

Coping Strategies and Their Role in Reducing Occupational Stress Among Women Employees in its Sector

G. Nandakumar¹, Dr. M. G. Loganathan², Dr. Annamalai Solayappan³ and Dr. S. S. Venkata Subramanian⁴

¹Ph.D., Research Scholar (Part-Time) Roll No: 1611130092 Department of Business Administration, Annamalai University, Tamilnadu.

²Assistant Professor & Head, Department of Business Administration, Government Thirumagal Mills College, (On Deputation from Annamalai University) Gudiyattam - 632 602, Tamil Nadu.

³Assistant Professor, Department of Business Administration, (On Deputation from Annamalai University) Sri Subramaniya Swamy Government Arts College, Tiruttani, Tamilnadu, India-631209.

Email Id: an.solayappan@gmail.com

⁴Ph.D- Business Linguistics, Annamalai University, Annamalai Nagar, Chidambaram. Independent Researcher, Chennai, Tamilnadu, India.

Received:
02/09/2025
Revised:
23/09/2025
Accepted:
23/10/2025
Published:
28/10/2025

ABSTRACT

Purpose: The purpose of the study is to examine coping strategies and their role in reducing occupational stress among women employees in the (IT) information technology sector. Women undergo multiple stress levels which include biological stress, technology stress, commuting stress, work mode stress and discrimination stress. **Methodology:** Data were collected from employees in the IT sector using standardized instruments measuring occupational stress, job satisfaction, and coping strategies. Structural equation modelling (SEM) was employed to examine the relationships among the variables. Covariance estimates and model fit indices [χ^2/df (degrees of freedom), GFI (Goodness-of-Fit Index), AGFI (Adjusted Goodness-of-Fit Index), NFI (Normed Fit Index), CFI (Comparative Fit Index), IFI (Incremental Fit Index), RMR (Root Mean Square Residual), and RMSEA (Root Mean Square Error of Approximation)] were computed to assess the adequacy of the proposed model. SEM (Structural equation modelling) is a technique that allows separate relationships for each set of dependent variables. In its simplest sense, structural equation modelling provides the appropriate and most efficient technique for a series of separate multiple regression equations estimated simultaneously. It is characterised by two basic components (i) the structural model (ii) the measurement model. There are two sub models in a structural equation model; the inner model specifies the relationships between the independent and dependent latent variables, whereas the outer model specifies the relationships between the latent variables and their observed indicators. In this study the inner model has been used. The structural model is the path model, which relates independent to dependent variables. In such situations, theory, prior-experience or other guidelines enable the researcher to distinguish which independent variables predict each dependent variable. The measurement model enables the researcher to use several variables (indicators) for a single independent or dependent variable. For example, the dependent variable might be a concept represented by a summated scale, such as self-esteem. Findings: The results indicate that the catastrophizing, distracter behaviour, self-instruction, ignoring the pain, and reinterpreting the pain are high level opinion towards the coping strategies. **Conclusion:** The findings suggest that occupational stress is closely linked with job satisfaction and coping strategies among IT sector employees. The strong model fit supports the reliability of the proposed structural relationships. Enhancing coping strategies and job satisfaction could serve as effective interventions to mitigate occupational stress in this context.

Keywords: Occupational stress, Job satisfaction, Coping strategies, IT sector employees.

INTRODUCTION:

According to the World Health Organization (WHO), stress is described as a condition of worry or mental tension arising from challenging situations. Similarly, United Nations International Children's Emergency Fund (UNICEF) defines it as a common feeling experienced when individuals perceive themselves to be under pressure, overwhelmed, or unable to cope. Ravichandran and Umayal (2023) reported that women

employed in the IT industry experience high levels of stress stemming from factors such as extended working hours, demanding workloads, work-life imbalance, discrimination, and gender bias. Similarly, Mukherjee and Saha (2009) found that women employees adopt coping strategies including seeking social support, time management, and relaxation techniques to manage stress, Priya, & Jacob, J. M. (2020) while organizational interventions such as flexible work arrangements and

How to cite: G. Nandakumar, *et. al.* Coping Strategies and Their Role in Reducing Occupational Stress Among Women Employees in it Sector. *Advances in Consumer Research*. 2025;2(5):377–385.

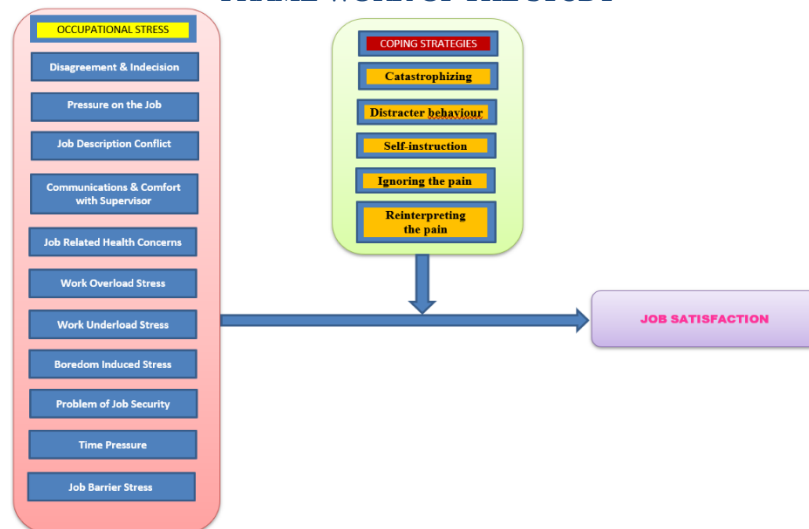
employee assistance programs significantly reduce stress levels. Chandrasekaran et al. (2025) further recommended the use of chatbots capable of conducting sentiment analysis on workplace communications to identify stress-inducing factors like negative feedback, harassment, and gender bias. They also highlighted the usefulness of time management tools (e.g., Google Calendar, Asana) for task prioritization and reminders, and AI-powered wellness applications (e.g., Calm, Headspace) that offer guided meditation and personalized stress-relief techniques. AI-driven fitness trackers such as Fitbit can additionally monitor physical activity, sleep, and stress levels, providing actionable insights to support well-being. According to Morimoto and Shimada (2015), effective coping mechanisms often represent the only viable means for managing stressors within most organizations. Women are also culturally marginalized in decision-making processes at both household and community levels, resulting in limited consideration of their interests and aspirations (Stamarski & Son Hing, 2015; Diabah & Amfo, 2015;

Sakthivel, & Jacob, J. M. 2022). Jungsu (2021) noted that women are frequently expected to fulfil multiple roles with equal commitment, and such role overload leads to fatigue, stress, and dissatisfaction, which in turn is negatively associated with job satisfaction. Likewise, Mani (2013); Thirumalai, et al., (2022). identified major factors influencing the work–life balance of women professionals in India including role conflict, lack of recognition, organizational politics, gender discrimination, caregiving responsibilities, health concerns, time management challenges, and inadequate social support.

OBJECTIVES OF THE STUDY

- To examine the employee's perception towards coping strategies on managing women employee's occupational stress in IT sector
- To develop the model of coping strategies on managing women employee's occupational stress in IT sector.

FRAME WORK OF THE STUDY



RESEARCH METHODOLOGY

The Research design of this study is descriptive in nature. A stratified random sampling technique is applied in this study for its sample design. 385 female employees in the IT sector make up the sample size. Occupational Stress was measured with 11 dimensions such as Disagreement & Indecision, Pressure on the Job, Job Description Conflict, Communications & Comfort with Supervisor, Job Related Health Concerns, Work Overload Stress, Work Underload Stress, Boredom Induced Stress, Job Security, Time Pressure and Job Barrier Stress with six statements of each dimension and the Instructions is given to the respondents as Think about how often you encounter the following situations. Francoa, F. Garcíaa, A. B. Picabiab (2004) with five factors namely Catastrophizing with 6 statements, Distracter behaviour with 6 statements, Self-instruction with 5 statements, Ignoring the pain with 7 statements and reinterpreting the pain. Job satisfaction survey was measured by Hackman and Oldsham (1975). They using five items the job diagnostic survey because a facet approach can provide a more complete picture of an individual's job satisfaction that a global approach and an individual can have different feelings about the various facets of the job. The job satisfaction includes a 14-item scale to measure five specific satisfactions; Pay, job security, social, Supervisory, and growth satisfaction. The format for these items is a seven-point scale ranging from (1) extremely dissatisfied to (5) extremely satisfied. Descriptive statistics and structural equation model is applied to find out the coping Strategies and their Role in Reducing Occupational Stress Among Women Employees.

Table-1: Employee's opinion towards the Occupational Stress

Occupational Stress		
Disagreement & Indecision	Mean	Standard Deviation
Unsure of co-worker's expectations	3.44	1.45
Unfriendly attitude in co-workers	3.44	1.45
Job responsibilities go against your better judgment.	3.40	1.39
Can't satisfy conflicting demands from superiors	3.38	1.40
Trouble refusing overtime	3.39	1.43
Pressure on the Job		
unable to complete tasks during an average day	3.48	1.38
Too much supervision	3.52	1.40
Job requirements are taking their toll on your private life	3.42	1.42
Rushed to complete work or short on time	3.27	1.40
Job Description Conflict		
Too much red tape	3.52	1.43
Uncertainty about your exact job responsibilities	3.28	1.45
Too much teamwork	3.36	1.39
Poor flow of information to you in order to carry out your job	3.39	1.36
Not enough authority for you to properly do your job	3.28	1.45
Discomfort in handling unethical assignments	3.38	1.42
Communications & Comfort with Supervisor		
Ideas differ from those of your supervisor	3.36	1.39
Trouble talking to boss	3.43	1.38
Unable to predict supervisor's reactions	3.38	1.43
Boss gives little feedback about your work	3.46	1.46
Job-Related Health Concerns		
Boss is overly critical of your work	3.53	1.35
Work conditions are unhealthy	3.45	1.39
Physical dangers exist at work place	3.48	1.44
Heavy physical tasks to complete	3.45	1.38
Hostile threats from co-workers	3.49	1.37
Sick days are discouraged	3.46	1.43
Work Overload Stress		
Can't consult with others on projects	3.49	1.42
Co-workers are inefficient	3.49	1.42
Often take work home to complete	3.52	1.45
Responsible for too many people/projects	3.56	1.34
Shortage of help at work	3.52	1.36
Work Underload Stress		
Too little responsibility at work	3.50	1.37
Overqualified for your job	3.46	1.41
Little chance for growth exists	3.40	1.43
Trying to "look" busy on job	3.52	1.41
Feeling unstimulated	3.48	1.36
Boredom Induced Stress		
Repetitive or highly specialized routine	3.46	1.39
Not learning anything new	3.36	1.39
Can't see final outcome of your efforts	3.43	1.44
Job is too easy	3.58	1.36

Daydreaming frequently	3.50	1.43
Problem of Job Security		
Fear of being laid off or fired	3.57	1.39
Worry about poor pension	3.53	1.30
Concerned about low wages	3.51	1.39
Need “pull” to get ahead	3.56	1.37
Could be fired without cause	3.52	1.37
Time Pressure		
Constant reminders that “time is money”	3.53	1.40
Starting and ending times are rigid	3.44	1.37
Monotonous pace of work	3.54	1.34
Not enough break or meal time	3.37	1.36
Work pace is too fast	3.50	1.38
Job Barrier Stress		
Hope for advancement or raise is limited	3.57	1.33
Sex/age discrimination exists at job	3.61	1.41
Not suited to job	3.76	1.24
Work has no personal meaning	3.64	1.37
Work goes unrecognized	3.68	1.32

Source: Primary data computed.

Table-1 explicates the employee’s opinion towards the occupational stress. The occupational stress having 11 dimension such as disagreement & indecision, pressure on the job, job description conflict, communications & comfort with supervisor, job-related health concerns, work overload stress, work underload stress, boredom induced stress, problem of job security, time pressure, job barrier stress. Respondent’s opinion was collected in five-point scales for each statement. Then mean and standard deviation were calculated for each statement based on the collected primary data from the working employees in IT company. The disagreement & indecision mean values are unsure of co-worker’s expectations (3.44), unfriendly attitude in co-workers (3.44), job responsibilities go against your better judgment (3.40) can’t satisfy conflicting demands from superiors (3.38), trouble refusing overtime (3.39). It is found that unsure of co-worker’s expectations, unfriendly attitude in co-workers, job responsibilities go against your better judgment, trouble refusing overtime, and can’t satisfy conflicting demands from superiors are medium level opinion towards the disagreement and indecision of the employees. The results that unsure of co-worker among the employees. It is suggested that building a personal connection can often positively influence your professional relationship.

The Pressure on the Job mean values are unable to complete tasks during an average day (3.48), too much supervision (3.52), job requirements are taking their toll on your private life (3.42), rushed to complete work or short on time (3.27). The revealed that too much supervision, unable to complete tasks during an average day, and job requirements are taking their toll on your private life are medium level opinion towards the pressure on the job of the employees but rushed to complete work is having low level opinion towards the pressure on the job of the employees.

The job description conflict mean values are too much red tape (3.52), uncertainty about your exact job responsibilities (3.28), too much teamwork (3.36), poor flow of information to you in order to, carry out your job (3.39), not enough authority for you to properly do their job (3.28), discomfort in handling unethical assignments (3.38). The results that too much red tape, poor flow of information, handling unethical assignments, job responsibilities and not enough authority are the reason are causes of job description conflict stress among the employees. It is suggested that Job roles, responsibilities should be made clear to the employees by conducting regular meetings. This can be achieved by meetings with the employees. This will reduce role ambiguity increases role clarity which in turn reduces occupational stress.

The communication and comfort with supervisor mean values are ideas differ from those of their supervisor (3.36), trouble talking to boss (3.43), unable to predict supervisor’s reactions (3.38), boss gives little feedback about your work (3.46). It is inferred that boss gives little feedback about their work, trouble talking to boss, unpredict supervisor’s reactions, and ideas differ from those of their supervisor are medium level opinion towards the communication and comfort with supervisor.

The Job-Related Health Concerns mean values are boss is overly critical of work (3.53), work conditions are unhealthy (3.45), physical dangers exist at work place (3.48), heavy physical tasks to complete (3.45), hostile threats from co-workers, (3.49), sick days are discouraged (3.46). It is found that boss is overly critical of work, work conditions are

How to cite: G. Nandakumar, *et. al.* Coping Strategies and Their Role in Reducing Occupational Stress Among Women Employees in it Sector. *Advances in Consumer Research*. 2025;2(5):377–385.

unhealthy, physical dangers exist at work place, heavy physical tasks to complete, hostile threats from co-workers, and sick days are discouraged are medium level opinion towards the job-related health concerns. It is suggested that employees work for longer hours sitting in front of computer which is causing both physical and mental strain increasing the occupational stress levels among employees. So, conducting some physical activity gives a little break from routine work, providing gym, relaxation techniques like Yoga and meditation make the employee to overcome occupational stress

The work overload stress mean values are can't consult with others on projects (3.49), co-workers are inefficient (3.49), often take work home to complete (3.52), responsible for too many people/projects (3.56), shortage of help at work (3.52). It is inferred that the shortage of help at work, often take work home to complete, co-workers are inefficient, and can't consult with others are moderate level opinion towards the work overload stress. It is suggested that work load is an important factor that can give rise to depression among the employees. A good team leader can make sure that the work is evenly distributed among the team members and no one is burdened with heavy work while others are enjoying leisurely.

The work under load stress mean values are too little responsibility at work (3.50), overqualified for your job (3.46), little chance for growth exists (3.40), trying to "look" busy on job (3.52), and feeling unstimulated (3.48). The employees have supported the opinion of trying to "look" busy on job, responsibility at work, feeling unstimulated, overqualified for your job, and chance for growth.

The boredom induced stress mean values are repetitive or highly specialized routine (3.46), not learning anything new (3.36), can't see final outcome of your efforts (3.43), job is too easy (3.58), daydreaming frequently (3.50). The results that job is too easy, daydreaming frequently, repetitive or highly specialized routine, and not learning anything new are moderate level of boredom induced stress among the employees.

The problem of job security mean values is fear of being laid off or fired (3.57), worry about poor pension (3.53), concerned about low wages (3.51), need "pull" to get ahead (3.56), could be fired without cause (3.52). It is found that the fear of being laid off or fired, need "pull" to get ahead, worry about poor pension, could be fired without cause, and concerned about low wages are reasons of problem of job security.

The time pressure mean values are constant reminders that "time is money" (3.53), starting and ending times are rigid (3.44), monotonous pace of work (3.54), not enough break or meal time (3.37), work pace is too fast (3.50). It is found that monotonous pace of work, time is money, work pace is too fast, times are rigid, and not enough break/meal time are the moderate opinion towards the not enough break or meal time of the IT employees

The job barrier stress mean values are hope for advancement or raise is limited (3.57), sex/age discrimination exists at job (3.61), not suited to job (3.76), work has no personal meaning (3.64), work goes unrecognized (3.68). It is found that sex/age discrimination exists at job, not suited to job, work has no personal meaning, and work goes unrecognized are high level opinion towards job barrier stress. further, hope for advancement is having level opinion towards job barrier stress.

Table-2: Employees opinion towards the Coping Strategies

Coping Strategies	Mean	Std. Deviation
Catastrophizing		
I feel I cannot stand in anymore	3.70	1.30
I feel like I cannot go on	3.54	1.37
It is awful and I feel that it overwhelms me	3.61	1.34
It is terrible and I feel it is never going to get any better	3.65	1.31
I worry all the time about whether it will end	3.67	1.27
I feel my life is not worth living	3.76	1.33
Distracter behaviour		
I do something I enjoy such as watching TV or listening to music	3.78	1.35
leave the house and do something such as going to the movies or shopping	3.56	1.36
I count numbers in my head or run s song through my mind	3.64	1.36
I play mental games with myself to keep my mind off the pain	3.58	1.31
I walk a lot	3.77	1.29
I try to be around other people	3.63	1.32
Self-instruction		
I tell myself to be brave and to carry on despite the pain	3.58	1.42
I tell myself I cannot let the pain stand in the way of what I have to do	3.72	1.35
I see it as a challenge and do not let it bother me	3.69	1.35
I tell myself that I can overcome the pain	3.69	1.36
No matter how bad it gets, I know I can handle it	3.62	1.32
Ignoring the pain		
Although it hurt, I just keep on going	3.58	1.38
I just go on as if nothing happened	3.64	1.33
I lie down	3.61	1.34
I do something active, like household chores or project	3.58	1.25
I don't thing about the pain	3.70	1.31
I don't Pay any attention to it	3.65	1.32
I ignore it	3.60	1.37
Reinterpreting the pain		
I image that the pain is outside of my body	3.69	1.38
I try not to think of it as my body but rather as something separate from me	3.69	1.33
I pretend it is not part of me	3.64	1.31
I try to feel distant from the pain, almost as if the pain was in somebody else body	3.64	1.34
I pretend it's not there	3.62	1.36
I tell myself it does not hurt	3.70	1.35

Source: Primary data computed.

Table-2 described the employee's opinion towards the coping strategies. coping strategies is having five dimension such as catastrophizing, distracter behaviour, self-instruction, ignoring the pain, and reinterpreting the pain. Respondent's opinion was collected in five-point scales for each statement. Then mean and standard deviation were calculated for each statement.

The observed catastrophizing coping strategies mean values are they cannot stand in anymore (3.70), they feel like they cannot go on (3.54), it is awful and they feel that it overwhelms them (3.61), it is terrible and they feel it is never going to get any better (3.65), they worry all the time about whether it will end (3.67), and they feel my life is not worth living (3.76),

Distracter behaviour coping strategies found mean values such as they do something like they enjoy such as watching TV or listening to music (3.78), they leave the house and do something such as going to the movies or shopping (3.56), they count numbers in my head or run s song through my mind (3.64), they play mental games with myself to keep my mind off the pain (3.58), they walk a lot (3.77), and they try to be around other people (3.63),

How to cite: G. Nandakumar, *et. al.* Coping Strategies and Their Role in Reducing Occupational Stress Among Women Employees in it Sector. *Advances in Consumer Research*. 2025;2(5):377–385.

Self-instruction coping strategies, it is observed that they tell myself to be brave and to carry on despite the pain (3.58), they tell themselves they cannot let the pain stand in the way of what they have to do (3.72), they see it as a challenge and do not let it bother them(3.69), they tell myself that they can overcome the pain(3.69), and no matter how bad it gets they know they can handle it (3.62)

Ignoring the pain coping strategies, it is indicated that they just keep on going (3.58), they just go on as if nothing happened (3.64), they lie down (3.61), they do something active like household chores or project (3.58), they don't think about the pain (3.70), they don't pay any attention to it (3.65), and they ignore it (3.60),

It is calculated reinterpreting the pain coping strategies mean values, it is observed that they image that the pain is outside of their body (3.69), they try not to think of it as my body but rather as something separate from them (3.69) they pretend it is not part of them (3.62), they try to feel distant from the pain almost as if the pain was in somebody else body (3.64), they pretend it's not there (3.62), they tell themselves it does not hurt (3.70).

It is found that the catastrophizing, distracter behaviour, self-instruction, ignoring the pain, and reinterpreting the pain are high level opinion towards the coping strategies.

Table-3: Employees opinion towards the Job satisfaction

Job satisfaction	Mean	Standard Deviation
The amount of job security	3.67	1.32
The amount of pay and fringe benefits receive.	3.55	1.36
The amount of personal growth and development I get in doing my job.	3.85	1.29
I talk to other about the work	3.63	1.30
The degree of respect and fair treatment I receive from my supervisor.	3.74	1.37
The feeling of worthwhile accomplishment I get from doing my job.	3.68	1.30
The chance to get to know other people while on the job.	3.75	1.38
The amount of support and guidance I receive from my supervisor.	3.66	1.36
The degree to which I am fairly paid for what I contribute to this organization.	3.62	1.32
The amount of independent thought and action I can exercise in my job.	3.70	1.30
How secure things look for me in the future in this organization.	3.69	1.37
The chance to help other people while at work.	3.56	1.36
The amount of challenge in my job.	3.56	1.33
The overall quality of the supervision I receive in my work.	3.74	1.31

Source: Primary data computed.

Table-3 clarified the employee's opinions towards job satisfaction. job satisfaction is having 14 statements such as the amount of job security, amount of pay and fringe benefits, amount of personal growth and development they get, they talk to and work with on their job, degree of respect and fair treatment they receive from their supervisor, feeling of worthwhile accomplishment they get from doing their job, chance to get to know other people while on the job, the amount of support and guidance they receive from their supervisor, contribute to this organization, amount of independent thought and action, secure things in the future in this organization, chance to help other people while at work, amount of challenge in my job, and overall quality of the supervision. Respondent's opinion was collected in five-point scales for each statement. Then mean and standard deviation were calculated for each statement. The mean values are amount of job security (3.67), the amount of pay and fringe benefits (3.55), amount of personal growth and development (3.85), talk to other about the work (3.85), respect and fair treatment receive from their supervisor (3.63), accomplishment (3.68), chance to get to know other people (3.75), amount of support from their supervisor (3.66), they are fairly paid for contribute to this organization (3.62), amount of independent thought and action they can exercise in the job (3.70), secure things for future in organization (3.69). chance to help other people while at work (3.56), amount of challenge in my job (3.56), and overall quality of the supervision (3.74).

It is found that the personal growth and development, job security, talk to other about the work, respect and fair treatment receive from their supervisor, accomplishment, chance to get to know other people, amount of support from their supervisor, they are fairly paid for contribute to this organization, amount of independent thought, secure things for future organization, and quality of the supervision are high level opinion towards the job satisfaction. But, help other people while at work, pay and fringe benefits are medium level opinion towards the job satisfaction.

Figure-1: Coping Strategies and their Role in Reducing Occupational Stress Among Women Employees

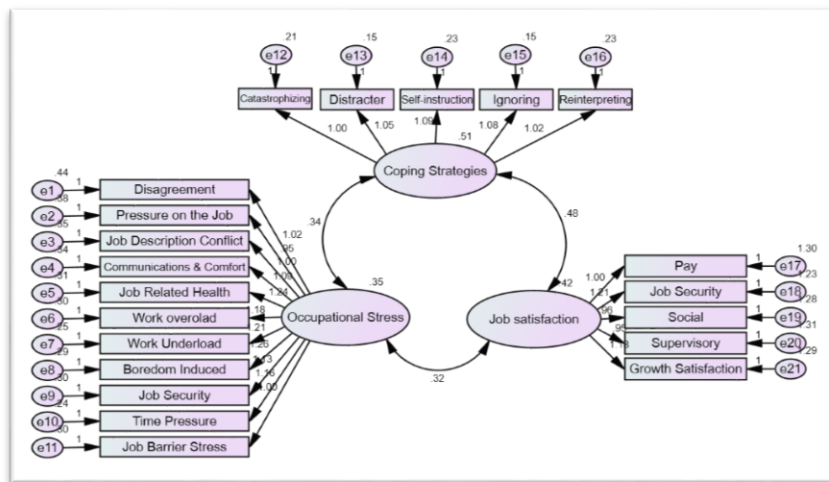


Table-4: Goodness of Fit

Fit Index	Commonly Reported Acceptable Cut-Off (approx.)	Model fit for Observed Value
χ^2/df	< 3 (sometimes < 5) indicates good fit	1.910
GFI	> 0.90	0.918
AGFI	> 0.80 (some say > 0.85)	0.898
NFI	> 0.90	0.935
CFI	> 0.90 (some say > 0.95)	0.968
IFI	> 0.90	0.968
RMR	< 0.08	0.038
RMSEA	< 0.08 (preferably < 0.06)	0.049
P-Value	Model χ^2 non-significant ($p > 0.05$) indicates perfect fit, but large samples often give significant p. No strict cut-off.	0.001

Table-4 displays the goodness-of-fit indices for the tested model. The χ^2/df ratio of 1.910 is well below the recommended threshold of 3.0, indicating an acceptable model fit. Most incremental and absolute fit indices exceed commonly recommended cut-offs: GFI = 0.918 (greater than 0.90), AGFI = 0.898 (above the 0.80 benchmark), NFI = 0.935 (above 0.90), CFI = 0.968 (above 0.95), and IFI = 0.968 (above 0.90). The residual-based indices also indicate good fit: RMR = 0.038 (below 0.08) and RMSEA = 0.049 (below the preferred 0.06). Although the model χ^2 p-value is significant ($p = .001$), which is common with larger sample sizes, the other fit statistics collectively demonstrate that the model exhibits a good overall fit to the observed data.

Table-5: Covariance Estimates Between Occupational Stress, and Coping Strategies in the IT Sector

			Estimate	S.E.	C.R.	P	Label
Occupational stress	<-->	Job Satisfaction	0.325	0.043	7.617	***	
Occupational stress	<-->	Coping strategies	0.339	0.034	9.847	***	
Job Satisfaction	<-->	Coping strategies	0.483	0.057	8.433	***	

Table-5 presents the covariance estimates among occupational stress, job satisfaction, and coping strategies of employees in the IT sector. The results show a significant positive covariance between occupational stress and job satisfaction (estimate = 0.325, S.E. = 0.043, C.R. = 7.617, $p < .001$), indicating that changes in occupational stress are associated with changes in job satisfaction. Literature review supports that stress leads to satisfaction especially for women employees due to the organisation offer flexible work options, Reimbursement for a certificate course, Offer childcare support. Occupational stress also shows a significant positive covariance with coping strategies (estimate = 0.339, S.E. = 0.034, C.R. = 9.847, $p < .001$), suggesting that higher occupational stress levels are related to greater use of coping strategies. Furthermore, job satisfaction and coping strategies are strongly and significantly related (estimate = 0.483, S.E. = 0.057, C.R. = 8.433, $p < .001$), demonstrating that employees who report higher job satisfaction also tend to employ more coping strategies.

CONCLUSION

Effectively managing and reducing stress among employees is paramount for any organization, as occupational stress can directly or indirectly impede organizational growth. The diminished efficiency and capabilities resulting from occupational stress have a direct impact on the organization's progress. Stress can be both positive and negative; at a moderate level, it enhances productivity, while intense and continuous stress can lead to mental and physical health issues, depression, anxiety, increased turnover and absenteeism. To combat stress, organizations should implement measures such as clarifying job roles, distributing responsibilities, maintaining a healthy work environment and providing recreation hours. Individuals can also contribute by practicing meditation, yoga and breathing exercises. Stress management is crucial for the mutual growth and development of both the organization and its employees. Transforming distress into eustress, a moderate form of stress that encourages employees to work beyond their capabilities for the organization's growth, requires motivation, guidance and a focus on maintaining a healthy work-life.

REFERENCES

1. , S., Guduru, R., & Loganathan, S. (2025). Factors causing work related stress and strategies for stress management: A study of working women in private and public sectors in the Indian context. *Frontiers in Global Women's Health*, 6. <https://doi.org/10.3389/fgwh.2025.1597409>
2. Diabah, G., & Amfo, N. A. A. (2015). Caring supporters or daring usurpers? Representation of women in Akan proverbs. *Discourse & Society*, 26(6), 699–723. <https://doi.org/10.1177/0957926514541343>
3. Francoa, L. F. García, A. B. Picabiab (2004) Assessment of chronic pain coping strategies. *Medicine, Psychology*. <https://www.semanticscholar.org/paper/Assessment-of-chronic-pain-coping-strategies-Francoa-Garc%C3%ADaa/3590129d886957c81ffcf84d5aecbbbf99f98c71>
4. Jungsu K, Bae S, Song H, Sukjun L. Daily life and women's stressors through a structural topic modeling application of online messages. *Cogent Soc Sci.* (2021) 7:1962043. doi: 10.1080/23311886.2021.1962043.
5. Mani, V. (2013). Work-life balance and women professionals. *Global Journal of Management and Business Research*, 13(5), 1–10. Retrieved from <https://journalofbusiness.org/index.php/GJMBR/article/view/1015>
6. Morimoto, H., Shimada, H., & Tanaka, H. (2015). Coping orientation and psychological distress in healthcare professionals: The utility of appraising coping acceptability. *Japanese Psychological Research*, 57(4), 300–312. <https://doi.org/10.1111/jpr.12090>
7. Mukherjee, M., & Saha, B. (2009). Stress management among women IT professionals in India. *Journal of Human Resource Management*, 57(1), 57–70.
8. Priya, & Jacob, J. M. (2020). Factors influencing the personality on job performance in State Transport Corporation, Karaikal Division at Pondicherry. *Solid State Technology*, 63(6), 12250–12257.
9. Ravichandran and Umayal (2023) A Study on Stress Management with Reference to Women Employees Working in Information Technology (IT) Industry. *IRJEdT Volume: 05 Issue: 05*.
10. Sakthivel, & Jacob, J. M. (2022). Work stress and drivers' behaviour among drivers. *Journal of Management & Entrepreneurship in Villupuram District*, 16(2 [IX]), [page numbers if available].
11. Starnowski, C. S., & Son Hing, L. S. (2015). Gender inequalities in the workplace: The effects of organizational structures, processes, practices, and decision makers' sexism. *Frontiers in Psychology*, 6, Article 1400. <https://doi.org/10.3389/fpsyg.2015.01400>
12. Thirumalai Kumar, P., Jacob, J. M., & Mugesh, T. (2022). Organizational justice and job performance among teachers in southern district of Tamilnadu. *International Journal of Early Childhood Special Education*, 13(2).