In the workforce, there has been an increase of women holding high ranking positions. This has made the study of occupational stress and its effect on them more important. Not only do women have different causes of their stress, but they also experience different consequences from that stress. Since women experience occupational stress differently, it is important to find specific coping techniques that will be beneficial for them. There are many different types of coping techniques and interventions that have been shown to be successful for women. Some of these techniques include Mindfulness-Based Stress Reduction, stress management interventions, exercise, and leisure activities. These techniques should become more common within businesses in order to increase employees’ wellbeing, which will also help to improve productivity and efficiency. More research should be conducted on these techniques and how they specifically affect women. Research also needs to be conducted to discover the best ways to implement these techniques into the workforce.

Abstract

In the workforce, there has been an increase of women holding high ranking positions. This has made the study of occupational stress and its effect on them more important. Not only do women have different causes of their stress, but they also experience different consequences from that stress. Since women experience occupational stress differently, it is important to find specific coping techniques that will be beneficial for them. There are many different types of coping techniques and interventions that have been shown to be successful for women. Some of these techniques include Mindfulness-Based Stress Reduction, stress management interventions, exercise, and leisure activities. These techniques should become more common within businesses in order to increase employees’ wellbeing, which will also help to improve productivity and efficiency. More research should be conducted on these techniques and how they specifically affect women. Research also needs to be conducted to discover the best ways to implement these techniques into the workforce.

Question

What techniques to reduce occupational stress in high ranking females can be implemented into the workforce?

Causes of Occupational Stress in Women

- A positive relationship has been found between work-family conflict and occupational stress in managerial women (Fei, Kuan, Yang, Hing, &Yaw (2017)).
- Women have a positive correlation with experiencing greater work interference with family and greater family interference with work (Shockley, Shen, DeNunzio, &Arvan and Knudsen, 2017).
- Women experience a lot of stress from their household responsibilities (Lundberg & Frankenhaeuser, 1999).
- Workplace barriers
- The workforce and high ranking positions still tend to be very masculine environments.
- It has been found that in order to succeed women tend to have the same attitudes of men and they become more masculine.

Consequences of Occupational Stress

- Women experience some different consequences of occupational stress.
- Women are less likely to be focused on their work and are less likely to enjoy their time at home.
- Women’s turnover rates are more doubled men’s when dealing with a lot of stress (Fei et al., 2017).
- Women experience different physical and psychological symptoms than men (as cited in Nelson & Burke, 2000).
- Researchers have found that women and men take different pathways between coping with stress and their stress outcome (Watson, Goh, & Sawang, 2011).

Mindfulness-Based Stress Reduction

- Mindfulness is used to help increase awareness and reduce negative emotions and maladaptive behaviors.
- Reduces occupational stress in female employees.
- Helps employees with burnout, depression, relaxation, satisfaction and mood (Janssen, Heerkes, Kuijer, van der Heijden, & Engels, 2018).
- Given online
- Different durations and intensities of the intervention.
- Giving access to and information to employees.

Stress Management Interventions

- Cognitive-behavioral interventions, relaxation techniques and multimodal approaches.
- Cognitive-behavioral interventions has significant relationship with the reduction of occupational stress (van der Klink, Blonk, Schene, & van Dijk, 2001; Richardson & Rothstein, 2008).
- Cognitive-behavioral interventions should be a top choice of stress management interventions for businesses to implement.
- This intervention can vary in length and require a specialist.
- More research should be conducted to look at the specific effects that cognitive-behavioral interventions have on women in high ranking positions.

Conclusion

More research needs to be conducted on the effects of different coping techniques on high ranking women. Research also needs to be conducted on how well different implementation methods work at reducing occupational stress.

Exercise

- Exercise has a positive relationship with wellbeing.
- Individuals who were more physically active were less likely to experience occupational stress (Gerber, Jonsdottir, Lindwall, & Ahlborg, 2014).
- Occupational stress decreased in participants in the exercise group and the decrease was consistent a year later (Kettunen, Vuorimaa, & Vasanaki, 2015).
- Businesses could have their own gym, give employees memberships as a benefit, or have company sports leagues.

Leisure

- Leisure allows individuals to decompress after stressful situations and can help distract
- Iwasaki, MacKay, and Mactavish (2005) found that women use arts and cultural activities to handle stress
- Women were more likely to use exercise to reduce the experience of occupational stress
- Businesses can give employees information on using leisure as a way to reduce stress
- Businesses could also inform employees of events going on around the area

Introduction

- Occupational stress, also known as workplace stress, is stress that is caused by an individual’s job.
- A high level of occupational stress has a negative relationship to both an individual’s job performance and their job satisfaction (Krajewski & Goffin, 2005; Tudu & Pathak, 2013).
- There have been significant relationships found between occupational stress and turnover rates, burnout rates, and worker productivity (as cited in Krajewski & Goffin, 2005).
- It is important for businesses to examine the causes of stress in the workplace, and to find ways to reduce their employee’s workplace stress.

References


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High Ranking Women Coping With Occupational Stress

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