

An Anthropological Analysis of Psychological Well Being of Women Software Professionals in Chennai, Tamilnadu

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ABSTRACT Anthropological study of women occupies a particular place in the discipline, while considering the women and their multitasking roles. This study analyzing the diverse opinion on nature of work, health issues and well-being of working women, stress and stress coping strategies in the perspectives of anthropology in today's scenario among working women software professionals. The positive reception of the value of anthropological studies helped a lot in understanding the well-being of women. The literature review provides the managerial practices that are frequently structured with the goal of humanizing performance by employee well-being. Statistical tools such as simple percentage analysis and weighted average method have been used. The situations that a woman has to face in her work/family may lead to various changes in her psychological well-being. Overall this study concludes that the employment of women does not emerge as a factor contributing to their psychological well-being, it is a set of emotions.

INTRODUCTION

Anthropology, in its natural history as a science of cultural multiplicity, is close to the study of gender because of its relativistic, or at least anti-ethnocentric, vocation. Moreover, they insist on the socially shaped character of these models. They are fascinated in understanding how each society builds 'man' and 'woman' in a dissimilar way, assigning each position, treasures and supporting power in a different way. Anthropology is a decentralized, polycentric discipline in which problems of representation, interpretation, the construction of deconstruction, and thus also methodological diversity are of central importance (Wulf 2013a, b). Mental health is the foundation for well-being and effective functioning of an individual and for a community and that of women is important for their own health as well as for the well-being of their children and families. Different factors yielded significant influence on the psychological well-being such as poor nutrition, diseases, injuries and severe pain in body part etc., which may lead to well-being issues and psychological distress (Velmurugan and Maheswari 2017). Stress in the workplace became the most common problem of the late 20th century employees. It is a costly, pervasive phenomenon in work organizations and many studies have been carried out in the

West to investigate this area of human concern. India being the Information Technology (IT) hub with lakhs of people involved as IT professionals, there is a need to assess prevalence of professional stress in this area especially in Tamilnadu and in particular Chennai, the second largest exporter of software in India, next to Bangalore. A downturn in the industry will have a huge impact on the city. It is best that we view it as an opportunity to correct several ills that the industry is known for but has chosen to brush under the carpet (Kusumadevi and Sushma 2014). The prevalence of stress was neither high warning immediate intervention nor was it low to rule out the consequences if the current trends continue among IT professionals (Naveen et al. 2016). Stress in women basically upon a psychological set up, also affects her physical and mental system, so she can't give her optimum performance to the organization (Vanitha 2017). Today most of the working women experience stress at work. Balancing of work with family life becomes difficult for every women employee in any sector. Most of the times women employees face a lot of stress and it creates a massive problem (Rao and Prasad 2017). Stress among women employees is majorly in workforce at IT sector in Chennai and Coimbatore, Tier I and Tier II centers. Married females also reported higher stress due to role overload that is, too much expectations from the

role than they can cope with (Kochumol et al. 2017).

Preventive strategies like training in stress management, frequent screening to identify professional stress and depression at the initial stages and addressing these issues adequately might help the IT professionals cope with their profession better without affecting their lifestyle and health (Darshan et al. 2013). Safeguarding the mental health of employees is the basis for a peaceful nation. It is argued that promoting and preserving employee well-being leads to marked increase in organizational health, as indicated by both performance and turnover (Maurya and Agarwal 2015). Role stress is a persisting state of mental tension that result into negative psychological, psycho-social, and behavioral outcomes. The occupational stress affects the working women in a multidimensional manner. Occupational stress reduced the growth of organizations and also created a lot of health related issues. It is also essential to upgrade their skills and knowledge frequently in order to reduce the stress among working women (Angayarkanni and Selvi 2016). Empowered women are able to adjust in health, social, work, emotional and psychological dimension. These made a change in her quality of life. Economic and social empowerment increases her feeling of security and life satisfaction. This also leads to women with strong personality and good social status (Santhosam and Jebaseelan 2016).

Employment can be an exciting challenge for many individuals; it can also be a tremendous source of stress. Consequently, as work makes more and more demands on time and energy, individuals are increasingly exposed to both the positive and negative aspects of employment. The relationship between work and health (including mental health) may also contribute to career adjustment as well as to the productivity (Shameem and Kumar 2017). Women are more vulnerable to depression and it is found that attributes of psychological well-being are strong safeguards against depression (Jena et al. 2018).

The stress in an organizational life can't be evaded in present industry scenario, but proper management of stress may minimize its impact on work-life balance. It is stated that "minimizing the occupational stress paves the way to healthier work-life balance" (Kala et al. 2017). Stress is high in software profession because of their nature of work, target, achievements, night

shifts and over workload. IT and its related professionals are under a constant pressure to deliver services efficiently and cost effectively. Employees working in IT industry are prone to develop a lot of health problems due to continuous physical and mental stress of their work.

Objectives

The core objective of this research paper is to study and examine the effects of work stress on anthropological analysis and psychological well-being of working women software professionals in Chennai and also, to analyse the work stress level of women software professionals. To examine the psychological well-being of women software professionals. To suggest suitable measures to cope up with the perceived work stress level and h to promote psychological well-being of women software professionals.

METHODOLOGY

To move beyond a narrow focus on health researchers will need to combine methodological rigor through cultural theory and broad geographical/demographic scope. This attempt will require theoretical collaboration between anthropology, epidemiology, psychology, public policy, and allied fields (Stevenson and Worthman 2014). A focus on the above research work was conducted in order to study the work impact on perceived professional stress level, health issues and well-being of working women software professionals in Tamilnadu. The research design undertaken for this study was descriptive research and the sampling method used was convenience sampling. A structured, closed-ended questionnaire was framed with the help of past empirical research articles, using 5-point Likert Scale with end points ranging from strongly agree (5) to strongly disagree (1) on the identified factors of work stress and well being. The data were collected from both primary and secondary sources. The secondary data were collected through extensive desk research to identify the core issues affecting the research problem. Newspapers, journals, published documents, research articles and the web information are the main sources for secondary data. The primary data have been collected through questionnaire from 225 working women professionals. With that 25 questionnaires were re-

moved from the study due to incomplete response. Finally, 200 valid questionnaires were selected for this study. For analysis, simple percentage and weighted average method were used. Frequency distributions were obtained to check for data entry errors such as unrecognized or missing code.

RESULTS AND DISCUSSION

Psychological well-being can be described as a state of mind with an absence of a mental disorder. Mental health has been reported as an important factor influencing an individual's various behaviors, activities, happiness and performance. Mental pressure is a vital cause of the mental health problems which arise due to various conditions. Mental health can be defined as the ability to make adequate social and emotional adjustments to the environment on the plane of reality (Velmurugan and Maheswari 2017). The research results show that, in general, higher job quality increases employees well-being at work, but some practices are more effective than others for each specific well-being dimension. It is also noteworthy that some factors, such as job security and good working conditions, positively affect all domains of employees' well-being at work. Although there are studies on job satisfaction, trust in management and job stress, they do not approach the issue from a well-being perspective. Moreover, they tend to consider only a small group of human resource practices and only one outcome (Celma et al. 2018). The positive psychology, as a modern approach, emphasizes on perception and interpretation of happiness and well-being and prediction of the factors related to them as well. The impacts on psychological and emotional well-being have been split into two sections. The first describes the impacts people experienced following the witnessing of incidents, such as shock, fear and panic. The second relates to impacts that were connected with the overall strain and pressure of the situation, including: anger, frustration, anxiety, distress, sadness, confusion and guilt. The stress situation had begun to take a toll on people's functioning and physiology (Gregory et al. 2017).

Socio-profile Analysis of Working Women Software Professionals

The demographic variables like age, educational qualification, designation, years of experience

and hours of work do influence the level of job stress of the respondents. The job stress was found high among the higher age groups, which may be due to work pressure and routine nature of job (Vimala and Madhavi 2009). It is revealed that the married working women have more difficulty in managing their work and family as compared to single working women. It is also observed that married working women have stressful job experience because they have to make balance between their family and job. In the other case, unmarried working women have less stressful experience because they focus only on their job (Mishra and Kiran 2014). The literature review shows that the overall stress is high among employees in the group aged more than 45 years. Years of experience had an influence on job stress and it was found that higher the years of experience, higher was the job stress (Vimala and Madhavi 2009).

From Table 1, it is clear that among 200 sample women respondents, majority of the respondents (60%) are unmarried, thirty-nine percent are married and only one respondent is a widow. It revealed that the married working women have more difficulty in managing their work and family as compared to single working women. It is also observed that the married working women have stressful job experience because they had to make balance between their family and job. Regarding the type of the organization where they work, most of the respondents (76%) work in Information Technology (IT) sector and remaining twenty-four percent of the respondents are associated with Information Technology Enabled Services (ITES). Regarding the mode of joining the organization, majority of the respondents (46%) joined through campus interview and thirty-nine percent of respondents joined through their personal efforts. The remaining fifteen percent of the respondents joined through reference and other modes. The study found that demographic variables like age, educational qualification, designation, years of experience, hours of work do influence the level of job stress of the respondents. The study found that job stress was found high among the higher age groups, which maybe because of the work pressure and routine nature of job (Vimala and Madhavi 2009). In the case of experience of the sample respondents, most of the respondents (49%) are having the experience of upto 3 years and twenty-one percent of the respondents are

Table 1: Socio-profile analysis of working women software professionals

<i>Profile</i>	<i>No. of respondents</i>	<i>Percentage Respondents</i>
<i>Residence</i>		
Own house	83	41.5
Rented house	46	23
Women's hostel	68	34
Others	3	1.5
<i>Mode of Transportation</i>		
Public utility vehicle	116	58
Company vehicle	33	16.5
Own vehicle	47	23.5
Others	4	2
<i>Marital Status</i>		
Married	78	39
Unmarried	121	60.5
Separated/Widow	1	0.5
<i>Type of Organization</i>		
IT	151	75.5
ITES	49	24.5
<i>Mode of Joining the Organization</i>		
Campus interview	93	46.5
Individual effort	78	39
Reference	26	13
Others	3	1.5
<i>Number of Employees</i>		
Below 50	16	8
51 to 100	12	6
Above 100	172	86
<i>Experience</i>		
4 to 6 years	42	21
Above 6 years	62	31

having the experience from 4 to 6 years and remaining thirty-one percent of the respondents are having the experience of above 6 years. The mean value shows that the overall stress is high among employees in the group aged above 45 years. Years of experience had an influence on job stress and it was found that higher the years of experience, higher the job stress (Vimala and Madhavi 2009). In the aspect of number of employees in the respondents organization, the major (86%) portion of the employees are above 100 and remaining eight and six percent are below 50 and 51 to 100 respectively. Related to the respondents' residential status, majority (41%) are living in their own houses, thirty-four percent are living in the women's hostel and twenty-three percent are living in the rented houses and the rest one percent in other sources. Related to the respondents' mode of transportation selection, majority (58%) selected public utility vehicle for their conveyance to organization, another sixteen percent utilized company vehicle, twenty-three percent use their own vehicles

and remaining two percent of the respondents use other mode of conveyance.

Women Software Professionals Opinion on Nature of Work

Four different managerial practices: work re-design, incentive compensation, team-building, and safety practices are the essential organizational factors which very much determine well-being in women as well as employees. The reviews stated that many professional women experienced excessive stress due to this role conflict, role overload and some are choosing to leave the work force due to this stress. This research supports the above research findings that women are experiencing higher work stress, poorer well-being, and higher absenteeism (Maurya and Agarwal 2015). Challenging assignments, economizing, overtime, aggressive work environment, and various shifts in working process are some of roots of stressful working (Akbar and Subramani 2017).

According to Table 2, the results of women software professionals' opinion on nature of work, the ranking shows that 'Work schedule helps to plan and execute family activity' scored high (498 score) and it ranked 1. Occupational stress is understood as the conjunction of high demands (high psychological demands related to work rhythm and intensity), lack of control over the work process (insufficient skills and low autonomy) and low social support from managers and peers (low interpersonal interaction and uncooperative environment). This condition, also called "isostrain", may lead to distress and sickness in biopsychosocial functioning (Jacques et al. 2017). The work pressure also causes family problems like marital disputes where both the partners are IT workers working long hours. On the other side the BPO employees works in night shifts also that make the problem even more worse that are rotated throughout the week (Richa et al. 2017). 'Enthusiasm and happiness of the job' scored 476 and ranked 2, 'Work and positive development to personality' scored 437 and ranked 3. This pressure is a result of two factors. First, the time differences with the West, US and Europe, necessitate employees to work at night in India. It is evident that the nature of the sector and the changing aspirations and roles of women in Indian society create challenges for their work family bal-

Table 2: Women software professionals opinion on nature of work

Factors		SA	A	N	DA	SD	Total	Rank
<i>Being on This Job Keeps Enjoyable</i>	Number of respondents	6	5	43	101	45	426	5
	Percentage	3	2.5	21.5	50.5	22.5		
<i>Job Provides Enthusiasm and Happiness to Live in Life</i>	Number of respondents	11	15	40	107	27	476	2
	Percentage	5.5	7.5	20	53.5	13.5		
<i>Work Contributes to the Positive Development of the Personality</i>	Number of respondents	3	10	56	83	48	437	3
	Percentage	1.5	5	28	41.5	24		
<i>Work Schedule Helps to Plan and Execute the Family Activities Regularly</i>	Number of respondents	5	24	59	88	24	498	1
	Percentage	2.5	12	29.5	44	12		
<i>Work Life Causes an Imbalance in Family</i>	Number of respondents	3	3	48	117	29	434	4
	Percentage	1.5	1.5	24	58.5	14.5		

ance, which this study puts under further scrutiny. Married women acknowledged that they have less time and energy to spend on their family due to their multiple roles that require time and involvement (Valk and Srinivasan 2011). The 'work life imbalances in family' scored 434 and ranked 4. The software industry in India is characterised by a project-oriented organisation and as the industry has matured, more complex and strategic projects have been outsourced to India (Ethiraj et al. 2005). Most of the IT sector jobs are more of sitting one which causes posture and back problems due to long hours of sitting in front of computer. The work pressure also causes family problems like marital disputes where both the partners are IT workers working long hours (Aryan and Kathuria 2017). Finally the factor 'job keeps enjoyable' scored 426 and ranked 5. Working women IT professionals are not enjoying their life through their job. Job stress is a common workplace problem experienced by all professionals irrespective of their nature of work; however, this phenomenon is more common in situations that are deadline driven (Kusumadevi and Sushma 2014).

Work Impact on Health Issues/Well-being of Working Women Software Professionals

Psychological well-being of the individuals is possible to be affected from inner processes such as personality, and temperament, etc., and can also be affected from occupational factors such as occupation, working environment, and job satisfaction. The occupation of the individuals carry on can affect both their job satisfaction

and psychological well-being (Isgör and Haspolat 2016). Strength-based employee development may enhance employees' ability to meet their psychological needs for competence, autonomy and relatedness; according to SDT, when behavior is regulated for the fulfillment of these innate needs, an individual is able to achieve more effective functioning, leading to psychological growth and well-being (Kumar 2015).

The data listed in Table 3 forms the results of software women professionals work impact on health issues/well-being. The result shows that how the different factors ranked to know the dominating elements. The factor 'enthusiasm about job' scored 649 and ranked 1. The stress from job spills over in the personal life of women employees and it is hard to take out time for self development and activities of self interest. Also, it has severe impact on their physical and mental health (Dam and Daphtardar 2012). 'Working all day is really strain' scored 596 and ranked 2. A survey was undergone and it was concluded that seventy-one percent agreed that stress arising out of multiple role demands affects their health and eighty percent agreed that such stress affected their family and personal life (Mellisa et al. 2010). 'Skipping breakfast/lunch for job' scored 592 and ranked 3 in the top three priorities. The factors like 'work makes tired' scored 579 and ranked 4 and 'emotionally drained due to hectic work' scored 568 and ranked 5. At the end, 'busy and impatient' and 'health issues due to work demand' scored 542 and 540 and ranked 6 and 7 respectively. According to this result, it can be concluded that above 85 percent of working women software professionals have high

stress factors. As per study conducted by Associated Chambers of Commerce and Industry of India (ASSOCHAM), sixty percent of employees reported hypertension with sleep disorders, almost fifty percent of women employees having menstrual-related issues and forty-five percent having respiratory sickness and digestive issues (Mona et al. 2016). Psychological well-being should be studied extensively as there is a need to improve the state of mental condition of people. Quality of life is the general well-being of individuals (Jena et al. 2018).

Symptoms of Work Stress Due to Work Load

Techno stress is the word used to explain the phenomenon of stress arising due to the usage of computers. It is a modern disease of adaptation caused by the inability to cope with new computer technologies in a healthy manner (Padma et al. 2018). Perceived occupational stress is reported to have a negative impact on mental health, as measured by insomnia, depression, psychological well-being, anxiety, happiness, etc. (Poormahmood et al. 2017). A little break or relaxation during work can do wonders and improve the performance (Alexander and Ebria 2018).

In Table 4, the results of the symptoms of work stress and the ‘symptoms like headaches, eye problem and back pain’ scored high that is, 645, 637 and 636 and ranked 1, 2, and 3 respectively. Strength-based employee development may enhance employees’ ability to meet their psychological needs for competence, autonomy and relatedness. According to SDT, when behavior is regulated for the fulfillment of these innate needs,

an individual is able to achieve effective functioning, leading to psychological growth and well-being (Maurya and Agarwal 2015). The factors like ‘mood swings’, ‘sleep disorder’ and ‘depression’ scored 604, 584 and 542 and ranked 4, 5 and 6 respectively. Remaining factors like ‘obesity’, ‘acidity’, ‘anxiety’, ‘infertility’ and ‘heart respiratory problems’ scored 539, 522, 487, 425 and 423 and ranked 7, 8, 9, 10 and 11 sequentially. Stress from job spills over in the personal life of women employees and it is hard to take out time for self development and activities of self interest. Also, it has severe impact on their physical and mental health (Abraham et al. 2017). Unmarried working women have better emotional health than the married working women. Thus the research reveals that the marital status has a significant impact on the mental health of working women (Mishra and Kiran 2014).

The Stress Coping Strategies

According to this study nearly 40 of working women IT professionals have health issues. If the warning signs of work stress in women employee go unattended, they can lead to bigger problems. Beyond interfering with job performance and satisfaction, chronic or intense stress can also lead to physical and emotional health problems in women employees (Vanitha 2017). To overcome stress, the gold collar employees could cope with role stress by adopting ‘approach’ strategies, which confronts the problem of stress as a challenge, and increase the capability of dealing with it (Mohan et al. 2011).

In Table 5, the results of the stress coping strategies like ‘chatting with friends’ scored high

Table 3: Work impact on health issues/well-being of working women IT professionals

Factors		Always	Often	Some-times	Rarely	Never	Total	Rank
<i>Health Issues Due to Work Demands</i>	No. of respondents	13	23	81	57	26	540	7
	Percentage	6.5	11.5	40.5	28.5	13		
<i>Very Busy and Impatient</i>	No. of respondents	10	35	74	49	32	542	6
	Percentage	5	17.5	37	24.5	16		
<i>Feel Emotionally Drained Due to Hectic Work</i>	No. of respondents	13	34	86	42	25	568	5
	Percentage	6.5	17	43	21	12.5		
<i>Work Makes Too Tired to Look After Family</i>	No. of respondents	15	38	84	37	26	579	4
	Percentage	7.5	19	42	18.5	13		
<i>Often Skip Breakfast/ Lunch for Work</i>	No. of respondents	31	37	59	38	35	591	3
	Percentage	15.5	18.5	29.5	19	17.5		
<i>Become Less Enthusiastic About in Job</i>	No. of respondents	36	46	65	37	16	649	1
	Percentage	18	23	32.5	18.5	8		
<i>Working All Day is Really Strain</i>	No. of respondents	22	45	68	37	28	596	2
	Percentage	11	22.5	34	18.5	14		

Table 4: Symptoms of Work Stress Due to Work Load

<i>Factors</i>		<i>Always</i>	<i>Often</i>	<i>Sometimes</i>	<i>Rarely</i>	<i>Never</i>	<i>Total</i>	<i>Rank</i>
<i>Headaches</i>	No. of respondents	32	54	66	23	25	645	1
	Percentage	16	27	33	11.5	12.5		
<i>Mood Swing</i>	No. of respondents	26	48	65	26	35	604	4
	Percentage	13	24	32.5	13	17.5		
<i>Sleep Disorders</i>	No. of respondents	26	44	58	32	40	584	5
	Percentage	13	22	29	16	20		
<i>Depression</i>	No. of respondents	21	34	62	32	51	542	6
	Percentage	10.5	17	31	16	25.5		
<i>Acidity, Irritation, Digestive Disorders</i>	No. of respondents	19	42	43	34	62	522	8
	Percentage	9.5	21	21.5	17	31		
<i>Heart Respiratory Problems</i>	No. of respondents	11	26	38	25	100	423	11
	Percentage	5.5	13	19	12.5	50		
<i>Anxiety</i>	No. of respondents	17	32	45	33	73	487	9
	Percentage	8.5	16	22.5	16.5	36.5		
<i>Infertility</i>	No. of respondents	13	25	38	22	102	425	10
	Percentage	6.5	12.5	19	11	51		
<i>Back Pain</i>	No. of respondents	43	42	57	24	34	636	3
	Percentage	21.5	21	28.5	12	17		
<i>Eye Problem</i>	No. of respondents	45	45	49	24	37	637	2
	Percentage	22.5	22.5	24.5	12	18.5		
<i>Obesity</i>	No. of respondents	34	32	41	25	68	539	7
	Percentage							

697 and ranked 1, 'practicing yoga' and 'meditation' scored 538 and 530 and ranked 2 and 3 respectively. Time flexibility is the most important factor considered by women employees to balance their work and family life (Singh 2010). Stress management programs should be developed in organizations to acquaint the employees with various techniques such as meditation, yoga, relaxation training and managing of lifestyle (Suresh and Balakrishna 2017). 'Chanting mantras' scored 503 and ranked 4 and the last two factors are 'breathing exercise' and 'muscle relaxation' which scored 488 and 480 and ranked 5 and 6 respectively. The work challenges faced by women are heavy workload, long working hours, working away from home, coping with

supervisors and the working environment. Evidently, some helpful support strategies have also been found to help these women to cope with the challenges such as having a domestic helper, receiving support from family, colleagues and supervisors, and having a flexible working arrangement (Rafiduraida et al. 2016). Managers must take essential measures to help them overcome these health-related problems. This would help not only the employees but also the managers to improve the productivity ratio. Safeguarding the mental health of employees is the basis for a peaceful nation. A woman's peace paves peacefulness in the family, then the whole community, and ultimately the whole nation (Vimala and Madhavi 2009). There is a need to for-

Table 5: The stress coping strategies

<i>Factors</i>		<i>SA</i>	<i>A</i>	<i>N</i>	<i>DA</i>	<i>SD</i>	<i>Total</i>	<i>Rank</i>
<i>Practicing Yoga</i>	No. of respondents	31	17	61	41	50	538	2
	Percentage	15.5	8.5	30.5	20.5	25		
<i>Breathing Exercise</i>	No. of respondents	18	17	64	37	64	488	5
	Percentage	9	8.5	32	18.5	32		
<i>Progressive Muscle Relaxation</i>	No. of respondents	20	20	52	36	72	480	6
	Percentage	10	10	26	18	36		
<i>Meditation</i>	No. of respondents	25	26	54	44	51	530	3
	Percentage	12.5	13	27	22	25.5		
<i>Chatting with Friends</i>	No. of respondents	54	48	58	21	19	697	1
	Percentage	27	24	29	10.5	9.5		
<i>Chanting Mantras</i>	No. of respondents	26	24	45	37	68	503	4
	Percentage	13	12	22.5	18.5	34		

multate policies by organizations in such a manner that occupational stress should not harm the working women. There is a need to upgrade their skills and knowledge more frequently in order to reduce the stress among working women (Yadav and Kumar 2015).

CONCLUSION

Investigations of the psychological consequences of housework posit a major role for control in the workplace, as do sociological theories and analyses of work generally. A growing body of literature finds control at work to be consequential for psychological functioning and well-being. Working software women professionals follow any one or more than one strategy for their well-being and to recover from health issues. The repetitive nature of most domestic work reduces the homemaker's ability to exercise autonomy. The autonomy of housework of women involves 'pseudo choices' among consumer goods, but no real decision-making power or control over working conditions.

Among employed wives, it is assumed that psychological well-being will be positively related to the less routine work, fewer interruptions, and payment for work and negatively associated with time dressers and lack of autonomy. These differences in work activities between employed wives and homemakers have implications for well-being. Many of the dimensions examined the extent to which the worker is responsible for things outside her control and the amount of routine her work involves are associated with greater depressive symptoms among women, regardless of the work status.

Today the number of well qualified women with high positions in their jobs are increasing. At the same time a number of women who left their jobs due to various circumstances also exist. The issues faced by them arise due to motherhood and family problems. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. Hence organizations must introduce work-life balance policies for the welfare of their employees.

RECOMMENDATIONS

As women, they need to acknowledge what they can do for themselves in order to reduce

stress. Women professionals experience considerable level of stress and depression. Managers must take essential measures to help them overcome such stress and health related problems. This would help not only the women employees but also the organizations to improve their productivity ratio. The management should also provide various types of training and development facilities to the women employees in order to reduce the stress in organization. The management must give more refreshment and motivational programs which will reduce the women employees' stress. The management should inculcate the belongingness among working women and organize stress reducing activities like get-togethers, cultural or recreational programmes as and when necessary. The study as a whole stresses that working women need to remember the old saying, "If you don't look after yourself, no one else will. Honor yourself!"

FOR FUTURE STUDIES

The present working women percentage is increasing in day to day life which in turn enhances the role of women in both domestic and outside world. Irrespective of the industry, women take wider roles in different fields that create a wider scope to figure out the perceived professional stress level, health issues and well-being of working women in other fields and other industries too. This study does not possess any gender differences, in the future it can be focused on the perceived professional stress level, health issues and well-being of men in the same dimensions.

LIMITATIONS

1. The present research was carried out in the Chennai IT industry and the sample size was limited to 200 samples. Larger sample size are required for better results.
2. Only female subjects were selected because according to literature review, females are more stressed. Hence the objective of the researchers' study was to exclusively study the perceived professional stress level, health issues and well-being of working women. Unfortunately the male gender was not considered so the generalization cannot be done in this study.
3. Psychological factors alone were given much consideration in this study. Discuss-

ing the societal factors also can increase the goodness of this study.

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