

Abstract

The overall objective of this study was to examine the relationship of career women demographic profile, work related stressors and stress management strategies. In order to understand the relationship of these variables, relevant theories and concepts were reviewed and synthesized to form the theoretical and conceptual framework. The demographic variables like, age, marital status, religion, educational attainment, position, length of service, faculty, hours work per work and income are consisted in this study. Work related stressors consisted of four main stressors namely physical environment stressors, role related stressors, interpersonal stressors and organizational stressors. Stress management strategies comprised of time management and organizational management strategies. A questionnaire consisting of seventy-one questions was designed based on the conceptual framework. The respondents of this study were career women working for Assumption University. Three hundred and Eighty-Five sets of questionnaires were distributed to career women in the sampling frame. Two hundred and seven completed questionnaires were returned, representing fifty four percent of the returned rate of the total questionnaire. The results of the research indicated that marital status had relation with physical working condition. Likewise, faculty and hours work per week had a significant relationship with conflict. Research evidence indicated that marital status and income had a significant relationship with role ambiguity. The research also showed that age, marital status, experience, hour work per week and income had a significant relationship with overload. It was also interesting to find out that age, marital status, faculty and time management had relation and religion, educational attainment and faculty had relation with organizational strategy. The research also showed that a significant relationship with work related stressors (physical working environment and conflict) with time management and all work related stressors (physical working environment, conflicts, role ambiguity and work overload) had a significant relationship with the organizational strategies. One of the significant findings of this study revealed that role ambiguity and work overload had a strongest correlation with

each other. Research evidence indicated that stress management strategies having found significantly related to work related stressors. The conclusion that flowed from the findings was that the career women in this study could balance their work and home demand. It could be a guide for career women to engage more with time management and get supported from the organization to improve their job performance.