



WORKPLACE STRESS AND ITS IMPACT ON JOB SATISFACTION AND PERFORMANCE AMONG WOMEN EMPLOYEES IN PRIVATE INDUSTRIAL UNITS: A STUDY IN THE VASAI- VIRAR REGION

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ABSTRACT:

Today, stress is a vital component of every private industry. The stress level is rising among both employees and private industrial unit entrepreneurs in today's dynamic and competitive workplace. In a woman employee's stress causes are day-to-day existence, there are many different sorts of workplace stress, such as excellent work, job safety, self-motivation, job duties, variances in compensation, and so forth. By analysing data from a sample of 40 women employees in the private industrial unit analysis there job satisfaction and working environment factor analysis. The study's main points of consideration include workload stress, job safety, shift work, and its effects on job performance are analysis. These and a few other reasons occasionally put employees under pressure to meet deadlines and handle a variety of peculiar but serious situations. Every day, there is more strain at work as women employees deal with shifting business and economic conditions, quickly shifting client demands, and shifting expectations from their own roles, duties, and positions within the private industrial sector. Performance and efficiency are negatively impacted by job-related stress. In other words, performance suffers when under stress. Stress at work can have numerous causes. There may be a demanding employer, obnoxious coworkers, unsafe surroundings, lengthy target, and an endless workload. Stressors like family connections, money, and lack of sleep brought on by future fears and anxieties can have an impact on how well we function at work. This study aims to identify the factors that, along with numerous demographic factors, are linked to women's job satisfaction and women health and stress management techniques in the private industrial unit. In order to help employees and private businesses reduce activity stress and increase performance, a study was conducted to identify the elements that contribute to job stress. Due to this job stress, an increasing number of private industry management are exhibiting symptoms of weariness chronic and burnout. According to research, stressed-out managers are bad for their private industrial unit or shareholders. Stress typically results in even the most talented people becoming less effective, which in turn results in less output.

KEYWORDS: Working Environment, Work Performance, Job Stress, Job Satisfaction.

1. INTRODUCTION

Stress has become a global problem that manifests itself in numerous ways throughout every workplace. Employees in today's workforce typically put in longer hours at the office since their workloads are more demanding and they must work harder to satisfy the higher standards of performance. Stress at work is a result

of or a reaction to specific environmental factors. The primary cause of stress is the shifting work environment. The danger to one's physical health is job stress.

Today, stress is an essential part of every sector of the economy. Today, stress is a widespread issue that shows up in a variety of ways in every job. Given the increased demands of their responsibilities and the need to perform at higher levels, women employees in today's economy frequently put in longer hours at the workplace. Specific environmental elements either cause or react to workplace stress. The dynamic workplace environment is the main contributor to stress. Stress at work is a threat to one's physical wellbeing. Nowadays, work-related stress is more noticeable and contributes to employees' low self-confidence. The causes of job stress can be related to technology advancements, competitive lifestyles, and a number of other societal variables. Stress at work has two sides; it can either be beneficial or harmful. When it encourages or helps people work harder and deliver quality work, it can be fruitful. They will be able to investigate opportunities, which improves workplace productivity. When external factors increase the pressure to work but don't produce a clear result, it can be counterproductive. Every employee experiences job stress on a daily basis, which has an effect on how well they perform at work. Many factors, including excessive workload, low pay, inadequate motivation at work, lack of recognition, etc., can contribute to occupational stress. These are the main elements of job stress that have an impact on job performance. excessive workload, job insecurity, autonomy, conflicts between roles, shift work, lower pay, and technological change, Low self-esteem and lack of attention

These are some of the elements influencing how well women employees perform at work. The three main factors here are shift work, workload, and job security. Workplace stress experienced by supervised employees has an impact on how well businesses are doing as a result. Performance suffers as a result of job stress. In other words, as the strain increases, performance declines. The current premise is that performance will be affected even by relatively low levels of stress. Workplace productivity is impacted by stress. Comparatively speaking to other employees, more stress means worse performance. To perform well, workers need to be inspired, cooperative, and entertained. Lower pay salary and lack of job security this is the main cause of job stress.

2. PROBLEM OF THE STUDY

A very active and important sector for the expansion of the Indian economy is the private industrial sector. The sector offers a wide range of services both domestically and internationally. However, this industry has seen and is now experiencing numerous downturns as a result of numerous factors both domestically and internationally. This has produced a chaotic environment for the workforce in the industrial unit, particularly for women employees who are thought to have more obligations than their male counterparts. Women employees working in the private industrial sector are under stress in Vasai-Virar region, and this is affecting the productivity of their women employees are analysis. After determining the amount to which job stress among women employees is affecting those employees productivity in the private industrial sector, it is necessary to address these difficulties.

3. REVIEW OF LITERATURE

Eskandarpour, Behrooz (2014). This study examined how workplace stress affects employees' productivity. The study found a link between workplace stress and effectiveness. Companies ought to offer training, encourage mental wellness, and offer a variety of stress-relieving applied. Meetings will be held once a week and once a month to discuss issues, share experiences, and relieve mental stress.

Bhanuprakash and Ramakrishna Shetty (2021). This study conducted in Karnataka, this study aims to identify the types of demographic factors and job-related factors that are linked to private sector employee job satisfaction. The purpose of this study is to identify the elements that contribute to workplace stress and how they affect employees' productivity and performance.

B. Zipporah Matilda & G. Sundharavadivel (2018). In this study demonstrate the due to external causes including technological innovation, changes in a nation's economy that could result in being laid off, and other considerations, workplace stress has become a more prevalent occurrence. Stress can be seen of as an unavoidable state, at least at some point, but it can also be mitigated to the extent that an employee's productivity and health are preserved, which could result in a productive organization.

U M Gopal Krishna and PSV Balaji Rao (2021). This study aims to understand the causes of stress in female workers and how it affects job performance. Some factors that help employees manage their stress

include an improved work environment, safe and healthy working conditions, relationships at work, management practices, and technology and innovation. The elements controlling employee stress and performance among female employees are depicted clearly. Employees, regardless of gender, will always experience stress. Also shows it takes skill to manage stress well, and not everyone has it.

4. RESEARCH GAP

This research is conducted to gain knowledge about job stress of women employees and how it affects overall work performance and job satisfaction working environment of private industrial unit analysis. Different causes and factors related to job stress are identified to know the possible consequences. Primarily the relationship between job stress and the impact of performance as well as health on women employees is discussed.

5. SCOPE OF THE STUDY

Greater numbers of women are employed in the private sector in India. Numerous studies on coping mechanisms and stress have been done, yet the factors that influence stress vary depending on the industry. In the workplace today, stress is inescapable. The current study focuses on women employees who work for private industrial unit in Vasai-Virar region. It also identifies factors that affect job stress, its impact on productivity, and its effects on particular demographics. Vasai-Virar in the Maharashtra district of Palghar serves as the study location. This study aids in determining the impact of job stress on women employees' productivity.

6. OBJECTIVE OF THE STUDY

1. To determine the various causes of work-related stress in a working place.
2. To find out the effect of job stress on the work performance efficiency and job satisfaction among women employees.
3. To know the stress management strategies this will help the women employees to reduce their stress level and improve their work performance and productivity.
4. To analyze various factors influencing job satisfaction and the working environment.

7. HYPOTHESIS OF THE STUDY

H₀:- There is no significant relation between job satisfaction and working environment factor of women employee in private industrial unit.

H₁:- There is significant relation between job satisfaction and working environment factor of women employee in private industrial unit.

8. SIGNIFICANCE OF THE STUDY

Women's employees work performance is affected by stress, which affects all job sectors, but it is particularly high in the private sector. The researcher decided to study how stress affects women employees' productivity in private industrial unit in the Vasai-Virar region. The study's goals are to examine the workplace stresses that affect women employees' performance. This study aids in identifying the numerous workplace causes of stresses affecting women employees and ability to managed there stress. The purpose of this study was to investigate the relationship between women employee performance and how that performance affected women employees health. The other aspects influencing the performance of the personnel working in private industrial units have been greatly identified thanks to this study. Family issues, personal issues, financial issues, family obligations, lack of family time, trouble caring for dependents, and lack of social acknowledgment are some of the work-life balance issues affecting performance. The physical factors that contribute to workplace stress include overcrowding, a lack of personal space, excessive noise, extremes of heat and cold, the pressure of radiation and harmful substances, air pollution, safety risks, and bad lighting. Promotion, demotion, management attitude, deficiencies of staff, long working hours and transfer have been identified as the major changes in a person's life and career that contribute to occupational stress.

9. RESEARCH METHODOLOGY

1) Data Collection: - For research purpose primary data and secondary data both methods are used, Primary data through questionnaire from women employee in private industrial unit in Vasai-Virar region. Secondary data collected from journal, article and website.

2) Sample design: - The sample is selected randomly from the women employee in private industrial unit in Vasai-Virar region.

I) Sample techniques: - In this study random sampling method is used thus the respondent are selected randomly.

II) Sample size/ Area selected: - The sample size for this study is 40. The area selected for the study purpose is Vasai-Virar region of Palghar district

3) Statistical Tools: - For data analysis the table, percentage and F-Test Two-Sample for Variances used for hypothesis testing.

4) Limitations:

1) The results of this research study, which is based on primary data collected through, are subject to a common limitation of response accuracy.

2) Scope of this study is wider but sample size is limited to Vasai-Virar region only.

3) Due to time constraints there was difficult to collect more primary data.

10. DATA COLLECTION AND ANALYSIS

Table 1: Socioeconomic Profile of the Women Employees Working in The Private Industrial Unit

| Sr. No. | Socio-economic Profile of Women Employee | | No. of responded | Valid Percentage | Cumulative percent |
|---------|--|--|------------------|------------------|--------------------|
| 1 | Age | Up to 25 years | 13 | 32.5 | 32.5 |
| | | 26 to 35 years | 18 | 45 | 77.5 |
| | | 36 to 45 years | 6 | 15 | 92.5 |
| | | 46 to 55 years | 3 | 7.5 | 100 |
| | | Above 56 years | 0 | 0 | |
| 2 | Marital Status | Married | 23 | 57.5 | 57.5 |
| | | Single | 16 | 40 | 97.5 |
| | | Divorce | 1 | 2.5 | 100 |
| | | Widow | 0 | 0 | |
| 3 | Designation | Manager | 6 | 15 | 15 |
| | | Supervisor | 8 | 20 | 35 |
| | | Technical | 6 | 15 | 50 |
| | | Office and Administrative | 17 | 42.5 | 92.5 |
| | | 4th class employee | 3 | 7.5 | 100 |
| 3 | Education qualification of Women Employees | I to VII Class | 6 | 15 | 15 |
| | | VIII to XII Class | 10 | 25 | 40 |
| | | Diploma / ITI | 5 | 12.5 | 52.5 |
| | | Graduation | 13 | 32.5 | 85 |
| | | Post graduation And Professional Education | 6 | 15 | 100 |
| 4 | Monthly income | Up to 5000 | 0 | 0 | 0 |
| | | 5001-15000 | 5 | 12.5 | 12.5 |
| | | 15001-25000 | 17 | 42.5 | 55 |
| | | 25001-35000 | 11 | 27.5 | 82.5 |
| | | 35001-45000 | 5 | 12.5 | 95 |
| | | Above 45000 | 2 | 5 | 100 |
| 5 | | Up to 1years | 19 | 47.5 | 47.5 |
| | | 1 to 3 years | 12 | 30 | 77.5 |

| | | | | | |
|--|-----------------|---------------|---|------|-------|
| | Job Eexperience | 3 to 5 years | 4 | 10 | 87.10 |
| | | Above 5 years | 5 | 12.5 | 100 |

Source:- Primary Data

11. RESULT AND DISCUSSION

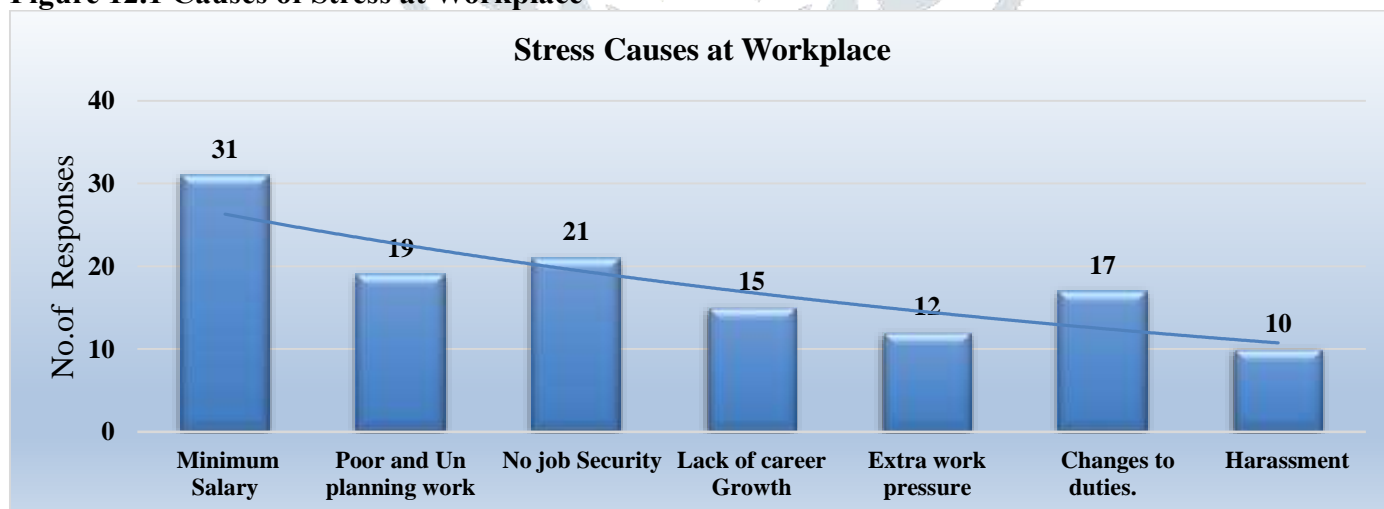
Table 1: Socioeconomic profile of the women Employees working in the Private Industrial Unit

- The majority of respondents (45%) are in the 26 to 35 age group, indicating a younger workforce. The representation decreases significantly in older age brackets, with no respondents above 56 years.
- A significant portion of the respondents (57.5%) are married, suggesting that the workforce is predominantly composed of individuals in stable family situations. The number of divorced and widowed individuals is negligible.
- The largest group of respondents (42.5%) work in office and administrative roles, indicating that this is a key area of employment. Supervisors make up 20%, while managerial and technical roles are less represented.
- The educational qualifications show that a significant portion (32.5%) of women employees have graduated, while 25% have completed secondary education. There is a smaller representation of those with primary education and professional qualifications.
- Majority of women employee monthly pay salary are between (15000 to 25000) (42.5%) and (25001 to 35000) (27.5%).
- Majority of respondents were experience of job are limited only up to 1 year (47.5%) are found, only limited number of women employee are experience more than 5 year are found.

12. STRESS SURVEY OF THE WOMEN EMPLOYEES WORKING IN THE PRIVATE INDUSTRIAL UNIT IN VASAI-VIRAR REGION.

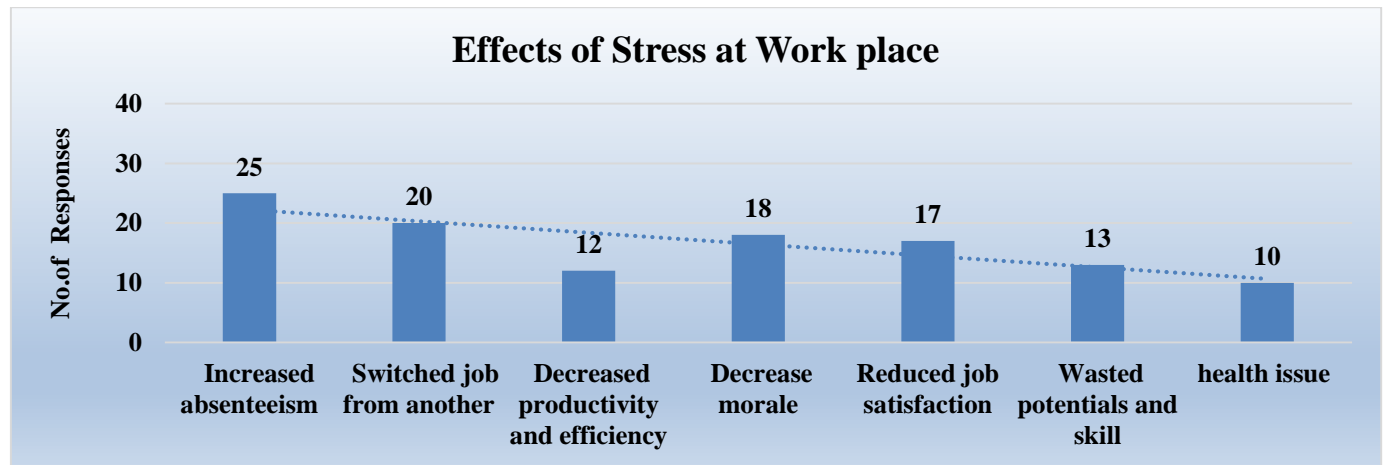
The stress survey of women employees in a private industrial unit likely refers to a study or assessment that aims to understand the levels and causes of stress experienced by women employees working in a private industrial unit also find out the stress management techniques practices, stress effects. The survey may have been conducted to identify the specific stressors that affect women in this particular work environment in the private industrial unit.

Figure 12.1 Causes of Stress at Workplace



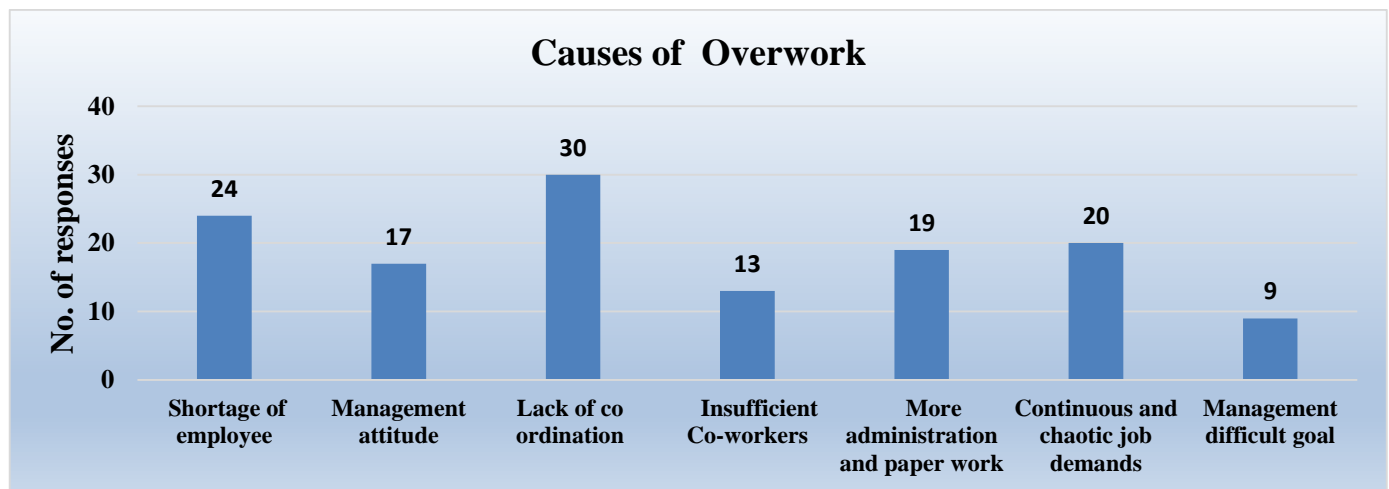
Source:- Primary Data

The above figure 12.1 gives information out of total 40 responses of women employees from private industrial unit in Vasai-Virar region. This figure provides insights into the primary causes of workplace stress based on employee responses. Here we can see can that the majority of the women employees given their opinion regarding thecauses of stress that is lower pay (31) and not provide any job security is the second largest reason for stress are mentioned (21) responses from women employees. Low wages emerge as the leading cause of stress, reflecting dissatisfaction with financial compensation. Fear of losing employment is a significant concern, revealing uncertainty in job stability.

Figure 12.2 Effects of Stress at Work place

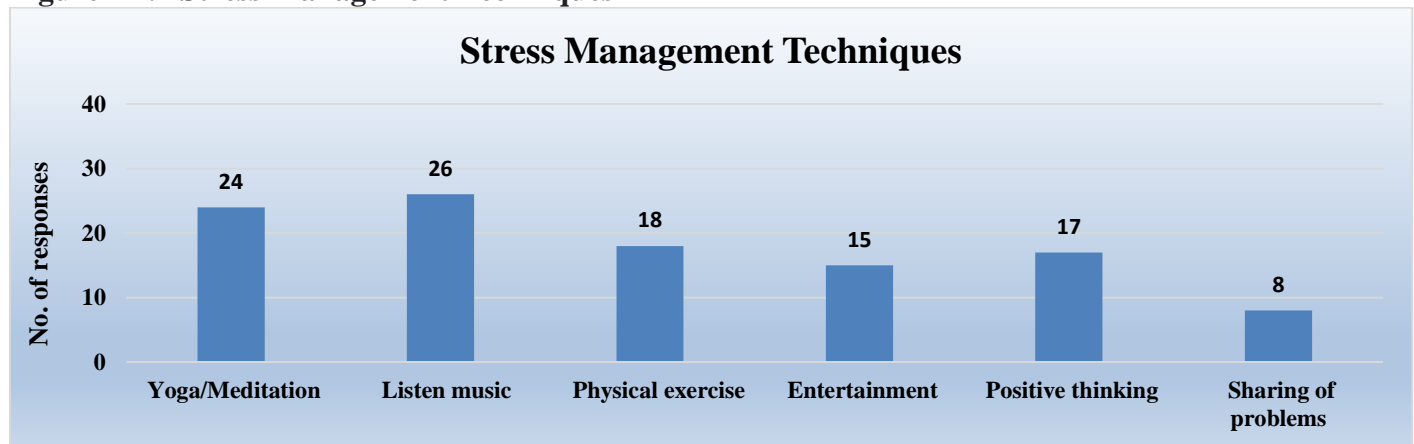
Source:- Primary Data

The above figure 12.2 gives information out of total 40 responses of women employee from private industrial unit. This bar chart provides insights into the effects of workplace stress based on employee responses, highlighting the adverse impacts stress has on organizational performance. Majority of the respondents responded for this question that is it will reduce the increase absenteeism (25) and switch the job from one place to another (20) of the responses from women employees. The most significant effect is higher absenteeism, indicating stress-related disengagement and burnout. Frequent absenteeism leads to operational disruptions and reduced team efficiency. Stress pushes employees to leave their jobs, indicating dissatisfaction with the work environment.

Figure 12.3 Causes of Overwork

Source:- Primary Data

The above figure 12.3 gives information out of total 40 responses of women employee from private industrial unit. The figure highlights workplace stressors based on women employee feedback, focusing on factors contributing to overburden and dissatisfaction. The highest number of responses (30) pointed to poor coordination among teams or departments and significant number of employees (24) reported feeling overburdened due to insufficient staffing to create confusion and frustration for the workers to follow the rules and regulations and directions from the top level management in the private industrial unit.

Figure 12.4 Stress Management Techniques

Source:- Primary Data

The above figure 12.4 gives information out of total 40 responses of women employee from private industrial unit. The figure presents data on the stress relief techniques preferred by women employees, based on the number of responses for each method. It highlights how employees cope with stress in the workplace, providing insights into their mental health strategies and psychological preferences. Majority of the respondents given their opinion that is Listen music (26) and practicing yoga/Meditation (24) these are the ways to reduce their stress level. Indicates employees prefer quick and accessible stress relief methods that can be integrated into daily routines. Music is known to calm the mind, improve mood, and reduce anxiety through emotional regulation.

Figure 12.5 Expectations from the Management to make Stress free workplace

Source:- Primary Data

The figure 12.5 show women employee expectations from the management, categorized by the total 40 number of responses for each area. The figure shows that women employees expectation from the management to make work environment stress free. This is the most common expectation, highlighting that employees prioritize fair compensation and competitive wages. Majority respondents saying that management should provide opportunities for the training and development (27) and provide good salary and wages (22) of employees to improve their economically standard of living and overall growth and development of the women employees.

13. TESTING OF HYPOTHESIS OF STUDY

Ho:- There is no significant relation between job satisfaction and working environment factor of women employee in private industrial unit.

The "F-Test Two-Sample for Variances" tool is a statistical method used to determine if the variances of two populations or samples are significantly different from each other. An F-Test Two-Sample for Variances was conducted to determine if there was a statistically significant difference in the variances of job satisfaction scores between two independent groups of women employees: those who reported being satisfied with their jobs and those who reported being dissatisfied.

Table 13.1 Presents the Levels of Job Satisfaction and Dissatisfaction among Women Employees in Private Industrial Units.

| | Factors affecting job satisfaction | | | | |
|---|------------------------------------|-----------|-------------------|---------------|---------------------|
| Level | Job Security | Pay Scale | Working Treatment | Working Hours | Working Environment |
| Satisfied (No. of Responses) | 25 | 20 | 22 | 20 | 25 |
| Dissatisfied (No. of Responses) | 16 | 17 | 17 | 16 | 17 |

| F-Test Two-Sample for Variances | | |
|---------------------------------|-------------|--------------|
| | Satisfied | Dissatisfied |
| Mean | 22.4 | 16.6 |
| Variance | 6.3 | 0.3 |
| Observations | 5 | 5 |
| Df | 4 | 4 |
| F | 21 | |
| P(F<=f) one-tail | 0.006010518 | |
| F Critical one-tail | 6.388232909 | |

Significance Level : significance level of 0.05. This means willing to accept a 5% chance of rejecting the null hypothesis when it is actually true.

Reject the Null Hypothesis H_0 if the p-value is less than the significance level (0.05), and the F-statistic is greater than the critical F-value.

P-value vs. Significance Level: The p-value (0.006010518) is less than 0.05.

F-statistic vs. Critical F-value: The F-statistic (21) is greater than the critical F-value (6.388232909).

Since the p-value is 0.0060 is less than 0.05 and the F-statistic 21 is greater than the critical F-value 6.38, as result reject the null hypothesis and accept the alternative hypothesis. Hence the statistical evidence to conclude that the variances of satisfied and dissatisfied with job and working environment factor are significantly different. This indicates a statistically significant difference in the variances of job satisfaction factor between the two groups. In simpler terms, the spread of job satisfaction scores is significantly different between the satisfied and dissatisfied women employees.

14. RECOMMENDATIONS

- Stress can be decreased by encouraging job enrichment. Job enrichment entails restructuring work to make them more difficult and eliminate repetitive duties. The result may be increased productivity.
- Encourage staff involvement in decision-making wherever possible. This may result in effective communication and job ambiguity, as well as the growth of interpersonal skills.
- The management must refrain from often rotating shifts for the workers. It aids in the women employees' stress relief and encourages them to get involved in family activities as well. The management should hold seminars, workshops, personality development programs, entertaining activities, and grant authorization for using any other recreation programs in order to lessen the stress at work. Exercise, yoga, and meditation are additional ways that workers might try to reduce their stress

15. CONCLUSION

Every private industrial organization's most precious resource is its workforce. No private industrial unit can succeed to outperform its rivals without skilled staff. The personnel are crucial to the industrial unit success. This essay sought to investigate how work stress affected job satisfaction and workers' productivity in the private sector. Employees who are under moderate stress are more likely to work hard and produce more. If stress levels rise above a certain point, it becomes distressing. As a result, it affects both employee productivity and organizational output negatively. Stress is bad for entire private industrial organisation and all employees also.

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