

**YANGON UNIVERSITY OF ECONOMICS  
MASTER OF PUBLIC ADMINISTRATION PROGRAMME**

**A STUDY ON STRESS MANAGEMENT OF WORKING WOMEN AT  
MULTINATIONAL CORPORATION IN MYANMAR**

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EMPA - 78 (16<sup>th</sup> BATCH)**

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MASTER OF PUBLIC ADMINISTRATION PROGRAMME**

**A STUDY ON STRESS MANAGEMENT OF WORKING WOMEN AT  
MULTINATIONAL CORPORATION IN MYANMAR**

This thesis submitted in partial fulfillment towards the requirements for the Degree of  
Master of Public Administration (MPA)

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**MASTER OF PUBLIC ADMINISTRATION PROGRAMME**

This is to certify that this thesis entitled “**A STUDY ON STRESS MANAGEMENT OF WORKING WOMEN AT MULTINATIONAL CORPORATION IN MYANMAR**” submitted as a partial fulfilment in the requirements for the degree of Master of Public Administration (MPA) has been accepted by the Board of Examiners.

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## **ABSTRACT**

Stress is the mental and physiological response that happens when one sees an unevenness in the degree of interest set on the ability to fulfill that need on people. The objectives are to study the major root cause of stress both personal and work and to examine the stress management technique to release from the stress. This study used both primary and secondary data and used by the descriptive method. The number of 223 working ladies from Multinational Corporation in Yangon and Nay Pyi Taw is selected by random sampling. Finally this study concluded that the following three main factors make more stress to all working women which are (1) Child care and family issue, (2) Performance evaluation at job, (3) Job positions. Most of them are trying to release the stress by smoking which inappropriate way. Working women population has also in the growth stage. Working women face stress in balancing their personal life with work life.

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## **LIST OF ABBREVIATIONS**

CBSR	- Cognitive behavioral stress reduction
DICA	- Directorate of Investment and Company Administration
FDI	- Foreign direct investment
FIL	- Foreign Investment Law
MBCT	- Mindfulness Based Cognitive Therapy
MBSR	- Mindfulness Based Stress Reduction
MIL	- Myanmar Investment Law
MNCs	- Multinational Corporation
NICs	- Newly Industrializing Countries
OECD	- Organization for Economic Corporation and Development
PMRT	- Progressive Muscle Relaxation Technique

## APPENDIX

### Questionnaires

#### PART A: PERSONAL PROFILE

Age Group	
20-30	
30-40	
40-50	
Above 50	

Educational Qualification	
Not at all	
High School	
Degree	
Post Graduate	

Marital Status	
Single	
Married	
Widow	
Divorce	

Children	
Zero	
One	
Two	
Three & Above	

Age of Children	
Under 1 year	
2 - 6 years	
7 - 18 years	
Above 18 years	

Job Position	
Staff	
Manager	
General Manager	
Director & Above	

Working Experience	
Less than 2 years	
2 - 5 years	
6 - 10 years	
10 years & Above	

Monthly Income	
Under 5 lakh	
5 - 10 lakh	
11 - 20 lakh	
20 lakh & Above	

#### PART B: STRESSORS ANALYSIS

Evaluate the impact and stress level of mentioned factors of stress.

		Questionnaire				
No.	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	Get enough sleep (7 hours), exercise and healthy food everyday					

2	Activities and chores at home disturb you from getting sound sleep and make you feel tiredness					
3	Have elders to look after at your home					
4	Spend more time with family / beloved ones than working in daily life					
5	Family support in career life and family is happy with current job condition					
6	Spouse help you at your household work and support for office work (If any)					
7	Any of your children have disability or special need (If any)					
8	Feel comfortable in your work place					
9	Personal or family worries and problems distract your job activities					
10	Change in work responsibility (promotion) will lead to stress					
11	Assigned work overload from job organization affect your personal life.					
12	Overtime or long working hours (more than 10 hours per day) make stressful					
13	Feel current salary earning is low compared to family requirement					
14	Working environment feel unsafe / insecure / inconvenience to work					
15	While evaluating your performance by others, does the negative					

	feedback increase your stress.					
--	--------------------------------	--	--	--	--	--

**16. Do you think Stress make health harmful?** **Yes [** **No [**

**]**

**]**

If Yes, area impact :

1. Mental/Emotion [ ]

3. Body Pain [ ]

2. Headache [ ]

4. Skin [ ]

## PART C: WAY TO MANAGE YOUR STRESS

		Questionnaire				
No	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	Doing Exercise or Yoga make me release from stress					
2	When I feel stress I go to meditation center or I do meditation at home					
3	When I got the stress I'm hanging out with my friend or colleagues					
4	I'm trying to avoid the action/think which one will get stress					
5	When I got stress I'm listening music					

	or watching movie make me release from stress					
6	Some of the minor stress I'm trying to adept not to impact much					
7	When I feel stress I'm trying to talk with someone and that can reduce my stress					
8	I'm trying to think positive way even someone come & talk with me bad manner					
9	I think the best way to release from stress is taking trip with my friend/family					
10	When I play sport or games, it make me release from stress					
11	If I feel stress I do nothing that I think I can release from stress					
12	I'm finding the time to do my hobby and my interesting thing when I got the stress					
13	When I feel I got pressure or stress I'm playing with my pet					
14	I don't take interest which can become as stress of me					
15	When I got the stress I drink coffee, tea or alcohol					
16	I think smoking make me release from stress					
17	Shout & crying make me release from stress					
18	I'm singing when I got stress					
19	I'm running long distance till sweat to release my stress and anger					

20	I use to sleep when I feel stress					
----	-----------------------------------	--	--	--	--	--

### Sample Size Calculation

$$n_0 = \frac{z^2 * pq}{e^2}$$

$$n = \frac{n_0}{1 + (\frac{n_0 - 1}{N})}$$

Where;

n = sample size

p = proportion

q = 1-p

e = the desired level of precision (i.e. the margin of error)

z value = critical value of 95% corresponding to confidence level is 1.96

N = total number of multinational Corporation

$$n_0 = \frac{1.96^2 * 0.5(1-0.5)}{0.06^2} = 266$$

$$n = \frac{266}{1 + (\frac{266-1}{1410})} = 204$$

**Table (A – 1) Number of Company list in the Study Area**

Sr	List of MNC	Sector
1	Agoda	Hotel & Tourism
2	Aims International Myanmar	Mining
3	Australia New Zealand Bank	Banking
4	Bangkok Bank	Banking
5	British American Tobacco	Manufacturing
6	Café Amazon	Manufacturing
7	Carlsberg Group	Manufacturing
8	Coca Cola Myanmar	Manufacturing
9	Colgate Palmolive Myanmar	Manufacturing

10	Cycle & Carriages	Manufacturing
11	DB Schenker	Transport & Communication
12	DHL	Transport & Communication
13	DKSH	Transport & Communication
14	Ericsson Myanmar	Transport & Communication
15	HAGL Group of Companies	Construction
16	Heineken Myanmar	Manufacturing
17	Hilton Myanmar Group	Hotel & Tourism
18	Honda Myanmar	Manufacturing
19	Huawei	Transport & Communication
20	Japan Tobacco International_JTI Myanmar	Manufacturing
21	Jotun Myanmar	Manufacturing
22	Kerry Myanmar	Transport & Communication
23	Kospa	Transport & Communication
24	KPMG	Other Service
25	Loscam Myanmar	Manufacturing
26	Lotte Group of Companies	Hotel & Tourism
27	Maersk Line Myanmar	Transport & Communication
28	Marsh Insurance	Other Service
29	May Bank	Banking
30	Mega life Science	Manufacturing



31	Melia Hotel	Hotel & Tourism
32	Metro	Other Service
33	Mitsubishi	Transport & Communication
34	Myanmar CP Livestock	Livestock & Fishery
35	Myanmar Metal Group of Companies	Mining
36	Nestle	Manufacturing
37	Nokia	Transport & Communication
38	OCBC Bank	Banking
39	Ooredoo Myanmar	Transport & Communication
40	Pan Pacific Hotel	Hotel & Tourism
41	Petronas	Oil & Gas
42	PTTEP	Oil & Gas
43	Pullman Hotel	Hotel & Tourism
44	Puma Energy	Oil & Gas
45	RMA Group of Companies	Other Service
46	Samitivej International	Other Service
47	Samsung Myanmar	Transport & Communication
48	Santa Fe Mobility Services (Myanmar)	Other Service
49	Sea Lion Myanmar	Industrial Estate
50	Shangri-la Hotel	Hotel & Tourism
51	Shop	Transport & Communication

52	Sumitomo Bank	Banking
53	Sun Pharmaceutical Industrial limited	Manufacturing
54	Tan Chong Group	Manufacturing
55	Telenor Myanmar	Transport & Communication
56	Total	Oil & Gas
57	Toyota	Transport & Communication
58	True Money	Other Service
59	Unilever Myanmar	Manufacturing
60	VDB loi Myanmar	Other Service
61	VISA Myanmar	Other Service
62	Yara Myanmar	Agriculture
63	ZTE	Transport & Communication

Source: DICA

## **CHAPTER I**

### **INTRODUCTION**

#### **1.1 Rationale for the Study**

Changing pattern of this modern world is tremendously fast and daily life of people are full of stress in different way in such cause of living standard, income, family issues, social problems, work, traffic, environment and technologies. People handle their stress with many forms of stress release techniques which is not considered as efficient way or not. Therefore, people need to control and manage their stress with effective approaches because the impact of stress harms both mentally and physically.

Based on the changes of economy and globalization, there are some reasons for many women, either single or married to find a job with some external income instead of only working as housewife at their home. Previously, women mostly found jobs in domestic service, garment factories, and cold stores. When the industrial revolution provided independent wages, mobility and a better standard of living, job behavior of women transformed from just a skilled homemaker to the stage of today's women that have acquired skills and capabilities working together with their male counterparts.

Nevertheless, women are still under struggling for job opportunities, conditions of safe and secure working environment and gender equality provisions. Every working women effected by the stress from the job nature, job environment and colleagues because every organization cannot be healthy organization and might have a lot of competitive both personal and job position. According to one of the traditional perspectives of this country, daily family task and child care are the majority tasks of women so that these facts can be key stressors for women. On the other hand, there are less stress relaxation ways for them compared to men and suffers both physical illness and mental pressure because of stress and mentioned is the reason of this study emphasizing on women in order to explore on stress level impact and recommend better stress managing resolution for women.

In Myanmar there are different types of organization which are government organizations, local organizations and Multinational Corporation (MNCs) and this study only focus on the women who are working in MNCs as the unique culture of these organization and further description will be followed accordingly.

The concern of work pressure has been the most typically happening in the Multinational Corporation especially for those who are working in the aggressive and demanding organization which are assigned the multi tasks. The working life in MNCs is very challenging and need a lot of multi skills to be able to manage and deal with the different people within the organization of the region. In addition, a lot of barriers and challenges are being created to get the stress like language barrier, working style, different culture, and competition of performance evaluation, time management and 360 degree feedback. The women working in MNCs are facing with many of challenges in the daily release of their responsibilities which end up with stress.

People start noticeable impact of stress by realizing their mental impact; tiredness, weak, loss of proper emotional control, anger and finally tends to depression followed by physical distortion which is gradually irregular body shape transformation until got pain on nerves and body parts and harm to health seriously.

The worst case is the mental disorder and some have to be taking the treatment with psychologist for the depression. Job stress effected not only for them but also to their family, relatives, friends and they cannot be patient to their close ones. Hence, they are trying to find the way to release their stress both proper and/or improper way. This study is carried out to identify the root cause and highlight the stressor level of women working in Multinational Corporation and explore to find out the way of how to manage and release stress effectively.

## **1.2 Objectives of the Study**

The objectives of the study are as follows:

- (1) To identify the major sources of stress both personal and work
- (2) To analyze the stress management techniques used in dealing with the stress and whether a significant relationship exists between stress and impact on health or not for working women who are working at Multinational Corporation in Myanmar.

### **1.3 Method of Study**

Both primary and secondary data were utilized in this descriptive study. Primary data is collected through survey questionnaire. A survey was conducted on a sample of 223 respondents from Multinational Corporation in Myanmar. Regarding the secondary data, the information about the total number of Multinational Corporation (MNCs) is obtained from the website of the Directorate of Investment and Company Administration (DICA). Respondents were selected by random sampling method.

### **1.4 Scope and Limitations of the Study**

This study only focuses on the current situation in stress management among working women age from 20 to above 50 years who are working at Multinational Corporations in Yangon and Nay Pyi Taw.

### **1.5 Organization of the Study**

This study is organized into (5) chapters. Chapter one is introduction that comprises of rationale for the study, objectives of the study, method of study, scope and limitations of the study and organization of the study.

Chapter two describes the related literatures that include concept of stress, stressor management and stress analyst of working women and review on the related research studies.

Chapter three presents background of Multinational Corporation, history of Multinational Corporation in Myanmar, Most investment sector, Stress and working culture of MNC in Myanmar.

Chapter four comprised survey profile, survey design and survey result. Chapter five presents the conclusion and appropriate recommendation for Stress Management of working women in Multinational Corporation in Yangon and Nay Pyi Taw.

## CHAPTER II

### LITERATURE REVIEW

#### 2.1 Concepts of Stress

Modern life is comprised with multi-level of stress as a common phenomenon that cause from unbalancing of high aspirations and goal achievement. Indecisiveness and either failure to acceptance of reality or over demanding situation leads to Stress as a result. Stress is regular topic for everyday life and the degree shifts which rely upon different intra mystic and relational elements. Stress inclined individuals experience more wellbeing related issues and experience challenges in relational zone (Mahakud , Sharma , & Gangai, 2013)

Stress is the response pattern that human beings react both physically and mentally to changes, events, and situations in their lives. Individuals experience worry in various ways and for various reasons whereas the response depends on the impression of an occasion or circumstance. If the view of situation placed negatively, it will likely to feel *distressed* being overwhelmed, oppressed, or out of control. Distress is the more familiar form of stress. The other form, *eustress*, results from a positive view of an event or situation, which is why it is also called as good stress. The body responds to worry by discharging adrenaline (a hormone) that causes individual breathing and pulse to accelerate, and circulatory strain to rise (Kundaragi & Kadakol, 2015)

It is thus quite important to discuss about some effective coping strategies to manage the human stress. In this context Lazarus & Folkman (1984) and Aswathappa (2007) considered stress and coping a dynamic phenomenon and viewed stress as “particular relationship between the person and his environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her wellbeing”. In this context it can be said that a person with the developing mind (with high expectation) is more stress prone when he or she is in a middle track such as do’s or don’ts.

If the confusing situation becomes longer it leads towards prolonged stress, which results in mental and physical illness.

Cofer and Appley (1967) stated that in psychological stress the person perceives that, his wellbeing or (integrity) is endangered and that he must devote his energies to its protection. Vingoi (1981) stated that the frequent provocation of frustrating events or situation involving conflict leads towards stress. This is the genuine process of human life to face stress, because human beings have to go through these events and situations throughout their life span. So for its protection it can be minimized by developing appropriate coping procedures, otherwise it will produce psychopathology. Environment also plays an important role in the perception of stress and its coping ability. Bower (1973) viewed that psychological stress is the result of mismatching between the person and their environment.

Definition according to the above description states clearly that stress can disturb normal work functions and threatens the person's situation by reducing performing abilities and skills. In addition, stress can create imbalance between demands and their abilities to cope with demands leads to a person to be misfit for a job which affects someone's physiologically and psychologically as well. Controlling and managing effect of stress is also one of the most important parts in approaching the stress. Conceptual approaches to stress management can be different approaches or techniques depending on level and forms of stress forming and releasing situations that able to create positive impact or negative results for person existence (Mahakud , Sharma & Gangai, 2013)

Stress is kind of imaginary idea to characterize to a great extent since it is such a one of a kind, individual and multi factors involvement. This is a difficult concept to define largely because it can appear and happen in any circumstances and uncontrollable with specific handling technique. It is derived from the Latin word "Stringer". It was popularly used in the seventeenth century to mean hardship, straits, adversity or affliction.

In physical science, the term pressure alludes to the internal force produced inside a strong body by the activity of any external emotion. A few definitions of stress are given below and they are useful according to scope and clarity.

Arnold (1960) defines, "Stress is any condition that disturbs normal functioning".

Lazarus (1966) defines, "Stress refers to physiological, behavioral and cognitive responses to events appraised as threatening or exceeding one's coping responses and options."

Selye (1976) defines, “Stress is a non-specific response of the body to any demand.”

Cooper and Marshall (1978) defines, “Stress is a stimulus or situation to which man reacts with learned coping mechanism activated by homeostasis principle and fueled by energies which are infinite supply.”

Folkman and Lazarus (1985) pointed out that, it is vertically impossible today to read extensively any of the biological or social sciences without running into the term ‘Stress’.

This concept is even more extensively discussed and the health care fields and it is found also in economics, political science, business and education.

Cox (1993) defines, “Stress is now understood as a psychological state that results from people’s perceptions of an imbalance between job demands and their abilities to cope with those demands.”

Health and Safety Commission (1999) defines, “Stress is the reaction that people have to excessive pressures or other types of demand placed upon them.”

Aswathappa (2007) Defines, “Stress is an adaptive response to an external situation that results in physical, psychological and / or behavioral deviations for organization participations.”

Robbins and Judge (2007) has defined “Stress is a dynamic condition in which an individual is confronted with an opportunity, demand, or resource related to what the individual desires and for which the outcome is perceived to be both uncertain and important.”

**Negative stress** also causes economic and social losses, especially for businesses. These losses come from ineffective work due to sickness which decreases both time at work and profit. Furthermore, people who suffer from negative stress often apply ineffective methods to seek release from stress such as drinking, smoking, taking drugs, and shopping. Some employees have indulged themselves in gambling, and some have committed suicide (Mehri, 2000)



The events, emotions that provoke stress are called stressors, and they cover a whole range of situations. Some of the main stressor are:

**Education** - The stress over scholastic execution can cause pressure indications, for example, tension, sleep deprivation or changes in human craving and by and large disposition. The main source of worry among college understudies is a ton of assignments.

**Financial** – Most people do not have satisfied income jobs however want to maintain the lifestyle and fulfill the demand of articles like mobile, bikes and cars etc. If they fail to fulfill the requirement then it creates a stress.

**Relationships** – Relationships are another big aspect of stress. Everyone wants to have friends, whether they are close friends or just acquaintances. If a person finds that making friends is a bit harder than he/ she had expected, stress is present here as well.

**Career** - Employment Stress is a constant infection caused among the present youth that contrarily influence a person's exhibition as well as generally prosperity of his body and psyche. The high challenge, a rude work partner, an absence of professional stability, there are numerous reasons for employment stress. The understudies have dread of not landing the position opportunity and rivalry in the market (Bhargava & Trivedi, 2018)

**The Environment:** – The environmental stressors such as weather, noise, crowding, pollution, traffic, unsafe and substandard housing, and crime.

**Physiological** – Physiological stressors include rapid growth of adolescence, menopause, illness, aging, giving birth, accidents, lack of exercise, poor nutrition, and sleep disturbances.

**Thoughts** – Human brain interprets and perceives circumstances as upsetting, troublesome, excruciating or charming, in such situation our brain determines whether they are problems to us or not. (Kundaragi & Kadakol, 2015)

Modern life working specialist now find themselves in smaller organizations, with less individuals accomplishing more and feeling considerably less secure. New technology has added the burden of information overload and accelerated the pace of work. Two major effects that have stemmed from these economic changes are known as 'work intensification' and 'job insecurity'. The former refers to the extent to which employees are being forced to work faster and harder than they have been before, while the latter refers to the subjective feelings about the risk of job loss, as expressed by employees themselves (Burchell, Ladipo & Wilkinson, 2002)

New economic culture has created more stressful work environments, is formed as increasing physical and mental impacts on employees, as well as increasing costs for employers in the way of lost productivity emanating from absenteeism, turnover, and disability leave. Along the history of stress, it getting gradually serious influence in this modern life of people.

## **2.2 Stress Categorization & Stress Stages**

American Psychological Association announced that the updated stress types into three groups as: acute stress, episodic acute stress, and chronic stress which make people feel out of control and even sick or ill however chronic stress is sometimes being negligible depending on severity and period of time passing.

In personal life experience, stress can be in common form as job stress and personal stress that is be described according to form of stress ranging from mild to severe. As research experiments, stress can be defined as:

**Eustress:** These are otherwise called Positive Pressure, which makes us to feel better and applying sound impact. This sort of Stress happens brief timeframe. Eustress offers capacity to individual to produce ideal strength by performing best.

**Distress:** This is called as Negative Pressure, terrible pressure and it is inverse to Eustress. Demise of somebody you cherish, Disease, Budgetary emergency, Overwhelming outstanding task at hand and so forth, prompts Trouble.

**Hyper-Stress:** The individual is pushed beyond what one can deal with, which goes in to Hyper-stress. It happens on the ground that outstanding task at hand or over worked. This sort of stress happens when steady substantial money related challenges, work both at home and office, Consistent pressure, travelling day and night and so on.

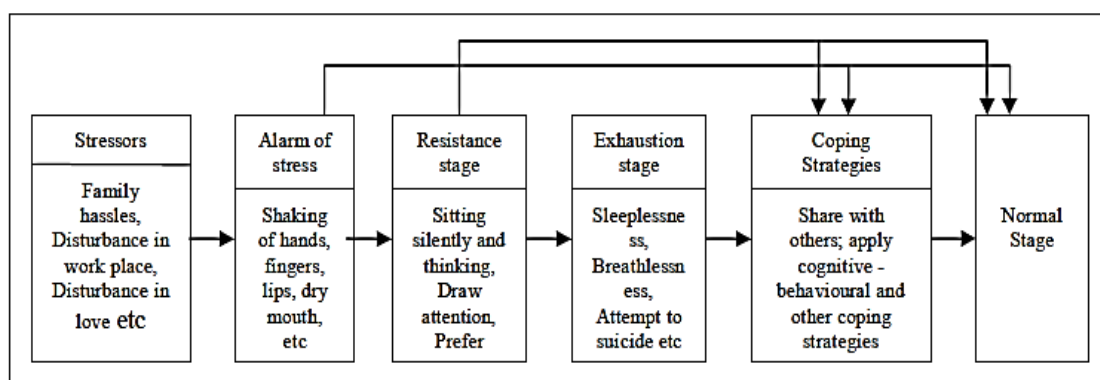
**Hypo-stress:** This is opposite directly to Hyper-stress. This sort of stress experienced by individuals when they always feel exhausted, same undertaking again and again, eager work and absence of motivation. (Kundaragi & Kadakol, 2015)

Seaward (1999) stated that stress passes through four major stages. In first stage, the stimuli from the sense organs are sent into the brain. In second stage an interpretation took place inside the brain. And then the brain perceives it either threat or no threat. If the brain regarded it as no threat, then the stress is at normal level. Otherwise it leads to the third stage, where the body stays activated, aroused until the threat is over. In the fourth and last stage, the body returns to the homeostatic state, which results in the physical and mental calmness.

Selye (1976) proposed that the first stage of stress is the alarm stage, where the body prepares itself for immediate action, aroused by the sympathetic nervous system and released the hormone which alerts the organism to meet the danger. If the stress is prolonged, the second stage is the resistance stage, where the arousal become slowdowns compare to the first stage. If the stresses continue for a long period then it entered into the third or the exhaustion stage, which produced both psychological and physical illness.

Effectiveness of stress coping strategy tends to lead for different result of stress stages respectively, like, alarm stages can lead to normal stages if strategy is effective enough or to resistant stages and exhaustion stages verse versa.

**Figure (2.1) Stages of Stress**



Source: Mahakud, G.C. (2004) Stress Management: Some Simple Techniques.  
*Journal of Research and Application in Clinical Psychology*, Vol. VII (I&II), 55-60

**Alarm Stage:** The first contact stage with the stressor. The individual's nervous system immediately sends an emergency signal to brain. Stress prompts expanded adrenaline to the circulation system. This thus makes breathing rate up. Blood stream to the mind and muscles expands; processing moderates; vision improves, circulatory strain goes up, palm sweat and our mouth gets dry.

**Resistance Stage:** happens when one is not capable to effectively manage a stressor during the alert stage body adapts to the presence of the stressor. Since the body is as yet battling the stressor, the individual may end up touchy, tired, and less capable to handle the demanding situations. In the event that the stressful circumstance proceeds, the body continues the changes until the stressor stop. When the unpleasant circumstance is finished, the body comes back to a pre-alarm state.

**Exhaustion Stage:** Exhaustion stage comes when the body can no longer keep up the demands of stressor. Fatigue possibly happens if a stressor proceeds for significant long time-weeks, months, or even years. At the point when stress proceeds past the second stage and not fast enough to healing measures, the last pressure phase of depletion settles in. The people at this stage are completely burn out and depleted out of all energy. (Mahakud , Sharma & Gangai, 2013)

### 2.2.1 Job Stress

Stress at Job is main contributor of modern daily life stress category. Job/workplace stress is one of the most serious health issues in the modern world as it occurs in any job (Sudhaker & Gomes, 2010). Therefore, work stress is the harmful physical and emotional responses that occur when job requirements do not match the worker's capabilities, resources and needs Park (2007), and any situation, event, or agent that threatens a person's security is called a stressor Delaune & Ladner (2011) which causes people feel anxiety, tension, and pressure (Lussier, 2010). Standard reasons of job stress can be grouped as: (Abdelrazek, 2017)

**Workplace Culture:** Adjusting to the working environment culture, regardless of whether in new organization or not, can be strongly stressful. Causing one to adopt to the different parts of working environment culture, for example, communication pattern of the manager as well as co-workers, can be lesson learn of life. In many cases office politics or gossips can be major stress inducers.

**Job Insecurity:** Working environments, experiencing changes under extreme financial changes and ensuing weights. Reorganization, takeovers, mergers,

downsizing and different changes are significant stressors for employee, as organizations attempt to satisfy the challenge to endure.

**High Demand and Performance:** Unreachable target set up, particularly in the time of corporate reorganization, sometimes puts unreasonable pressure on the employee, can be a huge source of stress and burden. Expanding incredibly long working hours and exceptional pressure to perform at high risk levels all the ideal opportunity for a similar pay, can really leave an employee physically and sincerely drained.

**Technology:** The development of innovation – Computer, pagers, fax machines and the web are bringing in profitability speed and effectiveness, expanding pressure on the individual specialist to continually work at high performance levels. Laborers working with heavy machinery are under steady stress to stay alert. There is also the constant pressure to keep up with technological breakthroughs' and improvisations, forcing employees to learn new software all the times (Kumari & Saradadevi, 2016)

### **2.2.2 Personal Stress**

Modern time is the period of science and innovation where everybody is endeavoring to exceed expectations in individual's field whether it is at home or at work spot. In this cutting edge period, stress has turned into a general challenge. Every person wants more and more for the attainment of pleasure, due to this competition is increased in every field of life and this competition generates stress among people, no doubt the competition is must but cannot be denied it also serious result in the recent years.

A dynamic condition in which an individual is confronted with an opportunity, constraints, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important. Stress affects not only on physical health but also mental wellbeing, too. (Kermane, 2016)

The family issues, personal financial problems, and personality characteristics affect the one's personal life. Both the family tasks and personal office work are influenced. National reviews reliably demonstrate that individuals hold family and individual connections, for example, marital challenges, the breaking relationship, and order issues with kids as the consequence of stress. These sorts of relationship issues corrupt work execution.

Common detail external causes of personal stress include:

1. relationship challenges or break up
2. serious illness in the family
3. caring for dependents such as youngsters or old relatives
4. bereavement
5. migration or relocation
6. debt issues

Overall of stressors may create the impact on person's health physically and mentally in critical circumstance as description followed by next session. (Kumar, 2009)

### **2.3 Stress Impact on Health**

People lives are filled with highs and low that generate some level of stress. Everyone is affected differently by events in their lives; as a result, what causes stress in one person does not necessarily cause it in another. Stress may be the result of happy events (wedding, birth of a child, promotion, and so on) or challenging situations (conflict, work-related pressure, mourning, and so on). Everyone gets stressed whether it's from financial troubles, relationships, health problems, or work, there's pretty much an endless list of things that can anger up and leave the human feeling frazzled. For some people, though, the consequences of stress can show up more outwardly than it does in others.

Whenever stress becomes too intense and difficult to manage, it can have an adverse effect on your health. Stress is a risk factor for many diseases and prolonged stress exposes our body constantly to the effects of adrenaline and will lead to many health problems including: heart disease, intestinal ailments, Headaches, migraine, stomach aches neck pain, nausea, muscle tension, sleep disruption, Sweaty palms, trembling, hair loss, Acne, irregular period, getting sick more often.

There are many different conditions that are recognized as mental illnesses. The more common types include; Irritability, Hostility, Frustration, Anger, Aggressive feelings and behavior, Decreased interest in appearance, decreased concern with punctuality, obsessive/ compulsive behavior, reduced work efficiency or productivity, lying or making excuses to cover up poor work, excessive defensiveness, problems in communication, social withdrawal and isolation, impulsivity (expressed as impulse buying, gambling, sexual behavior etc).

Stress symptoms may be affecting health, even though people might not realize it. Some people may think illness is to blame for that irritating headache, frequent insomnia or decreased productivity at work. But stress may actually be the cause. When they are constantly reacting to stressful situations without making adjustments to counter the effects, they will feel stress which can threaten your health and well-being.

#### **2.4 Stressors Practice between Employed Women and Non-Employed Women**

Nowadays way is extremely modification and stress level additionally will increase day to day life. Stress affects the physical activity. Once body have an effected by stress that point mind is additionally affect and its true sound mind resides in sound body. A stress is any force that pushes a psychological or physical issue on the far side its vary of stability, manufacturing a strain among the individual (Cooper & Driscoll, 1996).

Almost each job entails stress, but some job have excessive stress, it'll be direct results of job, its type responsibilities and functions. Thus differing kinds of cope strategy are utilized by cope the strain. Within the operative surroundings the phenomena of stress and psychological pressure represent an important an area of the activity life. Stress disturbs the equilibrium of the body. It affects physically, showing emotion, and mentally. Once folks experience stress or face exacting state of affairs, they adopt ways in which within which of dealing with it, as they can't keep in associate degree extremely continued state of tension. However the individual deals with trying things is believed as 'coping'. There are two major targets of cope: dynamic ourselves or dynamic the atmosphere Coping refers to a person's active efforts to resolve stress and make new ways of handling new things at every life stage (Erikson, 1959)

Coping has been outlined as a response aimed toward decreasing the physical, emotional and psychological burden that's coupled to stressful life events and daily hassles. Essentially, coping methods are separated into emotion-focused and problem-focused. An emotion-focused strategy emphasizes that patients try and method their emotions by acting and thinking. When patients use a problem-focused strategy, they believe that they'll have an effect on things that was caused by their sickness or affect their resources to manage the situation, and this sort of strategy is very important to

keep up quality of life. Emotion-focused and problem-focused cope strategies is also used at the same time or alternately. It is thus tough to discriminate between them within the coping process.

Lipp (2009) examined that level of activity stress, quality of life, work-related stressors, and cope methods among senior cops and showed a transparent association between high levels of emotional stress and poor quality of life among police officers. Mishra and Dixit (1995) discovered the coping forms of three hundred medical aid doctors and noted that those that use effective coping (i.e. higher than average management vogue and below average escape style) are less go bad than those who use ineffective coping (i.e. above average escape style and below average control style).

Upamanyu (1997) found that the sleep & relaxation, exercise, time management, diet and yoga are the most effective way adopted to manage stress by educated operating girls. Aminabhavi and Triveni (2000) reported that age, sex, cope methods of bank staff haven't influenced their activity stress. Gaur and Dhawan (2000) examined that the connection between works connected stressors and adaptation pattern among women professionals and reported that the junior age bracket is considerably additional active coping, larger playfulness and has more initiative as compared to middle and senior age group or level of employment status. Harshpinder and Aujla (2001) showed that working women were creating more use of writing dairy, commonplace article of furniture and high fiber diet as compared to non-working women.

Harshpinder and Aujla (2001) found that the majority of the respondents in each the classes were using numerous stress management techniques videlicet relaxation, music, prayer, recreation with family, designing and so forth Aditi and Kumari (2005) found that the strain buffering effects of relationship and social support systems appear to be a big contributor to high levels of stress. Many analyzers are done work during this field however the fundamental plan of the current research study was to seek out the distinction between utilized girls and non- employed women on cope methods of stress in several facet of downside bound behavior and feeling oriented behavior.

Both employ women and non-employ women will manage stress by active healthy self-care methods for dealing with stress. Examine your negative stress signs in every of those six life area; physical, emotional, mental, occupational, social, and



spiritual. What would you refer to vary in your life? What does one have to be compelled to do to realize additional balance or potential? Here are some practice and idea that women are manage their stress; physical exercise, yoga, meditation, relaxing with music & movies (Dhurandher & Janghel, 2015)

## **2.5 Influence of Working Environment on Stress**

Workplace is a very important supply of each demands and pressures inflicting stress, structural and social resources to counteract stress. The workplace factors that are found to be related to stress and health risks is categorized as those to try to do with the content of labor and people to do with the social and organizational context of work. Those that are intrinsic to the duty embrace long hours, work overload, time pressure, tough or complicated tasks, lack of breaks, lack of variety, and poor physical work conditions. (Michie, 2002)

Unclear work or conflicting roles and responsibilities will cause stress, as can having responsibility for individuals. The potentialities for job development are vital buffers against current stress, with underneath promotion, lack of training, and job insecurity being stressful. There are 2 other sources of stress, or buffers against stress: relationships at work, and therefore the organizational culture (Cho, Park, Han, & Ho, 2019)

Reasons for work pressure have been connected to the work itself, including expanding requests, less opportunity to control one's work, working at an extremely fast, attempting to tight due dates, authority over request of errands, power over work strategies, command over speed, taking care of unexpected issues individually, repetitive assignments, complex undertakings, adapting new things and help when required. There is strong evidence that high job demands, low job control, low co-worker support, low supervisor support, low procedural justice, low relational justice and a high effort imbalance predict the occurrence of stress-related disorders (Ministry of Labor, Immigration and Population, 2016).

High demands from work heaps up, no opportunity to satisfy all work assignments, important to stay at work longer than required, important to work quick, pace of work has expanded, undertakings have expanded, compelled to fulfill generation guideline, unreasonable targets fixed by the board, completing various errands in the meantime, working at breaking points of execution ability, skip lunch/work late/take work home.

Tasks developing increasingly, expanded requests to adapt new things, presentation of new advancements, being irritated and interfered with, requests past abilities as respects capabilities, work requesting escalated thinking, recollecting a ton of data for a significant lot of time, work requesting a great deal of consideration.

High emotional demand cause work in sincerely requesting circumstances, genuinely requesting work, work necessitating that one doesn't express feelings/work necessitating that one conceal feelings, circumstances at work that raise negative sentiments, for example, outrage, keeping one's assessment private at work.

Social support: Help and support from colleagues, colleagues willing to listen about other people work-related problems, getting help and support from managers who are willing to listen to their work-related problems, support and encouragement from supervisors/co-workers, relations with superiors, feeling a lack of support, criticism in front of colleagues, supervisor considering the well-being of employees/paying attention to what they are saying/helps to get the job done/make people work together very well, relationship among employees.

High job insecurity, frailty because of unexpected changes at work, uncertainty about restructuring operations, mergers or takeovers concerning the organization, instability at work. Responsibility to work increased in value by the executives/society when all is said in done/great future opportunities in work, great compensation, contrasted with most different associations, working at the organization is appealing (Jarinto, 2011)

Multinational Corporation (MNC) job culture that encourages diversity and employee involvement is critical for the management of a successful and diverse workplace (Delancey, 2013). To improve organizational culture and workforce diversity, many MNCs in different countries have implemented and evaluated diversity initiatives that may enhance work–life balance, training and career development (Palthe, 2014). Organizations in western contexts are considered as being more mindful of discrimination issues regarding age, gender, disability and race than organizations in non-western contexts with earlier legislation about discrimination (Lawler, 1996). Communication between cultures in MNCs has been challenging due to a gap in cultural values and management styles (Cho, Park, Han, & Ho, 2019)

Nowadays, the ability to communicate effectively can be a challenge in a global environment. Although when two parties speak in the same language, there are

still being misunderstanding due to ethic and cultural differences. There are researches and findings that show how poor communication can lead to poor company performance. So it is crucial for company to understand the impact of globalization on cross-culture communication and it is vital for organizations looking for creating a competitive advantage in the global market. MNC must understand how to communicate with employees and customers from different cultures in order to fulfil the company's missions and gain values for stakeholders. Even though culture clash or misunderstood that can potentially lead to obstacles for employee to overcome this organizational cultural stress (Rani, Zuber, Yusoof, Zamziba, & Torir, 2016)

Usage of technology had a profound impact on how business communicate globally and market their products and services, on the other hand, employee also required to catch up the global technology trend and being challenging as a form of job stress.

## **2.6 Stress Handling Techniques**

### **Progressive Muscle Relaxation Technique (PMRT)**

Stress the executive's projects, for example, contemplation, yoga, mesmerizing, symbolism, muscle unwinding, have demonstrated improvement in positive adapting aptitudes. Dynamic muscle unwinding (PMR) method created by Dr. Edmund Jacobson is a strategy for decrease of pressure and uneasiness. At the point when the body is in a casual state, there is little muscle strain, prompting diminished on edge emotions. Fundamentally, a dynamic muscle unwinding activity includes deliberately choking and loosening up different muscle bunches from your feet upward or your head descending. This procedure is anything but difficult to learn and requires no consistent direction. Muscle strain goes with uneasiness; one can decrease nervousness by figuring out how to loosen up the solid pressure.

### **Mindfulness breathing**

The meaning of care in research, preparing and instruction is advancing; the most famous definition is "focusing with a specific goal in mind; intentionally, right now, and non-judgmentally". Care preparing includes developing the capacity to know about our present contemplations, emotions, substantial sensations with consideration and comprehension. It makes a mental 'space' between one's recognition (e.g., upsetting boost) and reaction (contemplations, discourse and activities). This

empowers us to react shrewdly rather than respond indiscreetly with negative feelings. In this way care preparing is possibly valuable in advancing prosperity and stress the board.

Research on the advantages of profound, thoughtful breathing uncovers prompt improved physical and psychological well-being, notwithstanding the notable advantage of physical unwinding. This breathing advances care, which carries our concentration to the present minute without judgment. Care decreases pressure, however can likewise improve positive feelings and personal satisfaction.

Countless investigations have been done to contemplate the anxiety of working ladies yet little is done to deal with this. Utilized ladies being available in each association structure a significant piece of that association as their work will influence the general work of the association. In this way their anxiety must be diminished quite far so as to get the ideal yield. Dynamic strong unwinding system and care breathing are anything but difficult to learn and are viable and financial methods of diminishing pressure. In this way these methods ought to be utilized in each private just as in the administration association to abridge the degree of worry so as to get the ideal yield. Present paper gives the observational proof that pressure can be overseen by PMRT and care breathing among utilized ladies (Kermane, 2016)

## **2.7 Stress Management: Coping Strategy**

Stress is regular to everybody. The force of pressure and the impression of stress are not quite the same as individual to individual, time to time and circumstance to circumstance. Despite the fact that there is distinction of adapting procedures, there are some basic adapting systems to carry on with a solid and prosperous life.

Lazarus and Folkman (1984) characterized that "adapting is where the individual continually changed his/her subjective and social endeavors to oversee explicit outside and inward requests, that are evaluated as saddling or surpassing the assets of the individual".

Other than the cognitive behavioral stress reduction (CBSR) approaches which depend on western model in which subjective intercession is significant part of stress the executives.

Reduction (MBSR) approaches established in eastern model are additionally applied for pressure the executives in ongoing times. At the point when arrived at the midpoint of crosswise over eight results (for example Seen pressure, discouragement,

mental prosperity, neuroticism, pigging out, vitality, torment, and care) identified with pressure, the impact size for upgrades was more than twice as enormous for the MBSR, as contrasted and the CBSR gathering.

Social pressure is connected to repeat of burdensome side effects, Jacobs (2012) directed an examination on 52 people with mostly transmitted gloom. The outcomes found that MBCT was related with diminished passionate reactivity to social pressure. Stress and personal satisfaction are connected. An investigation on 40 ladies and 20 men were having trouble. The outcomes showed a beneficial outcome of care put together intercession with respect to apparent pressure.

**Social support:** Concentrate on 232 more established open heart patients took an interest in social and local gathering system diminished their opportunity of passing on inside a half year of medical procedure. In such manner quantities found that person with strong relationship experienced improved mental and physical prosperity

**Relaxation Exercise:** Unwinding isn't just used to discharge the physical strain yet in addition improve the psychological prosperity. Unwinding activity might be classified into: Progressive muscle unwinding, Meditation and Autogenic preparing. In Progressive Muscle Relaxation explicit muscle gatherings are loosened up following substituting strain and unwinding of muscle gatherings. On other hand reflection includes a few systems which endeavor for centered considerations by undistracting different contemplations. In spite of the fact that it is eastern methodology of stress decrease still reflection practice is a worldwide marvel for overseeing pressure and uneasiness (Dimatteo & Martin, 2012). Autogenic preparing is a conduct method utilized for self-unwinding and the board of tension. Autogenic preparing establishes visual creative mind and utilization of verbal prompts for making the body warm and loose. This procedure includes bearings to control physiological reactions, for example, breathing, circulatory strain, heart beat and skin temperature (Crowther, 1983) (Ernst & Kanji, 2000).

**Time Management:** Time the executives preparing gives people aptitudes to alter exercises as for time. Time the executives includes expanding measure of practical time. Time the board for social changes in pressures the executives has been utilized including the methods, for example, setting up the rundown to do and organizing. Utilized time the executives' strategy and discovered compelling yields in

overseeing pressure and upgrading efficiency. A positive connection between time the board and stress the executives (Mahakud, Sharma, & Gangai, 2018)

Overseeing pressure is tied in with assuming responsibility: assuming responsibility for the people musings, feelings, timetable, condition, and the manner in which manage issues. A definitive objective is a healthy lifestyle, with time for work, connections, unwinding, and fun – in addition to the versatility to hold up under strain and address difficulties head on.

## **2.8 Review on Previous Study**

Work environment stress is a significant issue, and it has been proposed that gender orientation might be a significant statistic trademark to consider in the experience of pressure. As another perspective, it has been reported that having no differences between women and men concerning with workplace stress. Although both genders are exposed to the same stressors, women are also facing unique stressors. Feelings of anxiety were split into two levels, high and low pressure, and there were no significant differences among people in general.

Moreover, there were no significant effects of gender in the various marital status groups (married/cohabiting, single, widowed/divorced/separated). The pattern of stress across all age groups was very similar for males and females. Regarding education, there were significantly more males than females in the high stress group for employees without secondary school academic qualifications, but there were no significant differences in the other educational groups. In addition, there were significantly more females than males in the high stress group for socioeconomic status group, and the reverse was found in socioeconomic group (Gyllensten & Palmer, 2005)

It was also found that there were significantly more males than females in the high stress group for the lowest salary group. For all other salary groups, however, there were significantly more females than males in the high stress group, and this pattern increased with rising salary significantly more females than males in full-time employment were in the high stress category. Finally, no significant differences were found between the genders for any of the various job categories. In conclusion, there were no overall significant differences between the genders.

Nevertheless, different characteristics were found while analyzing the role of education, socioeconomic status and salary which were further analyzed Spielberger

& Reheiser conducted by a study with 1781 working adults, measuring gender differences in occupational stress using the Job Stress Survey (JSS) in American university and corporate settings. The JSS is a reliable measure of stress and it is a useful tool to measure occupational stress as it investigates both the perceived severity and the frequency of effected stressors. The quantity of people were moderately equivalent, however, almost twice number of guys were in the higher occupational group, and over twice as of females were in the lower occupational group.

As further findings, there were no significant differences in the overall stress levels for the two genders, although occupational level was highly significant with managerial/professional participants reporting more frequency of the stressors compared to clerical/maintenance workers.

By means of the numbers of dual-earner households are growing, the potential struggles between the demands of family and career are also rising - these conflicts being well documented for both women and men. Work and family conflict, as a stressor, related to negative impacts including reduced life satisfaction, lower mental health, and decreased productivity, and it is therefore of great concern for both organizations and individuals. Despite the fact that, there have been enormous changes in family structure and ladies' work power cooperation, there have been just minor changes in duty regarding household tasks. Ladies keep on being facing for most of household errands and being in this way encountering the pressure of adapting. Women are additionally bound to take on other family-related jobs, for example, thinking about older caring, and finding suitable childcare.

The workplace is often shaped as gender neutral by management, but evidence suggests that gender bias exists, and this bias contributes to working women's unique stressors. Lack of career progress has been suggested as a major source of work stress for women and it has been linked to negative health consequences and reduced satisfaction.

Studies proved that women are less likely to be promoted than men in professions such as engineering and medicines. However, the female managers experienced lower salary increases, less management promotions, and lower hierarchical levels in comparison to male managers with similar education, experience, age, performance and career path.

In general, differential results comparing the two genders in terms of psychosocial variables (example ones such as general intelligence, or verbal and

mathematical abilities; affective-motivational ones such as anxiety or self-esteem; social ones such as aggression, help behavior, conformity, non-verbal communication) are complex and contradictory, with an etiology based on a mix of biological and social factors (Bonilla, 2004). Review of previous studies conducting for stress of working women and influence effect of gender equality within work place is as described.



## **CHAPTER III**

### **BACKGROUND AND WORKING CULTURE OF MULTINATIONAL CORPORATION**

#### **3.1 Background of Multinational Corporation**

Multinational corporations (MNCs) are global organizations with tremendous economic power and this giant companies have been shifting their geographical portfolio from nation state then highly accelerated to global state since 1980s as communication culture of the world is firmly connected between countries across the globe. Some multinationals corporations employ more diversity people whereas buy and sell huge different types of products or services outside their own region as the result of the growth of global integration of material production internationally and invention and innovation of technology within multi system users. Thus become the classical concept of “borderless world” in this modern world.

However the trend of business tends to “borderless world”, there have still finding some limitations in order to fully accept the concept of borderless world and there have been much discussing for this topic within recent years. It is obvious that the constraints of geographical understanding stay still then trading culture and investment is influenced by some robust locational business patterns, which is strongly indicate that regionalized business is more effective than globalized business for the world. The power between national companies and regional entities creates more challenges as larger size and bigger international scope of global corporations leads to the business structure of “regionalization” of manufacturing and some experts revealed the “semi-globalization” models ( Jones , 2005)

MNCs are trying to do investment in developing countries according to their regionalized business approach and such powerful organizations carried out their activities within new territory in such cases, there are some concerns arise about the danger of foreign domination of the economy and the political aspects for the host countries. Foreign Direct Investment (FDI) which come with MNC activities promotes neo-colonialism and neo-imperialism. Despite such warnings, some developing countries have actively promoted FDI, and have still managed to use it in

consonance with their national economic plans. In Asia region, there are some countries which also called Newly Industrializing Countries (NICs) such as South Korea, Malaysia, the Philippines, Singapore, Taiwan, and Thailand have big issues with respect to FDI culture. The nature of the interplay of MNCs with the host governments is also key factor to consider and the newly industrializing countries of Southeast and East Asia hosted a significantly large amount of FDI in the last decade.

### **3.2 Multinational Corporation in Myanmar**

Myanmar has experienced different monetary frameworks. Subsequent to recovering freedom in 1984, the historical backdrop of Myanmar economy might be partitioned into three periods. The main time frame (1948 to 1962) was a time of market economy. The national government permitted the market powers to assume a main job in the improvement procedure. The subsequent period (1962 to 1988) was a time of halfway arranged economy dependent on extraordinary patriotism and controlled approach was actualized. The period from 1988 to the present is the third time of Myanmar economy. Since 1988, the legislature has been attempted change measures for setting out the market arranged financial framework to capture the decay and spike prompt monetary recuperation. It changed the rural division, extended the job of the private segment and opened the economy to outside speculators. (Chaw Lwin Nu, 2015)

In 1962 the Revolutionary Council took over power. The Government's arrangements were Burmanization, midway arranged communist framework, and an internal looking procedure of independence. Outside organizations including joint endeavors, banks, organizations, ventures and every one of the undertakings in remote exchange, residential wholesales and even retail exchange, ranger service, fishery, mining just as medical clinics and schools were nationalized. In spite of the fact that nationalization, the administration additionally prevailing with regards to consummation the strength of Chinese and India business people and businesspeople in Myanmar.

Myanmar's development has been compelled by many years of political flimsiness, government bungle, and disengagement from the global network. Be that as it may, since the administration received a progression of political, monetary, and regulatory changes in 2011, the nation's development has extended quickly. Progressive governments have sought after market advancement, opening up a scope

of divisions to private business and remote speculation. The facilitating of authorizations prodded a surge of enthusiasm into the nation as one of the last Asian boondocks markets. (Soe Myint, 2016)

Foreign direct investment (FDI) is anticipated to increment as the administration drafts and upholds business-accommodating measures. Another Myanmar Investment Law (MIL) was established in April 2017; the law consolidates parts of the past Foreign Investment Law of 2012 (FIL) and Myanmar Citizens' Investment Law of 2013, and is pointed incompletely at giving more chances to remote firms. Independently, another Myanmar Companies Law was passed in 2017 and became effective in August 2018, supplanting to some degree the 1914 Myanmar Companies Act. The new law means to fortify the Myanmar economy by making a lot of clear, straightforward, and predictable guidelines with improved corporate administration and responsibility.

The Myanmar Investment Law and related Investment Policy of 2016 both pressure the administration's enthusiasm for mindful business direct, and 'dependable and commonly gainful outside venture'. Given the still noteworthy partner and human rights dangers for financial specialists in Myanmar, including the effect of ethnic clash and the emergency in Rakhine State, just as the inheritances of quite a few years of military principle, speculators would likewise be shrewd to lead powerful mindful business due steadiness, utilizing direction from bodies, for example, the OECD. Working together capably will pay focused profits as far as getting a solid social permit to work.

### **3.2.1 Type of Multinational Corporation**

#### **(i) Joint-Venture (JV)**

Joint Venture is two or more companies from different jurisdiction (such as Foreign Company venture with Myanmar Company) venturing into project with contractual arrangement which aims to undertake a specific task. In the moment of August 2018, Joint Venture Company set up between a Burmese lady and her Singapore business partner was being the start-up point of Myanmar's JV culture. The shareholding structure (65% - 35%) need to be fixed in order to register in DICA as a local company and receiving the approval from DICA has become the background history of JV implementation in this country whereas marketing communication business followed by automotive business and further more.

For those that are not familiar with the new Myanmar Companies Law 2017 – a JV company with a 65% - 35% shareholding structure between Myanmar citizen and foreigner respectively is treated as a “local” company. That means that the JV Company is able to apply for an import permit; hold land, building or other immovable assets; and it can apply for business permits that are only issued to Myanmar citizen. This structure is ideal for Myanmar citizen that wants to enter a new area of business but do not have the capital or the technical knowhow for that industry.

Take note that a 100% foreign owned company or a foreign JV where the Myanmar citizen’s equity share is <65% of total equity is not eligible to apply for import permit (in general) or hold land/building as assets (Source: <https://consult-myanmar.com/joint-venture-company-with-shareholding-structure-of-65-vs-35-myanmar-citizen-to-foreign-ownership/>)

Unprofitable state-owned factories will cooperate with the private sector as joint venture investments for the sake of sustainable benefit in lieu of selling the factories as a part of Private Public Partnership (PPP) Program of Myanmar Government. Tenders was called for joint ventures for the 44 state-owned factories then Long- and short-term leasing permits for a minimum of 10 years to a maximum of 50 years for local and foreign companies were on offer as governmental JV.

A Join Venture can be register under Myanmar Companies Act regulated under the Myanmar Foreign Investment Law. The amount for registering a Joint Venture company is USD \$50,000. There is option of remitting the first USD \$25,000 initially, and the other half of \$25,000 to be remitted before the Permit (Form 1) expired. The amount is allowed to use on company operating expenses.

Under the Myanmar Companies Act, a Joint Venture Company is required to obtain a Form 1 permit. A Form 1 permit is generally renewable every five years and requires approval by MIC. At present, no registration certificates or permit for a foreign trading company (distributing and selling products) are issued or renewed. The government did not announce any notification of such prohibition. A limited company has both memorandum and articles of association. The articles of association may include special voting rights and other minority shareholder protections. There are no nationality or residence qualifications applicable to directors unless otherwise prescribed in the articles of association. (Source: <http://www.yangonsetup.com/joint-venture>)

## **(ii) Foreign Direct Investment (FDI)**

Foreign Direct Investment (FDI) in Myanmar increased by 428.41 USD Million in November of 2018. Foreign Direct Investment in Myanmar averaged 526.60 USD Million from 2012 until 2018, reaching an all-time high of 3821.91 USD Million in March of 2016 and a record low of 3.14 USD Million in June of 2016. ((Source: <https://tradingeconomics.com/myanmar/foreign-direct-investment>)

### **3.2.2 Most Invested Sector**

The most foreign investment sectors are oil and gas, infrastructure, real estate and hotels and tourism. The increasing of the foreign investment on above sector is about USD 1.4 billion in 2012-13 to under USD 5.8 billion in 2017 – 18. Myanmar Government was give the permission to Multination Corporation and Joint venture companies, 100% investment on retail and wholesale sector on 9<sup>th</sup> May 2018.

Myanmar Government have been approved to invest minimum capital USD 5 million for foreign owned wholesalers and USD 3 million for foreign retailers, excluding the value of the land rental. According to the investment law, local partner must have at least 20% share and minimum USD 2 million in capital and Joint venture retailer must have least USD 700,000.

Myanmar government have been allowed to open foreign bank to provide the retail financial service to grow up the financial sector, according to the Central Bank Directive No. 3 dated 8<sup>th</sup> November 2018. The number of Multinational Corporation as of 30<sup>th</sup> November 2017 in Myanmar is described by sector in table (3.1).

**Table (3.1) Number of MNC Companies by Sector in Myanmar**

<b>Sr</b>	<b>Sector</b>	<b>Permitted Enterprises</b>		
		<b>No</b>	<b>Approved Amount</b> (US \$ in million)	<b>%</b>
1	Oil and Gas	154	22410.368	29.95%
2	Power	15	20715.131	27.68%
3	Manufacturing	832	9295.995	12.42%
4	Transport & Communication	54	8786.835	11.74%
5	Real Estate	48	4816.508	6.44%
6	Hotel and Tourism	71	3004.448	4.01%
7	Mining	71	2898.916	3.87%
8	Livestock & Fisheries	45	574.475	0.77%
9	Agriculture	25	381.153	0.51%
10	Industrial Estate	5	237.150	0.32%
11	Construction	2	37.767	0.05%
12	Other Services	88	1673.008	2.24%
	<b>Total</b>	<b>1410</b>	<b>74831.754</b>	<b>100%</b>

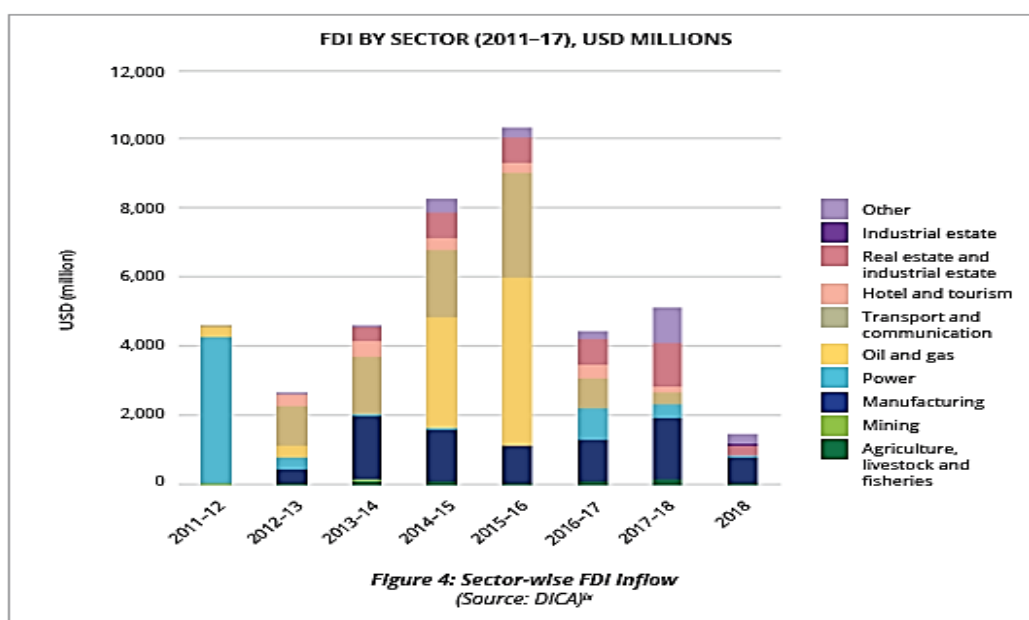
Source: DICA

**Table (3.2) Yearly Approved Amount of Foreign Investment (By Sector)**

<b>Sr</b>	<b>Sector</b>	<b>1988-89 to 2010-2011</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018 (4 to 9)</b>
1	Agriculture	173.101	-	9.65	20.269	39.666	7.18	-	134.49	10.65
2	Livestock & Fisheries	315.408	-	5.6	96.016	26.861	8.25	96.678	27.661	32.955
3	Mining	2794.463	19.897	15.334	32.73	6.259	28.923	-	1.31	6
4	Manufacturing	1738.593	32.254	400.72	1823.9	1502	1069.8	1179.5	1769.2	706.68
5	Power	14523.365	4344	364.2	46.511	40.11	360.1	909.88	405.77	92.68
6	Oil and Gas	13815.375	247.7	309.2	-	3220.3	4817.8	-	-	-
7	Construction	37.767	-	-	-	-	-	-	-	-
8	Transport & Communication	313.272	0.634	-	1190.2	1679.3	1931	3081.1	901.64	314.16
9	Hotel and Tourism	1064.811	-	300	435.21	357.95	288.4	403.65	176.77	9.536
10	Real Estate	1056.453	-	-	440.57	780.75	728.68	747.62	1262	280.38
11	Industrial Estate	193.113	-	-	-	-	10	-	34.037	34.481
12	Other Services	23.686	-	14.766	18.534	357.32	235.96	231.32	1005.3	277.18
	Total	36049.407	4644.5	1419.5	4104	8010.5	9486.1	6649.8	5718.1	1764.7

Source: DICA

**Figure (3.1) Foreign Direct Investment by Sector (2011-2017)**

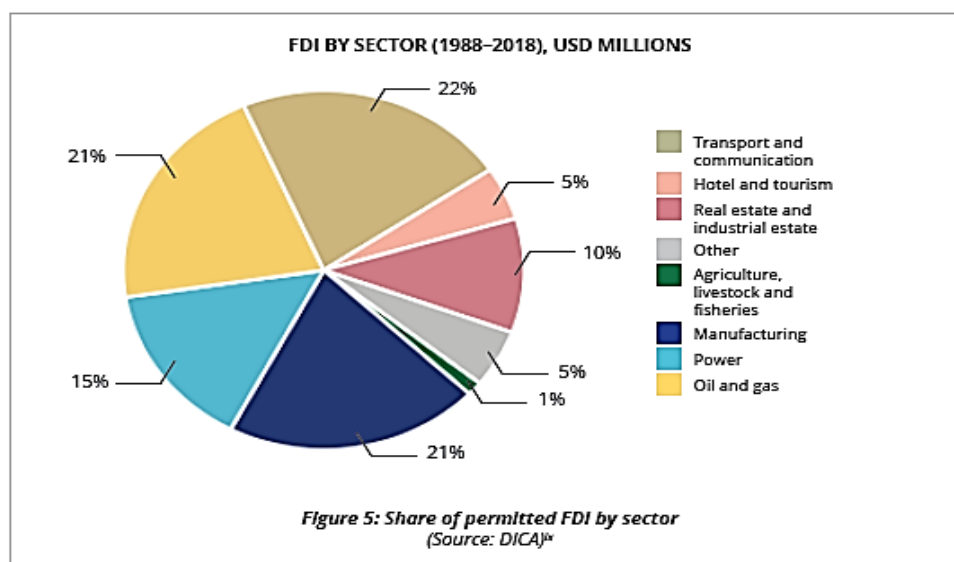


Source: DICA

Foreign investment in Myanmar are mainly contributed as 12 sectors according to the statistic of Myanmar Investment Committee (MIC).

The following chart breaks down FDI by sector. The four largest sectors are: oil & gas, power, manufacturing, and transport & communication; they account for almost 82% of the total FDI inflow. Several key communications and oil and gas projects contributed to the large approval totals in 2014–15 and 2015–16.

**Figure (3.2) Share of Permitted FDI by Sector (1988 – 2018)**





Source: DICA

### **3.3 Stress and Working Culture of Multinational Corporation**

Most of the working women are facing the stress in different way and trying to release their stress in multiple approaches. In this situation, the women are struggling to manage multi-task at work, language barrier, different working style and culture of international / cooperate management style, facing challenges with new technology and system, have to take ownership for their task, all the MNCs are result oriented organization & dynamic culture, need to work with speed, tight schedule of assigned tasks, job overload, a lot of guideline, policy and procedure need to follow. All the above reason are creating the stress to working women at MNCs. In order to work at those kind of dynamic organization, the working women obtain both advantage and disadvantage.

For the advantage, they can manage multi-task not only in the job but also in their personal life, good income plus other employee benefit, improve their skill and performance and also can compete with other nationalities from other countries, develop the knowledge about new technology trend and opportunities to relocate at other countries with higher position and higher pay.

For the disadvantage, most of the women are struggling with the stress and facing mental issue, health impact and their family also got impacted from them. The worst case of getting the stress is job evaluation from supervisor, subordinate and staffs because most of the MNC Company have job evaluation culture and that evaluation link with their performance, yearly salary increment and Bonus. When they focus on their performance to be good they have lack of family time and got the complaint from family members and friend. Some of the women may not have time for themselves to be happy and they cannot have work-life balance.

## **CHAPTER IV**

### **SURVEY ANALYSIS**

In this survey, over two hundred respondents of working women at Multinational Corporation in Myanmar have participated in both online survey pattern and questionnaire paper base method.

#### **4.1 Survey Profile**

This study was conducted on the 223 respondents who are working in the industry of Multinational Corporations in Myanmar whereas containing companies from logistics, supply chain, telecommunication, insurance and banking industry and included participants who are staffs, from senior level until management level selected by random sampling. Detail lists of the Multinational Corporation in study area are mentioned in appendix.

In total, 223 working women who are working only in Multinational Corporations were contacted by e-mail or paper in order to participate in this study from Myanmar.

Respondents' characteristics are mainly focused on the job position and age group while most of the respondents were asked to indicate whether stress increased, decreased, or had not change their work performance according to stress condition. They were also asked to indicate whether they have children or not that would negatively impact of stress.

Response data accuracy can be reliable as these working women are willing to contribute in analysis for stress which is a common suffering from working and personal life in modern age.

## **4.2 Survey Design**

The random sampling was applied to this study. In stage one, the researcher random the companies which are approved and permitted by MIC in Myanmar. In stage two, all the participants of this study are from entry level to top management level working at Multinational Corporations in Myanmar and these employees have been employed for at least one year in these organizations.

In stage three, the questionnaires were distributed as random sampling to organization which are Multinational Corporation.

This study used questionnaire consists of multiple choices and it has distributed to all female employees working in Multinational Corporation mostly from Yangon. The sample size is 223, which is calculate by Cochran formula.

Based on theoretical calculation, minimum sample size 204 is enough but actual data collection is carried out by 223 respondents.

The questionnaire was divided into 3 parts. Part A consisted general information of the respondents. Part B consisted stressor analyst and part C consisted the stress managing techniques.

## **4.3 Survey Results**

The analysis of data was structured in accordance with the requirements of the specific research questions. Correlation Coefficient was also used to test the adequate relationship between cause and impact of stress generating factors. Data analysis tools pack of Excel (correlation and linear analysis method) was used for the inferential statistical analysis. Evaluation of stressors and the outcomes will be followed by separate session.

### **4.3.1 Characteristics of the Respondents**

Generally, all the participants of this survey are working women who have to deal with dynamic working culture in their daily life and gain a lot of stress. Characteristics and contribution of respondents based on their Job Position and Age Group will be described in Table (4.1) and detail interpretations have followed by charts and figures.

**Table (4.1) Characteristics of the Respondents**

Description	No. of Respondents	Percentage
<b>Job Position</b>		
Director & Above	19	9%
General Manager	9	4%
Manager	73	33%
Staff	122	55%
<b>Total</b>	<b>223</b>	<b>100%</b>
<b>Age Group</b>		
20-30	124	56%
30-40	69	31%
40-50	17	8%
Above 50	13	6%
<b>Total</b>	<b>223</b>	<b>100%</b>
<b>Marital Status</b>		
Single	139	62%
Married	80	36%
Widow	2	1%
Divorce	2	1%
<b>Total</b>	<b>223</b>	<b>100%</b>
<b>Monthly Income</b>		
20 lakh & Above	21	9%
11 - 20 lakh	14	6%
5 - 10 lakh	60	27%
Under 5 lakh	128	57%
<b>Total</b>	<b>223</b>	<b>100%</b>

Source: Survey Data Collection

In general concept, job behavior and level of responsibility can be defined as the higher position in managerial role will obtain the bigger stress compared to junior level so that this study is mainly focused on respondent's job position to analyze stress. Junior level executive are the largest portion of respondents with 55%

contribution in this survey and followed by Manager Level, 33% and Director and above include 9% mixing with 4% General Manager Position.

According to the survey, respondent rate age between 20 years to 30 years are major respondents and the 2<sup>nd</sup> respondent are in age range of 30 to 40 years and the least resonances are above 50 years old women.

#### 4.3.2 Stressors Analysis

Conventional Stressors for working women are mentioned in Table 4.2 and can be considered as family and children matters are main stressors for working women in this modern life and workload seems to be manageable according to working experience and working environment.

**Table (4.2) List of Stressors and Respondents Behavior**

<b>List of Stressors</b>	<b>No of Agree Respondent s</b>	<b>No of Strongly Agree Respondent s</b>	<b>No of Neutral Respondent s</b>	<b>No of Disagree Respondent s</b>	<b>No of Strongly Disagree Respondent s</b>
Get enough sleep (7 hours), exercise and healthy food everyday	109	58	0	55	1
Activities and chores at home disturb you from getting sound sleep and make you feel tiredness	117	36	5	64	1
Have elders to look after at your home	108	36	2	76	1
Spend more time with family / beloved ones than working in daily life	94	42	0	86	1
Family support in career life and family	111	64	1	47	0

is happy with current job condition					
Spouse help you at your household work and support for office work (If any)	57	21	60	84	1

**Table (4.2) List of Stressors and Respondents Behavior (Continued)**

<b>List of Stressors</b>	<b>No of Agree Respondents</b>	<b>No of Strongly Agree Respondents</b>	<b>No of Neutral Respondents</b>	<b>No of Disagree Respondents</b>	<b>No of Strongly Disagree Respondents</b>
Any of your children have disability or special need (If any)	38	7	78	99	1
Feel comfortable in your work place	144	28	3	48	0
Personal or family worries and problems distract your job activities	84	15	1	123	0
Change in work responsibility (promotion) will lead to stress	102	34	4	83	0
Assigned work overload from job organization affect your personal life.	112	45	5	61	0
Overtime or long working hours (more than 10 hours per day) make stressful	88	84	2	49	0
Feel current salary earning is low	104	76	3	40	0

compared to family requirement					
Working environment feel unsafe / insecure / inconvenience to work	67	18	2	136	0
While evaluating your performance by others, does the negative feedback increase your stress	99	11	3	109	1

Source: Survey Data Collection

However, the level of stress impact varies depending on the job position of people and this study proved that junior job position women have more serious stress for their job performance though higher job level got bigger worry for their children and family.

**Table (4.3) Analysis Stressors Level of Respondents by Job Position**

List of Stressors	Director & Above		General Manager		Manager		Staff	
	Agree	Disagree	Agree	Disagree	Agree	Disagree	Agree	Disagree
Get enough sleep (7 hours), exercise and healthy food everyday	16	3	8	1	51	22	92	30
Activities and chores at home disturb you from getting sound sleep and make you feel tiredness	16	3	6	2	44	26	87	34
Have elders to look after at your home	12	7	7	2	43	28	82	40

Spend more time with family / beloved ones than working in daily life	14	5	5	4	39	34	78	44
Family support in career life and family is happy with current job condition	18	1	8	1	56	17	93	28



**Table (4.3) Analysis Stressors Level of Respondents by Job Position (Continued)**

List of Stressors	Director & Above		General Manager		Manager		Staff	
	Agree	Disagree	Agree	Disagree	Agree	Disagree	Agree	Disagree
Spouse help you at your household work and support for office work (If any)	7	2	3	2	24	35	44	46
Any of your children have disability or special need (If any)	2	3	1	5	11	44	31	48
Feel comfortable in your work place	18	1	7	2	53	17	94	28
Personal or family worries and problems distract your job activities	5	13	3	6	33	40	58	64
Change in work responsibility (promotion) will lead to stress	10	9	6	2	44	29	76	43
Assigned work overload from job organization affect your personal life.	9	8	6	2	50	22	92	29

Overtime or long working hours (more than 10 hours per day) make stressful	11	8	6	3	58	15	97	23
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**Table (4.3) Analysis Stressors Level of Respondents by Job Position (Continued)**

List of Stressors	Director & Above		General Manager		Manager		Staff	
	Agree	Disagree	Agree	Disagree	Agree	Disagree	Agree	Disagree
Feel current salary earning is low compared to family requirement	13	4	6	2	59	14	102	22
Working environment feel unsafe / insecure / inconvenience to work	2	16	0	9	32	40	51	71
While evaluating your performance by others, does the negative feedback increase your stress	1	17	4	5	35	37	70	51

Source: Survey Data Collection

As the result of stressors level analysis mentioned in Table (4.3), having child care issues within family makes working women serious stressful with highest percentage and this is mainly impact to manager level who are mostly age range between 30 and 40 years. For entry level staffs who are manager and staff level, they revealed that negative feedback about their working performance from others including unsafe and insecure working environment are the most effected stressor compared to higher job position employee.

#### **4.3.2 Stress Managing Techniques Analysis**

Maximum percentage of respondent have showed that smoking make them release stress other than instead of taking exercise and further stress handling approaches.

**Table (4.4) List of Stress Handling Techniques and Respondents Behavior**

<b>Stress Handling Techniques</b>	<b>No of Agree Respondents</b>	<b>No of Strongly Agree Respondents</b>	<b>No of Neutral Respondents</b>	<b>No of Disagree Respondents</b>	<b>No of Strongly Disagree Respondents</b>
I think smoking make me release from stress	146	44	0	32	1
When I got the stress I'm hanging out with my friend or colleagues	128	54	2	39	0
Some of the minor stress I'm trying to adept not to impact much	147	35	2	39	0
When I play sport or games, it make me release from stress	125	56	3	39	0
I use to sleep when I feel stress	123	53	0	47	0
When I feel stress I'm trying to talk with someone and that can reduce my stress	131	45	5	42	0
I'm trying to think positive way even someone come & talk with me bad manner	135	36	4	47	0
I'm finding the time to do my hobby and my interesting thing when I got the stress	132	36	4	51	0
I'm trying to avoid the action/think which one	116	49	3	54	1

will get stress					
Doing Exercise or Yoga make me release from stress	99	65	0	58	1
When I got stress I'm listening music or watching movie make me release from stress	80	83	0	60	0
I'm singing when I got stress	100	63	1	59	0

**Table (4.4) List of Stress Handling Techniques and Respondents Behavior**

**(Continued)**

<b>Stress Handling Techniques</b>	<b>No of Agree Respondents</b>	<b>No of Strongly Agree Respondents</b>	<b>No of Neutral Respondents</b>	<b>No of Disagree Respondents</b>	<b>No of Strongly Disagree Respondents</b>
When I feel stress I go to meditation center or I do meditation at home	104	53	1	64	0
I think the best way to release from stress is taking trip with my friend/family	72	84	1	65	1
Shout & crying make me release from stress	119	36	0	68	0
I don't take interest which can become as stress of me	131	19	8	65	0
When I got the stress I drink coffee, tea or alcohol	115	30	0	78	0
When I feel I got pressure or stress I'm playing with my pet	104	39	1	74	5
I'm running long distance till sweat to release my	112	28	2	80	0

stress and anger					
If I feel stress I do nothing that I think I can release from stress	116	15	0	90	2

Source: Survey Data Collection

This survey significantly proved that junior staff who are in young age group more prefer to do smoking to get relief from their stress then shouting and crying technique is common solution for all working women and taking trip is the not so favorable choice as of considering time and cost constraint.

**Table (4.5) Stress Handling Technique Preference Level**

<b>Stress Handling Techniques</b>	<b>No of Total Agree Group</b>	<b>No of Total Disagree Group</b>	<b>Total Agree Group (%)</b>	<b>Total Disagree Group (%)</b>
I think smoking make me release from stress	190	33	85.2%	14.8%
When I got the stress I'm hanging out with my friend or colleagues	182	39	81.6%	17.5%
Some of the minor stress I'm trying to adept not to impact much	182	39	81.6%	17.5%
When I play sport or games, it make me release from stress	181	39	81.2%	17.5%
I use to sleep when I feel stress	176	47	78.9%	21.1%
When I feel stress I'm trying to talk with someone and that can reduce my stress	176	42	78.9%	18.8%
I'm trying to think positive way even someone come & talk with me bad manner	171	47	76.7%	21.1%
I'm finding the time to do my hobby and my interesting thing when I got the stress	168	51	75.3%	22.9%
I'm trying to avoid the action/think which one will get stress	165	55	74.0%	24.7%
Doing Exercise or Yoga make me release from stress	164	59	73.5%	26.5%
When I got stress I'm listening music or watching movie make me release from stress	163	60	73.1%	26.9%
I'm singing when I got stress	163	59	73.1%	26.5%
When I feel stress I go to meditation center or I do meditation at home	157	64	70.4%	28.7%
I think the best way to release from stress is taking trip with my friend/family	156	66	70.0%	29.6%
Shout & crying make me release from stress	155	68	69.5%	30.5%
I don't take interest which can become as stress of me	150	65	67.3%	29.1%
When I got the stress I drink coffee, tea or alcohol	145	78	65.0%	35.0%
When I feel I got pressure or stress I'm playing with my pet	143	79	64.1%	35.4%
I'm running long distance till sweat to release my stress and anger	140	80	62.8%	35.9%
If I feel stress I do nothing that I think I can release	131	92	58.7%	41.3%

from stress				
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Source: Survey Data Collection

**Table (4.6) Analyst of Stress Handling Technique by Job Position (Director & Above)**

<b>Stress Handling Techniques (Director &amp; Above)</b>	<b>Agree Group</b>	<b>Disagree Group</b>	<b>Agree Group (%)</b>	<b>Disagree Group (%)</b>
Some of the minor stress I'm trying to adept not to impact much	18	1	95%	5%
When I feel stress I'm trying to talk with someone and that can reduce my stress	18	1	95%	5%
I'm trying to think positive way even someone come & talk with me bad manner	18	1	95%	5%
When I feel stress I go to meditation center or I do meditation at home	17	1	94%	6%
Doing Exercise or Yoga make me release from stress	17	2	89%	11%
When I got stress I'm listening music or watching movie make me release from stress	17	2	89%	11%
When I play sport or games, it make me release from stress	17	2	89%	11%
I think smoking make me release from stress	17	2	89%	11%
When I got the stress I'm hanging out with my friend or colleagues	16	2	89%	11%
When I feel I got pressure or stress I'm playing with my pet	16	2	89%	11%
I think the best way to release from stress is taking trip with my friend/family	16	3	84%	16%
I'm trying to avoid the action/think which one will get stress	15	4	79%	21%
I'm singing when I got stress	15	4	79%	21%
I'm running long distance till sweat to release my stress and anger	15	4	79%	21%
I don't take interest which can become as stress of me	14	4	78%	22%
I'm finding the time to do my hobby and my interesting thing when I got the stress	13	5	72%	28%
When I got the stress I drink coffee, tea or alcohol	13	6	68%	32%
I use to sleep when I feel stress	13	6	68%	32%
Shout & crying make me release from stress	12	7	63%	37%



If I feel stress I do nothing that I think I can release from stress	7	12	37%	63%
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Source: Survey Data Collection

**Table (4.7) Analyst of Stress Handling Technique by Job Position (General Manager)**

<b>Stress Handling Techniques (General Manager)</b>	<b>Agree Group</b>	<b>Disagree Group</b>	<b>Agree Group (%)</b>	<b>Disagree Group (%)</b>
Some of the minor stress I'm trying to adept not to impact much	9	0	100%	0%
When I feel stress I'm trying to talk with someone and that can reduce my stress	9	0	100%	0%
When I play sport or games, it make me release from stress	9	0	100%	0%
Shout & crying make me release from stress	9	0	100%	0%
Doing Exercise or Yoga make me release from stress	8	1	89%	11%
When I got stress I'm listening music or watching movie make me release from stress	8	1	89%	11%
I'm singing when I got stress	7	2	78%	22%
I'm trying to think positive way even someone come & talk with me bad manner	6	2	75%	25%
When I got the stress I'm hanging out with my friend or colleagues	6	2	75%	25%
When I feel stress I go to meditation center or I do meditation at home	6	3	67%	33%
I think smoking make me release from stress	6	3	67%	33%
I think the best way to release from stress is taking trip with my friend/family	6	3	67%	33%
I don't take interest which can become as stress of me	6	3	67%	33%
When I got the stress I drink coffee, tea or alcohol	6	3	67%	33%
I use to sleep when I feel stress	6	3	67%	33%
If I feel stress I do nothing that I think I can release from stress	6	3	67%	33%
I'm trying to avoid the action/think which one will get stress	5	3	63%	38%
When I feel I got pressure or stress I'm playing with my pet	5	4	56%	44%
I'm finding the time to do my hobby and my	5	4	56%	44%

interesting thing when I got the stress				
I'm running long distance till sweat to release my stress and anger	4	5	44%	56%

Source: Survey Data Collection

**Table (4.8) Analyst of Stress Handling Technique by Job Position (Manager)**

<b>Stress Handling Techniques (Manager)</b>	<b>Agree Group</b>	<b>Disagree Group</b>	<b>Agree Group (%)</b>	<b>Disagree Group (%)</b>
If I feel stress I do nothing that I think I can release from stress	50	7	88%	12%
I don't take interest which can become as stress of me	51	12	81%	19%
I'm running long distance till sweat to release my stress and anger	43	14	75%	25%
I'm finding the time to do my hobby and my interesting thing when I got the stress	55	18	75%	25%
Some of the minor stress I'm trying to adept not to impact much	57	19	75%	25%
I think smoking make me release from stress	63	24	72%	28%
Shout & crying make me release from stress	47	18	72%	28%
When I got the stress I'm hanging out with my friend or colleagues	58	27	68%	32%
When I got the stress I drink coffee, tea or alcohol	41	20	67%	33%
When I feel stress I'm trying to talk with someone and that can reduce my stress	50	27	65%	35%
I'm trying to think positive way even someone come & talk with me bad manner	45	25	64%	36%
I use to sleep when I feel stress	61	34	64%	36%
When I play sport or games, it make me release from stress	55	31	64%	36%
I'm trying to avoid the action/think which one will get stress	52	30	63%	37%
When I feel stress I go to meditation center or I do meditation at home	51	32	61%	39%
When I feel I got pressure or stress I'm playing with my pet	44	28	61%	39%
I'm singing when I got stress	51	33	61%	39%
Doing Exercise or Yoga make me release from stress	41	36	53%	47%

I think the best way to release from stress is taking trip with my friend/family	51	51	50%	50%
When I got stress I'm listening music or watching movie make me release from stress	47	48	49%	51%

Source: Survey Data Collection

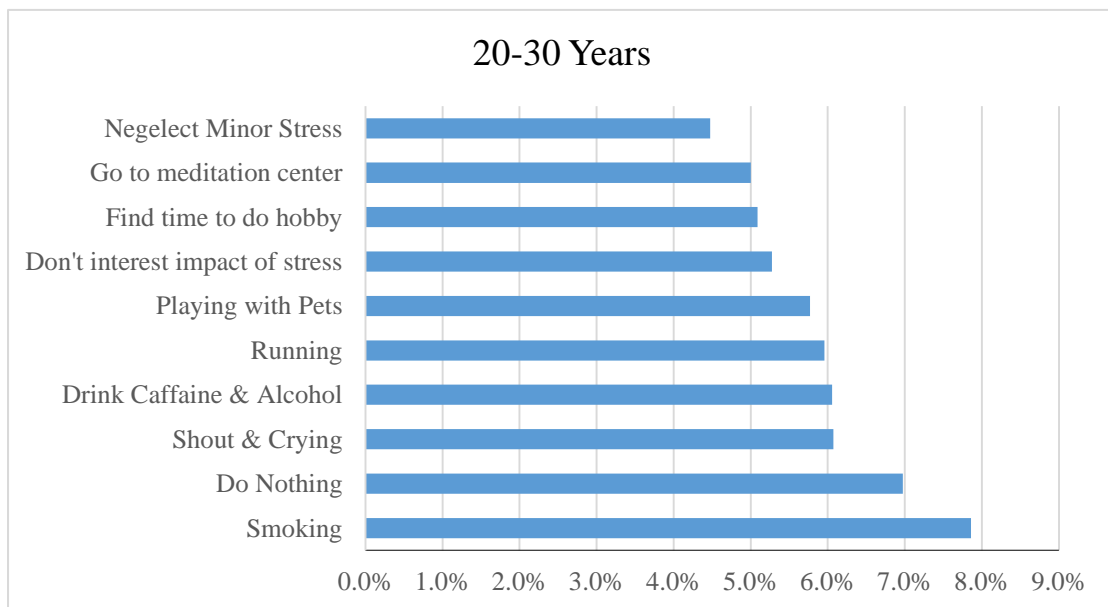
**Table (4.9) Analyst of Stress Handling Technique by Job Position (Staff)**

<b>Stress Handling Techniques</b>	<b>Agree Group</b>	<b>Disagree Group</b>	<b>Agree Group (%)</b>	<b>Disagree Group (%)</b>
I think smoking make me release from stress	104	17	86%	14%
I'm trying to think positive way even someone come & talk with me bad manner	102	17	86%	14%
When I feel stress I'm trying to talk with someone and that can reduce my stress	99	19	84%	16%
When I got the stress I'm hanging out with my friend or colleagues	102	20	84%	16%
When I play sport or games, it make me release from stress	100	22	82%	18%
Some of the minor stress I'm trying to adept not to impact much	98	24	80%	20%
Doing Exercise or Yoga make me release from stress	98	25	80%	20%
I use to sleep when I feel stress	96	26	79%	21%
I'm finding the time to do my hobby and my interesting thing when I got the stress	95	26	79%	21%
I'm trying to avoid the action/think which one will get stress	93	28	77%	23%
When I got stress I'm listening music or watching movie make me release from stress	91	31	75%	25%
I'm singing when I got stress	90	32	74%	26%
Shout & crying make me release from stress	87	35	71%	29%
When I got the stress I drink coffee, tea or alcohol	85	37	70%	30%
I think the best way to release from stress is taking trip with my friend/family	83	37	69%	31%
When I feel stress I go to meditation center or I do meditation at home	83	38	69%	31%
I don't take interest which can become as stress of me	79	37	68%	32%
I'm running long distance till sweat to release my stress and anger	78	43	64%	36%
When I feel I got pressure or stress I'm playing with my pet	78	44	64%	36%
If I feel stress I do nothing that I think I can release from stress	68	54	56%	44%

Source: Survey Data Collection

In further analyst of Stress Handling technique shown as either Senior or junior job position has also preferred to smoke to release stress, doing nothing is another second favorable option for people and followed by drinking coffee or tea and crying and shouting equally preference for all age group without depending on their job position. It can be known that preference of stress handling technique is distinct according to participant's age group categories and summary outcomes will be exhibited.

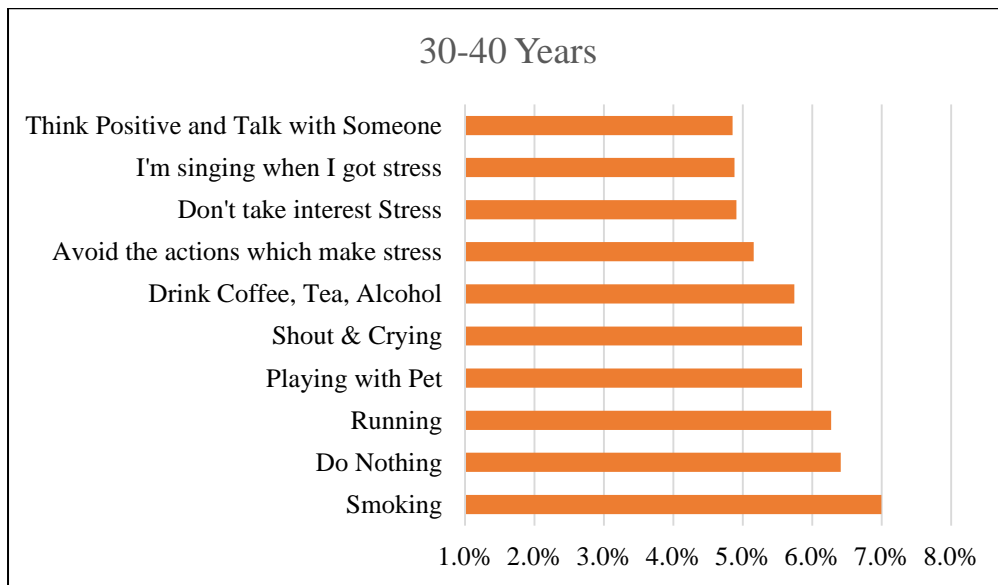
**Figure (4.1) Top 10 Stress Handling Technique of 20 – 30 Years Age Group**



Source: Survey Data Collection

Table (4.9) and Figure (4.1) have indicated how young women between 20 -30 ages release stress and smoking is leading option as result of their preference by 7.86% and keen to be doing nothing as secondly. Drinking caffeine and alcohol, running long distance, shouting and crying are the equally common stress release technique for youth according to the research though taking trip with friends and family is still least favorable option for this age group having limitation of time and earning of their job level.

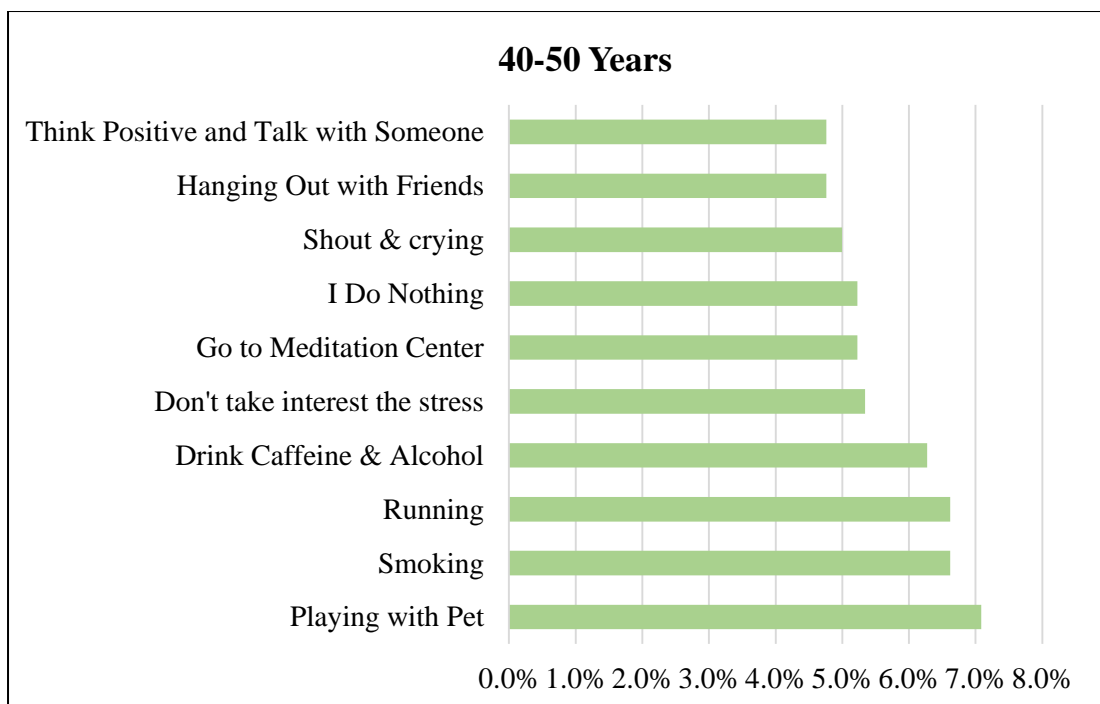
**Figure (4.2) Top 10 Stress Handling Technique of 30 – 40 Years Age Group**



Source: Survey Data Collection

Age group of 30 – 40 years who are mostly working as staff and manager, similar likeliness with age between 20 and 30 years old with considering smoking as being good way to stress relief technique and only regarding playing with pet as differently with youth.

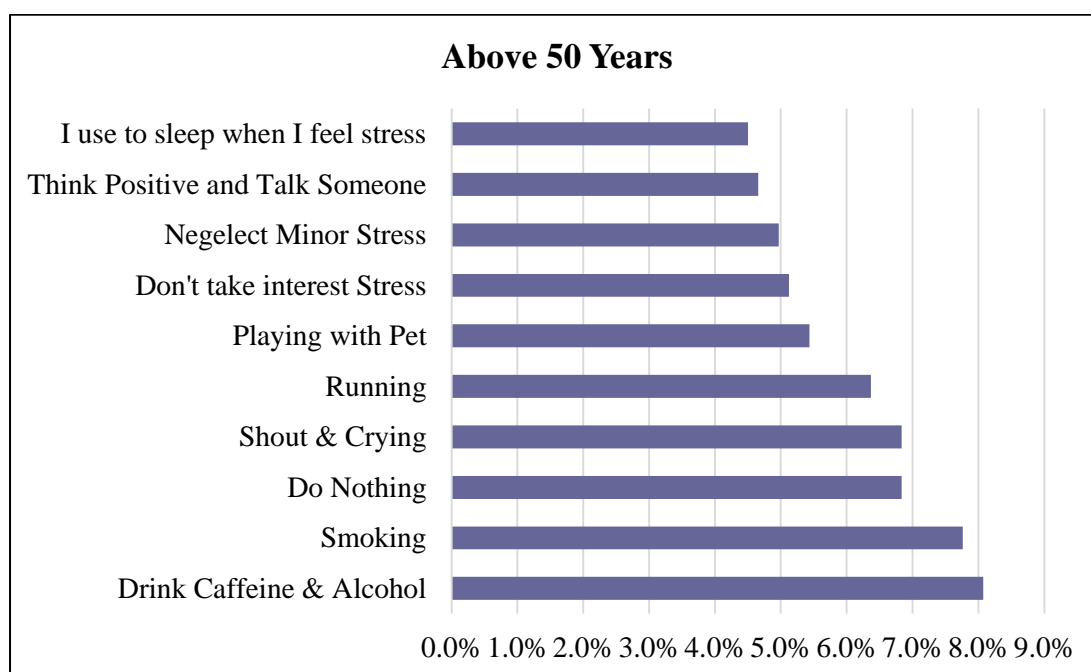
**Figure (4.3) Top 10 Stress Handling Technique of 40 – 50 Years Age Group**



Source: Survey Data Collection

Being stable job experience and mature age group of 40-50 years have different attitude concerning about stress and they prefer Playing with Pet and doing exercise like running long distance other than smoking. Another interesting outcome is that this respondent group is likely not to take interest the stress option showing with 5.34% of respondents which is within top five favorable option that can be seen in Table and comparison in Figure

**Figure (4.4) Top 10 Stress Handling Technique of Above 50 Years Age Group**



Source: Survey Data Collection

Drinking caffeine and alcohol is the most preferable stress handling technique according to the result of the age group of above 50 years mentioned in Table 4.9 with 8.07 % contribution. Moreover, smoking is still higher proportional factor for stress relief in this age group as well.

### 4.3.3 Stress on Health Impact Analysis

Most people believed stress make their health negative impact and among working women, 83% response health impact of mental/ emotion and headache are mainly comes from stress and there is least impact on body pain.

**Table (4.10) Characteristics of Respondent's Stress Impact on Health**

Description	No: of Respondent	Contribution of Respondents	Frequency of Respondents Agreed on Stress have Impact on specific Body Parts			
			Mental/Emotion	Headache	Body Pain	Skin
Agree Stress have impact to health	185	83%	124	126	58	62
Disagree Stress have impact to health	38	17%	-	-	-	-

Source: Survey Data Collection

According to further analysis by category of participants job position and their stress level, this can be determined that highest percentage of people are considered that they got impact the mental and emotional but the lowest percentage of people are assumed that not much impact on body pain due to the stress.

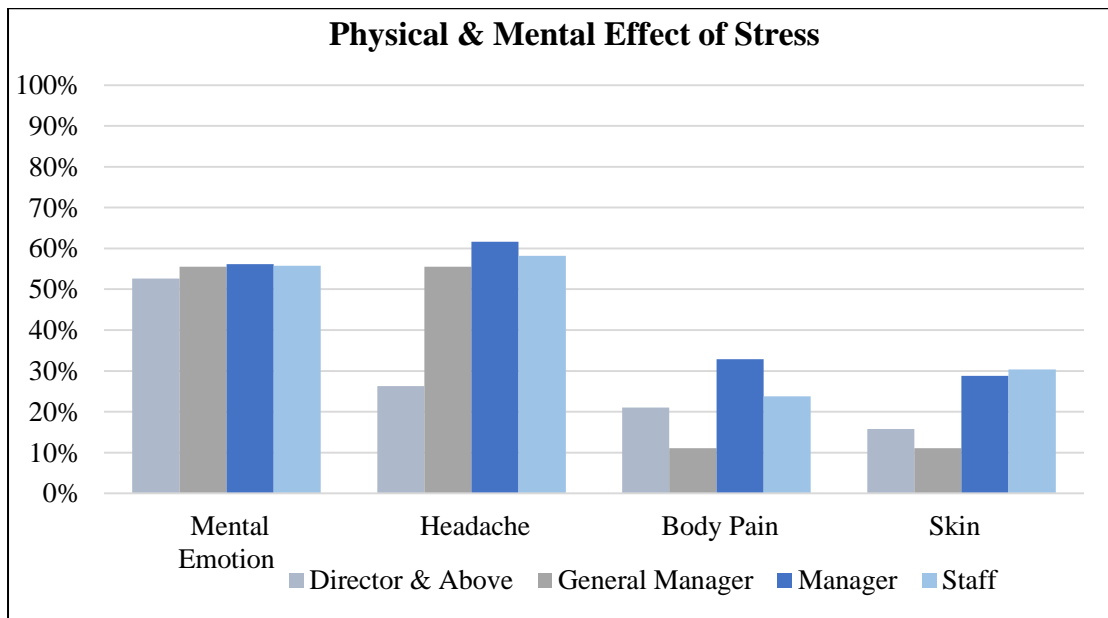
**Table (4.11) Physical & Mental Effect of Stress analyzed by Job Position**

Job Position	Total Respondents	Mental Emotion	Headache	Body Pain	Skin
Director & Above	19	10	5	4	3
General Manager	9	5	5	1	1
Manager	73	41	45	24	21
Staff	122	68	71	29	37

Source: Survey Data Collection



**Figure (4.5) Comparison of Physical & Mental Effect of Stress**



Source: Survey Data Collection

Director and above level response that the most impact is on their mental and emotional however the respondent of the staffs level are got impact on their physical like headache, body pain and skin. Among the physical impact, Headache has been considered as most significant issue suffering for their job which have been indicated in Table 4.11 and comparison of physical and mental effect between senior job position and junior working women also being described in Figure

Survey analysis result of stressors, stress handling techniques and how stress impact to health of working women in multinational organizations have been briefly summarized in this chapter.

## **CHAPTER V**

### **CONCLUSION**

This chapter is about the conclusion of stress management of working women at Multinational Corporation in Myanmar and it is also included the recommendation the way of stress management.

#### **5.1 Findings**

In this study area, the women who working at Multinational Corporation are impacting the stress because of the 3 main factors as following; 1. Child care family matters 2. Negative feedback of performance evaluation and 3. Job Position.

Generally family remains priority for women and the result of first analysis proved children make stress for women, in the situation of lacking support from their spouse, family, parents and their in-law, they have received more stress. However, being as mother need to take care of their children but also have to go to the work as well. Even they can hire the baby sitter and helper, they still have stress in order to earn more income and hence their job position stabilization and to maintain good working performance at job will become bigger stress for them. Outcomes of this study also proved most of the working women are facing the stress more on family problem and they are unable to balance the family and job so that they got impact of stress and job performance evaluation feedback is considered as main stressor for working women.

As additional highlight point of this study when women got the performance evaluation feedback from their manager, colleagues and subordinate. Especially for the negative feedback they feel huge stress and even they feel mental down then leads to the depression, in additionally negative feedback make them pull back to demotivation stage and further stressors involved in ruining their health accordingly.

Job Position is also firmly considered as making the women get more stress than men nevertheless the world have no gender discrimination in working environment, women stayed struggling in feeling unsafe condition, insecure at job compare with men and impact of the family issue are also effected at the work place.

This condition will be more serious when a lady taking the role of higher responsibility with higher management level.

Long working hour also create stress to working women as even they cannot spend the time with beloved family or beloved person, friend for social and spending their time on the day to day working life cycle.

Another result find out is that women are satisfied with their income and that not much effected on their stress that is totally different with general concept and understandings as the study area of this research was focused to Multinational Corporation whereas the different perspective might be happened if survey collection change to targeted study area.

Comparison of Stress level analysis showed by Job Position such as Director & above and General Manager position agreed that they got impact mainly on their Mental and Emotional cause stress though the Junior position in such of staffs level feel that they were suffered mostly Headache and they have effected on other body pain and skin as well.

Another unexpected result was revealing which is how to release stress is more interesting. Because the result is surprisingly coming out with the “SMOKING” make them release from the stress.

Summary result of above finding significantly indicates that working women at Multinational Corporation and most of the impact of stress are mental break-down and headache.

## **5.2 Recommendations**

In this research, general root cause of stress formed on the women but they cannot avoid these key stressor in their personal real life whereas they need to understand and try to manage their stress by practicing some coping strategies that will be recommended.

Instead of doing improper way for stress releasing, people should better try contemplation in order to improve their positive way of thinking, relax the body and peace their mind. Exercise can also be one of the best stress relief technique that preferred by experts and it make body's well blood circulation and stimulus to the brain with good thoughts.

In addition, according to outcome of this study crying, shouting and singing are the easy and common technique to release short term stress. As a final

recommendation, Travelling and exploring new places solo, with family or with friends will support ones' body and mind to be refreshed and increase work-life balance rhythm for human.

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