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ROLE OF OCCUPATIONAL STRESS ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN APSRTC

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Abstract: *In every human being's life women plays a major role. In the present day's women are managing career and their personal life. There are also many tasks which are to be accomplished by them in the job which lead to occupational stress. In this study the author made an attempt to find the relationship between occupational stress and work life balance. The objective was to find the impact of occupational stress on work life balance. The targeted population was women employees' of APSRTC. The samples were chosen by grouping women employees' based on Depots. The Depots considered in study were Kadapa, Kurnool and Anantapur districts. The sampling technique used was disproportionate stratified sampling. The tools used for analysis were ANOVA and Linear Regression. It was observed in the study that occupational stress levels were significantly differing with job location and number of family members. Linear regression showed that occupational stress levels were positively related with work life balance. It was evident from the study that increased work life balance led to increase in occupational stress.*
Key words: *Occupational stress, Work life balance, Job Location and Number of family members.*

I. INTRODUCTION

Women have to play multiple roles in their daily life. Now a day they are also working equally along with men. In this comparative case they have to play the role of mother, wife, and daughter in law etc. along with their job roles. The author Arnold (1991) occupational stress is being because of heavy work, pressure of completing the task, not supportive work environment, too much of travel to the office from house, long working hours, changes in the work and working conditions. Most of the researchers have the opinion that the occupational stress has very heavy impact on the work life balance of workers specifically women employees'. This stress is also related to the women employees of APSRTC. To overcome the occupational stress levels many organizations are investing a lot and trying their best to balance the work life and personal life of employees'. Work life balance concept plays a major role in occupational stress levels of employees''. Work life balance can be simplified concept of balancing both the personal life and work life and having satisfaction levels to the maximum possible extent. Work life balance in important of the all the women employees' since they build the nation as playing the role of mother, teacher sister etc. Completely balanced work life can make the worker more consent and happier and healthier.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

Stress levels vary from one person to the other and there are also individual differences in overcoming them. In the present study the author made an attempt to study the occupational stress levels of women employees of APSRTC and how they have impact on work life balance.

II. REVIEW OF LITERATURE

A. Shalini and Prof Srinivas (2020): has investigated the role of work life balance and occupational stress. The population chosen for the study was teachers. 180 numbers of teachers were selected from the region of Bangalore. The data was gathered by means of structured questionnaire and directional hypothesis was framed for testing. T test was used for testing the hypothesis. The results showed that there was significant mean difference between the variables. It was observed from the study that the teachers with high occupational stress levels were found to have high levels of work life balance.

B. Jerg-Bretzke L, Limbrecht -Ecklundt K, Walter S, Spohrs J and Beschoner P (2020) has made an attempt to study the work family conflict with occupational stress. The population chosen was university employees. The stressors identified from this study were extra work, Fixed term work, over commitment, reward imbalance, work family conflict and family work conflict. The results showed that work family conflict was having effect on mental and somatic health of respondents. The work family conflicts should be used as the preventions for enhancing the work life balance and mental health of employees'.

C. Umesh (2018): has done an investigation to find the impact of stress variables on work life balance. The author chose IT women employees of Hyderabad and Bangalore. He has selected 427 samples and t test is used of analysis. the findings of the study showed that traffic caused heavy stress among women employees'. The other stressors like deadlines, pregnancy and co-parenting were having noteworthy difference in work life balance of women employees of select IT companies. Competition and work load were also having significant effect on work life balance.

D. Shanmughavadivu and Sethuramasubbiah(2018) have done investigation on occupational stress and work life balance. The target samples were married women police. The authors chose 226 samples from Coimbatore district. Pearson correlation coefficient was used for analysis. The outcomes showed that the married police women were having moderate occupational stress levels and work life balance. The occupational stress levels and work life balance were differently related to demographic factors like age, experience, income, working hours, children, helping hand from husband. The relationship was observed to be negative that is increase in occupational stress lead to decrease in work life balance levels.

E. C.Naga Ganesh and Dr. Chg. Krishnudu (2018) have tried to find the influence of occupational stress on work life balance. The target respondents were bank employees' belonging to Rayalaseema region of Andhra Pradesh. The sample units selected for the study were 540. T-test and ANOVA were used for analysis. The levels of occupational stress and work life balance were different with the demographic variables specifically age, gender, income and educational qualification. There was noteworthy influence of occupational stress on work life balance.

F. Dr. Narang(2016) have conducted research on impact of occupational stress on work life balance. The author chose employees' banking sect of Punjab and Chandigarh. it was observed from the results that there was effect of occupational stress on work life balance. The employees with high levels of occupational stress levels were found to have high levels of work life balance.

G. Asma Zaheer, Jamid Ul Islam, Nahid Darakhshan(2015) had conducted study on to find the relationship of occupational stress and work life balance.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

The authors' chose female faculties of central universities in New Delhi. Correlation was used for analysis. The results showed existence of moderate levels of occupational stress and work life balance among the faculties. The correlation showed negative relationship between occupational stress and work life balance levels. This means that increase in work life balance levels lead to decrease in occupational stress levels.

H. Kulbhishan and Rajwant(2015) has explored various contributors of work life balance as a Panacea for occupational stress. The main aim was to find the stressor and their contribution to work life balance. The authors used factor analysis and descriptive analysis. The results of the study showed that the various stressors were acting as supporters for work life balance.

I. Felicity Asiedu-Appiah, Irene Dufie-Marfo and Evelyn Frempong (2013) has studied the work life balance as a tool for stress management. The main aim of the study is to find how to use work life balance as tool for coping stress levels. For this purpose, author measured the policies and practices of work life balance in selected banking organist ions of Ghana. Most of the respondents said that work life balance practices were effective in the institutions. Women employee's opined at a greater degree to the above mentioned point. Respondents were positive that work life balance strategies were able to cope with the stress levels.

J. Sirajunisa and Dr. Panchanatham has studied the influence of occupational stress on work life balance of women. 150 professional women employees' have been selected from Chidambaram. The authors used stratified sampling. Pearson correlation was used for analysis purpose. The outcome of the study showed significant influence of occupational stress on work life balance of the women professionals.

III. RESEARCH METHODOLOGY

The present study is descriptive type of research design. Work life balance and occupational stress are the two variables used in this study. The perceptions of respondents related to the two variables that are the primary data are being collected by using structured questionnaire. The questionnaire is segregated into three divisions. First division is related to demographic profile of respondents which include age, type of family, number of family members, experience and location of job. Second part of questionnaire is about the variable work life balance which is of 31 items. Third division is about occupational stress which includes 19 items. The items are assessed by using Likert scale, a five-point dimensional scaling. There are both positive and negative types of questions. The positive types of questions are weighted with descending weights from 5 to 1 and negative types of questions are weighted with ascending weights from 1 to 5. Secondary data is also used for in this study. It is used for finding the previous contributions made by the researchers on the present topic and also in finding the gap for the present study. The respondents are women employees' of APSRTC. The sample size is 405 women employees'. They are selected by using disproportionate stratified sampling technique. The women employees are chosen from three depots that is Kadapa, Kurnool and Anantapur.

IV. STATEMENT OF THE PROBLEM

The women are allowed into jobs in APSRTC from the last two and half decades. Some of the women employees' who are working as conductors need to even travel all the day. They are also playing other roles in the corporation. Women need to satisfy their family members as well they need to accomplish the tasks in their jobs. The following questions can reveal problem identified for present research:

1. Is the women employees' facing Occupational stress in APSRTC?
2. What is their Level of work life balance?

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

3. What is the role played by the work life balance in coping with occupational stress levels of women employees'?

V. OBJECTIVES OF THE STUDY

1. To study perceptions on Occupational stress levels of women employees of selected zones of APSRTC.
2. To study perceptions on work life balance levels of women employees of selected zones of APSRTC.
3. To study the role played by work life balance in occupational stress levels.

VI. HYPOTHESES

H_1: Occupational stress levels are significantly different with Demographic variables (age, type of family, number of family members, experience and location of job) of the women employees' of APSRTC.

H_2: Work life balance is significantly related with Occupational stress levels of women employees' of APSRTC.

VII. DATA ANALYSIS & RESULTS

Descriptive and Inferential statistics are used for analysis. Descriptive statistics are used for evaluating profile of respondents. Inferential statistics are used for analysis of hypotheses framed. T-test, ANOVA and Linear regression are used for assessment. T-test and ANOVA is used finding the mean differences of occupational stress levels with respect to their profiles. Linear regression is used for evaluating the relationship between dependent and independent variables.

DESCRIPTIVE STATISTICS: The percentage of respondents regarding age, type of family, experience, number of family members and job location is given below. Table 1 represents the percentage of respondents regarding age category and selected depots in the study. The categories of age are 21-30 years, 31-40 years, 41-50 years and 51 years and above. The selected depots in study are Kadapa, Anantapur and Kurnool.

Table 1: Percentage of age of respondents

AGE						
Demographic Variable			Region			Total
			KADAPA	ANANTAPUR	KURNOOL	
AGE	21-30	Count	94	96	124	314
		% respondents	29.9%	30.6%	39.5%	100.0%
	31-40	Count	34	26	28	88
		% respondents	38.6%	29.5%	31.8%	100.0%
	41-50	Count	2	0	0	2
		% respondents	100.0%	0.0%	0.0%	100.0%
	51 and above	Count	1	0	0	1
		% respondents	100.0%	0.0%	0.0%	100.0%
Total		Count	32.3%	30.1%	37.5%	100.0%
		% of respondents	100.0%	100.0%	100.0%	100.0%

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

Interpretation: Maximum number of respondents was from the age group of 21-30 that is 314 out of which Kurnool were 124 in numbers which rounded of to 39.5%. 31-40 age groups were of 88 in number out of which Kadapa region was 34 which rounded of to 38.6%.

Table 2: Percentage of type of family of respondents

TYPE OF FAMILY						
Demographic variable			Region			Total
			KADAPA	ANANTAPUR	KURNOOL	
Type of family	Nuclear	Count	79	78	82	239
		% of Respondents	33.1%	32.6%	34.3%	100.0%
	Joint	Count	52	44	70	166
		% of Respondents	31.3%	26.5%	42.2%	100.0%
Total		Count	131	122	152	405
		Total % of Respondents	32.3%	30.1%	37.5%	100.0%

Interpretation: The type of family was categorized into two types that is Nuclear type and joint family type. 239 respondents were having nuclear family type, out of which Kurnool was having maximum number that is 82 which is of 34.3%. 166 respondents were having joint family type, out of which Kurnool was having maximum number that is 70 which is of 42.2%.

Table 3: Percentage of experience of respondents

EXPERIENCE						
Demographic Profile			Region			Total
			KADAPA	ANANTAPUR	KURNOOL	
Experience	0-1	Count	27	4	17	48
		% of Respondents	56.2%	8.3%	35.4%	100.0%
	1-5	Count	68	91	98	257
		% of Respondents	26.5%	35.4%	38.1%	100.0%
	6-10	Count	18	19	34	71
		% of Respondents	25.4%	26.8%	47.9%	100.0%
	11-15	Count	17	5	2	24
		% of Respondents	70.8%	20.8%	8.3%	100.0%
	16 and above	Count	1	3	1	5
		% of Respondents	20.0%	60.0%	20.0%	100.0%
Total		Count	131	122	152	405
		% of Respondents	32.3%	30.1%	37.5%	100.0%

Interpretation: The experience was categorized into 0-1 year, 1-5 years, 6-10 years, 11-15 years and 16 years and above. The maximum number of respondents was from 1-5 years of experience category. This was of 257 respondents out of which were 98 respondents from Kurnool which was maximum and rounded of to 38.1%.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

Table 4: Percentage of number of family members of respondents

Family members						
Demographic Profile			Region			Total
			KADAPA	ANANTAPUR	KURNOOL	
Family members	2 members	Count	4	4	14	22
		% of Respondents	18.2%	18.2%	63.6%	100.0%
	3 members	Count	6	17	27	50
		% of Respondents	12.0%	34.0%	54.0%	100.0%
	4 members	Count	93	43	60	196
		% of Respondents	47.4%	21.9%	30.6%	100.0%
	5 members	Count	14	26	35	75
		% of Respondents	18.7%	34.7%	46.7%	100.0%
	More than 5	Count	14	32	16	62
		% of Respondents	22.6%	51.6%	25.8%	100.0%
Total		Count	131	122	152	405
		% of Respondents	32.3%	30.1%	37.5%	100.0%

Interpretation: The number of family members was categorized into 2 members, 3 members, 4 members, 5 members and more than 5 members. It was observed that 4 member's category of respondents were more in number which was 196, out of which 93 were from Kadapa region, which rounded of to 47.4%.

Table 5: Percentage of Job location of respondents

Job Location						
Demographic Variable			Region			Total
			KADAPA	ANANTAPUR	KURNOOL	
Job Location	Urban	Count	34	75	108	217
		% of Respondents	15.7%	34.6%	49.8%	100.0%
	Semi Urban	Count	89	33	25	147
		% of Respondents	60.5%	22.4%	17.0%	100.0%
	Rural	Count	8	14	19	41
		% of Respondents	19.5%	34.1%	46.3%	100.0%
Total		Count	131	122	152	405
		% of Respondents	32.3%	30.1%	37.5%	100.0%

Interpretation: The job location was categorized into urban, semi urban and rural regions. It was observed that maximum respondents were from urban region which was 217 in number and Kurnool were 108 respondents which was maximum and rounded of to 49.8%. The respondents from rural region were only 41 in number.

INFERENTIAL STATISTICS: This is used for analyzing the hypotheses framed.
H_1: Occupational stress levels are significantly different with Demographic variables (age, type of family, number of family members, experience and location of job) of the women employees' of APSRTC.
Firstly, the Occupational stress levels significantly different with age of respondents was analyzed by using ANOVA. The results are interpreted in below tables.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

Table 6: Descriptive statistics (Mean and Standard Deviation)

AGE	N	Mean	Std. Deviation	Std. Error
21-30	314	4.1579	.40944	.02311
31-40	88	4.1500	.38266	.04079
41-50	2	4.0000	.89319	.63158
51 and above	1	4.2105	-	-
Total	405	4.1556	.40438	.02009

Interpretation: From the above table 6 it is evident that mean score values are very close to one another which shows no existence of significant mean difference in occupational stress levels of respondents with respect to their age categories. Further to test the hypothesis framed ANOVA is used and results are tabulated below.

Table 7: ANOVA RESULTS

ANOVA					
Occupational stress					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.056	3	.019	.113	.952
Within Groups	66.008	401	.165		
Total	66.064	404			

Interpretation: It is observed in the above table 7 that F value is .113 for significant value of 0.952. The Significant value is greater than 0.05 at 5% level of significance. Hence, null hypothesis is to be accepted. Therefore, it is confirmed that there is no significant difference in Occupational stress levels with the age of respondents.
Secondly the occupational stress levels significant with the type of family of respondents are being analyzed with the t-test. The results are tabulated below.

Table: 8: Descriptive statistics

Descriptive Statistics					
	Type of family	N	Mean	Std. Deviation	Std. Error Mean
Occupational stress	Nuclear	239	4.1794	.38176	.02469
	Joint	166	4.1213	.43378	.03367

Interpretation: In the above table 8 the mean values of Nuclear and Joint family types are very close to one another. There is no much difference in the two categories. Further to test this t-test is used and results are given below.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

Table: 9: t-test results

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Occupational stress	Equal variances assumed	1.208	.272	1.423	403	.156	.05806	.04081	-.02215	.13828
	Equal variances not assumed			1.391	325.063	.165	.05806	.04175	-.02408	.14020

Interpretation: From the above table 9, the Levene's test for equality of variances shows the F value as 1.208 whose significant value is 0.272 which is greater than 0.05 at 5% level of significance. This shows that there an assumption of equal variances. When observed the t value besides the assumption of equal variances it is 1.423 with significant value 0.156 which is greater than 0.05 at 5% level of significance. Hence the null hypothesis is to be accepted. Therefore, it can be confirmed from the above discussion that there is no significant difference in the occupational stress level related to the type of family of respondents. The confidence intervals show the inclusion of zero value in-between -0.02215 and 0.13828. This reveals the no significance mean difference of test.

Next demographic variable is number of family members of respondents. Occupational stress levels significantly different with number of family members of respondents is tested with ANOVA. The results are given below. From the table 8 it can be observed that "4 members" category was having the mean of 4.0619 which was very less when compared with other categories. The other categories of family members were very nearer to mean value of 4.2.

Table 8: Descriptive statistics of Number of family members of respondents (Continuation)

Number of family members	N	Mean	Std. Deviation	Std. Error
2 members	22	4.2609	0.49649	.10585
3 members	50	4.2326	0.40991	.05797
4 members	196	4.0619	0.40788	.02913
5 members	75	4.2129	0.38359	.04429
More than 5 members	62	4.2829	0.30863	.03920
Total	405	4.1556	.40438	.02009

Further the hypothesis is being tested by using ANOVA. The results are given in following table 9. It is very clear from the table that F value is 5.617 with significant value 0.000 which is less than 0.05 at 5 % level of significance. Hence, the null hypothesis is to be rejected. Therefore, it can be concluded that there is significant mean difference in occupational stress levels with the number of family members of respondents.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

Table 9: ANOVA results (Continuation)

ANOVA					
Occupational stress					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.514	4	.878	5.617	.000
Within Groups	62.550	400	.156		
Total	66.064	404			

Further this is proved by Post Hoc Tukey's test. The results are given in the table 10.

Table 10: Post Hoc Tukey's Test results

Multiple Comparisons				
Dependent Variable: Occupational stress Tukey HSD				
(I)(Family members)	(J)(Family members)	Mean Difference (I-J)	Std. Error	Sig.
2 members	3 members	.02827	.10117	.999
	4 members	.19903	.08891	.168
	5 members	.04803	.09588	.987
	More than 5 members	-.02201	.09813	.999
3 members	2 members	-.02827	.10117	.999
	4 members	.17076	.06265	.052
	5 members	.01976	.07220	.999
	More than 5 members	-.05028	.07516	.963
4 members	2 members	-.19903	.08891	.168
	3 members	-.17076	.06265	.052
	5 members	-.15100*	.05369	.041
	More than 5 members	-.22105*	.05762	.001
5 members	2 members	-.04803	.09588	.987
	3 members	-.01976	.07220	.999
	4 members	.15100*	.05369	.041
	More than 5 members	-.07004	.06788	.840
More than 5 members	2 members	.02201	.09813	.999
	3 members	.05028	.07516	.963
	4 members	.22105*	.05762	.001
	5 members	.07004	.06788	.840
*. The mean difference is significant at the 0.05 level.				

The table 10 depicts post hoc test results which show that category of 4 members was significantly different with 5 members and above 5 members. And the remaining categories were found to be insignificant.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

TABLE 11: SUBSETS OF TUKEY'S TEST

Occupational stress			
Tukey HSD			
(Family_members)	N	Subset for alpha = 0.05	
		1	2
4 members	196	4.0619	
5 members	75	4.2129	4.2129
3 members	50	4.2326	4.2326
2 members	22	4.2609	4.2609
More than 5members	62		4.2829
Sig.		.089	.902
Means for groups in homogeneous subsets are displayed.			
a. Uses Harmonic Mean Sample Size = 49.991.			
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.			

The above table 11 shows the subsets formed of tukey's test. There are two subsets which are formed out of five categories of number of family members. The category of 4 members was found to be significantly different and all the others were insignificant. The next demographic variable is experience. The categories of experience were grouped into 0-1 years, 1-5 years, 6-10 years, 11-15 years and 16 years and above. ANOVA is used for assessing the significant difference in the occupational stress levels of respondents in regard to their experience levels. The results are given below. Descriptive statistics table is given table 12.

TABLE 12: DESCRIPTIVE STATISTICS

Experience levels	N	Mean	Std. Deviation	Std. Error
0-1	48	4.0082	.41912	.06049
1-5	257	4.1855	.40435	.02522
6-10	71	4.1723	.40791	.04841
11-15	24	4.0403	.31011	.06330
16 and above	5	4.3474	.27247	.12185
Total	405	4.1556	.40438	.02009

The above table 12 interprets that the mean value of 0- 1 year of experience is having poor mean score and 16 and above years of experience are having high mean score value.

Table 13: ANOVA results

Occupational stress					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.796	4	.449	2.795	.026
Within Groups	64.267	400	.161		
Total	66.064	404			

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

The above table 13 shows ANOVA results. The F value is 2.795 with P value 0.026 which is less than 0.05 at 5% level of significance. Hence the null is to be rejected. Therefore, there is significant mean difference of occupational stress levels with experience levels of respondents.

The next demographic variable in study is job location. The categories of job location are urban, semi urban and rural regions. The significant mean difference of occupational stress levels with job location of respondents is evaluated by using ANOVA. The results are given below.

TABLE 14: DESCRIPTIVE STATISTICS

Job location	N	Mean	Std. Deviation	Std. Error
Urban	217	4.2445	.35746	.02427
Semi urban	147	4.0454	.38387	.03166
Rural	41	4.0799	.57480	.08977
Total	405	4.1556	.40438	.02009

The highest mean score of occupation stress levels was observed with respondents doing services in urban locations. The least standard deviation was observed with respondents doing job in urban regions.

Table 15: ANOVA

Occupational stress					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.734	2	1.867	12.043	.000
Within Groups	62.329	402	.155		
Total	66.064	404			

Table 15 depicts the ANOVA results. The F value is 12.043 with signifincat value 0.000 which is less than 0.05 at 5% level of significance. Hence null is to be rejected. Therefore, it can be concluded that there is significant mean difference in occupational stress levels of respondents with respect to job location.

Post Hoc test was performed to do multiple comparisons. The results are given in table 16.

Table 16: Multiple Comparisons

Dependent Variable: occupational stress Tukey HSD				
(I)(Location)	(J) (Location)	Mean Difference (I-J)	Std. Error	Sig.
Urban	Semi urban	.19907*	.04206	.000
	Rural	.16463*	.06705	.038
Semi Urban	Urban	-.19907*	.04206	.000
	Rural	-.03444	.06954	.874
Rural	Urban	-.16463*	.06705	.038
	Semi urban	.03444	.06954	.874
*. The mean difference is significant at the 0.05 level.				

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

From the above table 16 of multiple comparisons it is evident that occupational stress levels of respondents from Urban is significantly different with Semi urban and rural locations.

Table 17: Occupational Stress

Tukey HSD			
SMEAN(Location)	N	Subset for alpha = 0.05	
		1	2
Semi urban	147	4.0454	
Rural	41	4.0799	
Urban	217		4.2445
Sig.		.838	1.000
Means for groups in homogeneous subsets are displayed.			
a. Uses Harmonic Mean Sample Size = 83.796.			
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.			

Table 17 shows the subsets of Post hoc test. It is evident from the table that there are 2 subsets of categories of job location are formed and it can be confirmed that the respondents from urban job locations occupational stress is significantly different with other respondents for semi urban and rural job locations.

H_2: Work life balance is significantly related with Occupational stress levels of women employees' of APSRTC.

The above hypothesis is analyzed by using linear regression. Occupational stress is independent variable and work life balance is dependent variable. The results are given in following table 18.

Table 18: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.653[a]	.426	.424	.31245
a. Predictors: (Constant), Occupational stress				

From the above table 18 it is very clear that R value is 0.653 which is simple correlation value which represents the degree of correlation between work life balance and occupational stress. The R square value is 0.426 which describes total change in the dependent variable because of independent variable. This means that 42.6% of work life balance is explained by means of occupational stress levels of respondents.

Table 19: ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.183	1	29.183	298.934	.000[b]
	Residual	39.343	403	.098		
	Total	68.526	404			
a. Dependent Variable: work life balance						
b. Predictors: (Constant), occupational stress						

The above table 19 speaks about the significance of dependent variable. The regression row represents the significant column which is 0.000 which is less than 0.05 at 5% level of significance. Therefore, the data is of good fit and there is significant effect of occupational stress on work life balance.

ISSN: 2278-4632
Vol-10 Issue-6 No. 10 June 2020

Table 20: Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.377	.160		8.581	.000
	Occupational stress	.665	.038	.653	17.290	.000
a. Dependent Variable: work life balance.						

This table 20 speaks about the prediction of dependent variable by means of independent variable. This means that how the work life balance changes with that of occupational stress. The significant column says how the occupational stress is significantly related to work life balance. The coefficient of occupational stress is 0.665 which means that one unit of increase in occupational stress leads to 0.665 times of increase in work life balance.
This means that occupational stress is increasing work life balance levels of respondents. The linear regression equation can be written as:
Work life balance = 1.377 +(0.665) occupational stress

VIII. FINDINGS

From this study the author was able to give the following results.

- The occupational stress levels were significantly different with the number of family members of respondents. The occupational stress levels were observed to be low for the respondents with 4 members in the family.
- There is significant mean difference of occupational stress levels with experience levels of respondents. The respondents with 0-1-year experience were having low occupational stress levels and
- There is significant mean difference in occupational stress levels of respondents with respect to job location. The respondents from urban job location were found to have high levels of occupational stress levels.
- There was significant effect of occupational stress on work life balance of respondents. The increase in occupational stress levels lead to increase in work life balance.

IX. RECOMMENDATIONS

The study shows the presence of occupational stress in APSRTC. Hence stress auditing is to be conducted and should find exact stressors. Furthermore, the staff is to be counseled to be aware of stressors and should be educated about the methods to overcome the stress levels.
Even though the work life balance is increasing with the occupational stress levels, the management has to provide flexible working hours for the women employees'. Along with it good ambiance should be facilitated in the corporation. Work sharing options for the women employees' is to be provided in the corporation.

X. CONCLUSION

Work life balance and occupational stress are the two important concepts that are to be considered for increasing efficiency and effectiveness of corporation. Even though the occupational stress is leading to work life balance the two concepts are to be given priority in the management. Management should concentrate on training the women employees to deal with the stressors. Management should implement strategies to eliminate stress and to have healthy living life style by balancing both the work life and personal life. Women should know about various techniques to overcome the stress levels in the corporation and as well they should know very well about how to have work life balance.

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