

STRESS MANAGEMENT - CAUSES AND REMEDIES: A STUDY OF WORKING WOMEN IN THE CITY OF RIYADH, KINGDOM OF SAUDI ARABIA

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"Its not stress that kills us, it is our reaction to it".

-Hans Selye

Abstract: *Stress may be defined as "a state of psychological and or physiological imbalance resulting from the disparity between situational demand and the individual's ability to meet those demands."*

Stress is the body's reaction to a change that requires a physical, mental or emotional adjustment or response. It can be caused by both good and bad experiences. When people feel stressed by something going on around them, their bodies react by releasing chemicals into the blood. These chemicals give people more energy and strength, which can be a good thing if their stress is caused by physical danger. But this can also be a bad thing, if their stress is in response to something emotional and there is no outlet for this extra energy and strength.

There's nothing more stressful than work related pressure. Maintain a home-work balance and try to keep these two separate. You will remain stressed if you constantly talk about the problems that affect you at work. Block such thoughts and try to spend time doing things you enjoy. Listen to music, watch a movie or go out with your friends. No matter what, do not let yourself be suffocated with work related issues. It will only affect your productivity in the long run.

Managing stress by the working women is a real challenge. Women have to balance work and family. So there should be stress busters to mitigate the stress. Thus this research paper highlights the causes for stress and the strategies which will go a long way to minimize the stress.

Keywords: *Causes of Stress, Remedies, Riyadh City.*

1. INTRODUCTION TO STRESS MANAGEMENT

Stress is a growing concern for organizations today. Stress can be defined as a lively circumstance in which people face constraints, opportunities, or loss of something

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they desire and for which the consequence is both unpredictable as well as crucial. Stress is the response of people to the unreasonable/excessive pressure or demands placed on them.

Stress is not always negative. It may also bring out the best in individuals at times. It may induce an individual to discover innovative and smarter way of doing things. This positive dimension of stress is called as *enstress*. But usually, the term stress has a negative implication and this negative aspect of stress is termed as *distress*. For instance - When a subordinate is harassed or warned by his superior, unhappiness of unsuitable job, etc. We can say that "Stress causes some people to break, and other to break records."

Definition

"It seems wise to use "stress" as a generic term for the whole area of problems that includes the stimuli producing stress reactions, the reactions themselves and the various intervening processes. It defines a large, complex, amorphous, interdisciplinary area of interest and study."

(Lazarus, 1966)

Literature Review

The research study of Jamal M [1] finds that job stressors were significantly related to employees' psychosomatic problems, job satisfaction, unproductive time at the job, and absenteeism. Type A behavior was found to be an important moderator of the stress outcome relationship. Brief. A. P. and J. M. Atieh [2] argues that it is not safe to assume that job conditions that have an adverse impact on affective reactions to the job will also have a negative impact on overall subjective well-being. Fienmann [3] views stress as a psychological response state of negative effect characterized by a persistent and a high level of experienced anxiety or tension. Recent research into the interaction between the mind and body shows that we may place our body on stress 'alert' quite unconsciously, because of our psychological and emotional attitudes to stress. Anticipatory emotions like impatience, anxiety, and anger can produce the same nerve impulses and chemical reactions as being faced with a concrete challenge. So when faced with a stressful situation, we must either use up the energy created by the body to challenge or learn how to "turn off", the response using a conscious relaxation technique.

Statement of the Problem

Stress kills the creativity and quality. A person cannot give his/her best when they are stressed out. It is thus very essential to have effective stress management

strategies in an organization so that the detrimental repercussions of stress on the employees as well as their performance can be reduced and controlled. Thus this research paper aims to study the causes of stress amongst working women in Riyadh City of KSA and suggests the remedial measures to overcome stress.

Objectives of the Study

- To study the causes responsible for stress amongst working women in Riyadh City of Kingdom of Saudi Arabia
- To provide remedial measures to overcome stress.

Methodology and Sources of Data

This research is descriptive and analytical in nature. Both primary and secondary sources have been used to collect the data. Primary data has been collected through questionnaires and secondary data has been relied upon through journals, magazines, books, newspapers and websites

Sampling Technique

Convenient sampling technique has been used for collecting data.

Sampling Size

The size of the sample is 200.

Scope of the Study

The study is restricted to Riyadh City of KSA. It is also restricted to the study of causes responsible for stress amongst working women.

Limitations of the Study

- The study is based on data given by respondents.
- Time and Resource constraints.

Tools of Analysis

The percentage analysis has been used to analyse the data.

Analysis and Discussion

Table 1
Demographic profile of the respondents

Particulars	Independent variables	Frequency	%
Age in Years	Below 20	6	03%
	20 – 30	110	55%
	31 – 40	32	16%
	40 & above	52	26%
Marital Status	Single	64	32%
	Married	132	66%
	Divorcee	2	1%
	Widow	2	1%
Income level	Less than 10.000	54	27%
	10.000 to 20.000	50	25%
	20.001 to 30.000	26	13%
	30.001 to 40.000	20	10%
	40.000 and Above	50	25%
Work load per week	Below 10 Hours	38	19%
	10 – 20 Hours	40	20%
	21 – 30 Hours	26	13%
	Above 30 Hours	96	48%
Length of service	1 – 5 Years	92	46%
	6 – 10 Years	40	20%
	11 - 15 Years	18	9%
	16 – 20 Years	10	5%
	Above 20 Years	40	20%

Source: Primary Data

Table 2
Variables measuring causes related to stress amongst working women

S.No.	Components	5	4	3	2	1
01	You are constantly under pressure, going from one deadline to another	32 (16%)	128 (64%)	4 (2%)	32 (16%)	4 (2%)
02	You regularly work overtime	42 (21%)	84 (42%)	10 (5%)	56 (28%)	8 (4%)
03	You often face stress at work place	18 (9%)	84 (42%)	32 (16%)	52 (26%)	14 (7%)
04	You often try to do multi-tasking	62 (31%)	88 (44%)	28 (14%)	14 (7%)	8 (4%)

S.No.	Components	5	4	3	2	1
05	You get impatient if people hold you up	38 (19%)	52 (26%)	38 (19%)	52 (26%)	20 (10%)
06	You have a positive attitude or outlook towards life	80 (40%)	84 (42%)	18 (9%)	14 (7%)	4 (2%)
07	You constantly feel tired	24 (12%)	46 (23%)	46 (23%)	68 (34%)	16 (8%)
08	You find it hard to get to sleep or stay asleep	28 (14%)	62 (31%)	24 (12%)	56 (28%)	30 (15%)
09	You feel anxious or you are constantly worrying	14 (7%)	52 (26%)	46 (23%)	80 (40%)	8 (4%)
10	You often visit doctor for colds, flu's or infections	10 (5%)	32 (16%)	28 (14%)	74 (37%)	56 (28%)
11	You find it hard to concentrate or remember things	24 (12%)	56 (28%)	56 (28%)	52 (26%)	12 (6%)
12	You feel pain in your chest, your heart pounds, or you find your hands sweaty	4 (2%)	42 (21%)	24 (12%)	80 (40%)	50 (25%)
13	Your appetite has changed -You are eating more or eating less	38 (19%)	64 (32%)	28 (14%)	42 (21%)	28 (14%)
14	You are drinking more alcohol and/or smoking more	0 (00%)	0 (00%)	10 (5%)	28 (14%)	162 (81%)
15	You are experiencing headaches or migraines very often	38 (19%)	66 (33%)	28 (14%)	42 (21%)	26 (13%)
16	You think your immediate boss is the cause for your stress	4 (2%)	46 (23%)	28 (14%)	46 (23%)	76 (38%)
17	You feel your immediate boss does not like talented person	4 (2%)	32 (16%)	38 (19%)	52 (26%)	74 (37%)
18	You feel that your immediate boss fears competition from you	0 (0%)	24 (12%)	42 (21%)	46 (23%)	88 (44%)
19	You feel that your immediate boss does not appreciate your good work	0 (0%)	28 (14%)	28 (14%)	64 (32%)	80 (40%)
20	Your boss encourages politics in work place	18 (9%)	38 (19%)	24 (12%)	52 (26%)	68 (34%)
21	Your boss takes the credit of your creative ideas	24 (12%)	32 (16%)	28 (14%)	42 (21%)	74 (37%)
22	Your boss always finds fault in your work	14 (7%)	38 (19%)	32 (16%)	56 (28%)	60 (30%)
23	The work culture is supportive in your organization	56 (28%)	56 (28%)	64 (32%)	10 (5%)	14 (7%)
24	You have taken leave in the past 12 months due to work related stress	10 (5%)	46 (23%)	32 (16%)	38 (19%)	74 (37%)
25	You often think that you are not capable of managing stress	10 (5%)	38 (19%)	38 (19%)	56 (28%)	58 (29%)

S.No.	Components	5	4	3	2	1
26	You pay your bills on time	58 (29%)	102 (51%)	24 (12%)	4 (2%)	12 (6%)
27	You think pending bills are the cause of your stress	14 (7%)	42 (21%)	38 (19%)	42 (21%)	64 (32%)
28	You have taken steps to overcome stress	46 (23%)	80 (40%)	32 (16%)	28 (14%)	14 (7%)
29	You feel that the more work load in the office is also the cause of stress	48 (24%)	80 (40%)	52 (26%)	10 (5%)	10 (5%)
30	You take work stress seriously in your personal life	42 (21%)	70 (35%)	24 (12%)	46 (23%)	18 (9%)
31	Your company is gender biased with respect to paying salaries and giving promotions	24 (12%)	74 (37%)	52 (26%)	24 (12%)	26 (13%)
32	You find fault and criticize others rather than praising	0 (0%)	42 (21%)	58 (29%)	28 (14%)	72 (36%)
33	You frequently bring home your office work	60 (30%)	46 (23%)	24 (12%)	38 (19%)	32 (16%)
34	Waiting in long queue frustrates you	32 (16%)	102 (51%)	28 (14%)	28 (14%)	10 (5%)
35	Prosperity of your colleagues adds to your stress	4 (2%)	38 (19%)	46 (23%)	28 (14%)	84 (42%)
36	You set deadlines for your targets	56 (28%)	70 (35%)	28 (14%)	10 (5%)	36 (18%)
37	You get upset if target are not achieved on time	32 (16%)	94 (47%)	28 (14%)	28 (14%)	18 (9%)
38	You agree that the stress has a negative impact on the quality of work	60 (30%)	74 (37%)	24 (12%)	32 (16%)	10 (5%)
39	Your Organization has stress busters like coffee breaks, picnics etc	38 (19%)	46 (23%)	56 (28%)	32 (16%)	28 (14%)

Source: Primary data

Strongly Agree-5, Agree-4, Neutral-3, Disagree-2, Strongly Disagree-1

Research Findings

Table 1 gives the demographic profile of respondents. Majority of respondents (55%) fall in the age group of 20-30 years and most of them (66%) are married. Majority of respondents (27%) income level is below SR 10000 per month and 48% of respondents work for more than 30 hours a week and majority (46%) of them have the work experience between 1-5 years and only 20% of them have an experience of 16-20 years

Table 2 stresses on the causes of stress amongst the respondents, from the table it is clear that almost all the causes are responsible for causing stress among the respondents. Let us see what we can do to bring the stress level down.

Recommendations and Suggestions

1. Proper planning and efficient time management will lead to reduction in stress.
2. Mental preparation to stress in a positive way.
3. Procrastination steals your happiness. Never postpone a task which you can achieve today.
4. Do the activities like yoga, picnic, playing scrabbles, solving cross word puzzle, in news paper, internet games, doing exercises, reading books listening to music, shopping, meditation, making new dishes, talking to the loved ones. Watching entertainment programmes.
5. Avoiding negative people
6. Enjoy your week end with your family.
7. Life is a gift of god, lead it with smile.
8. Be calm and patient.
9. The employer should motivate the employees. A pat on the back of the employee and recognition for his good work goes a long way in reducing stress.
10. Build up a competencies and capabilities which will strengthen you to survive in the stiff competition.
11. A cup of tea or coffee is good stress busters.
12. Prioritize your activities and give more importance to an activity which involves an urgency.
13. Be positive and optimistic.
14. Allocation of financial resources judiciously towards expenses like health entertainment and savings.
15. Eating healthy diet.
16. Getting addicted to alcohol and smoking is not a solution to overcome stress avoid it.
17. If your boss is continuously torturing you take the matter to the higher management.
18. Share your thoughts and feelings with your loved ones.
19. Manage time and conserve energy. Make time for hobbies, recreational and social activities which will help divert attention away from problems.
20. Positive mood of the team leader promotes worker productivity and retention.

21. Simplify your life and encourage a healthy lifestyle. Take a regular sleep, have plenty of water, have healthy eating habits.
23. Speak out clearly.
24. Breaks of relaxation.
25. Plan a stringent time table.

2. CONCLUSION

To conclude we would say stress kills creativity. One has to identify causes of stress and make honest assessments to find out whether stress is related to family, work or other relationship. Do not remain pre-occupied with yourself. Turn your focus outwards. Help others. This will release some stress. Manage stress by learning how to take charge of your thoughts, emotions, environment, and the way you deal with problems.

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