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A STUDY ON WORKING WOMEN AND WORK STRESS, HER CHALLENGES AND REMEDIES IN EDUCATIONAL SECTOR IN INDIA IN TODAY'S ERA

Bhagyashri D. Choudhari¹ and Dr. Siddharth D. Nagdive²

¹M.com, SET, NET Assistant professor, Jawaharlal Nehru college of arts,
Commerce and science, wadi Dist.-Nagpur (Maharashtra)

²M.com, M.Phil, MIRPM, Ph.D Assistant Professor, and head of Department of commerce,
Dr. R.G. bhojar arts, commerce and Science college, Seloo, Dist.-Wardha

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ABSTRACT

The women of today's era are a superwoman they reach beyond the sky by her extraordinary talent in every sector she fulfills all her responsibilities well, but during these duties she also faces lots of challenges in daily life in this paper we focused upon those challenges and remedies of working women specially in education sector. I select this education sector because I observed most of the teachers in our country is female faculty from nursery to post graduation female teachers increasing day by day. Education sector now becoming a challenging sector in current era to build a new generation of society its very challenging job and students of new generation also very smart and they connect world due to social media, upgrade technology, intelligence and many more factors available to enhance their talent and due to teacher has to be more effortful as students.

KEYWORDS: work stress, work life -balance, workload, technocracy.

INTRODUCTION

Education is a backbone for every nation and females plays Vitol role in that sector. but when any women handle both the duties somewhere suffer her mental as well as physical health and it's the responsibility of every institution to protect her employee's wellbeing and creates healthy workplace for employees so that they give their best.[1]

Today in education sector tremendous changes occurred due to technology and various courses also introduces for students, and in such situation new challenges also come such as competition in students, high aid technology, quality of education improves smart students, parents' interference in education system etc.so the education sector also become complicated sector for job seekers.

Women have multiple role in society when she became independent the dual responsibility and

multiple challenges affect her day to day life by handling children and home to professional life it's not that simple for every women due to mental and physical health suffer.in teaching field you have to handle different mentality students, remove their difficulties, achieve professional target on time, take care of every member of family and although never complaint.[2] education sector is now very challenging sector for everyone the students of current era is multitasking and very technocracy ,and sharp not only in education but also in extracurricular activities. Today's teacher plays different role in one profession teacher should know the technology using in this fields. the presentation, syllabus, extra classes, mentorship, social services, paper checking, moderating, valuation, records maintain all other and lots of work to do in teaching profession it's not that easy it seems.

Most of teachers in our country is female because it is considered that the understanding the child's psychology is better by women as compare men and the convincing technique pampering, suggestion given by women teacher is more effective than men. that's why my paper is focusing on this topic try to give some suggestion on women teacher and their stress factor in women teachers life what are the various ways to cope with this.

The policymaker should know the how to shape academic stress is essentials for other stakeholders. education has large number of goals including imparting knowledge, promoting equality of opportunity, preparing for the labour market and increasingly, fostering the socio emotional development of pupils. (1) bjorn hogberg

LITERATURE REVIEW: -

- 1) **Jimenez.mijangos**- stress and anxiety are the emotional conditions that are considered basics components of every individual's life.
- 2) **Diksha Garg and Kavita Rani**- most of the teachers believed that they face moderate level of stress. The job insecurity and work load are the main causes of stress and due to unavailability of job in India for better position is impossible this is the causes behind women stress factor.
- 3) **Schimelpfening**.2020-when stress hits severe level it influences mental health.
- 4) Academic pressure causes significant stress level both teachers and students.

Objectives of the study-

- 1) To find out various obstacles our women employees face in educational sector.
- 2) To know various techniques, they used to live stress free life in there day to day work life.
- 3) To know their views on our educational sector and improvement for women empowerment.
- 4) To know that today's technology reduces their workload on workplace.
- 5) To give suggestion to improve women employee life in workplace as well as in family.
- 6) Give references to future researcher to find new areas in this sector.

Research Question: -

- 1) Does women employees in educational sector satisfied with their work.
- 2) Is educational sector organizing or focus on women employee's wellbeing on workplace?
- 3) Are there any solutions to leave stress-free life by women employees on daily basis?

Data collection – We collected the primary data through following methods in simple random sampling we selected population from various women employee in various colleges, schools and other educational institution.

- 1) Questionnaire method,
- 2) Survey methods
- 3) Personal interview method

The secondary data we gather from online sources available on internet such as journals, articles, books related to topics, various motivational speakers and other printed sources which is available in education department.[3]

Scope of the study- In this paper we cover overall aspects of working women their problems, challenges and remedies they used by using other researchers' study but in coming years it's very important topic for future researcher to find out other solutions for working women problems. it is helpful for government and educational institution also so they can focus on women wellbeing and organize various policies regarding this crucial topic. we hope this paper is also helpful for those women who face lots of challenges in their working place.

Findings and suggestion-

there are lots of option to fit and have stress-free life and other factors that help us to have low stress or lower the stress level by applying this thing in day-to-day life we all are guaranteed to not create stress but it's in our hands to lower and leave stress-free life by using these techniques.[4]

Such as doing yoga practices regularly .give some quality time for our self ,spending some time with family and friends in our busy schedule, plans a weekly tour nearby our house, listening music whatever we like it feels better when we stress ,listen motivational videos and audios for refreshing our inner soul, spend some small amount of time with nature to feel its beautiful breath, doing activity or hobbies whichever we like and feel stress-free .such as small things we do in our daily life to feel happy regenerate our energy and get some new enthusiasm to do our daily work energetically not feel burden of any work in our day to day hectic schedule.[5]

Challenges faced by women employee in education sector-

As we collected information through questionnaire, survey and face to face interview we get such

useful information from women employee in education sector as we given below there are lots of challenges faces by our women employee in there day to day life while fulfilling their responsibility towards family and workplace it's our duty to try some suggestion to cope with these major problems.[6]

- 1) Due to dual responsibility of family and work life they cannot maintain healthy lifestyle.
- 2) Due to health issues women cannot give their best to their work sometimes family also suffers.
- 3) Work life balance many times results stress in women employee's life.
- 4) Many women employees have interest to their hobbies, pursue their interest but due to lack of time they can't do anything they liked.[7]
- 5) Education sector brings changes in system on every year to cope with these changes is also very hectic for older women employee.
- 6) Today's generation is not obedient to teachers to follow their instruction and sometimes blame the teachers or department by parents to not guide well to their pupils.
- 7) Not only curriculum but education sector must focus on extracurricular activities which is create burden on teachers and administration.
- 8) Feedback for their performance to administration is also important and due to job insecurity, many women employees do work under pressure.
- 9) Sometimes the personal problems also affect the women employee's performance such as pregnancy journey, postpartum depression, physical changes, children's responsibility all are effect on their performance.[8]

10) Causes of stress

Particulars	Ranks
Work overload	I
Student misbehavior	IV
Additional duties	III
Job insecurity	II
No participative management	V
Poor interpersonal relationship	VI
Personal issues	VII

as we discussed the education sector become hectic in today's life but there the ways to reduce our stress. we collect the data from various teachers through questionnaire about the solution they use for stress and workload problem in there day to day life. some suggested that,

- 1) Do yoga practices in day-to-day routine so you can feel fresh and energetic.
- 2) Some women teacher tries to spend more quality time with their beloved and share their feeling about it.
- 3) Many educational institutions organize recreational activities for their teachers and staff.[9]

- 4) Some organization arranged sports event to their employees so they can feel some changes in their daily monotonous work.
- 5) Many organizations also organize monthly tour nearby their town to spend some quality time with nature and tourist spot for their employees.
- 6) Educational department also uses the AI tools to reduce the workload of teachers and they can focus on their prior duties; other administrative duties can fulfill through various software and gadgets.[10]
- 7) Now a day's women and men equally share household duties so the women can maintain their healthy lifestyle.
- 8) Women employee can pursue their hobbies and interest many educational institutions support their talent by sending them event to boost their talent in various sector.
- 9) Technique adopted by individuals for managing the stress problem [11]

Particulars	Number of respondents rank
Reading books	V
Meditation	IV
Rest and coffee	I
Time management	III
Playing with children	II
Interaction with friends and colleague	VI

CONCLUSION

If we support our women's, girls to pursue their talents in different field they can do anything it proven by our womanpower's changes really important to grow up their career and life it's our entire world responsibility to maintain our womanpower not only physical health but also mental fit in any situation. because when a woman is healthy the entire house, society, city and all our universe is healthy.

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