Study on Stress Management among Women Employees Working in Multi-National Companies

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Abstract

The field of information is fiercely competitive and rapidly evolving, demanding high levels of efficiency and performance from its employees, making occupational stress a major challenge in today's corporate world. Particularly, women employees must manage various pressures for several reasons, such as balancing personal and professional life, income disparity, gender discrimination, and limited prospects for career advancement. Nowadays, multinational corporations (MNCs) are introducing various stress management programs specifically designed for women, realising the difficulties they face at work. MNCs that focus on managing stress among women employees not only benefit the overall well-being of their workforce but also strengthen organizational resilience and performance by ensuring a pool of talented employees. This study investigates work-related stress among women employees in multinational corporations (MNCs). The research aims to identify the key factors contributing to stress, to understand the consequences of work stress on women employees, and to analyse both individual and organisational strategies used to manage stress within MNC settings. By exploring these dimensions, the study provides insights that can help organizations design effective interventions to enhance employee well-being and productivity.

Keywords: Multi-National Corporation, Occupational stress, Organizational resilience, Stress management, Women employees.

1. Introduction

Employee stress is a widespread problem in today's workplace that affects people in a variety of organizational settings and industries. Stress levels are raised by the demands of the modern workplace as well as by elements like strict deadlines, high standards, and performance pressure. Furthermore, obligations both personal and professional that exist outside of the office could worsen stress. Persistent stress has real consequences for physical health in

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addition to negatively impacting workers' mental and emotional health. From increased absenteeism and decreased productivity to heightened risk of burnout, the effects of mismanaged stress can have substantial implications for both employees and the businesses they work for. Understanding the importance of stress management is essential for creating a positive work environment, raising job satisfaction, and ultimately maximizing productivity and general well-being of employees. Companies that put a high priority on stress management programs benefit their employees personally as well as the general profitability and resiliency of the company.

A company's ability to manage its employees' stress is essential to preserve a positive and productive work environment. Excessive stress can have a number of negative impacts on people and organizations. Persistent stress among workers can lead to a decline in morale, a rise in absenteeism, and a fall in job satisfaction. Furthermore, extended periods of stress can worsen mental and physical health problems, raising the expense of healthcare for both companies and employees. Thus, organizations that place a high priority on stress management programs not only create a more positive work environment but also lower the risk of burnout and enhance the general well-being of their employees.

Women are essential to the development of human resources, and without effectively promoting women's empowerment and developing their talents, no economy or society can grow to its full potential. Creating a civilization that will be worthy of being passed down to future generations is the twenty-first century's most important challenge. Women are the most effective leaders when it comes to developing such a society, and they also have a greater role to play in the economy and in society as managers and workers.

For a number of reasons, managing stress among female employees in multinational corporations (MNCs) is especially crucial. First and foremost, women frequently experience particular difficulties at work, like the difficulty of matching demands from society and professional obligations with parenting responsibilities. Establishing a welcoming and encouraging work environment requires identifying and resolving these particular pressures. By doing this, MNCs can support efforts aimed at promoting gender equality and guaranteeing women's equal access to chances for professional advancement.

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Likewise, the overall diversity and inclusion objectives of multinational corporations are aided by the efficient management of stress among female employees. A staff that is diverse fosters innovation and creativity within the company by bringing a range of viewpoints, ideas, and methods to the table. Women are more likely to contribute to the workplace to the fullest extent possible when they feel supported and their stress is adequately controlled. This helps women individually and makes the business more resilient to difficult international obstacles and helps it stay competitive in the global market. Retaining talent in multinational corporations requires not only fostering diversity and inclusion but also attending to the stress levels of female employees. Offering tools for stress reduction boosts workers' job happiness and shows that the company cares about their welfare. As a result, the business gains more credibility and becomes a more appealing place to work. The capacity to retain talented and varied women professionals is critical to the long-term success and expansion of multinational organizations in today's international business climate, where talent is a critical asset.

2. Statement of the problem

The handling of stress by female workers in multinational corporations (MNCs) is an urgent and complex matter that requires thorough examination. Women frequently face particular difficulties that arise at a combination of their personal and professional commitments, even with developments in workplace policies. The dynamic and rigorous work environments seen in multinational corporations (MNCs) have the potential to increase stress levels in female employees, which could have adverse effects on their overall health and productivity in the workplace. Comprehending the distinct obstacles encountered by female employees in multinational corporations is crucial in formulating effective stress management strategies that tackle gender-specific issues. With the ultimate goal of promoting a more supportive and equal work environment for women, a focused assessment of the stress management landscape within MNCs is imperative given the lack of specific initiatives and awareness around these concerns.

3. Objectives of the study
- To identify the factors of the stress among women employees in multi-national corporations.

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- To understand the consequences of work stress among women employees in multi-national corporations.
- To analyze both individual and organizational strategies for managing stress among women employees in multi-national corporation.

4. **Methodology of the Study:** The present study is descriptive in nature which is conducted using secondary data collected from textbooks, newspapers, journals, magazines and websites.

5. **Results and Discussions**

Stressors are elements that lead to tension at work, which affects a person's disposition and behavior in the workplace. There are three main categories of potential stressors such as environmental, organizational, and personal. The following are some factors that frequently lead to professional stress in female employees:

- Long working hours without required breaks, including late night hours
- Work overload
- Insecure job climate
- Organizational changes and job changes
- Inadequate autonomy and over supervision
- No upgradation of skills for the job
- Inadequate working conditions

5.1 Consequences of work-related stress include the following:

- Stress at work has an adverse effect on the employee as well as the business.
- Stress at work can lead to a range of physical and emotional side effects, such as headaches, accidents, and emotional reactions including despair, fury, and worry.
- Increased turnover and absenteeism, a decline in both quantity and quality of job output, a rise in complaints, and an increase in medical costs are the consequences for the organization.
- Stress has several negative effects on an organization, such as poor labor relations, a high rate of accidents, a hazardous work environment, animosity at work, and job dissatisfaction.

- Excessive stress might lead to specific physical and psychological difficulties for an employee.

- Personal psychological difficulties include concern and frustration, while physical difficulties include hypertension, sleeplessness, and so forth. Someone under a lot of stress may also experience certain behavioral changes.

- These consist of being late, not following safety procedures, arguing with coworkers and supervisors frequently, and performing worse.

5.2 Individual and organizational approaches to manage stress

Time management: A lot of people struggle with effective time management. An employee who is well-organized can frequently accomplish twice as much as one who is not. The following are a few well-known time management concepts:

- Making lists of things that need to get done every day,

- Setting tasks in order of significance and urgency,

- Organizing work based on the predetermined priority, and

- Recognizing the daily rhythm and arranging the most challenging sections of the work at the most attentive and efficient moment of the cycle.

Individual approaches to stress reduction include the following:

- Avoid working long hours or taking overtime;

- Offer yourself flexible work schedules;

- Eat often and have a healthy diet;

- Practice exercises like aerobics, walking, running, swimming, and cycling

- Use relaxation techniques like biofeedback and meditation

- Engage in creative activities like painting, reading, or gardening

- Increase one's social support system could be a stress-reduction strategy.

- Establish reasonable goals;

- Create and adhere to a simple method for organizing things;

- Establish equilibrium among one's mental, emotional, physical, and spiritual faculties;

- Seek out or make opportunities to laugh.

Organizational approaches

Task and job demands are among the factors that management has influence over that are known to cause stress. They are hence mutable. A better job placement and recruitment process, training, goal-setting, work redesign, increased employee participation, better organizational communication, employee sabbaticals, and the implementation of corporate wellness programs are just a few of the tactics that management may decide to investigate.

There exist multiple explanations for businesses to think about and manage stress:

- It is their societal duty to guarantee a good standard of living at work.
- Diseases can arise from excessive stress.
- An inability to handle work expectations brought on by stress can inevitably lead to further stress.
- Overwhelming stress can lower worker effectiveness and, consequently, the performance of the organization.

Employees feel appreciated and acknowledged when they work in an atmosphere where a supportive leadership team, flexible work schedules, and work-life balance are respected. Stress management training courses and seminars provide people the skills they need to recognize and deal with stress, encouraging a pro-active approach to mental health. Confidential counseling services are provided by Employee Assistance Programs (EAPs), which address both personal and professional issues. An all-encompassing strategy for stress reduction includes wellness activities, open lines of communication, and recognition campaigns. Combining these strategies helps companies build a robust and vibrant workplace culture in addition to improving the general well-being of their staff.

There are several methods an organization might manage stress, such as the following:

Classifying tasks, reducing the possibility of role ambiguity and conflict, and enabling people to carry out their responsibilities more independently within a predetermined framework are all components of job design.

Setting Standard for targets and performance: Establishing reasonable and achievable goals that test people but spare them from intolerable obligations.

Placement: Ensuring that people are assigned roles that appropriately reflect their abilities.

Career development : Advancing careers and giving workers promotions that are appropriate for their abilities without going over or under the threshold.

Performance Management Method: This procedure facilitates communication regarding work, obstacles, and goals between managers and those in higher positions.

Counseling: Counseling is a useful technique for reducing employee stress because it offers a private setting for sharing feelings, imparts practical coping mechanisms, and creates a culture of support inside the company that values mental health and wellbeing.

Management training: teaching managers how to handle their own and others' stress, as well as covering topics like performance reviews and counseling protocols.

5.3 Initiatives for female employees

It comprises setting up flexible work schedules, creating health clubs to offer medical services, and offering service awards like transportation subsidies, long service bonuses, and marriage presents. By organizing team meetings, establishing effective communication channels, and reducing uncertainty among members, management can reduce workplace stress. The management might enhance benefits by offering maternity leave, setting up daycare centers, and forbidding women from working late shifts or nights. They may be implemented using the following ways. Give them more carrier options and extended leave so they can fulfill their obligations at their convenience. Give people the freedom to create their own timetables, flexible work arrangements, and job sharing for mostly self-sufficient activities. It is imperative for employers to recognize that stress at work poses a significant risk to the health and safety of female employees. Supervisors, HR specialists, and employers can all make a substantial contribution in identifying and reducing occupational stress. Employers should therefore follow the above-mentioned steps to prevent putting employees through unnecessary stress.

Conclusion

Women are essential to both economic expansion and the development of human resources. Nowadays, women constitute a sizable share of the workforce. Increased workloads

and longer work hours are causing people to become stressed out, which is an increasing problem in the workplace. Businesses and individuals alike are greatly concerned about stress and its consequences. Extreme stress can cause a worker to experience a variety of physiological and psychological issues, as well as behavioral changes. The consequences for the organization can be decline in output, poor-quality output, a high rate of employee turnover and absenteeism, and strained interpersonal connections. Many strategies, both organizational and individual, are used by people and organizations to manage stress at work. Consequently, female employees are growing more concerned about work-related stress, which has an impact on both the productivity of the company and their own health and well-being. Management must recognize workplace stress as a major risk to employee health and safety. In addition to having a negative impact on affected employees, workplace stress is highly costly for businesses. The above-mentioned techniques and approaches for reducing workplace stress ensure that employees don't experience excessive strain.

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