

Workplace Stress Among Women: A Review of Causes, Consequences, and Coping Strategies

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1. ABSTRACT

Workplace stress among women has become a significant concern in modern organizations due to increasing professional responsibilities, work–life imbalance, and changing social expectations. Women employees often experience stress because of excessive workload, organizational pressure, family responsibilities, role conflict, and lack of work–life balance. The present review paper examined the major causes, consequences, and coping strategies related to workplace stress among women employees. The study was based on secondary data collected from research articles, journals, books, and open-access publications published between 2010 and 2021. The review revealed that workplace stress negatively affected women's physical health, psychological well-being, emotional stability, and organizational performance. Common consequences included anxiety, burnout, fatigue, depression, reduced productivity, and job dissatisfaction. The literature also indicated that women working in healthcare, education, banking, journalism, and information technology sectors experienced different forms of occupational stress due to specific professional demands. Coping strategies such as meditation, yoga, time management, emotional regulation, and social support helped reduce stress levels and improve well-being. Organizational initiatives including flexible working hours, counseling services, employee wellness programs, and supportive leadership also played an important role in stress management. The review emphasized the need for healthy and gender-sensitive workplace environments to improve the professional and personal well-being of women employees.

Keywords: Workplace Stress, Women Employees, Work–Life Balance, Occupational Stress, Coping Strategies, Stress Management.

2. INTRODUCTION

Workplace stress has become one of the most significant challenges affecting employees across the world, particularly women employees who often perform multiple roles in professional and personal life. Rapid industrialization, globalization, technological advancement, and changing organizational structures have increased work pressure and job demands in modern workplaces. Women's participation in the workforce has expanded considerably over the last few decades, resulting in greater economic contribution and professional involvement. However, along with career responsibilities, women continue to manage household duties, childcare responsibilities, and social obligations, which frequently create stress and work–life imbalance [36][38].

Occupational stress refers to the physical and psychological strain experienced when job demands exceed an individual's coping capacity. Workplace stress among women is influenced by several organizational, social, and personal factors such as excessive workload, long working hours, lack of organizational support, gender discrimination, role conflict, and family responsibilities [33][35]. Studies have shown that women are more vulnerable to stress because of their dual role responsibilities and emotional involvement in both professional and family domains [14][19].

Modern organizations demand high productivity, continuous performance, and adaptability, which often lead to emotional exhaustion and burnout among women employees. Noor (2011) observed that role conflict and work pressure significantly affect the mental well-being of working women [33]. Similarly, Srivastava (2011) reported that occupational stress negatively influences psychological health, job satisfaction, and professional efficiency [35]. Research conducted by Malik (2011) also identified workload and organizational pressure as important causes of stress among employees [32].

Work–life imbalance has emerged as a major source of stress among women employees in various professions including healthcare, banking, education, journalism, and information technology. Kalliath and Brough (2010) emphasized that balancing work and family responsibilities is essential for maintaining employee well-being and organizational effectiveness [38]. Prasad, Vaidya, and Kumar (2016) found that women working in the IT sector experience stress because of technological pressure, workload, and performance expectations [13]. Similarly, Sudha and Karthikeyan (2014) observed

that women employees in the banking sector face stress due to target-oriented work culture and customer-related pressures [40].

The consequences of workplace stress are multidimensional and affect physical, psychological, and organizational well-being. Chronic stress may lead to fatigue, hypertension, anxiety, depression, emotional instability, and reduced work performance [15][39]. Goh, Pfeffer, and Zenios (2015) highlighted that prolonged workplace stress adversely affects both employee health and organizational productivity [15]. In addition, work-related stress contributes to absenteeism, low morale, burnout, and increased employee turnover [25].

To manage workplace stress effectively, researchers have emphasized the importance of coping strategies and organizational support systems. Individual coping mechanisms such as meditation, yoga, emotional regulation, and time management help women employees reduce stress and maintain psychological balance [23]. Organizational initiatives including flexible working hours, employee wellness programs, counseling services, and supportive leadership also play an important role in minimizing occupational stress [1][22].

3. OBJECTIVES OF THE STUDY

1. To examine the major causes and sources of workplace stress among women employees.
2. To analyze the physical, psychological, and organizational consequences of workplace stress on women.
3. To review the coping strategies and stress management practices adopted to reduce workplace stress among women employees.

4. CONCEPT AND MEANING OF WORKPLACE STRESS

4.1 Concept of Stress

Stress is a natural psychological and physical response that occurs when individuals face situations that challenge their ability to cope effectively. In modern society, stress has become an unavoidable part of life due to increasing professional demands, technological changes, social expectations, and economic pressures. Stress affects both the mental and physical well-being of individuals and influences their personal as well as professional life.

The concept of stress was scientifically developed by Hans Selye, who defined stress as the “non-specific response of the body to any demand placed upon it.” According to Selye, stress is a biological and psychological reaction that occurs when individuals encounter challenging situations requiring adaptation. He further explained that prolonged stress may lead to physical and emotional exhaustion.

Later, Richard Lazarus viewed stress as a psychological process resulting from the interaction between individuals and their environment. Lazarus emphasized that stress occurs when individuals perceive that environmental demands exceed their coping resources [23]. This approach highlighted the importance of individual perception and coping ability in understanding stress.

Stress may be positive or negative depending on the nature and intensity of the situation. Positive stress, known as “eustress,” motivates individuals to improve performance and achieve goals. Negative stress, called “distress,” adversely affects mental health, physical well-being, and overall functioning. Excessive stress often results in anxiety, frustration, burnout, depression, and reduced efficiency.

4.2 Meaning of Workplace Stress

Workplace stress, also known as occupational stress, refers to the stress experienced by employees due to work-related pressures and organizational demands. It arises when job requirements exceed the employee’s ability or resources to cope effectively. Workplace stress has become a major issue in modern organizations because of increasing competition, technological advancement, workload, and changing organizational structures.

Chandrasekar (2011) explained that poor workplace conditions and organizational environment significantly influence employee stress levels [31]. Malik (2011) identified workload, long working hours, and job pressure as major sources of occupational stress among employees [32]. Workplace stress can emerge from several organizational factors such as role ambiguity, lack of support, poor communication, target-oriented work culture, and job insecurity.

Among women employees, workplace stress has become more significant because women often perform dual roles in professional and family life. Along with occupational responsibilities, women are expected to manage household duties, childcare responsibilities, and social obligations. This dual burden frequently creates emotional strain and work–life imbalance [36][38].

Noor (2011) observed that role conflict and multiple responsibilities are important causes of stress among working women [33]. Similarly, Kalliath and Brough (2010) emphasized that imbalance between work and personal life negatively affects employee well-being and job satisfaction [38].

Workplace stress affects employees physically, psychologically, and behaviorally. Excessive stress may result in fatigue, sleep disorders, hypertension, anxiety, depression, emotional exhaustion, absenteeism, and low productivity [15][39]. In many professions such as healthcare, banking, teaching, journalism, and information technology, women employees frequently face high levels of occupational stress because of continuous performance pressure and demanding work environments [13][17][40].

5. THEORETICAL PERSPECTIVES ON STRESS

Theoretical perspectives on stress provide a scientific understanding of how stress develops, affects individuals, and influences behavior and performance. Various theories explain workplace stress from biological, psychological, and sociological viewpoints. In the context of women employees, these theories help explain how organizational demands, family responsibilities, and social expectations contribute to occupational stress and work–life imbalance.

5.1 Hans Selye's General Adaptation Syndrome

Hans Selye introduced the concept of stress and developed the General Adaptation Syndrome (GAS) theory to explain the body's physiological response to stress. According to Selye, stress is the non-specific response of the body to any demand placed upon it. The theory explains how individuals react to prolonged stress through three stages: alarm reaction, resistance, and exhaustion.

Alarm Reaction Stage

In the first stage, the body recognizes stress and activates a “fight or flight” response. Physiological changes such as increased heartbeat, blood pressure, and anxiety occur when individuals face stressful situations. Women employees may experience this stage due to excessive workload, role pressure, or organizational demands.

Resistance Stage

During this stage, the body attempts to adapt to the stressful condition. Individuals continue performing their responsibilities while trying to cope with stress. Working women often manage stress by balancing professional duties and family obligations simultaneously.

Exhaustion Stage

If stress continues for a prolonged period, the body's coping resources become depleted, leading to physical and psychological exhaustion. Chronic stress may result in burnout, depression, fatigue, and health problems among women employees. The theory highlights that continuous occupational stress negatively affects employee well-being and efficiency.

Selye's theory is important in understanding workplace stress because it explains how prolonged organizational pressure can lead to emotional and physical breakdown among employees.

5.2 Transactional Theory of Stress

The Transactional Theory of Stress was developed by Richard Lazarus and Susan Folkman. This theory views stress as a psychological process arising from the interaction between individuals and their environment. According to the theory, stress does not depend solely on external situations but also on how individuals perceive and interpret those situations.

The theory emphasizes two important cognitive processes:

Primary Appraisal

Individuals evaluate whether a situation is threatening, harmful, or challenging. For example, women employees may perceive workload, deadlines, or work–family imbalance as stressful depending on their personal interpretation.

Secondary Appraisal

Individuals assess their ability and available resources to cope with the stressful situation. Coping resources may include social support, time management skills, emotional stability, and organizational assistance.

The theory also highlights coping strategies, which are broadly categorized into:

- Problem-focused coping
- Emotion-focused coping

Problem-focused coping aims to solve the source of stress, while emotion-focused coping helps manage emotional reactions. This theory is highly relevant to workplace stress among women because stress levels vary according to personal perception, emotional resilience, and coping ability [23].

5.3 Role Conflict Theory

Role Conflict Theory explains stress arising from the simultaneous performance of multiple roles with incompatible expectations. In modern society, women often perform several roles such as employee, wife, mother, caregiver, and homemaker. Managing these multiple responsibilities creates conflict and psychological strain.

Role conflict occurs when:

- Demands from one role interfere with another role
- Individuals are unable to satisfy competing expectations
- Time and energy become insufficient to manage all responsibilities effectively

Working women frequently experience role conflict because professional obligations often overlap with domestic and family responsibilities. Noor (2011) emphasized that role conflict significantly contributes to workplace stress among women employees [33]. Similarly, Singh (2013) observed that occupational role stress increases when women struggle to balance family and career expectations [24].

Role Conflict Theory is important for understanding stress among women because it explains how competing responsibilities create emotional exhaustion, anxiety, and work–life imbalance.

5.4 Work–Family Conflict Theory

Work–Family Conflict Theory explains the incompatibility between work responsibilities and family obligations. The theory suggests that participation in one domain becomes difficult because of pressures arising from another domain. Work and family are considered two important yet competing areas of life.

The theory identifies three major forms of conflict:

Time-Based Conflict

Time devoted to work reduces the time available for family responsibilities. Long working hours and overtime frequently affect women's ability to manage domestic duties.

Strain-Based Conflict

Stress experienced in one role negatively influences performance in another role. Workplace pressure may lead to emotional exhaustion that affects family relationships and personal well-being.

Behavior-Based Conflict

Behavioral expectations in work and family settings may differ. Professional roles may require assertiveness and competitiveness, whereas family roles may demand emotional sensitivity and caregiving behavior.

Kalliath and Brough (2010) highlighted that work–life imbalance significantly affects employee well-being and job satisfaction [38]. Falconier et al. (2015) also observed that work-family conflict creates emotional strain and psychological stress among employed women [14].

6. CAUSES OF WORKPLACE STRESS AMONG WOMEN

Workplace stress among women arises from a combination of organizational, social, psychological, and personal factors. In modern organizations, women employees are expected to perform efficiently in their professional roles while simultaneously managing family and domestic responsibilities. Increasing competition, technological advancement, workload pressure, and changing social expectations have significantly contributed to stress among working women. Several studies have identified multiple causes that negatively affect the physical and psychological well-being of women employees [18][33].

6.1 Organizational Factors

Organizational factors are among the major causes of workplace stress among women employees. Excessive workload, long working hours, role ambiguity, lack of organizational support, and poor working conditions create significant pressure in the workplace. Women working in target-oriented and highly competitive environments frequently experience emotional exhaustion and job strain.

Malik (2011) identified workload and organizational pressure as major causes of occupational stress among employees [32]. Similarly, Chandrasekar (2011) explained that poor organizational climate and unhealthy workplace environments increase employee stress levels [31]. Women employees often face pressure to meet deadlines, achieve targets, and maintain high levels of performance, which contributes to anxiety and fatigue.

Job insecurity and limited career advancement opportunities also increase workplace stress among women. Gender discrimination, unequal pay, lack of recognition, and workplace harassment negatively influence women's confidence and emotional well-being. In many organizations, women continue to experience barriers in leadership opportunities and decision-making roles, resulting in frustration and dissatisfaction.

Women employed in sectors such as banking, healthcare, education, and information technology experience additional stress because of demanding schedules and continuous professional expectations. Sudha and Karthikeyan (2014) observed that women employees in the banking sector experience stress because of customer pressure and target-oriented work culture [40]. Similarly, Prasad, Vaidya, and Kumar (2016) found that technological pressure and performance expectations significantly affect women employees in the IT sector [13].

6.2 Family and Social Factors

Family and social responsibilities play an important role in creating workplace stress among women. In many societies, women are expected to manage household activities, childcare responsibilities, elder care, and family obligations along with their professional duties. This dual burden often creates work–life imbalance and emotional strain.

Doble and Supriya (2010) emphasized that women experience greater stress because of multiple responsibilities at work and home [36]. Noor (2011) also highlighted that role conflict arising from competing family and professional demands significantly contributes to occupational stress among women employees [33].

Lack of family support and social expectations further increase stress levels among women. Married women and working mothers frequently struggle to balance professional commitments with domestic responsibilities. Time constraints, inadequate rest, and family pressure often reduce their ability to cope effectively with workplace demands.

Work–family imbalance has become more severe in urban and industrialized societies where long working hours and changing lifestyles limit personal and family time. Kalliath and Brough (2010) stated that imbalance between work and personal life negatively affects employee well-being and mental health [38]. Work-family conflict often results in emotional exhaustion, reduced job satisfaction, and psychological instability among women employees.

6.3 Psychological Factors

Psychological factors also contribute significantly to workplace stress among women employees. Anxiety, emotional exhaustion, low self-confidence, fear of failure, and inability to cope with pressure negatively affect mental well-being and work performance.

Women employees frequently experience emotional stress due to continuous performance expectations and social responsibilities. Prolonged exposure to workplace pressure may lead to burnout, depression, frustration, and emotional instability. Srivastava (2011) reported that occupational stress adversely affects mental health and emotional stability among women employees [35].

Lack of emotional support, poor interpersonal relationships, and workplace conflicts also increase psychological stress. In professions involving emotional labor such as nursing, teaching, and healthcare, women often experience compassion fatigue and emotional exhaustion. Adhikari (2012) found that nurses working in hospitals experience anxiety and stress because of heavy workload and patient care responsibilities [26].

The COVID-19 pandemic further intensified psychological stress among women healthcare professionals. Babore et al. (2020) observed that women healthcare workers experienced severe emotional distress, fear, and burnout during the pandemic period [3].

6.4 Technological and Professional Factors

Rapid technological advancement and changing professional requirements have also become important sources of workplace stress. Employees are expected to continuously update their knowledge and adapt to new technologies and organizational systems. Women professionals working in information technology and corporate sectors often experience stress because of constant connectivity, workload, and performance monitoring.

Padma et al. (2015) reported that women IT professionals frequently suffer from fatigue, sleep disorders, and emotional exhaustion because of technological pressure and long working hours [17]. Similarly, modern communication systems and remote work practices have blurred the boundaries between work and personal life, increasing stress levels among working women.

Professional competition and performance appraisal systems further contribute to stress. Fear of poor performance, job loss, and inability to meet organizational expectations create psychological pressure among women employees.

6.5 Health and Lifestyle Factors

Unhealthy lifestyle practices and inadequate self-care also contribute to workplace stress among women. Irregular eating habits, lack of physical exercise, sleep disturbances, and insufficient relaxation negatively affect physical and mental health.

Chronic stress may weaken immunity and increase the risk of hypertension, fatigue, headaches, and other health-related problems [15][39]. Women who fail to maintain proper work–life balance often experience exhaustion and reduced coping ability.

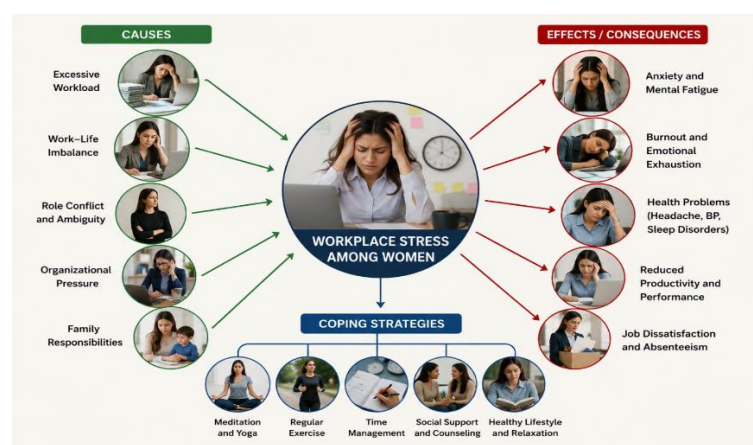


Fig.1. Causes, Effects and Coping strategies

Lack of recreational activities and social interaction further increases stress levels. In many cases, women prioritize professional and family responsibilities over personal well-being, resulting in long-term physical and emotional strain.

7. WORK–LIFE BALANCE AND ROLE CONFLICT

Work–life balance and role conflict are among the most important factors influencing workplace stress among women employees. In contemporary society, women actively participate in professional careers while simultaneously fulfilling family and social responsibilities. Managing multiple roles often creates imbalance and psychological strain, particularly when professional demands interfere with personal and family life. As a result, achieving an effective balance between work and personal responsibilities has become a major challenge for working women.

Work–life balance refers to the ability of individuals to maintain harmony between professional responsibilities and personal life. It involves proper allocation of time, energy, and attention to work, family, and social activities without excessive stress or conflict. Kalliath and Brough (2010) emphasized that work–life balance is essential for maintaining employee well-being, job satisfaction, and organizational effectiveness [38]. A balanced work and personal life helps employees maintain physical health, emotional stability, and professional productivity.

However, modern workplaces often demand long working hours, continuous availability, high performance, and strict deadlines, which make it difficult for women employees to maintain balance between work and family responsibilities. Women frequently perform dual roles as employees and caregivers, resulting in increased pressure and emotional exhaustion. Doble and Supriya (2010) explained that women experience greater work–life imbalance because of the simultaneous management of professional and domestic responsibilities [36].

Role conflict occurs when individuals face incompatible expectations from different roles they perform in life. Women commonly experience role conflict because professional obligations often overlap with family duties such as childcare, household management, and elder care. When employees are unable to fulfill the expectations of one role without affecting another role, stress and frustration increase significantly.

Noor (2011) observed that role conflict is one of the major contributors to workplace stress among women employees [33]. Similarly, Singh (2013) reported that occupational role stress increases when women struggle to balance career responsibilities with family expectations [24]. The inability to effectively manage multiple responsibilities frequently results in emotional instability, fatigue, and reduced job satisfaction.

Work–family conflict is generally classified into three major forms:

7.1 Time-Based Conflict

Time-based conflict occurs when time devoted to work reduces the time available for family and personal responsibilities. Long working hours, overtime duties, and irregular schedules often limit women's ability to spend quality time with family members. Working mothers, in particular, experience stress because they struggle to manage professional duties alongside childcare and household responsibilities.

7.2 Strain-Based Conflict

Strain-based conflict arises when stress experienced in one role negatively affects performance in another role. Workplace pressure, deadlines, and emotional exhaustion may reduce women's ability to manage family relationships effectively. Similarly, family-related stress may affect concentration and productivity in the workplace.

Falconier et al. (2015) observed that work–family conflict creates emotional strain and psychological stress among employed women [14]. Continuous exposure to stress in both domains often leads to anxiety, burnout, and dissatisfaction.

7.3 Behavior-Based Conflict

Behavior-based conflict occurs when behaviors expected in one role are incompatible with behaviors required in another role. Professional environments may require assertiveness, competitiveness, and decision-making ability, whereas family roles often demand emotional sensitivity, patience, and caregiving behavior. Adjusting between these contrasting expectations creates emotional pressure for many women employees.

Work–life imbalance and role conflict negatively affect physical health, psychological well-being, family relationships, and organizational performance. Excessive stress arising from multiple responsibilities may result in fatigue, depression, absenteeism, reduced productivity, and emotional exhaustion [15][35]. Women working in professions such as healthcare, education, banking, journalism, and information technology are particularly vulnerable because of demanding work schedules and performance expectations.

Organizations have increasingly recognized the importance of promoting work–life balance to improve employee well-being and productivity. Flexible working hours, remote work options, maternity support, childcare facilities, counseling services, and employee wellness programs help women employees manage stress more effectively. Agha, Azmi, and Irfan (2017) emphasized that work–life balance significantly improves job satisfaction and reduces stress among working women [11].

8. CONSEQUENCES OF WORKPLACE STRESS

Workplace stress has significant consequences on the physical health, psychological well-being, social life, and organizational performance of women employees. Prolonged exposure to occupational stress negatively affects employee efficiency, emotional stability, interpersonal relationships, and overall quality of life. Women employees are particularly vulnerable to the adverse effects of stress because they often manage multiple responsibilities related to work and family simultaneously. Several studies have reported that excessive workplace stress leads to burnout, anxiety, health problems, reduced productivity, and work–life imbalance [15][35].

The consequences of workplace stress can be broadly classified into physical, psychological, behavioral, and organizational consequences.

8.1 Physical Consequences

Workplace stress significantly affects the physical health of women employees. Continuous exposure to stress weakens the body's ability to cope effectively and may result in various health-related problems. Excessive workload, long working hours, lack of rest, and emotional pressure often lead to physical exhaustion and fatigue.

Common physical consequences of workplace stress include:

- Headaches
- Fatigue
- Sleep disorders
- Hypertension
- Digestive problems
- Muscle pain
- Reduced immunity

Goh, Pfeffer, and Zenios (2015) stated that chronic workplace stress adversely affects physical health and increases the risk of serious medical conditions [15]. Women experiencing prolonged stress often suffer from sleep disturbances and lack of energy, which reduce their efficiency and concentration in the workplace.

Padma et al. (2015) observed that women employees in the information technology sector frequently experience fatigue, insomnia, and physical exhaustion because of excessive workload and technological pressure [17]. Similarly, healthcare professionals and nurses often face health problems due to irregular schedules and emotional labor [26].

Prolonged physical stress may also increase the risk of cardiovascular diseases and other long-term health complications. Therefore, maintaining proper work–life balance and healthy lifestyle practices is essential for minimizing physical consequences of stress.

8.2 Psychological Consequences

Psychological consequences are among the most serious effects of workplace stress among women employees. Emotional pressure, role conflict, and work overload frequently affect mental health and emotional stability.

Common psychological consequences include:

- Anxiety
- Depression
- Emotional exhaustion
- Burnout
- Frustration
- Irritability
- Low self-esteem

Srivastava (2011) reported that occupational stress negatively affects mental health and emotional well-being among women employees [35]. Similarly, Noor (2011) emphasized that role conflict and workplace pressure increase psychological strain and emotional instability [33].

Burnout is one of the major psychological outcomes of prolonged workplace stress. It is characterized by emotional exhaustion, reduced motivation, and decreased professional efficiency. Women employees who continuously manage multiple responsibilities without adequate support often experience burnout and mental fatigue.

Babore et al. (2020) observed that women healthcare workers experienced severe emotional distress and psychological exhaustion during the COVID-19 pandemic [3]. Fear, uncertainty, and continuous work pressure significantly affected their mental well-being.

Workplace stress may also negatively affect self-confidence, decision-making ability, and emotional control. Employees experiencing high stress levels often struggle to maintain interpersonal relationships and positive workplace interactions.

8.3 Behavioral Consequences

Stress influences employee behavior both inside and outside the workplace. Women experiencing excessive stress may show behavioral changes that negatively affect their professional and personal life.

Behavioral consequences include:

- Absenteeism
- Reduced work commitment
- Lack of concentration
- Increased mistakes
- Social withdrawal
- Aggressive behavior
- Poor interpersonal relationships

Employees under stress often find it difficult to focus on work responsibilities and may become less motivated and less productive. Emotional instability and frustration may also affect communication and teamwork within organizations.

Stress-related behavioral changes may further contribute to unhealthy coping practices such as overeating, sleep disturbances, and lack of self-care. In severe cases, prolonged occupational stress may lead to social isolation and reduced family interaction.

8.4 Organizational Consequences

Workplace stress not only affects employees individually but also influences overall organizational performance and productivity. High levels of occupational stress reduce employee morale, efficiency, and commitment to the organization.

Major organizational consequences include:

- Reduced productivity
- Low job satisfaction
- Increased absenteeism
- Employee turnover
- Poor organizational commitment
- Reduced work quality

Yozgat, Yurtkoru, and Bilginoglu (2013) highlighted that job stress negatively affects employee performance and organizational outcomes [25]. Excessive stress reduces concentration, creativity, and decision-making ability, resulting in poor work performance.

Women employees experiencing continuous stress may become dissatisfied with their jobs and develop intentions to leave the organization. High turnover rates increase recruitment and training costs for organizations and affect workplace stability.

Workplace stress also contributes to poor organizational climate and reduced teamwork. Employees under stress may experience communication difficulties and reduced cooperation with colleagues, affecting organizational harmony and effectiveness.

8.5 Social and Family Consequences

Workplace stress also affects family relationships and social life. Women employees experiencing high stress levels may struggle to maintain healthy relationships with family members and friends. Emotional exhaustion and lack of time often reduce participation in social and recreational activities.

Work–family imbalance may create conflicts within families and reduce overall life satisfaction. Stress experienced in the workplace frequently transfers into family life, affecting emotional relationships and household harmony [14][38].

Women who are unable to balance professional and personal responsibilities often experience guilt, frustration, and emotional dissatisfaction. These problems may further increase stress levels and negatively influence overall well-being.

9. STRESS AMONG WOMEN IN DIFFERENT PROFESSIONS

Workplace stress among women varies across professions depending on the nature of work, organizational environment, workload, and role expectations. Women employees in different occupational sectors experience unique forms of stress arising from professional responsibilities, work pressure, interpersonal relationships, and work–life imbalance. In many professions, women are expected to perform efficiently under demanding conditions while simultaneously managing family and social obligations. As a result, occupational stress has become a common issue affecting women across various sectors such as healthcare, education, banking, journalism, and information technology.

9.1 Stress Among Women Nurses and Healthcare Professionals

Women working in healthcare professions, especially nurses, experience high levels of workplace stress because of heavy workload, emotional labor, patient care responsibilities, and irregular working hours. Nurses often work in highly demanding environments that require continuous attention, emotional involvement, and quick decision-making. Long shifts, staff shortages, emergency situations, and exposure to illness contribute significantly to occupational stress.

Adhikari (2012) found that nurses working in hospitals frequently experience anxiety, emotional exhaustion, and psychological pressure because of excessive workload and patient care demands [26]. Healthcare professionals often face physical fatigue and mental strain due to continuous interaction with patients and families.

The COVID-19 pandemic further intensified stress among women healthcare workers. Babore et al. (2020) observed that women healthcare professionals experienced severe emotional distress, fear, burnout, and psychological exhaustion during the pandemic period [3]. Increased work pressure, fear of infection, and lack of rest negatively affected their mental well-being and professional performance.

9.2 Stress Among Women Teachers

Teaching is considered one of the most stressful professions because it involves academic responsibilities, classroom management, student evaluation, and administrative duties. Women teachers frequently experience stress due to workload, time pressure, changing educational policies, and balancing family responsibilities with professional commitments.

Reddy and Poornima (2012) reported that women teachers experience professional burnout because of continuous academic responsibilities and domestic obligations [30]. Similarly, Jeyaraj (2013) emphasized that balancing professional duties and personal responsibilities remains a major challenge for women employees in the education sector [22].

Women teachers often face emotional stress while managing student behavior, meeting academic expectations, and maintaining performance standards. Excessive work pressure and lack of adequate institutional support may reduce job satisfaction and emotional well-being.

9.3 Stress Among Women in the Information Technology Sector

The information technology sector is characterized by rapid technological changes, target-oriented work culture, long working hours, and continuous performance expectations. Women employees in IT organizations frequently experience stress because of workload, technological pressure, deadlines, and work–life imbalance.

Prasad, Vaidya, and Kumar (2016) identified workload, performance pressure, and technological demands as major causes of stress among women employees in the IT sector [13]. Similarly, Padma et al. (2015) observed that women IT professionals often suffer from fatigue, sleep disorders, and emotional exhaustion because of long working hours and continuous professional pressure [17].

The requirement for constant learning and adaptation to new technologies increases mental pressure among women professionals. In addition, irregular work schedules and remote work practices frequently interfere with personal and family life, leading to work–family conflict.

9.4 Stress Among Women Bank Employees

Women employees in the banking sector experience occupational stress because of target-oriented work culture, customer pressure, financial responsibilities, and long working hours. Banking professionals are expected to maintain accuracy, productivity, and customer satisfaction under competitive conditions.

Sudha and Karthikeyan (2014) observed that women bank employees experience stress because of workload, customer interactions, and organizational pressure [40]. Employees in the banking sector often face stress related to performance targets, technological changes, and job insecurity.

Continuous interaction with customers and financial accountability also contribute to emotional strain and mental fatigue. Women working in banks frequently struggle to balance professional responsibilities with domestic duties, increasing work–life imbalance and psychological stress.

9.5 Stress Among Women Journalists

Women journalists experience workplace stress because of irregular working hours, field reporting responsibilities, deadline pressure, and exposure to challenging social and political situations. Journalism often requires employees to work under uncertain and highly competitive conditions.

Women journalists may also face workplace discrimination, safety concerns, and emotional pressure while reporting sensitive issues. Continuous travel, lack of personal time, and unpredictable work schedules contribute significantly to occupational stress.

The pressure to maintain professional performance while managing family responsibilities further increases emotional strain among women journalists. In many cases, lack of organizational support and gender bias create additional psychological stress.

9.6 Stress Among Women in Corporate and Service Sectors

Women employed in corporate organizations and service industries often experience stress because of excessive workload, competition, performance evaluation systems, and long working hours. Organizational expectations for productivity and efficiency frequently create psychological pressure and emotional exhaustion.

Gupta and Sharma (2018) reported that women employees in service sectors experience occupational stress due to workload and lack of supportive organizational culture [8]. Corporate work environments often demand multitasking, continuous communication, and high performance, which negatively affect work–life balance.

Women in managerial and leadership positions may also experience stress related to decision-making responsibilities, organizational expectations, and workplace discrimination. Lack of career advancement opportunities and unequal treatment further contribute to dissatisfaction and emotional instability.

9.7 Comparative Nature of Occupational Stress Among Women

Although workplace stress exists across all professions, the nature and intensity of stress differ according to occupational demands and work environments. Healthcare professionals and nurses experience emotional and physical exhaustion due to patient care responsibilities, whereas women in banking and corporate sectors face target-related and performance-based stress. Teachers experience academic and administrative pressure, while IT professionals encounter technological and workload-related stress.

Despite these differences, common stress factors among women employees include:

- Work overload
- Work–life imbalance
- Role conflict
- Lack of organizational support
- Emotional exhaustion
- Gender discrimination

Women across professions often experience similar psychological consequences such as anxiety, burnout, fatigue, and reduced job satisfaction [15][35].

10. COPING STRATEGIES AND STRESS MANAGEMENT

Workplace stress among women can be effectively managed through appropriate coping strategies and stress management practices. Coping strategies refer to the behavioral, emotional, and psychological efforts adopted by individuals to reduce stress and maintain mental and physical well-being. Stress management involves both individual and organizational approaches aimed at minimizing the negative effects of occupational stress and improving employee performance and quality of life.

Women employees often experience stress due to excessive workload, role conflict, work–life imbalance, organizational pressure, and family responsibilities. Therefore, adopting effective coping mechanisms is essential for maintaining emotional stability, professional efficiency, and overall well-being. Researchers have emphasized that proper stress management practices help reduce burnout, anxiety, emotional exhaustion, and health-related problems among women employees [23][22].

The coping strategies and stress management practices can be broadly classified into individual coping strategies and organizational coping strategies.

10.1 Individual Coping Strategies

Individual coping strategies are personal methods adopted by employees to manage workplace stress and maintain psychological balance. These strategies help women employees improve emotional resilience and cope effectively with occupational and family-related pressures.

10.1.1 Time Management

Effective time management is one of the most important coping strategies for reducing workplace stress. Proper planning and prioritization of tasks help women employees balance professional and personal responsibilities efficiently. Time management reduces workload pressure, improves productivity, and minimizes work–family conflict.

Women who effectively schedule their work and family activities experience better control over responsibilities and lower levels of stress. Proper allocation of time also helps employees maintain adequate rest and recreational activities.

10.1.2 Meditation and Yoga

Meditation, yoga, and relaxation techniques are widely used stress management practices that improve mental peace and emotional stability. These practices help reduce anxiety, tension, and emotional exhaustion while improving concentration and self-control.

Mishra (2018) emphasized that yoga and meditation are effective methods for reducing occupational stress among working women [23]. Regular practice of relaxation techniques improves psychological well-being and helps employees manage emotional pressure more effectively.

Breathing exercises, mindfulness practices, and physical fitness activities also contribute to stress reduction and improve overall health.

10.1.3 Emotional Regulation and Positive Thinking

Emotional regulation refers to the ability to manage emotional reactions during stressful situations. Women employees who develop positive thinking and emotional control are better able to cope with workplace challenges and interpersonal conflicts.

Positive attitudes, self-confidence, and optimism help reduce emotional instability and improve resilience. Employees with strong emotional coping skills can manage pressure more effectively and maintain professional relationships in stressful environments.

10.1.4 Social Support

Support from family members, friends, colleagues, and supervisors plays a crucial role in stress reduction. Emotional support helps women employees manage work-related pressure and maintain psychological well-being.

Women who receive encouragement and assistance from family and workplace relationships are better able to balance multiple responsibilities. Social interaction and communication also help reduce feelings of isolation and emotional exhaustion.

Falconier et al. (2015) observed that supportive interpersonal relationships help reduce emotional strain and work–family conflict among employed women [14].

10.1.5 Healthy Lifestyle Practices

Maintaining a healthy lifestyle is essential for minimizing workplace stress and improving physical and mental health. Healthy eating habits, regular physical exercise, proper sleep, and recreational activities help employees cope with stress more effectively.

Women experiencing high levels of stress often neglect self-care because of workload and family responsibilities. However, maintaining physical fitness and adequate rest improves energy levels, emotional stability, and coping ability.

Stress reduction activities such as hobbies, music, reading, and social participation also contribute positively to emotional well-being.

10.2 Organizational Coping Strategies

Organizations play an important role in reducing workplace stress and promoting employee well-being. Supportive organizational policies and healthy work environments help women employees manage occupational stress effectively.

10.2.1 Flexible Working Arrangements

Flexible working hours, remote work options, and leave policies help women employees balance professional and personal responsibilities more effectively. Flexible work arrangements reduce time-based conflict and improve work–life balance.

Agha, Azmi, and Irfan (2017) emphasized that work–life balance significantly improves job satisfaction and reduces stress among working women [11]. Organizations that provide flexible schedules create supportive environments that enhance employee well-being and productivity.

10.2.2 Employee Wellness Programs

Employee wellness programs are organizational initiatives designed to improve physical and mental health among employees. These programs may include:

- Stress management workshops
- Health awareness programs
- Fitness activities
- Psychological counseling
- Recreational programs

Mensah (2021) highlighted that employee wellness programs and organizational support significantly improve mental well-being and reduce occupational stress [1]. Wellness initiatives help employees manage emotional pressure and maintain healthy work environments.

10.2.3 Counseling and Psychological Support

Professional counseling services help employees manage anxiety, emotional exhaustion, and work-related stress. Counseling programs provide emotional guidance and coping techniques for handling workplace challenges.

Women employees experiencing burnout and psychological strain benefit from counseling support and mental health awareness programs. During crisis situations such as the COVID-19 pandemic, psychological support became especially important for healthcare professionals [3].

Organizations that encourage open communication and emotional support create healthier work cultures and reduce employee stress.

10.2.4 Supportive Leadership and Organizational Culture

Supportive supervisors and positive workplace relationships significantly reduce occupational stress. Leaders who provide encouragement, recognition, and guidance help employees feel valued and motivated.

Healthy organizational culture promotes teamwork, communication, equality, and employee participation in decision-making. Women employees working in supportive environments experience higher job satisfaction and lower stress levels.

Gupta and Sharma (2018) reported that supportive organizational culture plays an important role in managing occupational stress among women employees [8].

10.2.5 Training and Development Programs

Stress management training programs help employees develop coping skills and emotional resilience. Organizations may conduct workshops on:

- Time management
- Emotional intelligence

- Communication skills
- Conflict management
- Work–life balance

Training programs improve employees' ability to handle pressure and adapt to organizational demands effectively.

10.3 Importance of Stress Management for Women Employees

Effective stress management is essential for improving the physical health, psychological well-being, and professional efficiency of women employees. Proper coping strategies help reduce anxiety, burnout, fatigue, and emotional instability. Stress management also improves job satisfaction, interpersonal relationships, and organizational commitment.

Organizations that prioritize employee well-being benefit through:

- Increased productivity
- Reduced absenteeism
- Better employee retention
- Improved organizational climate
- Enhanced work performance

Women employees who successfully manage workplace stress are more capable of balancing professional and personal responsibilities while maintaining overall quality of life.

11. REVIEW OF LITERATURE

Mensah (2021), examined the relationship between job stress and mental well-being among working employees. The article explained that occupational stress negatively affected emotional stability, productivity, and psychological health. Workplace pressure, workload, and lack of organizational support increased stress levels among employees, particularly women. Organizational wellness programs and supportive work environments improved mental well-being and reduced emotional exhaustion. The article emphasized the importance of stress management practices and healthy workplace relationships for improving employee satisfaction and professional performance.

Vitthalrao Lakhute (2021), discussed stress among working women and described occupational stress as a silent psychological burden affecting women employees. Multiple responsibilities at home and workplace created emotional and physical exhaustion among women professionals. Workload, role conflict, and family expectations significantly influenced stress levels. Emotional instability, anxiety, and reduced work efficiency were commonly observed consequences. The article suggested that proper stress management practices, organizational support, and work–life balance policies were essential for improving women's mental and physical well-being.

Babore et al. (2020), analyzed the psychological effects of occupational stress among healthcare workers during the COVID-19 pandemic. Women healthcare professionals experienced severe emotional distress, anxiety, burnout, and fear because of continuous work pressure and health-related risks. Excessive workload and emotional involvement in patient care negatively affected psychological well-being. Counseling services, social support, and organizational assistance helped employees manage stress effectively. The article highlighted the importance of mental health support systems for healthcare professionals working in crisis situations.

Singh and Kumar (2020), explored workplace stress and mental health among female professionals. Heavy workload, organizational pressure, and work–family imbalance created psychological strain among women employees. Stress negatively affected concentration, emotional stability, and job satisfaction. Women experiencing prolonged stress frequently suffered from anxiety, fatigue, and burnout. Supportive workplace culture and stress management programs improved employee well-being and professional efficiency. The article emphasized the importance of organizational support and positive work environments in reducing occupational stress among female employees.

Uddin (2020), examined occupational stress and employee performance among women workers. Job pressure, excessive responsibilities, and lack of work–life balance reduced employee productivity and emotional well-being. Stress negatively

influenced concentration, motivation, and professional performance. Women employees facing continuous pressure experienced physical fatigue and psychological exhaustion. Healthy organizational climate and supportive leadership improved employee morale and stress management. The article emphasized that organizations should implement employee-friendly policies to reduce stress and improve work efficiency among women professionals.

Nadeem and Abbas (2019), investigated the impact of work–life conflict on job stress among women employees. Competing professional and family responsibilities increased emotional strain and psychological stress among working women. Work overload and inadequate time management created work–family imbalance and reduced job satisfaction. Emotional exhaustion and mental fatigue were common consequences of prolonged stress. Family support and flexible workplace policies improved employee well-being and reduced occupational stress. The article emphasized the importance of balancing work and personal life effectively.

Dutta (2018), discussed work–life balance and stress management among women employees. Workplace stress increased because of professional responsibilities, family obligations, and social expectations. Women employees struggled to maintain balance between personal and professional life, resulting in emotional exhaustion and reduced efficiency. Meditation, yoga, and time management techniques improved coping ability and reduced stress levels. The article highlighted that organizations should provide flexible work arrangements and employee wellness programs to support women employees and improve work satisfaction.

Gupta and Sharma (2018), examined occupational stress among women employees in the service sector. Heavy workload, organizational pressure, and poor workplace support created stress among women professionals. Emotional instability, fatigue, and dissatisfaction negatively affected work performance and personal well-being. Supportive organizational culture and positive leadership practices improved employee morale and reduced occupational stress. The article emphasized that healthy work environments and employee-friendly organizational policies were important for improving productivity and reducing stress among women workers.

Mishra (2018), analyzed stress management practices among working women in India. Occupational stress developed because of excessive workload, family responsibilities, and lack of personal time. Women employees frequently experienced anxiety, emotional exhaustion, and work–life imbalance. Relaxation techniques such as yoga, meditation, physical exercise, and positive thinking improved emotional stability and coping ability. Family support and effective time management also reduced stress levels. The article emphasized that self-care practices and healthy lifestyle habits were essential for maintaining psychological well-being among working women.

Verma and Gupta (2018), examined occupational stress among women employees in the organized sector. Workplace pressure, role ambiguity, and multitasking responsibilities negatively affected employee well-being and work performance. Women professionals experienced emotional strain because of dual responsibilities related to work and family. Stress reduced concentration, productivity, and job satisfaction. Organizational support, counseling services, and work–life balance initiatives improved employee morale and stress management. The article highlighted the importance of supportive workplace policies and healthy organizational climate for reducing occupational stress among women employees.

Agha, Azmi, and Irfan (2017), studied work–life balance and job satisfaction among working women. Professional responsibilities and domestic obligations created psychological pressure and emotional strain among women employees. Work–life imbalance negatively influenced mental well-being and job satisfaction. Flexible working hours, family support, and positive workplace relationships improved employee satisfaction and reduced stress. Women employees who maintained balance between personal and professional life demonstrated better emotional stability and professional performance. The article emphasized the importance of supportive organizational practices for improving work satisfaction among women employees.

Bhagat and Chahal (2016), discussed stress among working women in modern organizations. Work overload, target-oriented work culture, and family responsibilities increased stress levels among women employees. Occupational stress negatively affected physical health, emotional stability, and work performance. Women frequently experienced fatigue, anxiety, and frustration because of continuous pressure. Stress management practices such as relaxation techniques, social support, and effective communication improved coping ability and reduced emotional strain. The article emphasized the need for supportive organizational culture and stress management programs for women professionals.

Prasad, Vaidya, and Kumar (2016), examined causes of stress among women employees in the information technology sector. Excessive workload, technological pressure, long working hours, and performance expectations created significant stress among women professionals. Employees experienced emotional exhaustion, sleep disturbances, and reduced job satisfaction because of continuous professional demands. Supportive management practices and effective work–life balance improved employee well-being and professional efficiency. The article emphasized the importance of organizational support and stress management initiatives in the information technology industry.

Falconier et al. (2015), analyzed work–family conflict and stress among employed women. Professional responsibilities frequently interfered with family life, resulting in emotional strain and psychological exhaustion. Women employees experienced difficulty balancing work obligations and personal relationships. Work–family conflict negatively affected emotional well-being, family satisfaction, and workplace productivity. Emotional support from family members and flexible workplace arrangements improved coping ability and reduced stress levels. The article highlighted that healthy interpersonal relationships and organizational support were important for minimizing occupational stress among women employees.

Goh, Pfeffer, and Zenios (2015), examined workplace stressors and their impact on employee health outcomes. Chronic occupational stress negatively affected physical and psychological well-being among employees. Excessive workload, lack of organizational support, and unhealthy workplace conditions increased stress-related illnesses and emotional exhaustion. Stress reduced work efficiency, job satisfaction, and organizational productivity. Healthy workplace environments and employee wellness initiatives improved psychological health and reduced occupational stress. The article emphasized the importance of stress prevention strategies for improving employee well-being and organizational effectiveness.

Lu et al. (2015), investigated work stress, control beliefs, and employee well-being. Workplace stress negatively affected emotional stability, job satisfaction, and mental health among employees. Employees experiencing high stress levels demonstrated reduced confidence, poor emotional control, and dissatisfaction with professional life. Positive coping strategies and organizational support improved resilience and psychological well-being. Women employees who maintained emotional balance and strong coping ability experienced lower levels of occupational stress. The article emphasized the importance of emotional resilience and supportive workplace culture in stress management.

Padma et al. (2015), examined health problems and stress among women employees in the information technology sector. Long working hours, technological pressure, and continuous workload created emotional and physical exhaustion among women professionals. Employees frequently experienced sleep disorders, fatigue, anxiety, and reduced emotional stability. Lack of proper rest and work–life imbalance negatively affected professional efficiency and personal well-being. Stress management practices, healthy lifestyle habits, and supportive organizational culture improved coping ability and reduced workplace stress among women working in information technology organizations.

Akhter (2015), reviewed occupational stress among women employees in different professional sectors. Workplace stress developed because of workload, role conflict, poor working conditions, and family responsibilities. Women employees experienced emotional strain and psychological pressure due to the simultaneous management of professional and domestic roles. Occupational stress negatively affected health, work performance, and interpersonal relationships. Effective coping strategies, organizational support, and stress management programs improved employee well-being and reduced emotional exhaustion. The article emphasized the need for healthy work environments and employee-friendly organizational practices.

Kaur (2014), compared stress levels among working and non-working women. Working women experienced higher levels of stress because of dual responsibilities related to occupation and family management. Workload, time pressure, and role conflict created emotional instability and mental fatigue among employed women. Psychological stress negatively affected health, emotional balance, and social relationships. Support from family members and proper time management reduced stress levels and improved coping ability. The article emphasized the importance of emotional support and work–life balance for maintaining women’s well-being.

Krishnan (2014), analyzed factors causing stress among working women and strategies used for coping. Workplace pressure, lack of organizational support, family expectations, and workload significantly contributed to occupational stress. Women employees experienced anxiety, frustration, and emotional exhaustion because of continuous professional and domestic responsibilities. Relaxation techniques, effective communication, and positive workplace relationships reduced

stress levels and improved emotional well-being. The article emphasized the importance of supportive organizational climate and personal coping mechanisms in stress management among working women.

Nart and Batur (2014), investigated the relationship between work–family conflict, job stress, and job satisfaction among employees. Work–family imbalance negatively affected emotional well-being and professional satisfaction among working women. Employees experiencing occupational stress demonstrated lower job commitment and higher emotional exhaustion. Family responsibilities and organizational demands frequently created psychological strain and reduced workplace efficiency. Flexible work arrangements and supportive management practices improved job satisfaction and reduced stress levels. The article highlighted the importance of balancing professional and family responsibilities effectively.

Jeyaraj (2013), discussed work–life balance among teachers and women employees. Professional duties and household responsibilities created emotional pressure and psychological strain among working women. Time-based conflict and excessive workload negatively affected job satisfaction and personal well-being. Women employees experienced difficulty balancing occupational commitments and family obligations. Flexible workplace policies and proper time management improved emotional stability and reduced work-related stress. The article emphasized the importance of organizational support and healthy work–life balance practices for improving employee well-being.

Lazarus (2013), explained psychological stress and coping processes in relation to human adaptation. Stress developed when individuals perceived environmental demands as exceeding their coping resources. Emotional responses to stress varied according to personal perception, psychological resilience, and coping ability. Problem-focused and emotion-focused coping strategies helped individuals manage stressful situations effectively. Psychological stress negatively affected emotional well-being, social relationships, and professional functioning. The article emphasized that individual perception and coping mechanisms played an important role in stress management and emotional adjustment.

Singh (2013), examined occupational stress among women in relation to role conflict. Women employees experienced stress because of competing professional and family responsibilities. Role ambiguity, workload, and inadequate support systems increased emotional strain and psychological pressure. Occupational stress negatively affected job performance, emotional stability, and interpersonal relationships. Effective coping strategies and supportive family environments improved women’s ability to manage stress successfully. The article emphasized that balancing multiple roles remained one of the major challenges faced by working women in modern organizations.

Yozgat, Yurtkoru, and Bilginoglu (2013) analyzed the relationship between job stress and employee performance. Occupational stress negatively influenced employee productivity, concentration, and organizational commitment. Employees experiencing excessive stress demonstrated lower efficiency and reduced job satisfaction. Workplace pressure and unhealthy organizational climate contributed significantly to emotional exhaustion and mental fatigue. Positive work environments and supportive leadership practices improved employee morale and professional performance. The article emphasized that effective stress management practices were essential for improving organizational productivity and employee well-being.

12. RESEARCH METHODOLOGY

Research methodology refers to the systematic procedures and techniques used for collecting, analyzing, and interpreting information related to a particular research problem. In review-based research, methodology provides a structured approach for identifying relevant literature, examining previous studies, and organizing information related to the selected topic. The present review paper adopted a descriptive and analytical approach to examine workplace stress among women, its causes, consequences, and coping strategies.

12.1 Nature of the Study

The present paper was descriptive and analytical in nature. The review focused on understanding workplace stress among women employees through the examination of existing literature related to occupational stress, work–life balance, role conflict, and stress management practices.

The paper analyzed previous research findings to understand the major factors contributing to workplace stress and the coping mechanisms adopted by women employees in different professions.

12.2 Sources of Data

The review paper was completely based on secondary sources of data. Relevant information was collected from:

- Research journals
- Published articles
- Academic books
- Conference proceedings
- Online databases
- Open-access journals
- Institutional repositories

The literature was gathered from reliable academic platforms such as Google Scholar, ResearchGate, DOAJ, PubMed Central, and other open-access research databases.

12.3 Period of the Study

The literature selected for the review covered the period from 2010 to 2021. Research articles published during this period were considered to understand the changing nature of workplace stress among women employees and the evolving coping strategies adopted in modern organizations.

12.4 Selection Criteria of Literature

The literature included in the review was selected based on the following criteria:

- Relevance to workplace stress among women employees
- Focus on causes, consequences, work–life balance, and coping strategies
- Availability of open-access full-text articles
- Academic authenticity and credibility
- Inclusion of studies related to different professional sectors such as healthcare, education, banking, and information technology

Only English-language articles related to occupational stress among women were considered for the review.

12.5 Method of Analysis

The collected literature was analyzed using thematic analysis. Previous studies were grouped into major themes such as:

- Causes of workplace stress
- Work–life balance and role conflict
- Psychological and physical consequences
- Occupational stress in different professions
- Coping strategies and stress management practices

Thematic organization helped in understanding similarities, differences, and major trends observed in earlier research related to workplace stress among women.

12.6 Scope of the Study

The review mainly focused on workplace stress experienced by women employees in different professions including:

- Nursing and healthcare

- Teaching and education
- Banking sector
- Information technology sector
- Journalism and media
- Corporate and service industries

The paper examined organizational, social, psychological, and personal factors influencing stress among women employees.

12.7 Limitations of the Study

The review paper had certain limitations:

- The paper was based only on secondary data.
- Literature published between 2010 and 2021 was mainly considered.
- Only open-access and English-language publications were included.
- The review focused primarily on women employees and did not include comparative analysis with male employees.
- Differences in organizational culture and geographical conditions were not analyzed separately.

12.8 Significance of the Study

The review provided comprehensive understanding regarding workplace stress among women employees and highlighted the major causes, consequences, and coping mechanisms associated with occupational stress. The paper may help:

- Researchers in future studies related to workplace stress
- Organizations in developing employee-friendly policies
- Women employees in understanding stress management techniques
- Policymakers in promoting gender-sensitive workplace practices

The review also emphasized the importance of organizational support, work–life balance, and employee wellness initiatives for improving women’s mental health and professional well-being.

13. RESEARCH GAP

The review of existing literature revealed that workplace stress among women has received considerable attention from researchers across different professions and organizational settings. Previous studies examined various dimensions of occupational stress such as workload, role conflict, work–life imbalance, emotional exhaustion, organizational pressure, and coping strategies. However, several important research gaps remained insufficiently addressed in earlier literature.

Many studies focused primarily on the causes of workplace stress among women employees, while limited attention was given to the combined analysis of causes, consequences, and coping strategies within a single comprehensive framework. Earlier research often examined stress factors independently without establishing an integrated understanding of how occupational stress influences women’s physical health, psychological well-being, family life, and organizational performance simultaneously.

Existing literature concentrated mainly on specific professions such as healthcare, teaching, banking, and information technology. Comparative understanding of workplace stress across multiple professions remained limited. Differences in stress experiences among women employees working in diverse organizational environments were not adequately explored. As a result, profession-specific variations in stress factors and coping mechanisms required further examination.

Several studies emphasized work–life balance and role conflict as major contributors to stress among women employees [33][38]. However, limited research examined the long-term impact of work–family imbalance on emotional well-being, professional growth, and social relationships. In addition, changing family structures, urban lifestyles, and technological advancements have significantly transformed workplace experiences, yet these contemporary factors were not extensively analyzed in earlier studies.

The COVID-19 pandemic created new forms of occupational stress, especially among healthcare professionals and women employees working remotely. Although recent studies discussed psychological distress during the pandemic [3], limited literature examined post-pandemic workplace stress, remote work pressure, digital fatigue, and emotional exhaustion among women employees in different sectors.

Previous research also paid limited attention to organizational interventions and gender-sensitive workplace policies for reducing stress among women employees. While some studies discussed coping strategies such as yoga, meditation, counseling, and time management [9], insufficient emphasis was placed on evaluating the effectiveness of organizational wellness programs, flexible work arrangements, and leadership support systems.

Another significant gap existed in relation to psychological resilience and emotional coping ability among women employees. Earlier studies mainly concentrated on stress symptoms and organizational pressure, whereas limited research explored individual emotional intelligence, self-regulation, and adaptive coping mechanisms in managing workplace stress effectively.

Furthermore, most previous studies relied on sector-specific or region-specific analysis, limiting the generalizability of findings across broader occupational settings. Variations related to organizational culture, socioeconomic conditions, and workplace environments were not comprehensively addressed in existing literature.

14. DISCUSSION

The review indicated that workplace stress among women resulted from organizational pressure, workload, work–life imbalance, and multiple role responsibilities. Women employees in professions such as healthcare, banking, education, and information technology experienced emotional exhaustion, anxiety, burnout, and reduced job satisfaction because of continuous professional and family demands [13][26][40]. Work–family conflict and lack of organizational support further increased psychological stress and affected emotional well-being [33][38]. The literature also revealed that prolonged stress negatively influenced physical health, productivity, and interpersonal relationships [15][35]. Coping strategies such as meditation, time management, social support, and healthy lifestyle practices improved emotional stability and stress management [9][23]. Organizational initiatives including flexible working hours, counseling services, and supportive leadership significantly reduced occupational stress and improved employee well-being [1][11].

15. SUGGESTIONS AND RECOMMENDATIONS

1. Organizations should introduce flexible working hours and work–life balance policies to help women employees manage professional and family responsibilities effectively.
2. Employee wellness programs, counseling services, and stress management workshops should be conducted regularly to improve psychological well-being and emotional stability among women employees.
3. Supportive organizational culture and positive leadership practices should be encouraged to reduce workplace pressure and improve employee morale.
4. Equal career opportunities, fair treatment, and gender-sensitive workplace policies should be implemented to minimize discrimination and occupational stress among women employees.
5. Women employees should be encouraged to adopt healthy coping strategies such as meditation, yoga, physical exercise, and time management practices for effective stress reduction.
6. Family support and shared domestic responsibilities should be promoted to reduce work–family conflict and emotional burden among working women.
7. Organizations should provide adequate leave facilities, childcare support, and employee assistance programs to improve work satisfaction and organizational commitment.

8. Regular awareness programs on mental health and stress management should be organized to create healthy and supportive workplace environments for women employees.

16. CONCLUSION

Workplace stress among women has emerged as a major organizational and social issue in modern society due to increasing professional demands, work–life imbalance, and multiple role responsibilities. The review revealed that organizational pressure, workload, family obligations, and role conflict significantly affected the physical and psychological well-being of women employees. Stress negatively influenced health, emotional stability, job satisfaction, and organizational performance across different professions. The literature also indicated that effective coping strategies such as meditation, time management, social support, and healthy lifestyle practices helped reduce occupational stress. Organizational initiatives including flexible working arrangements, counseling services, employee wellness programs, and supportive leadership played an important role in improving employee well-being. Therefore, creating healthy, supportive, and gender-sensitive workplace environments is essential for reducing stress and enhancing the professional and personal well-being of women employees.

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