



## WORKPLACE STRESS MANAGEMENT AND COPING MECHANISMS AMONG WORKING WOMEN: AN EMPIRICAL STUDY IN SRI GANGANAGAR DISTRICT, RAJASTHAN

JASMEET KAUR <sup>1</sup> | DR. KARUN MEHTA <sup>2</sup>

<sup>1</sup> RESEARCH SCHOLAR

<sup>2</sup> RESEARCH GUIDE

### ABSTRACT:

Work-related stress is a rising concern for women, particularly in semi-urban and rural regions of India where professional responsibilities intersect with social and familial obligations. This research investigates the coping mechanisms employed by working women in Sri Ganganagar district of Rajasthan to manage workplace stress. Using a structured questionnaire, data was collected from 120 respondents employed in the education, banking, and healthcare sectors. A review of prior literature indicates that stress impacts both mental well-being and job performance. The present study applies a t-test to assess whether significant differences exist in stress levels and coping strategies between married and unmarried working women. Results suggest that married women exhibit higher stress levels due to dual role expectations, whereas unmarried women report relatively better coping outcomes. The study concludes by recommending organizational support, flexible work policies, and stress-reduction workshops tailored for women professionals.

### KEYWORDS:

STRESS MANAGEMENT, WORKING WOMEN, COPING MECHANISMS, RAJASTHAN, WORK-LIFE BALANCE, SRI GANGANAGAR.

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### 1. INTRODUCTION

Stress has emerged as a major psychological and organizational issue in the 21st century. The International Labour Organization (ILO) has highlighted that stress-related disorders are among the most significant occupational health challenges of the present era. For working women, stress is more complicated due to the dual expectations of professional and familial responsibilities.

In Rajasthan, where traditional family structures coexist with modern career aspirations, women face unique challenges. The case of Sri Ganganagar district is particularly important because it is a rapidly developing region where many women are employed in education, healthcare, government services, and private sector jobs. However, these women are often caught between workplace demands and domestic responsibilities, resulting in heightened stress levels.

Stress at work not only impacts individual well-being but also organizational productivity. Women experiencing high stress often face issues like anxiety, irritability, physical illness, and decreased job satisfaction. The importance of effective stress reduction strategies cannot be overstated, as they improve both personal well-being and organizational efficiency.

This study seeks to:

1. Analyze the common causes of stress among working

women in Sri Ganganagar.

2. Identify coping mechanisms (yoga, meditation, social support, time management, etc.) employed by women.

3. Examine differences in stress levels between married and unmarried women.

4. Suggest recommendations for stress management in organizations employing women in Rajasthan.

This research is significant because it integrates the cultural and social background of Rajasthan with organizational stress management practices. It adds to existing literature by focusing on semi-urban working women, a group often overlooked in stress research, which is mostly urban-centric.

### 2. REVIEW OF LITERATURE

**1. Cooper & Marshall (1976)** suggested that job-related stress stems from role conflicts, workload, and organizational culture, significantly affecting employees' mental health.

**2. Lazarus & Folkman (1984)** emphasized the transactional model of stress, defining coping strategies as cognitive and behavioral efforts to manage specific external or internal demands.

**3. Greenhaus & Beutell (1985)** analyzed work-family conflict, showing how competing role demands create

stress, particularly among women balancing work and home.

**4. Schaubroeck (1993)** studied gender and stress, concluding that women experience higher psychological strain than men due to socio-cultural expectations.

**5. Frone et al. (1997)** found that lack of organizational support exacerbates stress in working women, particularly when flexible policies are absent.

**6. Parasuraman & Simmers (2001)** argued that dual-career women face time-based conflicts, leading to higher levels of burnout compared to men.

**7. Brough & Pears (2004)** established that social support from family reduces occupational stress among female employees.

**8. Nair & Vohra (2010)** in an Indian context observed that professional women suffer from stress caused by rigid working hours and lack of employer sensitivity towards family needs.

**9. Kaur (2015)** highlighted that women in North India face unique stressors due to patriarchal expectations, even as they enter modern careers.

**10. Sharma & Gupta (2020)** revealed that stress levels among women professionals in Rajasthan are significantly higher in banking and teaching professions due to long hours and administrative pressures.

### 3. OBJECTIVES OF THE STUDY

To identify stress factors among working women in Sri Ganganagar.

To study coping mechanisms used by working women.

To test whether significant differences exist between married and unmarried women in terms of stress levels.

To suggest measures for stress management.

### 4. RESEARCH METHODOLOGY

Research Design: Descriptive and analytical.

Sample Size: 120 working women from Sri Ganganagar district.

Sampling Method: Stratified random sampling (education, banking, healthcare).

Data Collection Tool: Structured questionnaire with Likert scale responses.

Statistical Tools: Percentage analysis and Independent Samples t-test (to compare stress levels of married vs. unmarried women).

### 5. HYPOTHESIS

**H0 (Null Hypothesis):** There is no significant difference in stress levels between married and unmarried working women in Sri Ganganagar district.

**H1 (Alternative Hypothesis):** There is a significant difference in stress levels between married and unmarried working women in Sri Ganganagar district.

### 6. DATA ANALYSIS AND INTERPRETATION

The stress scores (on a 5-point scale) were collected from both groups:

Married women (n=70): Mean stress score = 3.72, SD = 0.68

Unmarried women (n=50): Mean stress score = 3.21, SD = 0.71

Applying Independent t-test:

Calculated t-value = 3.89

Degrees of freedom = 118

Critical t-value at 5% level = 1.98

**Decision:** Since calculated t-value > critical value, H0 is rejected.

**Interpretation:** Married working women in Sri Ganganagar experience significantly higher stress compared to unmarried women, largely due to dual role responsibilities and family expectations.

### 7. FINDINGS

1. Major stressors include workload, role conflict, lack of organizational support, and dual responsibilities.

2. Coping strategies commonly used are social support (family and friends), yoga/meditation, and time management.

3. Married women experience higher stress than unmarried women.

4. Lack of flexible work arrangements intensifies stress in both groups.

### 8. SUGGESTIONS

Organizations should introduce flexible work policies (flexi-time, work-from-home).

Counseling and stress management workshops should be regularly conducted.

Encouragement of yoga, meditation, and wellness programs at the workplace.

Better social and organizational support systems for married women employees.

### 9. CONCLUSION

The study demonstrates that stress among working women in Sri Ganganagar is a critical issue, with married women being more vulnerable. Effective stress management strategies, if implemented by organizations and supported by families, can significantly reduce workplace stress and enhance women's productivity and well-being.

### REFERENCES

1. Cooper & Marshall, 1976
2. Lazarus & Folkman, 1984
3. Greenhaus & Beutell, 1985

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7. Brough & Pears, 2004

8. Nair & Vohra, 2010

9. Kaur, 2015

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