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### Emotional Disturbances Faced by Working Women

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#### KEYWORDS

Working women;  
Emotional  
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#### A B S T R A C T

The status of women has undergone considerable change in the society. But still women find it difficult to get jobs due to gender bias. Even after they get a job there are other factors that might affect their performance. The present study is aimed at understanding the factors that affect the professional and personal life of working women and whether they are able to fulfill their responsibilities despite these factors. The sample consisted of 100 working women of age ranging from 22 to 35. The data was collected through an online survey using Google forms. The methodology adopted for this research was descriptive survey method. A self-developed questionnaire consisting of 20 items with multiple options was developed. The results of the survey show that these factors have both positive and negative impact on working women.

#### Introduction

The status of women has undergone considerable change in the society.

But there exists an attitude that women are suitable for jobs in assembling and nurturing department only such as a nurse, secretaries, doctor, teachers etc. and not for other jobs that are considered only for men. Even if they try to apply for these jobs they are often rejected due to gender bias.

In India women forced to work due to their financial conditions such as their cost of living, increased educational cost of their

children etc. Women take up 9 to 5 jobs plus they have to complete their household chores like cooking, looking after their children, cleaning etc. without any help because the role of men has not changed much. Because of this workload both in their house and work they are not getting enough sleep and combined with the stress they undergo can affect their health.

Women face other kinds of problems which can affect both their physical and mental health are Mental harassment, Sexual harassment, Discrimination at work, Unequal pay, Heavy workload, Work-life balance, Health issues.

Bhojwani (2014) collected sample of 104 women executives located selected public sector banks of Thane district. The data so collected was analyzed using simple statistical tools such as percentages and the data analysis is shown using pie diagram. Stress resulting from dual responsibility of women has been identified as a prime factor of problems to women executives in public sector commercial banks. Exploitation due to submissive nature of women executives has been discriminated as second important factor. The other factors are the rigid policies of the banks and lack of flexible working hours and other such policies supporting women employees.

Norberg *et al.*, (2007) conducted a study which investigated the associations between psychosocial stress such as work stress and low emotional support and the development of type 2 diabetes among occupationally working middle-aged men and women in the future. All the participants from the health survey conducted during 1989–2000 in Umeå in northern Sweden were included.

They identified 191 cases who were not diabetic initially but were diagnosed with type 2 diabetes after  $5.4 \pm 2.6$  years. Multivariate logistic regression analyses and the interaction effects between variables were evaluated. The results show that work stress and low emotional support may increase the risk of type II diabetes in women and not in men.

Håkansson and Ahlborg (2017) conducted a study to examine the potential relationship between day to day occupations, perceived stress, and stress-related disorders as well as potential gender differences in the public sector in Western Sweden. A survey was mailed to a random selection of 3481 employees.

Cox regressions (or proportional hazards regression) with constant time at risk were used to calculate prevalence ratios and their 95% confidence intervals. The results showed a clear association between reporting imbalance between different everyday occupations and both perceived stress and stress-related disorders among men and women.

### **Aim**

The present study aimed at understanding and investigating the emotional disturbances faced by working women.

### **Objectives**

The following were the objectives of the study.

To investigate the emotional distress faced by women in organizations.

To assess how the work load affects their personal life.

To find out whether work interferes with women's ability to function in areas of life such as relationship with others, normal routine and well-being.

To examine whether working women's jobs enhance their self-esteem.

To investigate whether rigid work schedule impacts their health.

### **Materials and Methods**

The methodology adopted for this research was descriptive survey method.

### **Sampling**

Convenient sampling method was used for the study. The sample consisted of 100 working women of age ranging from 22 to 35. The data was collected through an online survey using Google forms.

### **Tool**

In order to investigate the emotional disturbances faced by working women, a self-developed questionnaire consisting of 20 items with multiple options was developed.

### **Statistical analysis**

Percentage analysis and graphical representation were used to interpret the results.

#### **Item No: 1**

“My Work Overpowers My Personal Life.”

#### **Interpretation**

Majority of the women (48%) have agreed that their work overpowers their lives.

#### **Item No: 2**

“I Wish To Have More Leisure Time.”

#### **Interpretation**

Majority of the women (52%) have that agreed that they wish to have more leisure time.

#### **Item No: 3**

“Due To My Working Conditions, I Do Not Possess A Proper Social Life.”

### **Interpretation**

Majority of the women (33%) have agreed that they don't possess a proper social life due to their working condition.

#### **Item No: 4**

“I Let Go Of Things I Would Like To Do Because I Have Deadlines To Reach.”

#### **Interpretation**

Majority of the women (41%) have agreed that they let go of things they like to do because they have deadlines to reach.

#### **Item No: 5**

“I Feel I'm Losing Out On Good Relationships Due To My Work Schedule.”

#### **Interpretation**

Majority of the women (31%) have agreed that they feel like they are losing out on good relationships.

Due to their work schedule.

#### **Item No: 6**

“I Get Disturbed When There Is A Delay In The Completion Of Work.”

#### **Interpretation**

Majority of the women (54%) have agreed that they get disturbed when there is a delay in the completion of their work.

#### **Item No: 7**

“My Work Inhibits Me From Moving Forward In My Personal Relationship.”

**Interpretation**

Majority of the women (31%) tend to be undecided whether their work inhibits them from moving forward in their personal life or not.

**Item No: 8**

“I Feel My Work Disturb My Normal Routine.”

**Interpretation**

Majority of the women (33%) have agreed that their work disturbs their normal routine.

**Item No: 9**

“Because Of My Work, I Often Feel Guilty For Not Being There For My Loved Ones.”

**Interpretation**

Majority of the women (38%) have agreed that they feel guilty for not being there for their loved ones due to their work.

**Item No: 10**

“I Feel My Job Enhances My Self-Esteem.”

**Interpretation**

Majority of the women (37%) have agreed that their job enhances their self-esteem.

**Item No: 11**

“I Want To Get Recognized When I Take Initiative In My Job.”

**Interpretation**

Majority of the women (45%) have agreed that they want to be recognized when they take initiative.

**Item No: 12**

“I Want To Get Criticisms Or Appropriate Feedback Regarding My Work Performance From My Superior.”

**Interpretation**

Majority of the women (36%) have agreed that they want to get appropriate feedback or criticisms regarding their work performance from their superior.

**Item No: 13**

“I Want To Segregate Both My Professional And Personal Life.”

**Interpretation**

Majority of the women (46%) have agreed that they want to segregate both their professional and personal life without any conflicts.

**Item No: 14**

“Even Though I’m Occupied With My Work I Compensate By Gifting My Loved Ones What They Want.”

**Interpretation**

Majority of the women (38%) have agreed that when they are occupied. with their work they try to compensate by gifting their loved ones what they want.

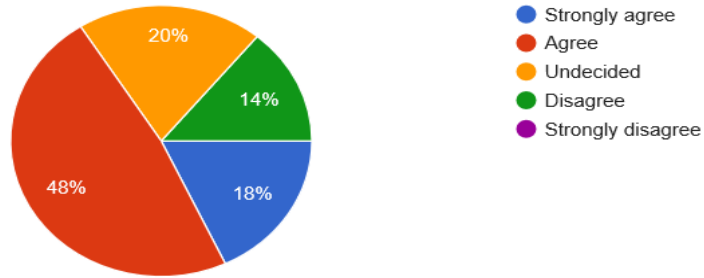
**Item No: 15**

“My Rigid Work Schedule Impacts My Health Conditions.”

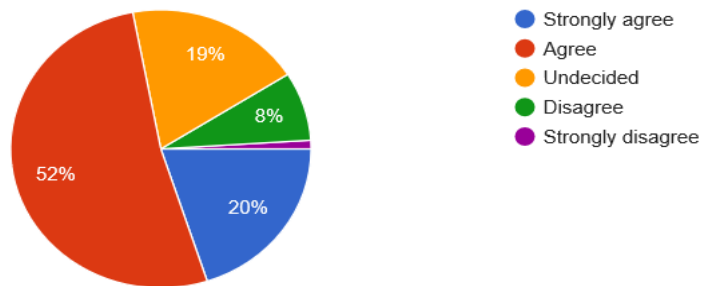
**Interpretation**

Majority of the women (44%) have agreed that their rigid work schedule impacts their health conditions.

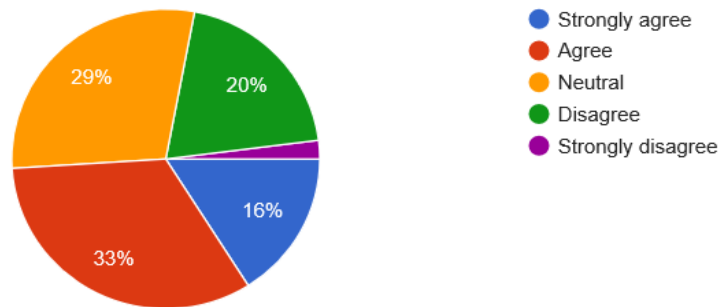
**Chart.1** Shows the responses for the statement “My work overpowers my personal life”



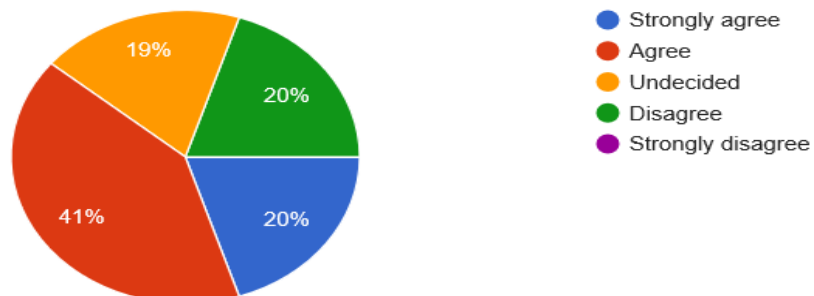
**Chart.2** Shows the responses for the statement “I wish to have more leisure time.”



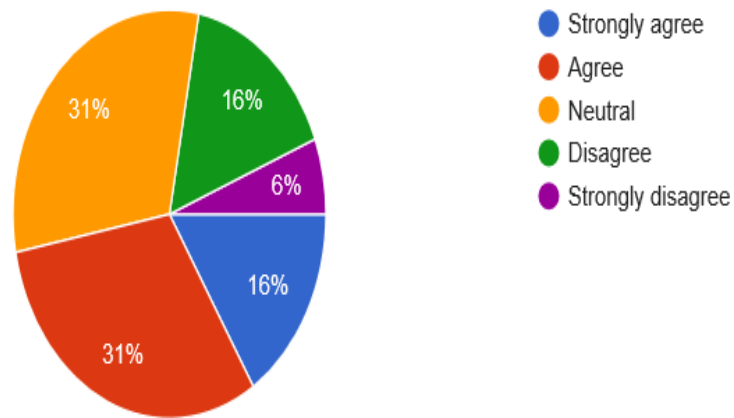
**Chart.3** Shows the responses for the statement “Due to my working conditions, I do not possess a proper social life.”



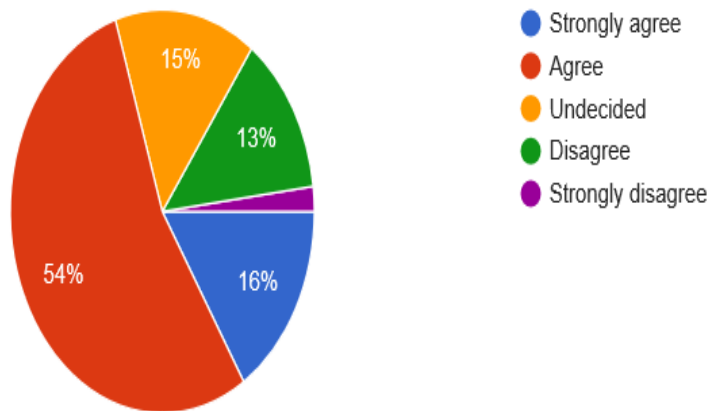
**Chart.4** Shows the responses for the statement “I let go of things I would like to do because I have deadlines to reach.”



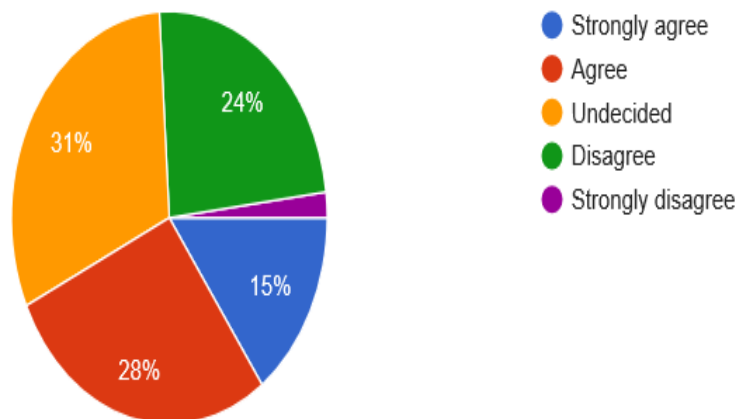
**Chart.5** Shows the responses for the statement “I feel I’m losing out on good relationships due to my work schedule.”



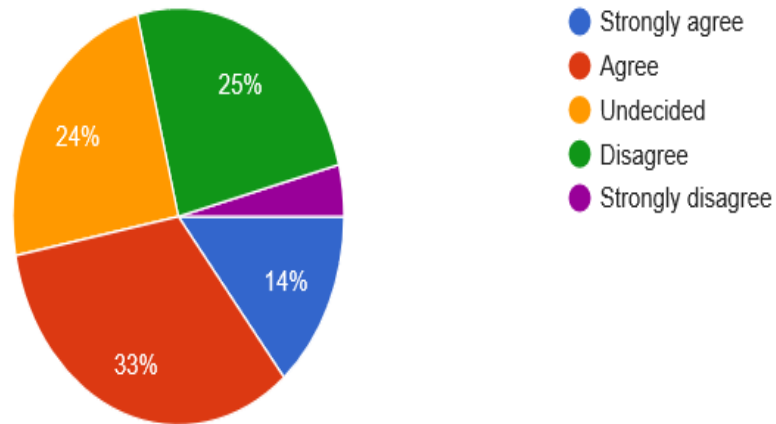
**Chart.6** Shows the responses for the statement “I get disturbed when there is a delay in the completion of work.”



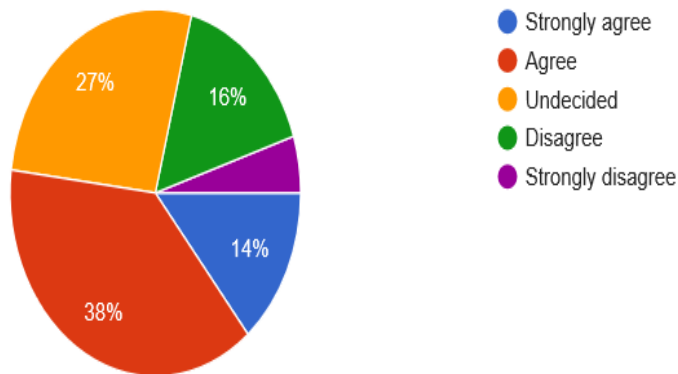
**Chart.7** Shows the responses for the statement “My work inhibits me from moving forward in my personal relationship.”



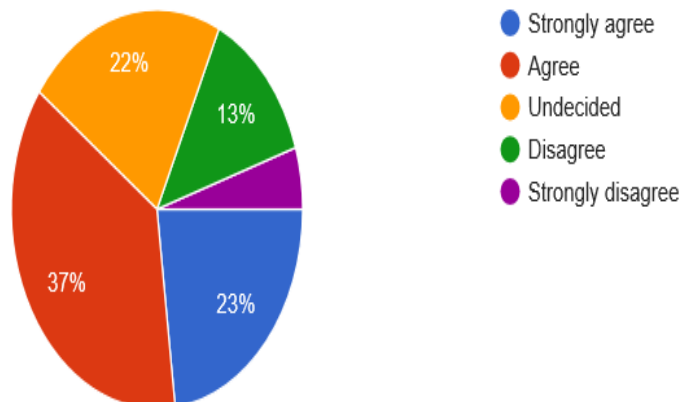
**Chart.8** Shows the responses for the statement “I feel my work disturb my normal routine”



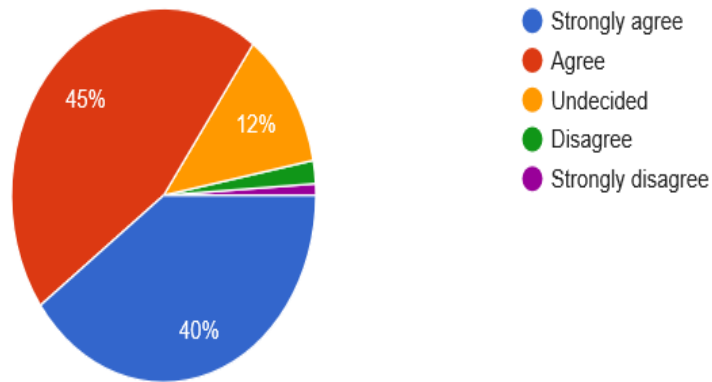
**Chart.9** Shows the responses for the statement “Because of my work, I often feel guilty for not being there for my loved ones”



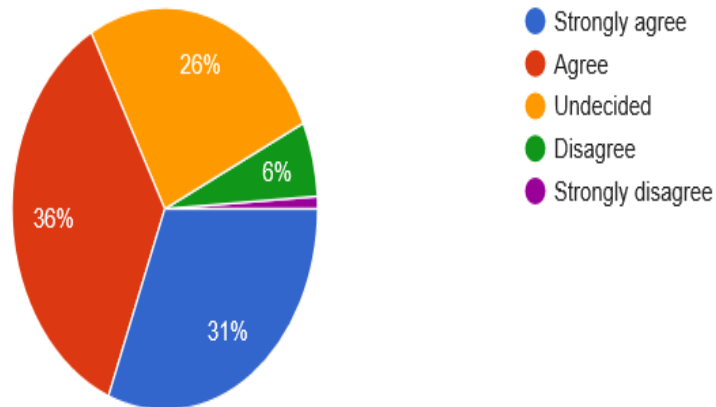
**Chart.10** Shows the responses for the statement “I feel my job enhances my self-esteem”



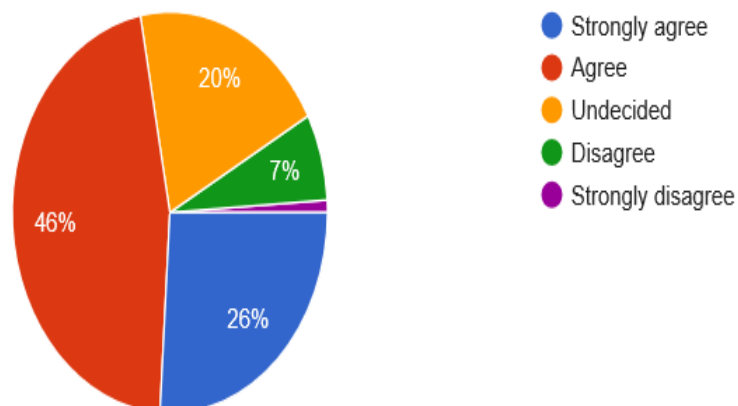
**Chart.11** Shows the responses for the statement “I want to get recognized when I take initiative in my job”



**Chart.12** Shows the responses for the statement “I want to get criticisms or appropriate feedback regarding my work performance from my superior”

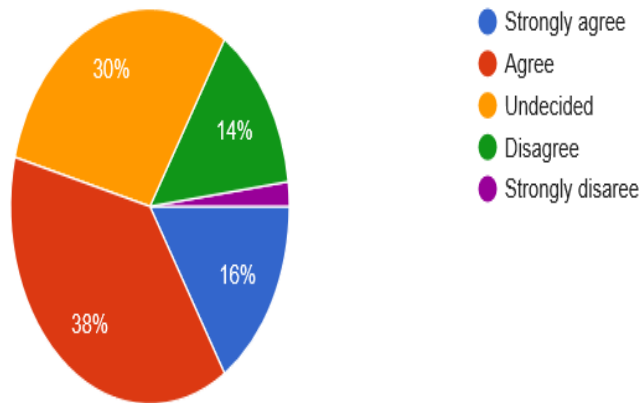


**Chart.13** The responses for the statement “I want to segregate both my professional and personal life”

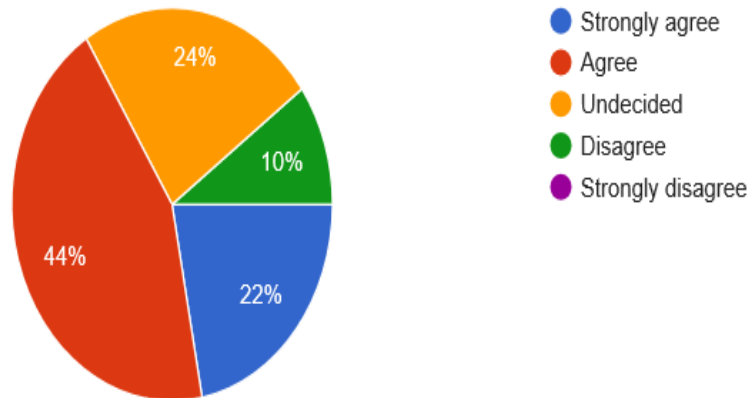




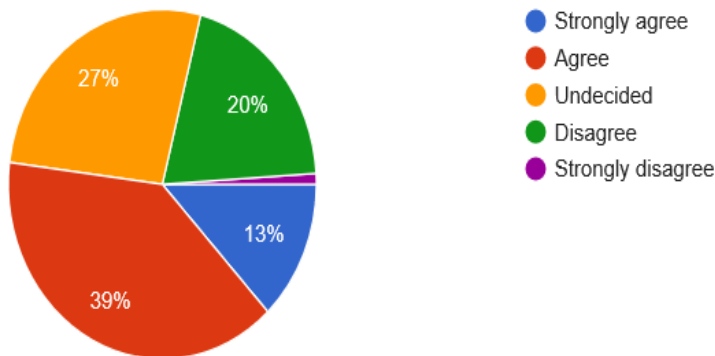
**Chart.14** Shows the responses for the statement “Even though I’m occupied with my work I compensate by gifting my loved ones what they want”



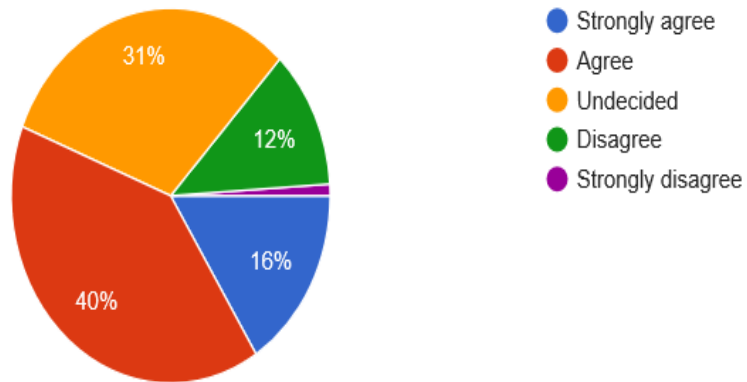
**Chart.15** Shows the responses for the statement “My rigid work schedule impacts my health conditions”



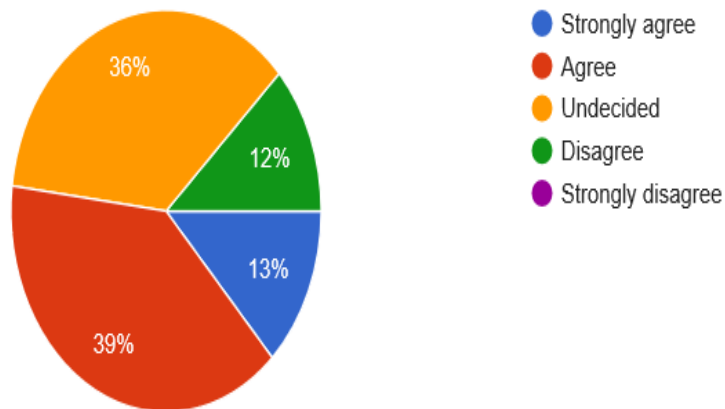
**Chart.16** Shows the responses for the statement “I feel sometimes my designation in the work set up persuades me to behave in ways I normally don’t behave in.”



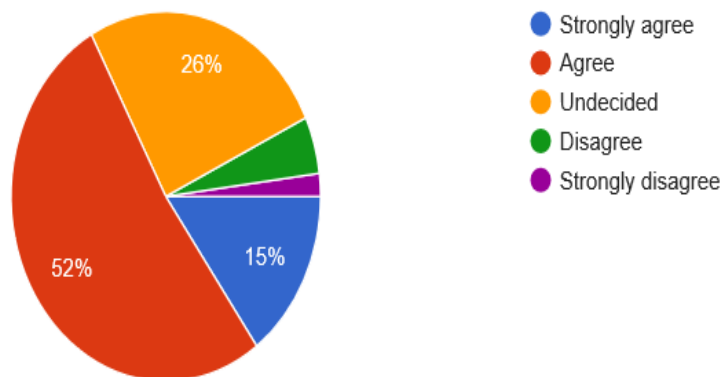
**Chart.17** Shows the responses for the statement “The decisions taken by the company at times, contradict my personal choice”



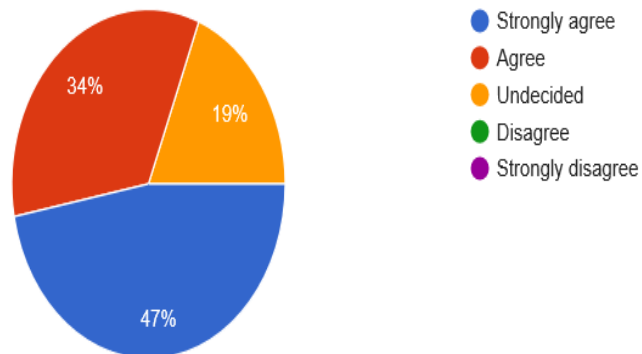
**Chart.18** Shows the responses for the statement “My employees/colleagues sometimes misunderstand me for things I’m not in charge of”



**Chart.19** Shows the responses for the statement “Whatever problems arise I’m able to cope up with my deadlines and allotted work.”



**Chart.20** Shows the responses for the statement “I want to get fair treatment and respect among the colleagues in the organization”



**Item No: 16**

“I Feel Sometimes My Designation In The Work Set Up Persuades Me To Behave In Ways I Normally Don’t Behave In.”

**Interpretation**

Majority of the women (39%) have agreed that their designation in the work persuades them to behave in ways which they don’t normally behave.

**Item No: 17**

“The Decisions Taken By The Company At Times, Contradict My Personal Choice.”

**Interpretation**

Majority of the women (40%) have agreed that the decisions taken for the company sometimes contradict their personal choice.

**Item No: 18**

“My Employees/Colleagues Sometimes Misunderstand Me For Things I’m Not In Charge Of.”

**Interpretation**

Majority of the women (39%) have agreed that their colleagues sometimes misunderstand them for the things that they are not in charge of.

**Item No: 19**

“Whatever Problems Arise I’m Able To Cope Up With My Deadlines And Allotted Work.”

**Interpretation**

Majority of the women (52%) have agreed that whatever problems arise, they are able to cope up with their deadlines and allotted work.

**Item No: 20**

“I Want To Get Fair Treatment And Respect Among The Colleagues In The Organization.”

**Interpretation**

Majority of the women (47%) have strongly agreed that they want to get fair treatment

and respect among the colleagues in the organization. Majority of the respondents have agreed that their work overpowers their lives.

Majority of the respondents have that agreed that they wish to have more leisure time.

Majority of the respondents have agreed that they let go of things they like to do because they have deadlines to reach.

Majority of the respondents have agreed that they get disturbed when there is a delay in the completion of their work.

Majority of the respondents have agreed that the job enhances their self-esteem and they don't mind holding major decisions of their lives.

Majority of the respondents have agreed that they want to be recognized when they take initiative.

Majority of the respondents have agreed that they want to get appropriate feedback or criticisms regarding their work performance from their superiors.

Majority of the respondents have agreed that they want to see segregate both their professional and their personal life without any conflicts.

Majority of the respondents have agreed that their rigid work schedule impacts their health conditions.

Majority of the respondents have agreed that whatever problems arise there able to cope up with that deadline and allotted work.

Majority of the respondents have agreed that they want to get fair treatment and respect among their colleagues in the organization.

## **Implications**

The results of the survey show that women working in organizations find it difficult to move forward in their personal lives because their work inhibits to do so. They also feel that their work enhances their self-esteem. They wish to have more leisure time. They feel that their work schedule affects their health. They want to get recognized by their superiors when they take initiative and they want to get appropriate feedback and criticisms about their performance. They are able to complete their work whatever problems arise.

And they want to get fair treatment and respect among their colleagues in the organizations. Working women find it difficult to carry out their home responsibilities. Organizations can conduct stress management programmes for their employees to reduce stress and enhance mental health and well-being. Working women can be encouraged to reduce stress by improving their lifestyle by exercising regularly, doing some kind of yoga or meditation and relaxation exercises. They should be encouraged to eat balanced diet and make time to pursue leisure activities and hobbies.

The research was done with only 100 working women.

The geographical area was restricted only to Chennai.

## **Suggestions**

A study can be conducted to compare working women and working men.

A study can be conducted on working women in terms of marital satisfaction and child rearing.

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