



ANALYSIS OF STRESS LEVELS AMONG WOMEN EMPLOYEES IN PRIVATE COLLEGES OF GADAG CITY

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Abstract :

Stress is a widespread phenomenon, experienced differently by each individual. It originates from family responsibilities, workplace conditions, and social expectations. Among women working in private institutions, stress levels are often higher due to the dual demands of professional obligations and household duties, compounded by lower job security. This study investigates the key causes of stress among women employees in private colleges in Gadag City, while also analyzing their coping strategies and institutional support.

Index Terms - Stress, Women Employees, Private Colleges, Work-Life Balance, Institutional Support

Introduction

Stress refers to physical, emotional, and psychological strain arising from various factors. Responses to stress vary depending on personality and adaptability, with the same individual sometimes responding differently at different times. Stress management includes techniques that help control stress and improve functionality, such as physical relaxation, counseling, and fostering positive thinking. Given rising workloads and changing lifestyles, stress has become an inseparable part of professional life.

Methodology

The study uses both primary and secondary data. Primary data was collected using structured questionnaires administered to women employees of private colleges in Gadag district, while secondary data was drawn from journals, articles, and online sources.

Sample Size: 100 Respondents

Sampling Method: Convenience Sampling

Analytical tools: Percentage analysis, tables, graphs, and chi-square test

Demographic Profile of Respondents

Category	Options	No. of Respondents
Age Distribution	20–30 years	60
	31–40 years	20
	41–50 years	20
	51 and above	0
Marital Status	Married	60
	Unmarried	40
Nature of Work	Teaching	60
	Non-Teaching	40
Experience	Less than 1 year	20
	1–5 years	40
	5–10 years	30
	11–15 years	10
Work Hours per Week	Less than 20	20
	21–30 hours	40
	31–40 hours	30
	More than 40	10

Workload Manageability

Response	No. of Respondents	Percentage
Always	18	18%
Sometimes	45	45%
Rarely	23	23%
Often	14	14%

Nearly half of respondents (45%) feel their workload is manageable only sometimes, while 37% struggle to cope. This highlights the uneven distribution of work across employees.

Institutional Support

Response	No. of Respondents	Percentage
Good	64	64%
Average	32	32%
Neutral	4	4%

64% rated institutional support as good, though 36% found it average or neutral. This suggests scope for further improvement.

Job Stress Frequency

Response	No. of Respondents	Percentage
Rarely	32	32%
Sometimes	50	50%
Often	9	9%
Always	9	9%

Half of the respondents reported feeling stressed sometimes, while 32% rarely experienced stress. Only 18% reported frequent stress (often or always). The chi-square test ($\chi^2 = 47.44$, $df = 3$, $p < 0.05$) indicates a significant difference in stress frequency responses.

Work-Life Balance

Response	No. of Respondents	Percentage
Yes, always	14	14%
Most of the times	55	55%
Sometimes	32	32%

55% reported good work-life balance most of the time, while 32% experienced balance only sometimes. The chi-square test ($\chi^2 = 25.26$, $df = 2$, $p < 0.05$) confirms significant differences in work-life balance experiences.

Institutional Stress Management Resources

Response	No. of Respondents	Percentage
Yes	27	27%
No	73	73%

Only 27% believed their institution provides adequate resources for stress management. A significant 73% expressed dissatisfaction, highlighting the lack of structured programs.

Job Retention Despite Stress

Response	No. of Respondents	Percentage
Yes	36	36%
No	64	64%

Despite stress, 64% of employees have not considered leaving their jobs. This indicates overall job satisfaction, though stress remains a concern for more than one-third.

Findings

1. About 45% of employees feel their workload is sometimes manageable, while 37% struggle to cope, reflecting uneven workload distribution.
2. 64% consider institutional support satisfactory, though 36% perceive it as inadequate.
3. Half of the respondents report experiencing stress occasionally, while 18% face frequent stress.
4. A majority (55%) maintain work-life balance most of the time, though 32% find it difficult.
5. Only 27% believe their institution provides sufficient resources for stress management.
6. Most respondents are satisfied with their jobs and are not actively seeking to leave.
7. Informal coping methods such as support from peers and family are common, while structured mechanisms like counseling are less utilized.

Suggestions

1. Strengthen communication channels between staff and management.
2. Promote flexible working hours and work-life balance initiatives.
3. Provide opportunities for career development and training.
4. Establish access to counseling and wellness programs.
5. Encourage physical activities such as yoga, exercise, and mindfulness.

6. Recognize employee achievements to boost morale.
7. Foster inclusivity and address workplace harassment promptly.
8. Introduce team-building activities to create a supportive environment.

Conclusion

Stress among women employees in private colleges stems from multiple sources, including workload, limited resources, and dual responsibilities at home and work. Statistical analysis confirms significant differences in stress levels, work-life balance, and coping mechanisms among respondents. Institutions must prioritize stress management strategies through supportive policies, counseling facilities, and balanced workload distribution. By investing in employee well-being, colleges can improve productivity, retention, and academic quality.

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