

DOES DEPENDENT CHILDREN INFLUENCES JOB STRESS AND JOB SATISFACTION OF WOMEN? AN EMPIRICAL INVESTIGATION**K. P. MANI**Research Scholar,
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srisrithar13@gmail.com**ABSTRACT**

Stress is that it is one of the ways of responding to any kind of demand. The resultant cause is “Stress”. Thus, the resultant stress may be due to good as well as bad experiences one had. Any situation that has reacted on our body causing “Feelings” the mind of that person directs the body to release chemicals into the blood and thus ne impact has been created in the name of “Stress”. Stress is the body’s reaction to any change that requires an adjustment or response. The body reacts to these changes with physical, mental, and emotional responses. Stress is a normal part of life. You can experience stress from your environment, your body, and your thoughts. Even positive life changes such as a promotion, a mortgage, or the birth of a child produce stress. This study made an attempt that does the dependent children influences job stress and job satisfaction of women.

Keywords: Stress, Job satisfaction.**INTRODUCTION**

Stress is not always bad. Stress in the form of a challenge energizes us psychologically and physically, and it motivates us to learn new skills and master our work. When a challenge is met, we feel relaxed and satisfied. This is good stress or eu-stress. However, sometimes a challenge is turned into job demands that cannot be met. This is negative stress, or distress, which sets the stage for illness, injury, and job failure.

Job Stress at Work Place:

The present-day world, where everything is mechanized or computerised resulting in smart and swift action for every action. This causes extra stress on every human involved in that process. If the limit of this expectation goes beyond one's level, then the physiological action will result in "distress", as stated by De Croon, et al (2002). According to Munich (2002), this distress may lead or have an impact on the level of their performance which plays a vital role in their personal satisfaction. Modern organizations consider job stress and job satisfaction of their employees as two important workplace issues.

The recent studies by Golubic et al (2009) on occupational stress or job stress reveals that Job or Occupational Stress alone accounts for 50 percent to 60 percent of all lost working days. Work-related stress is considered to be harmful when physical and emotional responses occur when there is a mismatch between job requirements and the workers' capabilities, resources, or needs, as per Mursali et al (2009). Researcher like Clegg (2001) agrees that the workplace factors can cause work-related stress. The quality of the Nurse gets revealed under tremendous stress and the criticality of the patient. The untired timely worth service, that almost brings back the lost life of the patient, is highly appreciable by anybody. But all these happen at the high volume of "Stress" and the quantum of "Nurse's" tackling capacity, returns happiness among the family members of the patient.

When the needs of nurses are not met at the workplace, they are very likely to experience a variant level of job stress which may negatively impact their job performance and may also lead to job dissatisfaction as concluded by Emadzadeh MK et al (2012). In a study conducted on job satisfaction and its association with staff performance among nurses, there was a positive and significant correlation between job satisfaction and staff performance. Considering the significant role and the high proportion of female nurses in health care provision, there is a need for better understanding on the psycho-social issues related to their level of job stress and job satisfaction. Better understanding on the relationships between job stress and job satisfaction among nurses may help healthcare managers, hospital policy makers and nursing instructors in providing appropriate strategies and programs to promote job satisfaction among nurses. Promoting job satisfaction among this population may consequently increase their level of productivity and efficiency, and improve the quality of their performance.

REVIEW OF LITERATURE:

Anitha and Sritharan (2013), states that the main objective of the study is to identify the difference in the perceptions of insurance employees according to their demographic profile such as age, income, length of service and hierarchical level. The respondents belonging to the age group of above 29 years experienced more stress than other age groups and the respondents who earned monthly income above 50,000 experienced more stress compared to others. Further, the respondents with more than 5 years length of service and higher hierarchical level predicted high level of stress as compared to other groups. The study also highlights the practical implications based on the results.

Steinberg L. (2001) stated in their study about Spillover of Daily Job Satisfaction onto Employees' Family Lives presented the role of employees' work-family integration in the spillover of daily job satisfaction onto daily marital satisfaction and affective states experienced by employees at home. The spillover linkages are modeled at the within-individual level, and results support the main effects of daily job satisfaction on daily marital satisfaction and affect at home, as well as the moderating effect of work-family integration on the strength of the within-individual spillover effects on home affect.

Shaw et al (2004) analyzed the job satisfaction of woman workers in fireworks industries in Tamilnadu shown that Job satisfaction is considered to be a sensitive aspect, but it is highly useful for every organization. Normally, the factors constitute job satisfaction is difficult to define. This varies from person to person, time to time, place to place and from organization to organization. All organizations are interested in utilizing this aspect effectively and efficiently for the purpose of achieving the organizational goals. According to this research, the satisfaction of woman workers in fireworks industries in Tamilnadu, particularly, in Virudhunagar District was satisfactory and at the same time, this industry has to come forward to provide moderate wages and adequate safety measures.

OBJECTIVES OF THE STUDY

The main objective of the study is to investigate the relationship between job stress and job satisfaction among hospital nurses with respect to their dependent child.

METHODOLOGY:

The questionnaire was distributed among the respondents who is having dependent children, their job stress and job satisfaction, which has been collected through a set of questions. In this study the survey instrument was used based on Five-point Likert scale. 400 nurses were selected as respondents as suggested by p. balathandayutham (2013). By using simple random sampling method the data were collected in Coimbatore city (c. suresh et al, 2015). To achieve the framed objective ANOVA and correlation analysis were used.

ANALYSIS, INTERPRETATION AND DISCUSSION:

Table – 1
Distribution of the Sample According to Dependent Child

Sl. No	Dependent Child	Sample chosen	Percentage
1	Nil	55	18.1
2	One	118	38.8
3	Two	127	41.8
4	Three	4	1.3
	Total	304	100.0

The result of the above analysis reveals that 304 respondents was selected for the present study, 55 (18.1%) of the respondents do not have dependent child, 118 (38.8%) are having one child, 127 (41.8%) are have two children and 4 (1.3%) are have three dependent child.

Table 2: Showing the one-way ANOVA for job stress among hospital nurses who posses Dependent Children

Dependent Child	N	Mean	Standard Deviation	Standard Error	F-value	Sig. Value
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Nil	55	42.62	3.97	0.54	2.877	0.036*
One	118	44.36	3.41	0.31		
Two	127	43.96	3.75	0.33		
Three	4	43.50	3.42	1.71		
Total	304	43.87	3.69	0.21		

* Significant at 0.01 level

H0: Respondents who is having dependent children opinion differ significantly with their job stress.

To test the hypothesis one way ANOVA were performed and which will be explained in table 2. The calculated F-value is found to be 2.877 which are highly significant at 0.01 level. Hence it is concluded that respondents (who is having dependent children) opinion differs significantly with their job stress. Nurses who are having one child of dependent have high level of job stress than others. Hence the stated hypothesis is accepted.

Discussion:

The result of this study by the researcher infers that the respondent who is having a single child as dependent is having job stress. There is no need to explain that for a working mother who is having only one child to be taken care and left at home will be a serious issue and cause mental disturbance. This will increase much when the child is not being well or needs proper assistance. If the mother happens to be working as Nurse, then the situation is entirely different. Any critical call from home, may cause very serious action to her duty. So, it is in real practical life, the tension on this count, may result in significant change or impact on job stress.

The result of the above study, coincides with the study conducted by Kuster & Badr, 2006; Miles et al., 1999; Toly, Musil, & Carl, 2010 revealed that parents of dependent children often report psychological distress. According to them, a large percentage of parents of children who are technology-dependent have significant depressive symptoms and are at risk for clinical depression. This was also further analysed by Knafl, Breitmayer, Gallo, & Zoeller, 1996; Ratliffe, et al, 2002 and confirmed the above results that the entire family can be affected by a dependent child as these increased care demands likely change family functioning.

Table 4: Showing the one-way ANOVA for job satisfaction among hospital nurses who posses Dependent Children

Dependent Child	N	Mean	Standard Deviation	Standard Error	F-value	Probability Value
Nil	55	87.24	7.04	0.95	0.840	0.473NS
One	118	87.92	4.41	0.41		
Two	127	86.84	5.93	0.53		
Three	4	88.75	2.75	1.38		
Total	304	87.36	5.59	0.32		

NS – Not Significant

H0: Respondents who is having dependent children opinion differ significantly with their job satisfaction.

Table 3 explains the result of one way ANOVA, was performed to test the hypothesis. The calculated F-value is found to be 0.840 which is insignificant. Hence it is concluded that respondents (who is having dependent children) opinion differs significantly with their job satisfaction. Hence the stated hypothesis is not accepted.

Discussion:

The result of this study by the researcher confirms that the Hospital Nurses opinion who are having dependent children towards job satisfaction were same. Basically, in any critical situation the person involved, is able to get succeed the next reaction, that will be self – satisfaction. So in this case also, out of too many children, parent with a single child is facing lot of issues. The base reason may be due to single child may not have correct partner to get along with. Whereas, in case of more than one child, then there will be a thing for compromise or for complimenting each other. But the situation is totally different, when it comes to a single child. The duration of absence of mother in particular will be felt much by the child and vice versa the absence of the child will be felt much by the mother too during working hours.

This will cause mental disturbance for anybody during their duty hours. Particularly for Nurse, who need to nourish Patient properly and timely. So the mental disturbance will be much more and the impact will also be similar to that. The result of this study are also, in confirmation of the studies by Clarke et al., 1999; Fingerman, 1996; Morgan, 1989; Shaw et al., 2004; Talbott, 1990.

CONCLUSION:

The various qualitative studies reveals that they have described tension topics in the parent and child tie, establishing that tensions are common and cover a wide range of issues. While overcoming this, the satisfaction caused is also depends on how they manage with them. These studies mainly focused on successful treatment between child and their parents. Furthermore, little is known about how perceptions of tensions vary within or between families or the implications of these tensions for satisfaction quality. The current study clearly explains that respondents opinion differs (who is having dependent children) with respect to their with job stress, whereas their opinion do not differ with job satisfaction.

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