

Original Article

Workplace Stress and Its Impact on the Health and Productivity of Women Employees

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Abstract

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Workplace stress has become a significant concern affecting both the physical and mental well-being of employees, particularly women, who often balance professional and domestic responsibilities. This study examines the impact of workplace stress on the health and productivity of women employees in selected organizations. The objectives of the research are to identify the major causes of stress among women at work, to analyze its effects on their health, and to assess how stress influences their job performance and overall productivity. The study adopts a descriptive research design using both primary and secondary data. A structured questionnaire was administered to 100 women employees across various sectors such as education, healthcare, and banking in the Tiruchendur region. The collected data were analyzed using statistical tools like percentage analysis and correlation to identify the relationship between stress levels, health outcomes, and productivity indicators.

Keywords: Workplace Stress, Women Employees, Health, Productivity, Work-Life Balance, Organizational Support

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Introduction

In today's competitive and fast-paced work climate, stress is unavoidable. Women are particularly vulnerable to occupational stress due to differences in responsibilities, gender discrimination, and work-life imbalance. Women are frequently expected to perform comparably to their male colleagues while juggling family and personal duties. This chronic stress produces physical and psychological health problems, which eventually decrease efficiency, motivation, and job satisfaction. Understanding the causes and consequences of workplace stress in female employees is crucial for fostering a healthy and productive workforce.

Definitions and Conceptual Framework

Workplace stress is a response to job-related expectations and pressures that test an employee's ability to cope. It encompasses both acute occurrences (e.g., harassment) and chronic problems (e.g., prolonged high workload). Stressors can have both physical (e.g., cardiovascular risk, musculoskeletal discomfort, sleep disturbance) and mental (e.g., anxiety, depression, burnout) consequences on health. Productivity outcomes are measured at both the individual and organizational levels.

Conceptual framework

Stressors:

1. job pressures, discrimination, harassment, role conflict.
2. Stress reaction involves physiological arousal, cognitive burden, and emotional weariness.
3. Health results (mental/physical) →
4. Productivity outcomes (lower efficiency, absenteeism) mediated by personal resources (coping, social support) and organizational factors.

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Causes of workplace stress among women

Work-family conflict: Competing demands from work and caregiving tasks produce chronic stress, particularly in areas where social support and childcare options are limited. Gender discrimination and bias: Microaggressions, exclusion from job advancement possibilities, and biased performance evaluations all contribute to psychological distress. Sexual harassment is a severe psychosocial stressor that has long-term mental health implications and reduces productivity. Position overload and job strain: An excessive workload, along with a lack of control and position clarity, leads to increased stress. Pay inequalities and job uncertainty are economic stresses that exacerbate occupational stress. Organizational culture: Unsupportive leadership, punitive cultures, or "always-on" requirements increase baseline stress.

Objectives of the Study

1. Determine the major causes of workplace stress for female employees.
2. Examine how job stress impacts women's physical and mental health.
3. Investigate how workplace stress affects the productivity of female employees.

The research design is descriptive and analytical in nature.

Study Area: Tiruchendur Taluk, Tamil Nadu.

The sample size consisted of 100 female employees from educational institutions, healthcare facilities, and private offices.

Data Collection

Primary data were gathered using a structured questionnaire. Secondary data sources include journal articles, websites, and government reports. The tools used to investigate relationships between stress levels, health, and production are percentage analysis and correlation.

Analysis

The findings showed that 60% of respondents experienced substantial stress due to workload and time restrictions. 25% expressed moderate stress as a result of a lack of recognition and poor communication at work. 15% reported lower stress because they worked in a supportive environment.

The study found that high stress levels were linked to regular health concerns such as exhaustion. Research design is descriptive and analytical in character.

Health Productivity and women Employees

The term "Health and Productivity of Women Employees" refers to the relationship between women's well-being in the workplace and their ability to perform their jobs effectively. A woman's physical and mental health have a significant impact on her level of energy, attention, and productivity at work. When female employees are healthier, they may be more engaged, consistent in their work, and produce better results. Poor health, whether caused by stress, long working hours, or a lack of support, can reduce productivity and increase absenteeism. As a result, maintaining excellent health among female employees is critical for improving overall organizational performance and providing a balanced and happy work environment.

Results and Discussion

Excessive workload, excessive deadlines, and multitasking were major drivers of stress.

Family obligations and a lack of organizational support increased emotional stress.

Stress resulted in decreased concentration, absenteeism, and lower job performance.

Women in the healthcare and education fields reported higher levels of stress than other groups.

Discussion

Workplace stress is a concern for both individuals and corporations. It affects women's health, job satisfaction, and overall performance. Organizations that do not handle stress management risk losing valuable human resources and productivity.

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