DIFFERENT DIMENSIONS OF STRESS IN FEMALE ACADEMICIANS AND ADMINISTRATORS: A DETAILED REVIEW

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Abstract: *This review paper gives an insight into various factors and elements responsible for stress, with reference to women academicians and administrators. A detailed study explores various dimensions, which makes the study more informative. The work-life balancing techniques and the use of technology play a crucial role in day-to-day chores. The juggling between the different roles of women creates stress, but financial independence always acts as a motivator. Job security helps them realise their potential and achieve the unexpected. The challenges at the workplace are different for academicians and administrators, due to the nature of the job. So, the action and reaction to stress are also different, because they depend on the nature of the person facing them. Overall, it was observed that contentment of contribution towards self-growth, family growth, and nation at large will reduce stress. Adoption of technology and outsourcing various household duties create employment and economic growth. Meditation heals stress, which in turn makes women more creative.*

Keywords: *Stress, Academicians, Administrators, Self-Respect, Technology, Work-Life Balance*

INTRODUCTION

The wheels of a vehicle are very important for a balanced ride. It is very hard to drive a vehicle with unbalanced wheels. In the same way, men and women are very important wheels of economy. Earlier, the contribution of women to the economy was ignored and underrated. However, lately, women have acted as a balancing wheel for their family and the economy. Every woman, in her own way, contributes towards the growth and development of the economy at large. They do not confine themselves to the kitchen, but make the kitchen their workspace. This is a change – a change that converts a bullock-cart's speed level of growth to a chartered plane's speed level of growth. Today, both wheels, that is, men and women, have taken a pledge towards personal and economic growth. Women have chosen multiple ways and means to polish themselves and shine like a diamond in all dimensions of life. There is no field untouched by women; they are present in every nook and corner, striking a balance with their skills and talent.

Women are the building blocks of society. It is said that if you educate a man, you educate a person, but if you educate a woman, you educate the whole family and economy at large. This study throws light on the factors determining stress among female academicians and administrators. Women are now more content and positive towards their life, as their work is appreciated and they also gain financial returns. Both types of females, that is academicians and administrators, play an important role in the development of the college institution or university. Both work with the same institute but have different roles to play. The roles and responsibilities contribute towards the end results. Academicians work on the stage, whereas administrators work backstage. This role difference does not lessen the importance of their contribution to the development of the university and the economy. Today, women are setting a benchmark with their multitasking skills and flying high towards financial independence.

Women's self-respect has taken a front seat in their life, and therefore, they are constantly striving to meet financial independence along with all the responsibilities. Earlier, women felt quite guilty for anything they do for personal benefit, but now, they have sought equilibrium with their guilt management. They have prioritised needs, wants, responsibilities, and so on.

Let us take an overview of different dimensions of stress among female academicians and administrators.

The following factors are various determinants which make an impact on the overall level of stress with reference to women's working at teaching and non-teaching levels.
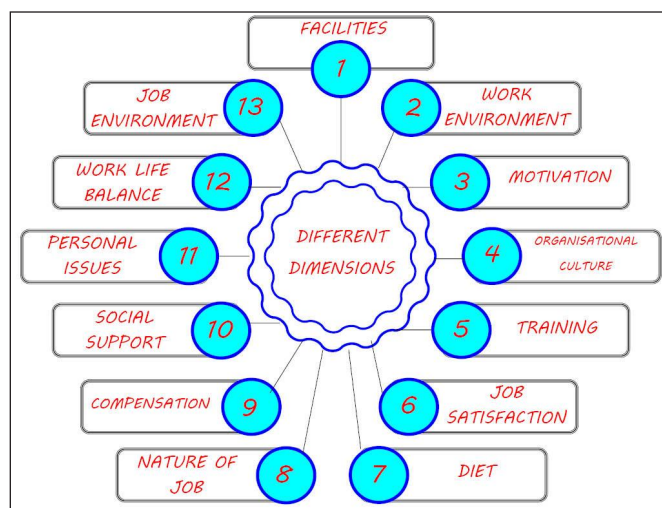

Fig. 1

Let us look at a detailed review.

Facilities

An organisation with amenities that make work more easy and lively leads to lower stress level. Women's discomfort in asking for more time on deadlines results in stress and burnout, which is perceived to be more harmful. They feel incompetent and fear burdening others. Proper cost-effective measures need to be taken (Ashley, V., 2021). Academic staff is positively associated with flexible work options. Women believe in early start normal go than Friday afternoon off. So, flexibility is one of the best facilities an institution can provide to reduce stress, and the academic staff are positively associated with a flexible work option (Sulaiman, O., 2021). A new mental health mobile app for well-being and stress reduction among working women was effective in reducing employee stress, and also resulted in their well-being (Cassisa, C., 2019). Workplace health promotion contributed to a sense of organisational support, impacting the esteem and component of reward. This leads to less stress and more motivation (Lisa, J., 2015).

Work Environment

This factor plays an important role in overall work stress. The work environment is the atmosphere surrounding work. Women find it more homely and comfortable if there is proper coordination and calmness in the work environment. To throw light on it, the author observed that psychological health showed a reversed U-shape with age, which affects the work environment. This guides us to implement policies that support active ageing (Hui Chuan Hsu, 2018). It examined the phenomena of burnout and preserved stress in teachers, which concluded that aged teachers had less stress. Those women teachers who experienced burnout had a high level of emotional exhaustion, which was inversely proportional to personal accomplishments. There is no mention of the subject of teaching (Renata, T., 2020). The overall work environment further leads to career prospective. A good working environment can make the teaching career a benchmark; in addition, administrators' knowledge can help women reach the heights of discovery. However, this comes with decisiveness power (Lydia, 2019). Another aspect is gender differences in the workplace, which is highlighted by the author; it was observed that females had high perceived stress than males. The study also focused on habits which depicted healthier nutritional habits than males; however, women drank less water. It did not consider the impact of double workload (Laura, 2021). If work overload was more compared to working hours, the stress was carried forward at home, along with the high risk of illness. Multitasking professors were not involved in any socio-economic activities due to the work environment. However, there need to be some leisure activities (Michelle, 2020). Environment heat stress among women plays an important role in stress. It analysed that the outdoor workers had more stress than indoor workers, which affected working women (Rahman, J., 2016). Here, the focus on side effects of such a work environment is not clarified. The work environment disrupts a woman's career and increases financial stress if she faces sexual harassment at work. The role of a toxic work environment is a life changing event in every working woman's life (Heather, 2017). The work environment culture inhibits women's career success. The authors exhibit that women within department divisions agree on the supportiveness of their units (Alyssa, 2012). Incivility at the workplace towards women is observed and injustice is faced on a personal level, which directly leads to lower job satisfaction and safety of women (Kathi, N., 2016).

Motivation

Motivation acts as a facilitator for working women and maintaining the work-life balance. The employer provides sponsored benefits or working conditions that employees need to balance work and non-work demands. Different stressors have different motivators, and they differ from person to person. The author is of the opinion that employed women have high stress compared to unemployed ones.

So, every working woman should follow a mindfulness breathing technique to release stress and also use progressive muscular relaxation techniques for stress management (Muntazir, M., 2016). Financial independence is a great motivator. A woman with financial information, financial self-efficacy, and financial literacy has effective financial management. Proper financial literacy helps her remain stress-free in her downtime (Nadia, A., 2020). A teacher's performance is positively influenced by individual behaviour variables. A good organisation culture-servant leadership and job satisfaction with organisational commitment and job performance are achieved through work motivation variables. Motivation differs between men and women (Teman, H., 2014). Subject teachers face burnout due to the same monotonous work. Their perceived stress is directly proportional to emotional exhaustion and is inversely proportional to personal accomplishments. When facing burnout, there is a high level of emotional exhaustion. Experienced and aged teachers have less stress (Renata, T., 2020). University professors face various challenges during their tenure, which affects professional performance. Different motivators are used to maintain consistency with a qualitative output. These motivators are associated with the age and gender of the professors (Luis, E., 2021). Job demand has a major impact on the stress level of young working women. Stress leads to depression and anxiety. High psychological job demands have a two-fold risk of major depressive disorder and general anxiety disorder. Low job demands appear to precipitate low depression and anxiety (Michelle, B., 2020). The researcher used concept mapping techniques to identify and categorise career motivation in highly educated married women. The results show motivation for career persistence as the major variable affecting a highly educated married woman's decision to continue their careers (Min, S., 2020). The study takes an academic setting into consideration for evaluating staff motivation, dissatisfaction, and job performance. Through survey it was found that there was no job dissatisfaction, as the staff is highly motivated. Such universities need more and more research projects (Mohammed, A., 2011). The current study illustrates statistically significant differences between academic and administrative staff in women empowerment scores. It concluded that women empowerment is higher in academic staff compared to administrative staff, and gives us an insight into increasing administrative staff's empowerment (Al-Qahatani, 2021).

Organisational Culture

This is another very important factor of stress among women academicians and administrators. The well-being of the staff results in individual enhancement, which ultimately leads to the students' well-being. It is rightly said by the author: look after the staff and they would look after the students. For this, a culturally conducive environment with the whole university is encouraged (Liz, B., 2021). The work stress among university professors depends on the related material and technical condition of work. Here, the role of technology can act as a de-stressor; if there is work overload, it assists the professors to meet their objectives (Ana, S., 2011). In an organisation with diversity, the faculties also need to be diverse. Diversity of faculty enhances the breadth, depth, and quality of research and training. This includes promoting more women faculties. Reframing merit in academic faculty hiring increases the level and standard of teaching (ToAnn, 2017). The culture you set becomes the face of the organisation. If the organisation is neglecting the ineffectiveness of outdated or no longer relevant curriculum, it leads to stress among faculties and administrators. Vigilant faculty members and administrators must avoid curriculum hoarding, as it reduces "think time" of students (Frank, R., 2020). Emotional exhaustion is positively associated with a colleague's workload conflicts. The study focuses on the dual role of students with university professors. It implies that sometimes it rains and sometimes it drains. So, organisation culture has to compliment the well-being and job demands among university professors and students (Laura, 2021). Post-pregnancy is a tough time for a full-time working woman. Organisational livers impact work family health and subsequently leads to turnover. Standard scheduled control decreases conflict skills discretion. Job security is directly and positively related to enrichment (Dawn, 2011). In a high functioning organisation, defining the attributes of the change catalyst is desirable. If an organisation has these attributes, it increases faculty interest and engagement in seeking administrative roles and boosts succession planning. This implies that managing and leading could indeed be the same (Neelam, A., 2017). If any organisation culture supporting gender differences, a call for cultural change is demanded. The policies and practices of any institution in regard to harassment and assault are expected. Giving women leadership roles and proper legislation should be proposed by the university (Dabney, P., 2019).

Training

Training is like polishing the diamond and getting the best out of it. Employees are moulded and given shape through training. Art therapy is effective in reducing anxiety. If an employee is given a better quality of life, the symptoms of anxiety can be met to an extent (Annemari, E., 2019). Self-directed learning and knowledge management process have a mediating role in emotional intelligence, and learning outcomes in higher education. Drawing on the knowledge-

based view and ability-based theories, the effect of emotional intelligence on academicians and administrators needs to be investigated. Learning outcomes and creative performance have a mediating role in self-directed learning and knowledge (Zahid, S., 2021). Teaching skills programmes have a positive influence on the faculty's skills and confidence, which helps them carry out their work effectively, leading to less stress. Faculty development programmes (FDP) always have a positive impact on skills and show improved levels in many areas (Michelle, S., 2004).

Job Satisfaction

Job satisfaction is nothing but a feeling of using your skills to the fullest, getting work as per your desire, and a sense of contentment. Every woman has the urge to give her best, to feel satisfied with whatever she does. It has nothing to do with the demographic variable of age; however, there are some motivators which lead to job satisfaction – staying updated, having autonomy, and acknowledgement of their contribution through appreciation and motivation (Kichu, K., 2020). There are multiple economic, psychological, and physical consequences of high stress, low job satisfaction, and burnout among faculty. The level of work leads to stress (Chichra, A., 2019). Professors with full-time work and unstable contracts showed worse health, lower job satisfaction, and more stress compared to full-time professors with stable contracts (Ramon, C., 2018). Higher the age, lower the level of stress and higher the job satisfaction. Employees with 6-15 years' experience have the least job satisfaction and a high level of stress; however, women with more than 20 years of experience have the highest level of stress and a high job satisfaction (Annarog, 2018). The climacteric phase in female workers affects job performances; however, the author found that there is no association between climacteric phase and job performance (Alide, S., 2005). Job satisfaction differs between academic staff and technical administrative staff. Job autonomy is a main determinant of job satisfaction in academic staff, whereas supervisor's support is the main determinant for administrative staff (Chiara, G., 2014). Gender influences the measurement of job satisfaction. Women were consistently more satisfied than men. Work load and stress showed a positive joint variation with job satisfaction (Manuel, J., 2018). Higher leadership support leads to greater job satisfaction and deepens employees' commitment to the institution. Good working conditions and job security lead to higher job satisfaction (Radwa, H., 2019).

Diet

Food creates the mood. As is the food so is the thought. A working woman with eating disorders often faces consequences at work. On the other hand, women following a balanced diet are performers at their work. Eating disorders are associated with mental consequences, which refers to controlling thoughts and behaviours, also causing weight issues (Mikaelaw, 2021). There is no difference in the quality of diet between working and non-working women; overall, low education level leads to lower quality diet, higher intake of sodium, and a lower intake of healthy vegetables. So, it is rightly said that if you educate a woman, it benefits the whole family. It is all about awareness and guidance in following a healthy diet (Daniela, 2000).

Nature of Job

The kind of job/work a person is associated with decides the stress level. Working with higher job security causes less stress than having job insecurity, which causes more stress. The nature of the job has a relation with the health and psychological well-being of employees. Different combinations of job insecurity profiles were investigated, and their impact on work-home interface, health, and well-being were analysed. The ones with a secured job were quality-concerned, whereas the ones with an unsecured job were employment-concerned, which is most vulnerable (Lena, L., 2021). There is nothing more than job security which acts as a driving force of motivation. Interesting work, respect, and recognition follow thereafter. A comprehensive strategy should be framed based on motivational needs (Bhaskar, P., 2014). Higher demand leads to higher pay. Teachers evaluate themselves on various activities and how there are efforts and rewards related to each other. Teaching psychology is evaluated as positive and meaningful. Rewards outweigh the stressful factors (Kendel, F., 2016). This investigates that addressing the burden of effort rewards imbalance, and muscular skeletal disorders would likely lessen employees' perceived level of overall stress and affect their self-reported overall state of health (Bence, 2021). The concept of this article relates to job security and counter-productive work behaviour (CWB). Organisational identification is stronger for temporary employees than for permanent employees. There is a negative relationship between job security and counter-productive work behaviour (Chuanyan, Q., 2021).

Compensation

At the end of the day, everyone working has a reason to work, which is financial returns. Compensation plays a vital role in relieving stress. The relationship between income and employment has an impact on psychological distress and helps in the treatment of depression. Lower income leads to high psychological distress (Yoshihar, 2012). Wage gap disparity leads to unequal depression for equal work. If the

wage gap is not quantified and operationalized, it will lead to depression and anxiety disorders, which is more among women (Jonathan, M., 2015).

Social Support

For a woman, social support acts as a driving force. She might be highly motivated, but a helping hand or support system always adds more confidence and improves performance. A woman with the dual roles at home and work is always stressed about balancing it. This takes a toll on her mental health. However, social support acts as a mediator in satisfactory work performance. An organisation needs to keep a check on the mental health and safety at the workplace, with measures to lower it (Aziz, M., 2021). Proper coordination at workplace leads to less stress. The best way to achieve this is through social support. Supporting each other at different levels of requirement results in work achievements. The administrative staff rely on social support between co-workers and supervisors to accomplish their work. The study showed better results when there is social support (Marluce, R., 2019). Psychological flexibility mediated the relationship between loneliness and stress in university professors, regardless of gender. It was used as a strategy for promoting social support, which acted as a tool to overcome burnout (David, O., 2021). Women excel as professionals in every phase of their life, the toughest being motherhood. In spite of the challenges and obstacles, she is able to stand out in managing her work life as a professional. Motherhood has prepared women to reach the axis with expertise (Hayley, H., 2021).

Personal Issues

Every woman passes through various phases of her life. Some are tough, while some are manageable. Menopause impacts work stress, resulting in absenteeism, leaving the job, or affecting job performance. This was a myth. The author found that menopause is not associated with work outcome, but leads to high levels of performance (Clair, H., 2018). Marriage is one of the most important phases in a woman's life. There is a 360-degree change. The results found that there is a high significant relationship between marital adjustment depression and stress. Working women face more stress compared to non-working women. However, a highly educated woman is able to perform well and also have less depression (Hina, A., 2006). Administrators face mental health issues, one of the reasons being the sedentary behaviour. There is various risks associated with sedentary behaviour. However, the demand of the work calls for such behaviour. Various workplace health promotion programmes should be actively implemented (Doda, M., 2017). Women face more mood swings. They are at the peak during their menstrual cycle. On working days, women feel more anxious, stressed, and tired. The experience affects the overall levels of stress and phase of the menstrual cycle (Dimitry, M., 2004).

Work-Life Balance

It is all about setting priorities between career and ambition on one side and family, socialising, and leisure on the other, to create a fit between multiple roles at a satisfactory level and to maintain an equilibrium of time and energy towards the role played. It was found that working women in the IT sector are more stressed, followed by academic women, and women in the health sector. Work-from-home interface can be more effectively managed by working women by setting priorities (Delina, G., 2013). Every working woman desires social support, which acts as a moderator in prolonged mental distress related to depression, anxiety, stress, and marital adjustments. However, ultimately, it depends on a person's capacity to manage stress (Taffar, A., 2019). There exists a significant and positive relationship between work-life conflict and burnout; work-life conflict has a negative association with both family support and organisational support. Resilience displayed a negative relationship with burnout and a moderate relationship with organisational support and family support (Pragya, G., 2021). The population in the study has neutral opinions on their work-life balance and have a positive opinion on the negative attitude of management, colleagues, technology, extra work loads, publishing research work, and travelling away from home (Irin, A., 2019). Job satisfaction can be a moderator for the effects of work-family conflict, family-work conflict, and work-life balance. Employees' performance is positively affected by work-life balance and job satisfaction, but non-significant when it comes to work-family conflict. Employee's performance is negatively impacted by work conflict (Adel, I., 2021). Exercise should be a part of everyone's life, especially working mothers who have a low impact quality of life. Out of the total population, 50% of the women did 150 minutes of moderate exercise and 39% did 30 minutes of exercise a week. Overall, working mothers with higher income and education met the required levels (Christine, A., 2020). To have a work-family balance, there should be a proper division of housework and childcare tasks as separate domains of influence, and not under the domain of 'family work'. This is required more in dual-earner working class facing the transition of parenthood (Abbie, E., 2010). Female professors' most important risk factors are: mental overload, time pressure, lack of schedule, and emotional exhaustion. Women experience techno stress. All

these stressors are combated by financial salary (Marialuz, A., 2020). Women are considered superwomen because of the multiple roles they play, with a proper work-life balance. Though the study suggests multiple role engagement among women even at a relatively high level, as experienced by superwomen, it is not significantly associated with higher stress or reduced life satisfaction (Monika, K., 2015). Children are always affected by their mother's mental health and environment. Children face many emotional and behavioural problems due to parenting practices which are mediated by work-life balance (Rikuyu, H., 2021). Higher levels of supervisor support at work were associated with lower work stress among women, but not men. There is a significant difference between psychological exposures and work-life stress on men and women (Kathy, P., 2018).

Job Enrichment

Monotonous work always results in a deteriorating quality of work. Innovation and enrichment boost enthusiasm for work and encourage creativity. Some stress for the betterment and overall effectiveness of the organisation is necessary. Role overload among women inhibits creativity and also affects performance. It was found that employees with job overload have a lower level of efficiency and furnish poor job satisfaction, which ultimately creates the by-product stress (Nawal, G., 2017). Due to the multiple roles of women, every new commitment affects their mental well-being. The working woman's dual role needs social support, but is found to be at a lower level compared to single-earner families. Job enrichment plays a vital role in doing the same (Sudhinta, S., 2017). An ecological policy pertaining to environmental, intrapersonal, and interpersonal factors results in employee's well-being. Onsite day-cares, flexible schedules, participation, and expanded childcare are some of the programmes and policies employees deserve. However, they should be a cost-effective structure (Andrea, L., 2021) University professors identify themselves with affable and expressive profiles; self-perception and analysis of the personal behaviour showed the influence of self-reported personality characteristics on communication skills (Lara, G., 2020). Technology always enriches job performance. The research confirmed happiness fully mediated the relationship between attitude towards digital technology and job performance, and partially between job satisfaction and job performance (Yuni Ros, B., 2021). Proper review promotion tenure (RPT) affects the direction in which faculties lead their career. The review promotion tenure criteria strongly influenced the focus of faculty. The review promotion tenure reforms will affect change in the academic system (Lesley, A., 2018).

CONCLUSION

Today, women are in every nook and corner of economic development. The multiple roles played by her in every phase of her life is commendable. She leaves no stone unturned to balance paid work and family responsibilities. Mothers are by instinct teachers to their child, and therefore, the role of an academician is like a mother delivering knowledge and life lessons to students. Academicians work for the betterment of future generations, guiding them towards the achievement of their goals. In this role, a woman has to face mental well-being issues, which can be overcome by autonomy. Every teacher has her own way of teaching; therefore, autonomy to teach with different dimensions acts as a motivator during stressful times. Academicians are like the face of university culture. Women professors already have dual roles and responsibilities, while at the same time facing many issues in their external and internal environments. Having a proper work-life balance would be easier with flexible work timings, childcare facilities, transport facilities, and so on. In addition, it gives them a sense of job satisfaction, which indirectly acts as a motivator for better performance. Job security and financial independence are the poles on which their self-respect is based. It is believed that a woman's life is easy, but a woman professor/academician strives very hard to see a satisfied student who has inherited her knowledge. On the other hand, administrative staff working at the backstage are overloaded with every department's work. Keeping track of information and presenting it whenever required is tedious. The work stress they face is mostly overcome by the social support of supervisors and co-workers. There is a coordinated link with every hierarchical level. Technology acts as a life saver for administrative staff. However, women, being non-friendly towards technology, consider it to be burdensome at times. A digital-friendly approach is the key to administrative staff stress issues.

Further, technology makes work-life balance easier and more suitable for every working woman. So, even if you are an academician or administrator staff, a techno-friendly behaviour will clear many stressors. Every working woman, be it an academician or an administrator, enjoys a state of financial independence, which will create a peaceful life at work and in the family, further paving the way for hyper economic growth and development of the country at large.

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