

**WOMEN EMPLOYEES' PERCEPTIONS TOWARDS IMPACT OF
OCCUPATIONAL STRESS AND GENDER DISPARITY ON WORK-LIFE
BALANCE IN 'APSRTC' IN KADAPA ZONE**

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ABSTRACT

*Human life is very uncertain. No one can expect what happens in the next moment. There are many issues in our livelihood, which are need to cope up with to survive. There is a tremendous shift in the family lives from few decades because of stress. Stress is a state of mental or emotional strain or tension resulting from adverse or demanding circumstances. Occupational stress is a major factor that influence work performance of employees in general and women employees in particular. Gender disparity occurs when genders are been treated unequally. Gender disparity is the unfair treatment of a person because of gender. Every employee has increased expectations on them from their families and working organizations. Work- life balance is very vast and typical phenomenon. Work-life balance is the concept of dealing with multiple tasks. It is the challenge of every individual and organization. Women have more complex duties to perform when compared to men. Therefore, the imbalance of work-life can lead to stress & several health problems. The objective of the study is to observe the respondents' **perceived levels of occupational stress and gender disparity on work-life balance of women employees in the study***

INTRODUCTION

Human life is very uncertain. No one can expect what happens in the next moment. There are many issues in our livelihood, which are need to cope up with to survive. There is a tremendous shift in the family lives from few decades because of stress. Stress is a state of mental or emotional strain or tension resulting from adverse or demanding circumstances. Occupational stress is a major factor that influence work performance of employees in general and women employees in particular. Gender disparity occurs when genders are been treated unequally. Gender disparity is the unfair treatment of a person because of gender.

Every employee has increased expectations on them from their families and working organizations. Work- life balance is very vast and typical phenomenon. Work-life balance is

the concept of dealing with multiple tasks. It is the challenge of every individual and organization. Women have more complex duties to perform when compared to men. Therefore, the imbalance of work-life can lead to stress & several health problems. This Work-Life Balance (WLB) is a challenging task on the part of female employees. Women should be in a position to strike a balance between work and life. Work-life balance is more crucial for women especially who are doing male-dominated jobs. Achieving gender diversity within organizations is not easy and takes a lot of efforts and time, but brings multiple benefits to companies and long-term profits. Women employees are key agents of development of organization. They play a catalytic role towards achievement of transformational organizational changes required for sustainable development.

OBJECTIVES OF THE STUDY

- to identify the **various factors**, which influence the work-life balance of the women employees in APSRTC,
- to analyse the **levels of work-life balance** of the women employees in APSRTC in the study area,
- to assess the **relationship between occupational stress and work-life balance** of women employees in the study,
- to examine the **relationship of gender disparity and work-life balance** of women employees in the study area and
- to observe the respondents' **perceived levels of occupational stress and gender disparity on work-life balance of women employees** in the study.

RESEARCH METHODOLOGY AND DESIGN

Target Population and Geographical Area

The target population of the study is women employees, who are working as bus conductors in APSRTC in Kadapa zone of Rayalaseema region consisting of Three districts

i.e., Kadapa, Kurnool and Anantapur as there are no studies have been conducted in this area on this topic.

SAMPLE DESIGN

Sample design helps in knowing sampling procedure and techniques used in choosing the sample size. For the present study population is finite. The sample frame work for the study is women conductors of APSRTC, Rayalaseema Region, Andhra Pradesh specifically Kadapa Zone. The tools used for the collection of data are questionnaire and personal interview. Sampling technique used in the present study is census sampling. During the time of gathering information from the respondents, the researcher has promised them to hide their personal details and regional information.

The total population is 500 members of women employees' working in APSRTC in Rayalaseema region at different cadres. Among them were 484 women employees' who were working as conductors. The data has been collected from the entire population of 484 women employees, who were working as bus conductors in all three selected districts Kadapa, Kurnool and Anantapur in Rayalaseema Region. Out of which only 427 were reverted back with the data and responses useful for the study were 405. to observe the respondents' **perceived levels of occupational stress and gender disparity on work-life balance of women employees** in the study. In the present study three variables are being used. There are two independent variables and two dependent variables. Independent variables used in the study are occupational stress and gender disparity. Dependent variable used in the study is Work-Life Balance and work satisfaction.

DATA ANALYSIS AND INTERPRETATION

Perceptions of Sample Respondents towards Occupational Stress

Table 1.0

PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL STRESS BASED ON THE AGE-GROUP.

Variable	Age – Group	N	Mean	Std. Deviation	F - value	p - value
Occupational	21-30	314	4.1579	.40944	0.113	0.952

Stress	31-40	88	4.1500	.38266		
	41-50 and above	3	4.0000	.89319		
	Total	405	4.1556	.40438		

Source : Field Study

From the Table 1.0, it is evident that, all the women respondents are agreed with their occupational stress in their job as of the Mean values are 4 and above. Women sample respondents with 21-30 age group are having more occupational stress when compared with the other age-groups as of more family and official burdens as the higher authorities are not recognizing their position as important in the APSRTC. The women with 41-50 and above age group are having less occupational stress as of less family or children responsibilities and also identification of their position from the higher authorities because of more service in the study area.

Table 2.0
PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL STRESS BASED ON THE EDUCATIONAL QUALIFICATIONS

Variables	Educational Qualification	N	Mean	Std. Deviation	F value	P value
Occupational stress	+2	176	4.2085	.41429	3.019	0.051
	UG	228	4.1163	.39294		
	PG	1	3.7895	.		
	Total	405	4.1556	.40438		

Source : Field Study

It is evident from the Table 2.0 that, the women respondents are agreed that they are having occupational stress as of Mean values are more or less 4. The women respondents with '+2' educational qualifications are having more occupational stress (since high Mean vale) as of lack of knowledge in understanding the policies of the organization and lack relationships with the higher authorities and colleagues. The women with 'UG' qualifications are having less occupational stress as of easy understanding the nature of work and good cooperation from the higher authorities and colleagues.

Table 3.0
PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL STRESS BASED ON MARITAL STATUS

Variables	Married		Unmarried		t-value	p-value
	Mean	Standard	Mean	Standard		

		Deviation		Deviation		
Occupational stress	4.1703	0.39055	4.1310	0.42091	0.968	0.334

Source : Field Study

It is evident from the Table 3.0 that, the women respondents are agreed that they are having occupational stress as of Mean values are more than 4. The married women respondents are having more occupational stress (based on least standard deviation value of 0.39055) when compared with the unmarried women respondents as of more work and family responsibilities in the study area.

Table 4.0
PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL STRESS BASED ON 'TYPE OF FAMILY'

Variables	Nuclear		Joint		t-value	p-value
	Mean	Standard Deviation	Mean	Standard Deviation		
Occupational stress	4.1794	0.38176	4.1213	0.43378	1.423	0.156

Source : Field Study

It is evident from the Table 4.0 that, the women respondents are agreed that they are having occupational stress based on 'type of family' as of Mean values are more than 4. The women respondents with 'Nuclear' family are having more occupational stress than the women respondents with Joint family (based on least standard deviation value of 0.38176). The women respondents with nuclear family are facing more difficulty in balancing the family and job as of lack of sharing the responsibilities with the family members other than the husband. Most of the Nuclear families in the study area are Dual income group and they are not spending at least to share their problems at work. It is the main reason for increasing the occupational stress. The women employees with Nuclear family are not attempted any stress relief programmes and courses as of lack of time, busy schedule of work and people, who are sharing their responsibilities with them.

Table 5.0
PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL
STRESS BASED ON 'NO.OF FAMILY MEMBERS'

Variable	No.of Family members	N	Mean	Std. Deviation	F - value	p - value
Occupational Stress	2 members	22	4.2609	.49649	5.617	0.000
	3 members	50	4.2326	.40991		
	4 members	196	4.0619	.40788		
	5 members	75	4.2129	.38359		
	Above 5	62	4.2829	.30863		
	Total	405	4.1556	.40438		

Source : Field Study

It is evident from the Table 5.0 that all the women respondents are agreed to have the occupational stress in the study as of the Mean values are range from 4.0619 to 4.2829. The standard deviation values range from 0.30863 to 0.49649. It indicates that the women respondents with 5 family members are having more occupational stress than the other women respondents, who are not having '5 family members' as of more financial responsibilities from the family. Women respondents with '2members' in the family are having less occupational stress in the study as of less family needs, financial responsibilities and family problems. With less responsibilities and stress, the women respondents with 2 members might face less occupational risk at work place.

Table 6.0
PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL
STRESS BASED ON 'NO.OF DEPENDENTS'

Variable	Number of Dependents	N	Mean	Std. Deviation	F - Value	p -value
Occupational Stress	0-2	23	4.3547	.20704	3.448	0.017
	3-5	15	4.3544	.19840		
	6 and above	366	4.1349	.41515		
	Total	405	4.1556	-.40438.		

Source : Field Study

Table 6.0 highlights that the women respondents with no and 2 dependents are having more occupational stress as of heavy work load and more job responsibilities at work place. The women respondents with 3-5 dependents are having less occupational stress when compared with the respondents with 0-2 dependents and more occupational stress when compared with the respondents with 6 and above dependents as of children are growing and additional responsibilities from the elder people i.e., in-laws and caused to strain felt more occupational stress. Women respondents with 6 and above dependents are having less risk because of stress sharing and less responsibilities from the family.

Table 7.0
PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL STRESS BASED ON 'YEARS OF WORK EXPERIENCE'

Variables [1]	Experience [2]	N [3]	Mean [4]	Std. Deviation [5]	F value [6]	P value [7]
Occupational stress	0-1	43	3.9663	0.41702	2.206	0.068
	1-5	222	4.1454	0.41234		
	6-10	58	4.1314	0.42139		
	11-15	23	4.0326	0.31504		
	16 and above	4	4.3026	0.29265		
	Total	350	4.1155	0.41085		

Source : Field Study

Table 7.0 shows the Mean values and standard deviation values of work experience and occupational stress. From the table, it is evident that all the women respondents in the study are having different levels of occupational stress based on the standard deviation values i.e., 0.29265 to 0.41702. The respondents with 16 and above (standard deviation of 0.29265) are having more occupational stress as of their work experience, they are having additional responsibilities and heavy workload and also they are unable to attend stress relief programmes in due course. The women respondents with 0-1 years of experience are having less occupational stress as of lack of work experience and less work responsibilities in the study.

Table 8.0**PERCEPTIONS OF SAMPLE RESPONDENTS TOWARDS OCCUPATIONAL STRESS BASED ON 'JOB LOCATION'**

Variables	Job Location	N	Mean	Std. Deviation	F-Value	p-value
Occupational Stress	Urban	217	4.2445	.35746	12.043	0.000
	Semi Urban	147	4.0454	.38387		
	Rural	41	4.0799	.57480		
	Total	405	4.1556	.40438		

Source : Field Study

Table 8.0 reveals that the ANOVA value of job location and occupational stress of women sample respondents in APSRTC in Rayalaseema region. The women in Urban location are felt that they have more occupational stress than the women in semi-urban and rural locations as of different work shifts and long distance and more travelling time. The women in the rural location felt that they have less occupational stress as of short distances to travel and comfort in travelling time. However, all the women respondents felt occupational stress in the study area.

RELATIONSHIP BETWEEN OCCUPATIONAL STRESS AND WORK-LIFE BALANCE OF SAMPLE WOMEN RESPONDENTS

Table 9.0
CORRELATION BETWEEN THE VARIABLES

Correlations							
Variables	Work environment	Relationship management	Work load	Work place support	Financial Assistance and ergonomics	Work life balance	Occupational stress
Work Environment	1	.647**	.558**	.602**	.582**	.844**	.688**
Relationship Management		1	.443**	.517**	.450**	.769**	.511**
Work Load			1	.483**	.468**	.766**	.409**
Work Place Support				1	.519**	.807**	.461**
Financial assistance and ergonomics					1	.750**	.554**
Work life balance						1	.653**

Occupational stress								1
**. Correlation is significant at the 0.01 level (2-tailed).								

Source : Field Study

The values depicted in Table 9.0 are correlation coefficient values between the variables of work-life balance and occupational stress. All the values in the Table indicated that there is a positive correlation between the variables of work environment, relationship management, workload, work place support and financial assistance and ergonomics and also these variables with the occupational stress. From the table 5.34, it is evident that all the coefficients are significantly correlated at 0.01 level of significance.

RELATIONSHIP BETWEEN WORK ENVIRONMENT AND OCCUPATIONAL STRESS

Table 10.0

RELATIONSHIP BETWEEN WORK ENVIRONMENT AND OCCUPATIONAL STRESS

Variable	Unstandardized Coefficients		Standardized Coefficients	t	p	ANOVA		R	R ²
	B	Std. Error	Beta			F	P		
(Constant)	1.530	0.139	0.688	11.034	0.000	362.285	0.000	0.688	0.473
Work Environment	0.639	0.034		19.034	0.000				

Source : Field Study

From the Table 10.0, it is evident that there is a positive correlation between the work environment and occupational stress i.e., R² value is 0.473. This indicates that 47.3 per cent of occupational stress of the respondents is because of the work environment. The beta value is 0.688, which is moderately high. It means work environment influences the occupational stress and there is a relationship between work environment and occupational stress in the study area. Hence, the linear regression equation can be drawn as:

$$\text{Occupational stress} = 1.530 + (0.639) \text{ work environment factors}$$

Table 11.0**RELATIONSHIP BETWEEN WORKLOAD AND OCCUPATIONAL STRESS**

Variable	Unstandardized Coefficients		Standardized Coefficients	t	p	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(Constant)	3.021	0.127	0.409	23.705	0.000	81.027	0.000	0.409	0.165
Work Load	0.277	0.031		9.002	0.000				

Source : Field Study

From the Table 11.0, it is observed that, the R square value is 0.165. It means that 16.5 per cent of occupational stress is influencing the workload of women sample respondents in the study area. It is very less impact on workload of the employees. The workload coefficient is 0.277, which is positive. This means that there will be an increase of 0.277 in occupational stress for every one unit of increase in work load. The beta value is 0.409, which is moderate value. Hence, the linear regression equation can be drawn as :

$$\text{Occupational stress} = 3.021 + (0.277) \text{ workload factors}$$

Table 12.0**RELATIONSHIP BETWEEN RELATIONSHIP MANAGEMENT AND OCCUPATIONAL STRESS**

Variable	Unstandardized Coefficients		Standardized Coefficients	t	p	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(Constant)	2.491	0.141	0.511	17.705	0.000	142.063	0.000	0.511	0.261
Relationship management	0.400	0.034		11.919	0.000				

Source : Field Study

From the Table 12.0, it is observed that, the R square value is 0.261. It means that 26.1 per cent of occupational stress is influencing the relationship management of women

sample respondents in the study area. The workload coefficient is 0.400, which is positive. This means that there is will be an increase of 0.400 in occupational stress for every one unit of increase in work load. The beta value is 0.511, which is moderate value. Hence, the linear regression equation can be drawn as :

$$\text{Occupational stress} = 2.491 + (0.400) \text{ Relationship management factors}$$

Table 13.0

RELATIONSHIP BETWEEN WORKPLACE SUPPORT AND OCCUPATIONAL STRESS

Variable	Unstandardized Coefficients		Standard ized Coefficients	t	p	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(constant)	2.861	0.125	0.461	22.828	0.000	108.792	0.000	0.461	0.213
Work Place Support	-0.309	0.030		10.430	0.000				

Source : Field Study

From the Table 13.0, it is evident that there is positive relation between workplace support and occupational stress as of r is ‘0.461’. The R square value is 0.213, which indicates 21.3% of occupational support is influencing the workplace support. The influence is very poor. The beta value is 0.461 which is moderate. The coefficient of workplace support is -0.309. This indicates that one unit increase in workplacesupport, there will be a decrease of 0.309 times in occupational stress i.e., if workplace support increases there will be a decrease in occupational stress. Linear regression equation is given as follows:

$$\text{Occupational stress} = 2.932 - 0.309 (\text{workplace support factors})$$

**RELATIONSHIP BETWEEN FINANCIAL ASSISTANCE AND ERGONOMICS AND
OCCUPATIONAL STRESS**

Table 14.0

**RELATIONSHIP BETWEEN FINANCIAL ERGONOMICS AND OCCUPATIONAL
STRESS**

Variable	Unstandardized Coefficients		Standardized Coefficients	t	P	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(constant)	2.168	0.150		14.458	0.000				
Financial Assistance and Ergonomics	0.479	0.036	0.554	13.344	0.000	178.055	0.000	0.554	0.306

Source : Field Study

It is evident from the Table 14.0 that, the R square value is 0.306, which indicates that 30.6% of occupational stress is influencing the financial assistance and ergonomics factors. The impact is very low. The beta value is 0.554, which is moderate. The coefficient of financial assistance and ergonomics is 0.479. This is positive in nature. This means that for every one unit of increase in financial assistance and ergonomics leads to 0.479 times increase in occupational stress. The linear regression equation is as follows:

Occupational stress = 2.168 + 0.479 (Financial Assistance and Ergonomics factors)

RELATIONSHIP BETWEEN OCCUPATIONAL STRESS AND WORK-LIFE BALANCE

Table 15.0

RELATIONSHIP BETWEEN OCCUPATIONAL STRESS AND WORK-LIFE BALANCE OF SELECT WOMEN SAMPLE RESPONDENTS

Variable	Unstandardized Coefficients		Standardized Coefficients	t	P	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(constant)	1.503	0.154	-0.653	9.752	0.000	298.934	0.000	0.653	0.426
Occupational stress	-0.641	-0.037		17.290	0.000				

Source : Field Study

The R square value is 0.426. This means that 42.6 per cent of work-life balance is influenced by occupational stress. The influence is moderate. The coefficient of occupational stress is -0.641. The work-life balance decreases by 0.641 times when occupational stress increases by one unit. The beta value is 0.653 which is moderate. The linear regression equation is given by:

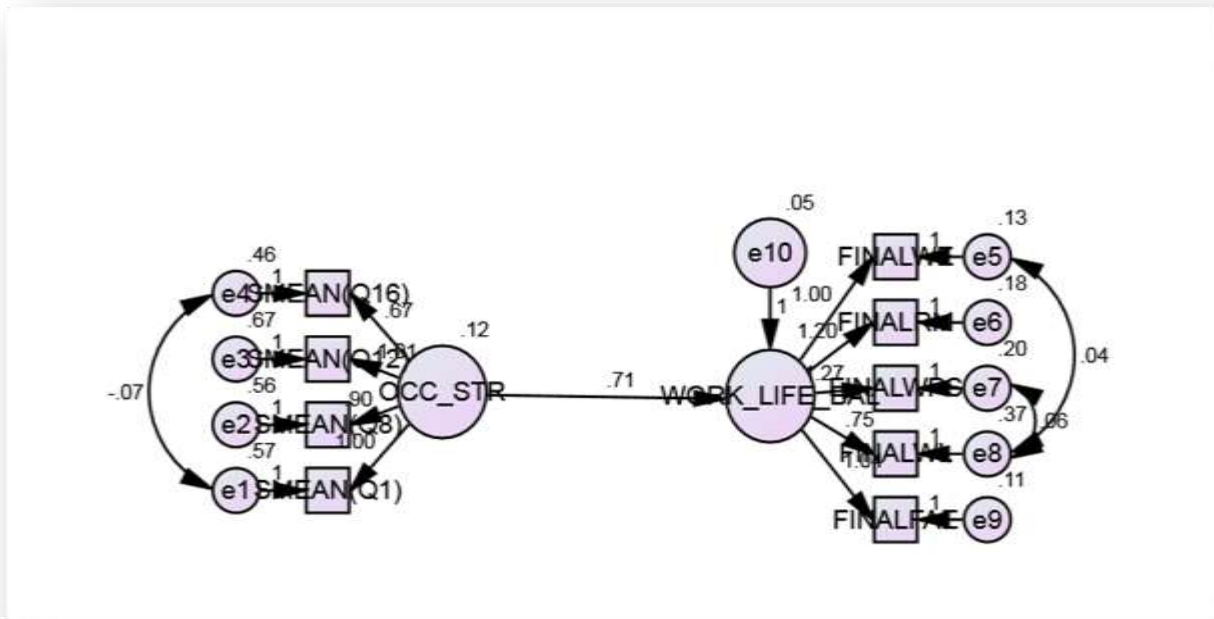
$$\text{Work-life balance} = 1.503 - 0.641 (\text{occupational stress})$$

It is also shown through SEM through AMOS for clear understanding and testing the model fit.

BUILDING STRUCTURAL EQUATION MODELING FOR RELATIONSHIP OF OCCUPATIONAL STRESS AND WORK-LIFE BALANCE

Structural equation model is used for building relationship between occupational stress and work-life balance. Independent variable is occupational stress and dependent variable is work-life balance. The model fit indices are given in Fig. 1.0.

Figure 1.0
SEM OF OCCUPATIONAL STRESS AND WORK-LIFE BALANCE



Results of Goodness of Fit

The following table 16.0 indicates goodness of fit indices. The values are as per specified standards.

Table 16.0
MODEL FIT SUMMARY

Model	Chi-square	CMI N/DF	p	NFI	TLI	CFI	IFI	RMS EA	GFI	AGFI	RMR
IV-DV	69.547	3.024	0.000	0.889	0.876	0.921	0.923	0.076	0.959	0.919	0.026

Table 17.0
VARIABLES IN STRUCTURAL EQUATION MODEL FOR OCCUPATIONAL STRESS AND WORK-LIFE BALANCE

Hypothesis	Variables	Unstandardized coefficients	Standardized coefficients	Standard error	t value	P
H _{04f}	Work Life Balance ← Occupational stress	0.706	0.751	0.186	3.788	***

***significant at 1% level

The figure represents casual relationship. This is in-between proportions of Occupational stress and work life balance. The above table 5.69 shows beta values, standard error, t values and p values. All variables are having highly significant. The p value is significant at 1% level. This specifies causal relationship in-between occupational stress and work life balance.

RELATIONSHIP BETWEEN GENDER DISPARITY AND OCCUPATIONAL STRESS

There are various sub dimensions used under gender disparity in this study. The sub dimensions used are disparity in job factors, disparity in recruitment and selection, disparity in appraisal, disparity in promotion, and disparity in supervisory support. Before proceeding to find the relationship of gender disparity and work-life balance Pearson correlation analysis is applied for all the dimensions of gender disparity and work-life balance. Table 5.41 shows the relation between the occupational stress and gender disparity factors in the study

Table 18.0
PEARSON CORRELATION ANALYSIS

Correlations							
VARIABLES	Occupatio nal stress	Disparity in job factors	Disparity in Recruitme nt and selection	Disparit y in Apprais al	Disparit y in Promoti on	Disparit y in Supervi sory support	Gender Disparity
Occupational stress	1	0.639	0.357	0.425	0.386	0.488	0.609
Disparity in job factors		1	0.547	0.538	0.462	0.654	0.838
Disparity in recruitment and selection			1	0.333	0.352	0.461	0.674
Disparity in Appraisal				1	0.336	0.471	0.752
Disparity in promotion					1	0.425	0.697
Disparity in supervisory support						1	0.791

Gender Disparity								1
**. Correlation is significant at the 0.01 level (2-tailed).								

Source : Field Study

In the above table 18.0, Pearson correlation coefficient between occupational stress and factors of gender is positive in nature. This indicates that there is positive relationship between gender disparity and occupational stress of the women employees i.e., there is a increase in gender disparity and there is also increase in occupational stress.

Table 19.0
MULTIPLE REGRESSION ANALYSIS BETWEEN GENDER DISPARITY AND OCCUPATIONAL STRESS

Variable	Unstandardized Coefficients		Standardized Coefficients	t	p	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(constant)	1.698	0.162	0.502	10.466	0.000	60.317	0.000	0.656	0.430
Disparity in job factors	0.427	0.049		8.732	0.000				
Disparity in Recruitment and selection	-0.020	0.045	-0.021	-0.449	0.653				
Disparity in appraisal	0.555	0.028	0.089	1.940	0.053				
Disparity in Promotion	0.067	0.031	0.095	2.162	0.031				
Disparity in supervisory support	0.071	0.042	0.087	1.669	0.096				

Source : Field Study

From the above table 19.0, it is evident that p value at 5% level of significance is almost more than 0.05 except job factors. Disparity in recruitment and selection, disparity in appraisal, disparity in promotion and disparity in supervisory support seems to have 'p' values greater than 0.05. Hence, there is a relationship between the gender disparity and

occupational stress of women employees in the study. Table 19.0 indicates that there are gender disparities in recruitment and selection process, in performance appraisal, in promotion and in supervisory support in APSRTC in Kadapa zone of Rayalaseema region. So, Multiple regression equation can be given as:

$$\text{Occupational stress} = 1.698 + 0.427 (\text{job factors}) + 0.067(\text{disparity in promotion})$$

In order to test the above hypothesis linear regression model is used. In this independent variable is gender disparity and dependent variable is occupational stress. The results are given in Table 20.0.

Table 20.0
RELATIONSHIP BETWEEN ALL FACTORS OF GENDER DISPARITY AND OCCUPATIONAL STRESS

Variable	Unstandardized Coefficients		Standardized Coefficients	t	p	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(constant)	1.680	0.162	0.609	10.399	0.000	237.029	0.000	0.609	0.370
Gender Disparity	0.628	0.041		15.396	0.000				

Source : Field Study

The R square value is 0.370. This indicates that 37.0% of occupational stress of sample respondents as of gender disparity. The beta value is 0.609, which is moderate. The coefficient of gender disparity is 0.628, which means that for every one per cent of increase in gender disparity leads to an increase of 0.628 times in occupational stress. Hence, the Linear regression equation is as follows :

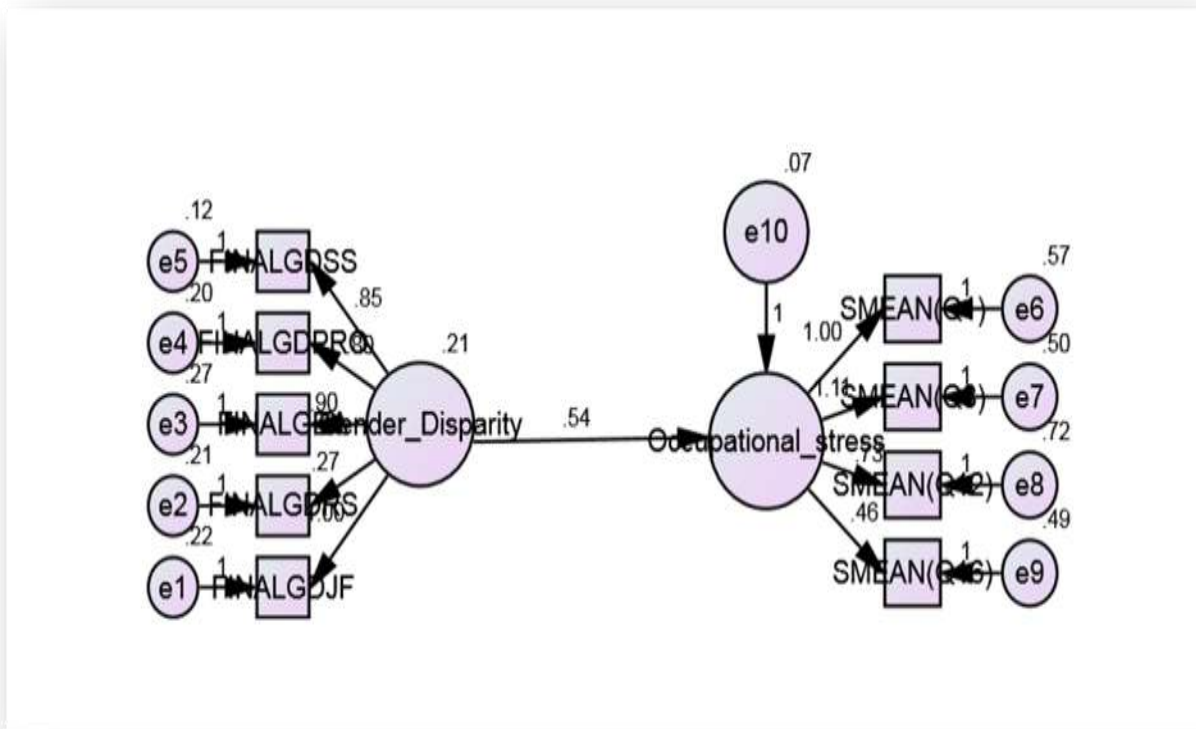
$$\text{Occupational stress} = 1.680 + 0.628 (\text{Gender disparity})$$

It is also shown through SEM through AMOS for clear understanding and testing the model fit.

BUILDING STRUCTURAL EQUATION MODELING FOR RELATIONSHIP OF OCCUPATIONAL STRESS AND GENDER DISPARITY

Structural equation modeling is built in order test framed hypothesis. The dependent variable is occupational stress and independent variable is gender disparity. The results of model fit indices are given in Fig 2.0.

Figure 2.0
SEM OF OCCUPATIONAL STRESS AND GENDER DISPARITY



The figure 2.0 represents the causal relationship. The causal relationship is among occupational stress and gender disparity. The table 21.0 shows analysis results.

Table 21.0
VARIABLES IN SEM OF OCCUPATIONAL STRESS AND GENDER DISPARITY

Hypothesis	Variables	Unstandardized coefficients	Standardized coefficients	Standard error	t value	p
H ₀₄	Occupational stress ← Gender Disparity	0.504	0.687	0.108	5.013	***

***significant at 1% level

The p value is significant at 1% level. This specifies causal association in-between occupational stress and gender disparity.

Table 22.0
SUMMARY OF MODEL FIT

Model	Chi-square	CMIN /DF	p	NFI	TLI	CFI	IFI	RMS EA	GFI	AGFI	RMR
IV-DV	42.414	1.631	0.022	0.912	0.949	0.963	0.964	0.043	0.973	0.953	0.021

All the values of model fit requirements are within specified values.

Table 23.0
RELATIONSHIP OF OCCUPATIONAL STRESS AND GENDER DISPARITY WITH WORK-LIFE BALANCE OF WOMEN EMPLOYEES

Variable	Unstandardized Coefficients		Standardized Coefficients	t	P	ANOVA		R	R square
	B	Std. Error	Beta			F	P		
(constant)	0.752	0.161	0.410	4.670	0.000	223.251	0.000	0.725	0.526
Occupational stress	-0.417	-0.044		9.469	0.000				
Gender disparity	-0.420	-0.045		9.228	0.000				

Source : Field Study

From the Table 5.44, it is evident that the coefficient of occupational stress is -0.417 and gender disparity is -0.420. This negative signs indicate relationship is indirect. This indicates that work-life balance decreases with increase in occupational stress and gender disparity and vice versa. Regression equation can be given as:

$$\text{Work-life balance} = 0.752 - 0.417(\text{occupational stress}) - 0.420(\text{gender disparity})$$

CONCLUSION

The perceptions towards Occupational stress and gender disparity are high and also Work-Life Balance and Work Satisfaction are high in Anantapur district when compared with other district as of good work environment, more work place support and relationship management strategies. It is also noted that the perceptions towards occupational stress and gender disparity are low and Work-Life Balance and Work Satisfaction are also low in

Kadapa district as of lack of work place support and relationship management strategies among the sample respondents. Hence, it is conclude that the sample respondents from the Anantapur district are having more work-life balance and work satisfaction even though they are having more occupational stress and gender disparity in Kadapa zone of Rayalaseema region.