

Effect of Stress on the Family Life

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Abstract: *Stress has physiological, social, and psychological consequences. It can also have an immediate impact on how people perform their professions. Employees that are stressed are more likely to make mistakes, have difficulty concentrating, become disorganized, lose their temper, or ignore their task. Employees who work flexibly are happier with their jobs, happier with their lives, and have a better work-family balance.*

Keywords: Stress, Family Life

I. INTRODUCTION

Employees work to make a living. Their social and professional position is determined by their job role, income, amount of authority, and lifestyle. They prioritized their tasks accordingly. They aim for personal accomplishments and job growth once their financial demands are addressed and stable to a certain degree. They want societal recognition as well as a stable family life. There has been a rise in the number of the dual families over the years. The 'work for life' mentality has given way to an economic climate fraught with insecurity and employment insecurity.

Any occurrence that necessitates behavioral modifications can cause stress. Whether or not a situation is stressful relies on an individual's assessment of the circumstance, his or her experiences, and personality traits. The concept of stress was popularized by biologist Hans Selye. His book "The Stress of Life" published his modern theory of psychological stress. Employees' physiological, emotional, cognitive, and behavioral responses to stress are determined by their age, gender, occupation, income level, and household.

II. REVIEW OF THE LITERATURE

Work is vital to employees because it provides a means for them to achieve their fundamental requirements, social needs, self-esteem, and self-actualization. Any perceived threat to meeting these demands causes tension among employees. According to the Holmes-Rahe Life Occurrences Scale, a lot of the most traumatic events occur at work. Stress is a mental strain caused by an external or internal stimulation that prevents a person from responding normally to their surroundings.

Dewe, Cox, and Ferguson (1993) define stress as the interaction between a person's internal attitude and his circumstances. It is also known as an ongoing transaction, which refers to the person's interaction with his or her environment (*Cooper, O'Driscoll, & Dewe, J., 2001*).

2.1 Effect of Stress on Health and Performance

In the long term, stresses and strains may lead to irreversible, physical signs. Symptoms of stress are manifested as physiological, psychological health problems and behavioral problems.

- Physical Health Problems
- Psychological Health Problems
- Behavioral Health Problems

A. Warning Signs of Stress/ Reducing Stress & moving to Happiness

The social, cultural, and emotional milieu of the job can have an impact on family interactions. An employee is most satisfied in a work atmosphere that is enthusiastic and empathetic, motivating for good performance, and has a sense of team spirit. After identifying the workplace stressors, appropriate steps must be made to lower stress levels. Workplace stress prevention entails providing competent support, counselling, employee help, stress management technique training, boosting teamwork, and managing morale.

2.2 Statement of the Problem

Stress is unavoidable regardless of career; the crucial question is how to lessen its impact on an individual's family and social life. Finally, this is a reversible in which employees with disrupted home and social lives are unable to provide adequate output in their job duties. Much of the literature treats counsellors, social workers, psychiatrist, and psychologists as interchangeable terms. The purpose of this study is to determine the impact of stress on employees' family and social lives.

2.3 Objectives

The main objective of the study is to elaborate the effect of stress on the family life and social life of employees. Apart from the main objective following are the subsidiary objectives of the study:

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- To measure employee stress and its effect on their family and social life.
- To evaluate factors affecting employee stress and family life and social life.
- To evaluate significant difference between different gender in employee stress and their family and social life.
- To open new vistas for further research.

2.4 Scope of the Study

The study will help organizations to evaluate how work stress influences various aspects of employees' lives and their performance at work, thereby affecting the retention of skilled employees, higher absenteeism, lower productivity, and the reputation of the organization is at stake. The study is expected to contribute the following

- Help employers realize the importance of work-life balance for the productivity and creativity of their employees.
- Facilitate a comprehensive approach to manage work-related stress.
- Offer a range of programs and initiatives related to stress management.

- Help to customize HR policies according to individual and sector needs.

III. RESEARCH METHODOLOGY

- **The Study:** The study was causal in nature with survey being used as data collection method to complete the study. The data was collected on 1 to 5 Likert's scale.
- **Nature and Source of Data/Information:** Nominal data was used in the survey for the study. The data was collected through self-administered questionnaire based on 1 to 5 Likert scales where 1 indicates minimum agreement of the statement and 5 indicates maximum agreement of the statement.
- **Population:** It included all the employees of Gwalior region.
- **Sample element:** Individual employee of Gwalior.
- **Sample size:** The overall sample size for the study was 300 employees. Sample was divided into demographic groups as gender.
- **Sampling Technique:** non-probability, convenient sampling technique was used.
- **Tools Used for Data Collection:** A self-designed questionnaire was used to collect the data. **Tools Used for Data Analysis:** Item to total correlation was applied to check the consistency of questionnaire. Reliability was checked through Cronbach Alpha by using SPSS 16. Factors analysis was applied to identify underlying factors. T- Test was used to evaluate significant difference between different genders.

IV. DISCUSSION OF FACTORS

1. **Distress:** This factor converged as an important factor for Work Stress Impact on Family with % of variance 28.910 and Eigen value 5.204. Statements included in this factor are as: Allow problems unresolved (.840), Can't remember the last time I did fun (.795), Miss out time with family and friends (.787), Living according to others' expectations (.783), Came home too tired (.708), Job affects family life (.706), Always in a state of worry to meet both ends (.669), Thinking about work at home (.644) and making a sacrifice right now (.637).
2. **Indifference:** This is another factor for Work Stress Impact on Family with % of variance 24.140 and Eigen value 4.345. Statements included in this factor are as: Monitor child performance (.786), Attend the problems of child (.778), Answer child politely (.774), Adequate time to spouse (.759), Leading an ideal life (.736), Spouse relatives are welcome (.720) and Arrange family get-togethers (.625).
3. **Apathy:** This is a factor for Work Stress Impact on Family with % of variance 8.722 and Eigen value 1.570. Statements included in this factor are as: Financial support to the family (.763) and living a scheduled life (.532).

Table 5: KMO And Bartlett's Test For Effect Of Work Stress On Social Life

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.810
Bartlett's Test of Approx. Chi-		1.329E3

Sphericity	Square	
	df	78
	Sig.	.000

Table 6: Factor Analysis For Effect Of Work Stress On Social Life

Factor	Eigen Values			Item Convergence	Loading Value
	Total	% of Variance	Cumulative %		
1. Perception	3.191	24.543	24.543	5. Feel personally responsible for the well-being of another person	.776
				2. Do not have close personal relationships with others	.759
				3. People depend on me for help	.756
				11. No one shares my interests and concerns	.715
				6. Feel part of a group of people who share my attitudes and beliefs	.566
2. Indulgence	2.726	20.969	45.512	10. Have relationships where my competence and skills are recognized	.792
				4. People enjoy the same activities as I do	.703
				9. Have close relationships that provide me with a sense of emotional security and well-being	.695
				1. There are other people I can depend on for help in need	.598
				12. There are people I can count in an emergency	.573
				13. Active social person	.535
3. Support	1.79	13.767	59.28	8. No one would come to my assistance if something went wrong	.837
				7. Do not think that other people respect my skills and abilities	.829

V. CONCLUSION

Organizations should have a written set of guidelines on stress at work followed by constant reviewing of the organisational policies and initiatives to ensure well-being of the employees.

Internal stress audits should be conducted in the organizations to identify the nature, extent and the causes of stress. There should be a comprehensive approach to manage work-related stress. Organizations should introduce in-work breaks, flexible working hours, clear job description for the employees, along with improved employee participation and changes in the physical working environment reduce stress. Individual-based and sector-based stress management strategy should be designed to educate employees to mitigate stress, and thus increase their efficiency and productivity.

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