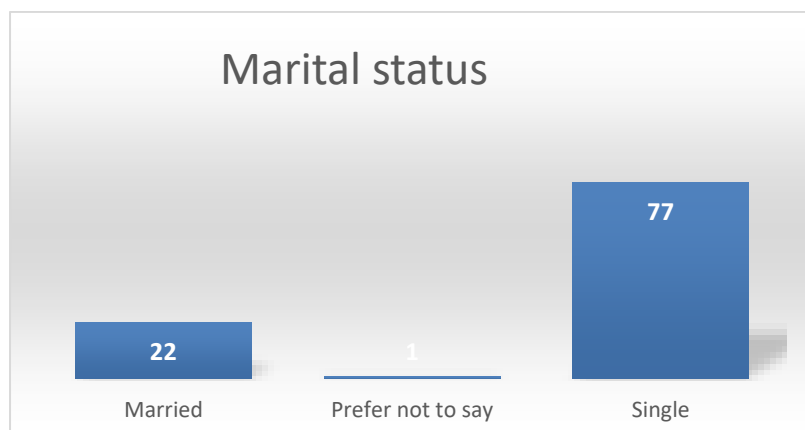


Figure 4.2 Marital status

The above table reveals the marital status of the women participants. Among, them 22% are married and 77% are comes under the single category. Unmarried respondents contribute more for the research purposes. Moreover, 1% are not interested to reveal their marital status.

Educational background

Table 4.3 Educational Qualification

Educational Background	F	%
10th/ 12th	31	6
Doctorate	19	4
Post Graduate	194	38
Under Graduate	256	52

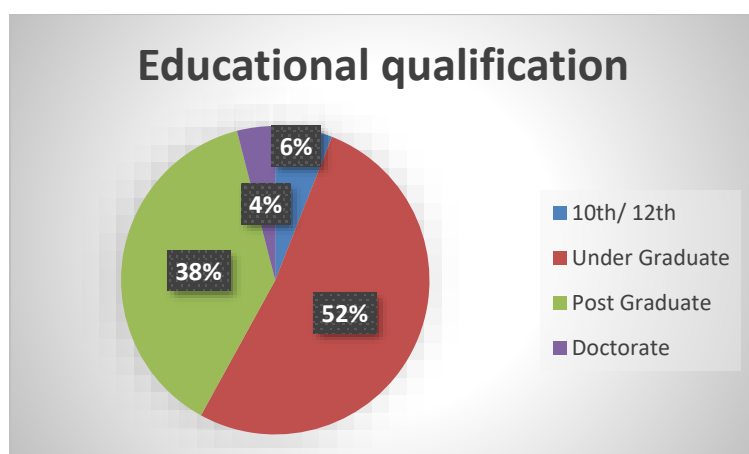


Figure 4.3 Educational qualification

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The figure and table 4.3 indicated that 256 contributors are graduates. 194 defendants are accompanying post graduates that was 38% of the total contributors. And then 34 of contributors out of 500 are furnished intermediates. Additionally, 4% of the contributors are doctorates. Under graduated women contributed significantly for achieving the research objective.

Work experience

Table 4.4 Work experience

Work Experience	F	%
1- 5 years	411	82
11- 15 years	15	3
6- 10 years	23	5
More than 15 years	36	7
None	15	3

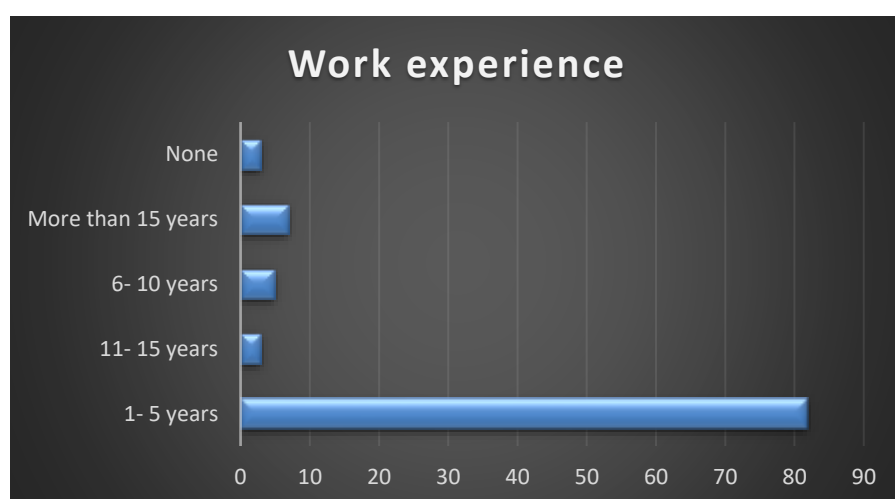


Figure 4.4 Work experience

Table and Figure 4.4 elucidates the work experience of the women. 82% of the respondents are experienced for 1-5 years followed by 7% of them for more than 15 years. 5% of them are experienced for 6-10 years and above. Finally, 3% of them experienced for 11-15 years and none category. Women who have experience of 1-5 years are contributed expressively for the purposes of research.

Employment status

Table 4.5 Employment status

Employment Status	F	%
Contract basis	76	15
Part-time	158	32
Permanent	197	40
Unemployed	69	13

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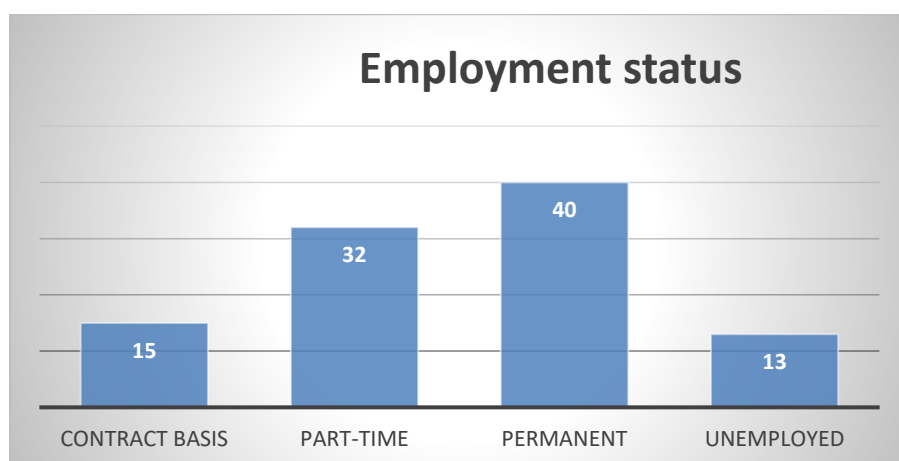


Figure 4.5 Employment status

Table and Figure 4.5 elucidates the employment eminence of the women defendants. 40% of the respondents are permanent employees followed by 32% of them are part-time. 15% of them are working in the contract-basis. Finally, 13% of them are unemployed. Women who are working under permanent category are contributed significantly for the research purposes.

Statistical analysis

Reliability and validity

Reliability is well-defined as the evaluation of internal consistency. Hence, it is employed to assess the likert questions for validating whether it is consistent or not.

Table 4.6 Summary

		N	%
Cases	V	500	100.0
	Exclu. ^a	0	.0
	Tot.	500	100.0

a. Listwise omission

Table 4.7 Statistics

Cronbach's α	N
.737	34

Table 4.7 exemplifies the Cronbach's α value for the assessment of reliability. The alpha value should be greater than 0.7. The α value is determined to be 0.737. It designates the superior level of internal consistency for the reliability with exact sample.

Hypothesis 1

H1: Menstrual symptoms have a significant impact on absenteeism among working women

H1₀: Menstrual symptoms do not have a significant impact on absenteeism among working women

ANOVA

The chief aim is to detect the alteration values which have a noteworthy outcome in the variable that is dependent (Liang, Fu, & Wang, 2019)

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Table 4.8 Descriptives								
Absenteeism during menstrual periods								
	N	M	SD	SE	CI		Min.	Max.
					LB	UB		
yes	270	2.83	1.365	.083	2.67	3.00	1	4
no	79	3.73	.858	.097	3.54	3.93	1	4
rarely	151	3.15	1.314	.107	2.93	3.36	1	4
Total	500	3.07	1.319	.059	2.95	3.19	1	4

Table 4.9 ANOVA					
Absenteeism during menstrual periods					
	SOS	df	M ²	F	Sig.
Between- Groups	50.838	2	25.419	15.449	.000
Within-Groups	817.712	497	1.645		
Tot	868.550	499			

The table 4.8 exemplify the consequence of ANOVA test concerning the menstrual symptoms and absenteeism of working women. Rendering to the consequence of the ANOVA test, 270 working women out of 500 agrees that their menstrual symptoms has relation with the absenteeism in the firms. The menstrual symptoms have a significant impact on the absenteeism among the working women. Additionally, the implication evidences that there is connotation amid independent variable (menstrual symptoms) as well as dependent variable (absenteeism). Besides, the p-value is .000 which denotes the menstrual symptoms has relationship with the absenteeism among the working women. The implication proves the H1 hypothesis. Additionally, it contradicts to the null hypothesis.

H1: Menstrual symptoms have a significant impact on absenteeism among working women

Hence, hypothesis 1 has been proved from the ANOVA analysis.

Hypothesis 2

H2: There are significant associations among the severity of menstrual symptoms and presenteeism affecting the work productivity

H2: There are no significant associations among the severity of menstrual symptoms and presenteeism affecting the work productivity

Regression

It is utilised to govern the arithmetic value of concepts. Additionally, the examination is utilised to evaluate the inference among the study construct that encompasses independent as well as dependent construct (Almquist et al., 2020). Furthermore, the present study applied regression assessment to examine the relation of severity of the menstrual symptoms and presenteeism impacting the productivity.

Table 4.10 Model Summary				
Mod	R	R ²	Adj. R ²	SE
1	.356 ^a	.127	.120	1.016
a. Predictors: (Constant), minimisation of energy levels, aching, troubles in listening and mental health				

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Model		SOS	df	M ²	F	Sig.
1	R	74.142	4	18.535	17.962	.000 ^b
	Re	510.808	495	1.032		
	Tot.	584.950	499			

a. Dependent Variable: menstrual cycle hurts the workplace productivity

b. Predictors: (Constant), minimisation of energy levels, aching, troubles in listening and mental health

Model		Unstd		Std	t	S
		B	SE	B		
1	Const.	1.040	.183		5.672	.000
	Aching while passing urine	.023	.037	.026	.621	.053
	Menstrual cycle affecting the mental health	.019	.045	.019	.431	.016
	Troubles in concentrate on any actions or listening	.218	.041	.238	5.332	.000
	Decrease of energy levels	.246	.050	.212	4.907	.000

a. Dependent Variable: Menstrual cycle hurts the workplace productivity

The table 4.12 demonstrate the connotation amongst severity of menstrual symptoms and investment decision making process. The independent variable (menstrual symptoms) impacts the dependent variable (work place productivity) in the present research study. In addition to, the p-value is .000 that typifies the severity of menstrual symptoms such as decrease of energy levels, troubles in concentration and aching controls the productivity in the work places. The implication of regression assessment which proves the connotation amid the severity of menstrual symptoms and workplace productivity. Furthermore, the implications contradict to null hypothesis.

H2: There are significant associations among the severity of menstrual symptoms and presenteeism affecting the work productivity

Hence, hypothesis H2 has been proved from the regression analysis.

Hypothesis 3

H3: The absenteeism/presenteeism depend on the workplace support and flexibility

H3₀: The absenteeism/ presenteeism do not depend on the workplace support and flexibility

Correlation

It is utilised to evaluate the connotation among two concepts. Moreover, the evaluation of correlation administrate the relationship amid the constructs (Kafle, 2019). Subsequently, the recent study employed Pearson correlation to govern the connotation amid the absenteeism and presenteeism and work place flexibility.

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Table 4.13 Correlations

Control Variables			menstruation always comes with stigma, discrimination, and controversy at the workplace	sitting in the same place for extended periods harm the health cycle	Feeling helpless to perform physical tasks at work place
The organized plans are disrupted by unexpected menstrual cycles	menstruation always comes with stigma, discrimination, and controversy at the workplace	Cr	1.000	.190	.167
		Sig. (2-tailed)	.	.000	.000
		Df	0	497	497
	Sitting in the same place for extended periods harm the health cycle	Cr	.190	1.000	.213
		Sig. (2-tailed)	.000	.	.000
		Df	497	0	497
	Feeling helpless to perform physical tasks at work place	Cr	.167	.213	1.000
		Sig. (2-tailed)	.000	.000	.
		df	497	497	0

The table 4.13 inaugurate the implication of the connotation to govern the relationship amid the independent construct (work place support) as well as dependent construct (absenteeism/presenteeism). Subsequently, the p-value is .000 and the correlation value is positive 1. It confirms the absenteeism/presenteeism and workplace flexibility are interrelated. Consequently, the implications contradict to null hypothesis.

H3: The absenteeism/presenteeism depend on the workplace support and flexibility

Hence, hypothesis H3 has been proved from the correlation analysis.

Hypothesis 4

H4: Severe menstrual symptoms lead to decreased work productivities

H4₀: Severe menstrual symptoms do not lead to decreased work productivities

One-way ANOVA

Table 4.14 Descriptives

Socialization, leadership skills, and overall focus are affected during menstruation

	N	M	SD	SE	CI		Min.	Max.
					LB	UB		
a little	116	2.26	1.396	.130	2.00	2.52	1	4
moderately	145	1.96	1.130	.094	1.77	2.14	1	4
very much	192	2.27	1.088	.078	2.12	2.43	1	4
not at all	47	2.79	1.301	.190	2.41	3.17	1	4
Tot.	500	2.23	1.216	.054	2.12	2.33	1	4

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Table 4.15 ANOVA					
Socialization, leadership skills, and overall focus may be affected during menstruation					
	SOS	df	M ²	F	Sig.
Between- Groups	25.680	3	8.560	5.965	.001
Within-Groups	711.782	496	1.435		
Tot.	737.462	499			

The table 4.15 exemplify the consequence of ANOVA test concerning the severe menstrual symptoms and workplace productivity. Rendering to the consequence of the ANOVA test, menstrual symptoms has relation with the workplace productivity. The severe menstrual symptoms have significant impact on the workplace productivity. Moreover, the p-value is .001 that represents the severe menstrual symptoms has relationship with the workplace productivity process. It has been proven that the menstrual symptoms decreased the productivity of working women. The implications evidence the H4 hypothesis. It contradicts to the null hypothesis.

H4: Severe menstrual symptoms lead to decreased work productivities

Henceforth, H4 hypothesis has been validated from the ANOVA scrutiny.

Summary

This chapter provides outcome of analysed data for the menstrual symptoms and workplace productivity. As per the outcome of analysis, the menstrual symptoms influencing the productivity of the working women are identified. Finally, this section proves the objective as well as hypothesis of the present research through statistical analysis.

DISCUSSION AND CONCLUSION

Discussion

From analysis of collected data from the working women, the inference of the study is depicted. The current study's outcome proves that menstrual symptoms influences the productivity of the working women. The present study state that knowing the detection of menstrual factors will help to improvise the objectives and methodologies of productivity which will enhance the performance of the firms. The descriptive analysis demonstrates the prominent association of menstrual periods and productivity of working women. The study also highlights the impact of severe menstrual symptoms affecting the productivity in the firms.

The existing study (Khatoun et al., 2018) examines the incidence of various period signs and their severity in the menstrual period of women. The outcome of SPSS analysis proves that the menstrual symptoms are severe among the women and proper planning is required to balance the pain. Likewise, the present study evaluates the menstrual severity of working women and the *P*-value of ANOVA test proves the menstrual symptoms have noteworthy impact on the absenteeism of the working women.

Similarly, the conventional study (Yoshino et al., 2022) reveals that the menstrual period impacts the mental status of women that influences the efficiency in the workplaces. The present study also articulates the minimisation of energy levels, aching, troubles in listening and depreciation of mental health status through the regression analysis. The *P*-value which is less than the threshold value of 0.05 proves that there is noteworthy association of severity of menstrual symptoms and presenteeism in the firms.

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The existing study (Bauman et al., 2020) states that the menorrhagia may have an important effect on a women's lifetime. It has been concluded that the menorrhagia person suffered from severe pain and sensible to negative impact on performance in the time of menses compared to the others. Likewise, the present study also articulates that the absenteeism/presenteeism and the workplace flexibility are interrelated through the correlation analysis.

The convention of the study (Sims & Singh, 2023) describes that the heavy menstrual flow or dysmenorrhea and extreme flow during periods, have an adverse effect on fertile cycle in women's life and efficiency at work. The present study also reveals that the severe menstrual symptoms affect the productivity amongst the working women. Additionally, it proves the severe symptoms affect their mental health status which tends to decrease their performance.

CONCLUSION

The menstruation problem gradually affects the working life style of females in the digitalized era. It affects the vast majority of working women at certain points in their survival. Hence, the present research tends to assess the association of the menstrual symptoms and their absenteeism or presenteeism in the workplaces which impacts the performance of the firms. The present study has employed a quantitative research method to discover the effect of menstrual symptoms on the work efficiency of women in various professional backgrounds. The data are gathered from the 500 responses and analysed through the software tools SPSS. The tests are conducted to prove the research goal of the study. From the analysis, the study proves the severity of menstrual symptoms minimises the productivity of the working women. The study also recommends the management of the firms to take necessary action for the improvised health status of the women employees during the menstrual periods. This will lead to achieving working efficiency in crucial circumstances.

Implication, Limitation and Future Suggestion

Implication

The implications of the quantitative analysis of the present study offers several significant insights based on data are gathered from the 500 working women in India regarding the menstrual periods and related challenges. The percentage of respondents aged 18 to 25 years is 71%, which is greater than the percentage of other age groups. Unmarried respondents contributed more to the research. The educational backgrounds of the women demonstrated that 52% are under graduates trailed by 38% of post graduates. Additionally, 82% of the respondents have 1-5 years of experience, which is higher than other experience categories, and all respondents are full-time employees. The noteworthy impact among the variables are scrutinized using ANOVA tests. The influence of menstrual symptoms and absenteeism are evaluated by means of ANOVA tests. The influence of menstrual symptoms on absenteeism was evaluated, showing a significant mean value and a p-value of 0.000, indicating a strong relationship between the independent and dependent variables. This proves that menstrual symptoms significantly impact the absenteeism of working women.

Furthermore, Regression analysis assessed the connotation amongst the research variable of severity and presenteeism. The p-value is 0.000 illustrates a substantial impact of severe menstrual symptoms on presenteeism, influencing of work productivity among working women. Regression results confirm a significant relationship between the severity of menstrual symptoms and presenteeism among working women. The Pearson correlation analysis demonstrated a significant relationship between absenteeism/presenteeism and the

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workplace support and flexibility. The substantial P-value of 0.000 evidences that the absenteeism/presenteeism of the working women depends upon the workplace support and flexibility. Furthermore, Regression analysis evaluated the connotation among the study variable of menstrual symptoms and work productivity. The p-value is .001 that represents the severe menstrual symptoms has relationship with the workplace productivity process.

Limitation

Each research study has its limitations, and this study is no exception. One key restraint is that the data were gathered from the 500 working women in India. Hence, the outcomes lack generalizability. Since it focuses on the working women, the challenges of menstrual symptoms are acquired from the specific groups.

Future Suggestion

The future recommendation of the present study might gather primary data for analyzing the menstrual symptoms of the working women in the other developing nations. The primary data exhibits the reliability in acquiring the present issues of the working women. The futuristic approaches can also adopt qualitative analysis for in-depth analysis of the menstrual challenges of the working women. The study recommends to evaluate the steps taken by the firms to overcome the issues faced by women during menstruation.

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Conflict of Interest

The author(s) declared no conflict of interest.

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