

Analysis of Job Stresses of Working Women in the Khyber Pukhtunkhwa Province - District Mardan as Case Study

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Abstract

Keep balance in working and social life is a major challenge to women since decades. But it is a matter of fact that balanced pattern of occupation and lifestyle factors contribute to working women psychological wellbeing. This study examined the psychological and behavioral patterns and stresses of working women while managing both responsibilities e.g domestic chores and workplace. The study indicated that women executives are more sensitive and softer than male. Women executives should be encouraged to be stronger and powerful, the ability to care for others, power to look at and judge themselves, dress sense helps women to establish themselves, bosses, peers and superiors expect women at workplace to be well dressed and pretty, supposed to be attractive to men, look after themselves at workplace/outside without any protection, never feel afraid of indecent behavior from the opposite sex, executive don't consider the women as weaker sex, creating an organization for women only, all the ways that women mistreat other women were found significant ($P < 0.05$) with undertaking family role. The study concluded that although women have accepted the working environment with certain agonies, confidence to women with specific goal definition and physical protection were remained in high in the study finding.

Keywords: Insecure workplace environment, behavioral problems, mental and physical stress, harassment

1. INTRODUCTION

It is a matter of fact that a sound mind in a sound body is a short, but full description of a happy state in this World, and particularly in the working environment psychological comfort always lead to follow excellence, developing team cohesion and self-confidence in women. (John M. Silva III, USA, 2006). The concept of psychological stability and happiness has acquired more importance in the field of Psychology over the last decade and in recent years psychological wellbeing is the focus of strong research attention (Srimathi, N. L., and Kiran Kumar, S. K, 2010). The study of the incidence of psychological problems revealed that lack of employment among women is a risk factor for depression in women. (Grace K. Baruch and Rosalind Barnett, 1986). The unequal distribution and no control over the resources, lack of socio-economic opportunities and self-regard are further enhancing the stress among women existing due to the stratification of social class (Pearlin 1989). The major indicators of social class such as inequalities in income, occupation and education are recognized as major factors affecting individuals mental health (Ronald J. Burke, 2002). Occupational stress among women mostly occurs when there is an inconsistency between the demands of the environments/workplace and an individual's ability to carry out and complete these demands. Often a woman being stressor can lead the body to have a physiological reaction which can strain a woman physically as well as mentally. One of the main causes of occupational stress is work overload among women. (Dr. B. Nagaraju, Nandini H.P, 2013)

2. RESEARCH SIGNIFICANCE

The female workers of KP are working in the most challenging environments due to religio-cultural constraints. The main aim of this research is to study and highlight the management issues regarding psychological constraints of working women in non-government organizations (NGOs). The study will help in providing short term and long term solutions for the problems of such women suffering from psychological issues at workplace

3. RESEARCH METHODOLOGY

The population of the study comprises 150 NGOs presently providing services in Mardan district.

A total of 150 non-governmental organizations are working in the study area, where 135 females were working. A sample size of 100 respondents was selected randomly for the purpose, as per the criteria devised by Sekaran (2003). A well-structured interview template was prepared and used as an instrument for data collection from the universe. The data collected for the study were analyzed by using appropriate statistical tools and tests i.e. frequencies and percentages

were used for summarizing data. Associations were tested by using following Statistical tests. Uni-variate analysis was carried out for independent and dependent variables, which consist of frequency distribution and percentages. Bi-variate analyses were carried out to study the association between independent and dependent variables. Chi-square (χ^2) test was used to test the association between the two variables. Following statistical procedure were adopted to calculate the value of chi-square statistics (Tai, 1978)

4. RESULTS & DISCUSSION

The major findings on the basis of descriptive statistics are given as follows;

- I. Table 1.1 covered the Psychological aspects by disclosing that out of total 100 respondents majority i-e (50%) strongly agreed that women executives are more sensitive than male, (25%) stayed neutral, (20%) agreed with the statement, while (5%) disagreed.
- II. Moreover, majority i-e 45 out of 100 respondents remained neutral with the statement that women executives are softer which is more acceptable and valued, 30 agreed, 18 strongly agreed, and 7 disagreed with the above statement.
- III. Similarly, majority of 36 (36%) respondents showed strong agreement that women executives should be encouraged to be stronger and powerful because they see themselves being powerful as successful executives, (33%) agreed with the statement, (29%) remained neutral, and (2%) disagreed. This research finding in consonance to Myrtle, (2002) conclusion proved that increasing numbers of executive women may lead to higher satisfaction and protection of other managerial and professional women those who would be future executives, shaping future policies to avoid sex discrimination and sexual harassment.
- IV. About 46 respondents strongly agreed that women executives should develop the ability to care for others which is the strong point of women, followed by 44 agreed, 8 stayed neutral, and 2 disagreed out of the total 100 respondents.
- V. Notwithstanding, majority 47 out of 100 respondents strongly agreed that women has the power to look at and judge themselves through the eyes of others rather than through their own eyes, 19 agreed with the statement, same as 19 remained neutral, and 15 disagreed in addition to 33 respondents who responded strongly agreed that dress sense (Power dressing) helps women to establish themselves at the workplace, 28 disagreed, 26 agreed, while 16 respondents stayed neutral with the above statement.
- VI. Similarly, majority of i-e 34 respondents among 100 respondents strongly agreed that bosses, peers and superiors expect women at workplace to be well dressed and pretty, 30 agreed, followed by 20 disagreed, and 16 stayed neutral to the statement, likewise majority i-e (50%) remained neutral with the statement that women are encouraged to make themselves look in that are supposed to be attractive to men, (26%) disagreed, while (24%) agreed. Thus independent status for women in the society is still a farce.
- VII. A high number i-e 73 respondent out of 100 respondents disagreed that women are able to look after themselves at workplace/outside without any protection, 17 respondents

stayed neutral, 5 agreed, same as 5 respondents strongly agreed. Almost, majority i-e 59 respondents out of 100 respondents disagreed that you never feel afraid of indecent behavior from the opposite sex at workplace, 36 stayed neutral, followed by 5 agreed with the above statement.

VIII. In addition, 55 respondents among 100 respondents stayed neutral that for women outside world/workplace is a pleasant place to work rather than frightening place, 35 disagreed, 10 agreed. About 42 (42%) out of 100 respondents remained neutral that they being an executive don't consider the women as weaker sex, 28 (28%) of the respondents agreed, 23 (23%) disagreed with the statement, 7 (7%) of the respondents strongly agreed, as explained by Lambani, (2013), that tags and negative acknowledgments credited to women as being weak rather than feminine always results in people not appreciating their positive contribution as managers.

IX. A huge number i-e 60 out of 100 respondents agreed with the statement that women most of the time let the men to lead the way, 20 stayed neutral, 15 strongly agreed, while 5 of the respondents disagreed.

X. Almost majority of 37 respondents among 100 respondents strongly agreed that they think of creating an organization for women only, followed by 25 respondents disagreed, 21 remained neutral, while 17 agreed with the above statement. Thus the existence of women empowered could not be ruled out in the study area.

XI. Out of 100 respondents, majority of 45 agreed that they have the courage to cope with all the challenges and responsibilities, 29 respondents stayed neutral, 14 strongly agreed, while 12 respondents disagreed. The confidence in this respect reflect the strong footing of woman in job market as equal competitors to male

XII. Similarly, majority of 30 respondents among 100 respondents stayed neutral with the statement that all the ways that women mistreat other women, followed by 28 respondents strongly agreed, 27 respondents agreed, while 15 disagreed. Social and psychological tradition women colleagues also don't give support to their own sex, (Kamini & Doshara, 2013). Furthermore, majority of 40 (40%) agreed that all the ways that women allow other women to be mistreated, 25 (25%) remained neutral, 23 (23%) respondents disagreed with the statement, and 12 (12%) respondents strongly agreed.

Table 1.1: Frequency and percentage distribution of the respondents regarding psychological aspects.

S.No	Psychological aspects	S.A	A	N	Dis
1	Women executives are more sensitive than male.	50 (50.0)	20 (20.0)	25 (25.0)	5 (5.0)

2	Women executives are softer which is more acceptable and valued	18 (18.0)	30 (30.0)	45 (45.0)	7 (7.0)
3	Women executives should be encouraged to be stronger and powerful because you see yourself	36 (36.0)	33 (33.0)	29 (29.0)	2 (2.0)
4	Women executives should develop the ability to care for others which is the strong point of women.	46 (46.0)	44 (44.0)	8 (8.0)	2 (2.0)
5	Women has the power to look at and judge themselves through the eyes of others rather than through their own eyes	47 (47.0)	19 (19.0)	19 (19.0)	15 (15.0)
6	Dress sense (Power dressing) helps women to establish themselves at the workplace	33 (33.0)	26 (26.0)	16 (16.0)	28 (28.0)
7	Bosses, peers and superiors expect women at workplace to be well dressed and pretty.	34 (34.0)	30 (30.0)	16 (16.0)	20 (20.0)
8	Women are encouraged to make themselves look in that are supposed to be attractive to men.	0 (00)	24 (24.0)	50 (50.0)	26 (26.0)
9	Women are able to look after themselves at workplace/outside without any protection.	5 (5.0)	5 (5.0)	17 (17.0)	73 (73.0)
10	You never feel afraid of indecent behavior from the opposite sex at workplace.	00	5 (5.0)	36 (36.0)	59 (59.0)
11	For women outside world/workplace is a pleasant place to work rather than frightening place.	00	10 (10.0)	55 (55.0)	35 (35.0)
12	You being an executive don't consider the women as weaker sex	7 (7.0)	28 (28.0)	42 (42.0)	23 (23.0)
13	Women most of the time let the men to lead the way.	15 (15.0)	60 (60.0)	20 (20.0)	5 (5.0)
14	Do you think of creating an organization for women only.	37 (37.0)	17 (17.0)	21 (21.0)	25 (25.0)
15	You have the courage to cope with all the challenges and responsibilities.	14 (14.0)	45 (45.0)	29 (29.0)	12 (12.0)
16	All the ways that women mistreat other women.	28 (28.0)	27 (27.0)	30 (30.0)	15 (15.0)
17	All the ways that women allow other women to be mistreated.	12 (12.0)	40 (40.0)	25 (25.0)	23 (23.0)

Values in the table present frequency while values in the parenthesis represent percentage

BIVARIATE ANALYSIS

Dependent variable (Undertaking family role) was cross tabulated with independent variable (Psychological aspects) and appropriate statistics i.e. χ^2 was used to ascertain the relationship between the

dependent and independent variables. Psychological dimensions of a personality have far reaching effects in the outcome of a working woman both in the workplace and domestic level. The following major observations have been made,

- I. The study found that respondents perception between the relationship phenomenon of women executives are more sensitive than male with undertaking family role significant ($p = 0.001$) with undertaking family role. The effects of performing at leading position could reduce the working at household as a mother, wife and sister etc.
- II. Regarding women executives are softer which is more acceptable and valued with undertaking family role. A highly significant ($p = 0.000$) association was found between women executives are softer which is more acceptable and valued and undertaking family role. Catalyst's research elaborated that women leadership styles disclosed the perceptions that women are either too soft or too tough either competent or pleasant, but rarely both (2007: 8). They would be seen aggressive when they are strong, while be weak when working in a consultative way, (Catalyst 2007:13).
- III. Perception of the respondents about women executives should be encouraged to be stronger and powerful because woman see herself being powerful as successful executive a highly significant ($p = 0.002$) association was found between women executives should be encouraged to be stronger and powerful because woman see herself being powerful as successful executive and undertaking family role. This research finding is supported by (Myrtle, 2002) that increasing numbers of executive women may lead to higher satisfaction and protection of other managerial and professional women those who would be future executives, shaping future policies to avoid sex discrimination and sexual harassment.
- IV. The relationship phenomenon of women executives should develop the ability to care for others which is the strong point of women was found ($p = 0.000$) highly significant with undertaking family role. It could be associated to the women capacity with both as an executive and a housewife as well.
- V. The research study indicated the perception of the respondents about women has the power to look at and judge themselves through the eyes of others rather than through their own eyes with undertaking family role ($p = 0.004$), self-assessment is the prime virtue, through which impediments in the working environment could be reduced to negligible level.
- VI. Likewise, dress sense (Power dressing) helps women to establish themselves at the workplace with undertaking family role was found significant ($p = 0.003$). Furthermore, a high significant ($p=0.00$) relationship was detected between phenomenon of bosses, peers and superiors expect women at workplace to be well dressed and pretty and undertaking family role.
- VII. A significant ($p = 0.003$) association was found between women are encouraged to make themselves look in that are supposed to be attractive to men and undertaking family role. It is probably due to the women as seem attractive for winning the hearts of opposite gender. It has been found that professionally dressed women are observed as more intelligent and capable than are sexually dressed women for high status jobs, taking favor of the male bosses, but not for low status jobs.
- VIII. The result showed the perception of the respondents regarding women are able to look after themselves at workplace/outside without any protection with undertaking family role was found highly significant ($p = 0.000$).

- IX. About woman never feel afraid of indecent behavior from the opposite sex at workplace with undertaking family role was found significant ($p = 0.000$). It is due to the non-existence of disparities between both the genders at workplace warranted in the working documents. A working woman at workplace may face such incident like a male boss will not treat a woman as a co-worker or employer, but a possible lover. In the beginning it may feel good for a little, but eventually it will certainly make the woman feel uncomfortable. Some of the working women may take to tolerate in order to survive at workplace, but feel depressed and ultimately collapse. Some of the working women may fight but without success and may retaliate or forced to resign or be fired by male bosses, (International Labor Organization, 2010).
- X. However, regarding for women outside world/workplace is a pleasant place to work rather than frightening place with undertaking family role was found non-significant ($p = 0.060$).
- XI. The result indicated the perception of the respondents about you being an executive don't consider the women as weaker sex with undertaking family role was found highly significant ($p = 0.000$) with undertaking the family role. It is due to the safety and protection given to women in the working environment in organization proper document at as reported by (Lambani, 2013) that tags and negative acknowledgments credited to women as being weak rather than feminine always results in people not appreciating their positive contribution as managers.
- XII. Contrary to the above a non-significant ($p = 0.071$) association was found between women most of the time let the men to lead the way and undertaking family role, along with non-significant ($p = 0.055$) association was found between do you think of creating an organization for women only and undertaking family role.
- XIII. In addition, a further non-significant ($p = 0.665$) association was found between you have the courage to cope with all the challenges and responsibilities and undertaking family role. However, there was a significant ($p = 0.003$) association was found between all the ways that women mistreat other women with undertaking family role, which is in line to the findings of Kamini B. Doshara, (2013) that tradition women colleagues also don't give support to their own sex conditioned by social and psychological aspects. But with a non-significant ($p = 0.130$) association was found between all the ways that women allow other women to be mistreated and undertaking family role.

Table 1.2: Association between psychological aspects and Undertaking family role.

Psychological aspects	Attitude	Undertaking family role		Total	Chi square (χ^2) P- value
		satisfied	unsatisfied		
Women executives are more sensitive than male.	Strongly agree	50 (50.0)	00	50 (50.0)	$\chi^2 = 71.542$ ($p = 0.001$)
	Agree	20(20.0)	00	20(20.0)	
	Neutral	7(7.0)	18(18.0)	25(25.0)	
	Disagree	00	5(5.0)	5(5.0)	

Women executives are softer which is more acceptable and valued	Strongly agree	15 (15.0)	6 (6.0)	18 (18.0)	$\chi^2 = 25.215$ (p = 0.000)
	Agree	25 (25.0)	5 (5.0)	30 (30.0)	
	Neutral	37 (37.0)	8 (8.0)	45 (45.0)	
	Disagree	00	7 (7.0)	7 (7.0)	
Women executives should be encouraged to be stronger and powerful because you see yourself being powerful as successful executive.	Strongly agree	25 (25.0)	11(11.0)	36(36.0)	$\chi^2 = 13.547$ (p = 0.002)
	Agree	31 (31.0)	2 (2.0)	33 (33.0)	
	Neutral	21 (21.0)	8(8.0)	29 (29.0)	
	Disagree	00	2(2.0)	2 (2.0)	
Women executives should develop the ability to care for others which is the strong point of women.	Strongly agree	36 (36.0)	10 (10.0)	46 (46.0)	$\chi^2 = 40.025$ (p = 0.000)
	Agree	41 (41.0)	3 (3.0)	44 (44.0)	
	Neutral	00	8 (8.0)	8 (8.0)	
	Disagree	00	2 (2.0)	2 (2.0)	
Women has the power to look at and judge themselves through the eyes of others rather than through their own eyes	Strongly agree	42 (42.0)	5 (5.0)	47 (47.0)	$\chi^2 = 13.273$ (p = 0.004)
	Agree	16(16.0)	3 (3.0)	19 (19.0)	
	Neutral	11 (11.0)	8 (8.0)	19 (19.0)	
	Disagree	8 (8.0)	7 (7.0)	15 (15.0)	
Dress sense (Power dressing) helps women to establish themselves at the workplace	Strongly agree	25 (25.0)	8(8.0)	33 (33.0)	$\chi^2 = 8.957$ (p = 0.003)
	Agree	22 (22.0)	4 (4.0)	26 (26.0)	
	Neutral	13 (13.0)	00	13 (13.0)	
	disagree	17 (17.0)	11 (11.0)	28 (28.0)	
Bosses, peers and superiors expect women at workplace to be well dressed and pretty.	Strongly agree	25 (25.0)	9 (9.0)	34 (34.0)	$\chi^2 = 20.920$ (p = 0.000)
	Agree	30 (30.0)	00	30 (30.0)	
	Neutral	13 (13.0)	3 (3.0)	16 (16.0)	
	Disagree	9 (9.0)	11 (11.0)	20 (20.0)	
Women are encouraged to make themselves look in that are supposed to be attractive to men.	Strongly agree	00	00	00	$\chi^2 = 11.491$ (p = 0.003)
	Agree	22 (22.0)	2 (2.0)	24 (24.0)	
	Neutral	41 (41.0)	9 (9.0)	50 (50.0)	
	Disagree	14 (14.0)	12 (12.0)	26 (26.0)	
Women are able to look after themselves at workplace/outside without any protection.	Strongly agree	00	5 (5.0)	5(5.0)	$\chi^2 = 18.837$ (p = 0.000)
	Agree	5 (5.0)	00	5(5.0)	
	Neutral	13 (13.0)	4 (4.0)	17(17.0)	

	Disagree	59 (59.0)	14 (14.0)	73 (73.0)	
You never feel afraid of indecent behavior from the opposite sex at workplace.	Strongly agree	00	00	00	$\chi^2 = 38.898$ (p = 0.000) S
	Agree	00	5 (5.0)	5 (5.0)	
	Neutral	20 (20.0)	16 (16.0)	36 (36.0)	
	Disagree	57 (57.0)	2 (2.0)	59 (59.0)	
For women outside world/workplace is a pleasant place to work rather than frightening place	Strongly agree	00	00	00	$\chi^2 = 5.636$ (p = 0.060)
	Agree	5(5.0)	5 (5.0)	10 (10.0)	
	Neutral	46(46.0)	9 (9.0)	55 (55.0)	
	Disagree	26(26.0)	9 (9.0)	35 (35.0)	
You being an executive don't consider the women as weaker sex	Strongly agree	28(28.0)	5 (5.0)	33 (33.0)	$\chi^2 = 18.047$ (p = 0.000)
	Agree	37(37.0)	9 (9.0)	42 (42.0)	
	Neutral	16(16.0)	4 (4.0)	20 (20.0)	
	Disagree	00	5 (5.0)	5 (5.0)	
Women most of the time let the men to lead the way.	Strongly agree	13 (13.0)	2 (2.0)	15 (15.0)	$\chi^2 = 7.021$ (p = 0.071)
	Agree	49 (49.0)	11 (11.0)	60 (60.0)	
	Neutral	13 (13.0)	7 (7.0)	20 (20.0)	
	Disagree	2 (2.0)	3 (3.0)	5 (5.0)	
Do you think of creating an organization for women only.	Strongly agree	33 (33.0)	4 (4.0)	37 (37.0)	$\chi^2 = 7.604$ (p = 0.055)
	Agree	10 (10.0)	7 (7.0)	17 (17.0)	
	Neutral	17 (17.0)	4 (4.0)	21 (21.0)	
	Disagree	17 (17.0)	8 (8.0)	25 (25.0)	
You have the courage to cope with all the challenges and responsibilities.	Strongly agree	11 (11.0)	3 (3.0)	14 (14.0)	$\chi^2 = 1.557$ (p = 0.665)
	Agree	36 (36.0)	9 (9.0)	45 (45.0)	
	Neutral	20 (20.0)	9 (9.0)	29 (29.0)	
	Disagree	10 (10.0)	2 (2.0)	12 (12.0)	
All the ways that women mistreat other women.	Strongly agree	28 (28.0)	00	28 (28.0)	$\chi^2 = 14.005$ (p = 0.003)
	Agree	19 (19.0)	8 (8.0)	27 (27.0)	
	Neutral	22 (22.0)	8 (8.0)	30 (30.0)	
	Disagree	8 (8.0)	7 (7.0)	15 (15.0)	
All the ways that women allow other women to be mistreated.	Strongly agree	12 (12.0)	00	12 (12.0)	$\chi^2 = 5.649$ (p = 0.130)
	Agree	32 (32.0)	8 (8.0)	40 (40.0)	

	Neutral	17 (17.0)	8 (8.0)	25 (25.0)	
	Disagree	16 (16.0)	7 (7.0)	23 (23.0)	

Values in the table present frequency while values in the parenthesis represent percentage

Summary, Conclusion & Recommendations

The civil rights and responsibilities, the rewards and fears, the cost and benefit balance for a woman occupying two roles being a wife and mother may differ from those women occupying two roles of wife and paid worker. Moreover, two women may occupy similar roles yet experience the quality of each role differently.

It is to be realized that the psychological stability and professional satisfaction of women at workplace and promoting proper management skills/trainings to women will definitely improve the performance level of women working in non-government organizations. In the developmental structure of a society women and men has equal share to give and take. Equal opportunity regardless of discrimination on basis of race, color, region, religion, cultural, sex and gender etc to both men and women will have effectiveness in their service delivery at workplace/community resulting to strengthen the social structure and enhance overall socio-economic development.

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