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Examining the Relationship between Work-family conflict and Organisational role stress on Life satisfaction among women professionals in Chennai city

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Abstract

The aim of the study is to investigate the intensity of work-family conflict creating Organisational Role Stress, and to identify the ORS among women professional and also to study about the relationship between life satisfaction and ORS. The data were collected from 491 women professionals using anonymous questionnaire. The results of the research found that stress among women are greatly depending on work-family conflict. Doctors were more stressed than any other and there is no significant relationship between ORS among women professionals and also there is no significant difference between stress and outcome variable life satisfaction. The introduction of more flexible work schedules produced positive benefits for employees and a stress management training programme are some of the recommendations provided. Once the employees are happy in their work environment their life satisfaction will increase.

Key words: Work-family conflict, Organisational role stress, Women professionals, Life satisfaction.

1. Introduction

Balancing work, house work and child care responsibilities can become strenuous which can result in work-family conflict. This can be very costly to both organisations and employees within them (Posig and Kickul, 2004). The permeable boundaries between work and family roles induce stress spillover from one domain to the other. The major reasons for such role conflict are the increase in number of Dual-career families. Most men and women today are not clear about societal roles and the concept sharing the family system. So life in such a situation results in work family issues which ultimately lead to stress. At work place, stress related to the role performed by the employee in the organisation is one of the important determinants of successful adjustment and subsequent performance of an employee. Today stress has become a condition of living, a condition that cannot be eliminated from life.

Studies have generally shown that stressors embedded in work (or) family role are detrimental to psychological well-being. Life satisfaction is defined as "having a favorable as a whole attitude towards one's life as a whole". It will be impossible to take the concept of life satisfaction independent from business life, because business life which holds a significant place in general life span of individuals takes place among the foremost factors affecting satisfaction of life. Satisfaction is fulfillment of expectations requirements demands and wishes. Satisfaction of life refers to wellbeing from different aspects such as happiness, morale etc and to be in daily activities is dominance of positive feelings over negative feelings (Sahin, 2008). Thus Otis & Pelletier (2005) consider it important to study harmful effects of stress. When the stress decreases in occupation the level life satisfaction will increase.

This study targets the women professionals working in Chennai city and examines their work-family conflict experiences. The aim of the present research is under taken to identify the variables which cause organisational role stress among women professionals and find out the relationship between Organisational Role Stress and work-family conflict. The study was also carried out to find out the relationship between ORS and life satisfaction with following dimensions IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN. This comparative study is very helpful for the organisations to determine significance of Linkage between WFC and ORS and ORS and life satisfaction. So that causes can be correctly identified and coping strategies can be implemented to resolve stress related problems at the work place and beyond.

2. Review of Literature

The purpose of this literature review is to present the real meaning of information concerning stress and work-family conflict experienced by women professionals.

2.1Work -family conflict

Work-family conflict is defined as "… a form of inter-role conflict in which work and family demands are mutually incompatible, meeting demands of both the domains is difficult"(Higgins, Duxbury & Lyons,2007).Empirical evidence confirms that work-family conflict is often a severe stress factor at work leading to various negative out comes including impaired well-being (Karatepe & Tekinkus, 2006).

Hypothesis.1: There exists a significant difference between Work-family conflict and organisational role stress consist of following dimensions (IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN).

Hypothesis.2: There exists a significant difference in Work-family conflict among women professionals (Lecturers, Bank officers, Doctors and Engineers).

2.2 Stress

"Stress is defined as a non specific response of the body to a stimulus or event" (Kavanagh, 2005).In English, stress is defined as the "pressure or anguish resulting from difficult situations" (Alves et al., 2004)."Stress refers to workers not being able to adapt to work and therefore involves some Biological and psychological reaction" (Hsieh, Huang & Su., 2004).

"Sanderlin (2004) discussed employee's difficulties with stress within organisation that continually introduce new technology and computer software into the work.

Hypothesis 3: There exist significant differences in Organisational role stress among women professionals consisting of following dimensions (IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN).

Hypothesis 4: There exist relationship between ORS and work family conflict among women professionals.

Hypothesis 5: There exists a significant difference between ORS and work family conflict among bank officers.

Hypothesis 6: There exist a significant difference between ORS and work family conflict among doctors.

2.3 Life Satisfaction

"Stress has been variously defined in Ofoegbue and Nwadiani (2006**)** as a process in which environmental events (or) forces threatens the well-Being of an individual in the society.

"Diener et al., (1985) have defined satisfaction of life as individuals evaluation of his/her complete life span positively, according to the criteria he/she determined. Satisfaction of life is the cognitive component of subjective well-being and contains comparisons between individual's perception of criteria and living conditions, thus appraisals about life. (Cecen, 2007).

Improvement in the degree to achieve individual's goals leads to increase in satisfaction of life. It is inferred from research results that satisfaction from job (or) experience gained from job affects individuals off-work life, it is thought that individuals off-work accomplishments have a great influence on in-work accomplishments. (Yetem, 2010). Therefore satisfaction of job is a significant factor in improving the satisfaction of life.

Hypothesis 7: There exists a significant difference between life satisfaction and ORS with the following dimensions IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN.

3 Research Methodology and Instruments

3.1 Methods

The study measures work-family conflict, organisational role stress and the impact on outcome variable life satisfaction among women professionals. This is a descriptive research because it aims at describing the relationship between WFC, ORS and life satisfaction

3.2 Instruments

3.2.1 Work- Family conflict scale

In the work family conflict scale, the work-family conflict, the first 16 – item of the scale was developed by Viveros long (1981) the second scale was an 8-item index reported by Kopelman, Greenhaus, and Connelly (1981). It has 24 items, to be responded to on a 5- point scale (1-Strongly Agree; 2 -Agree; 3 -Undecided; 4 -Disagree; 5 -Strongly disagree)

3.2.2 Organisational Role Stress (ORS-Scale) by Pareek (1983)

It consists of 50 items which include 10 different domains namely are inter-role distance (IRD), Role Stagnation (RS), Role Expectation Conflict (REC), Role Erosion (RE), Role Overload (RO), Role Isolation (RI), Personal Inadequacy (PI), Self-Role Distance (SRD), Role Ambiguity (RA), Resource Inadequacy (RD). To measure the ORS, the tool developed by Udai Pareek (1982) was used. In the work-family conflict scale, developed by Greenhaus and Cornelly (1981) was adopted.

3.2.3 Life Satisfaction scale

Dr. Andrew Goliszek (1993), there is some statements about life in general about which people feel different. The scale consists of 30 items. The appropriate life satisfaction responses for each statement were given. The respondent was asked to circle any one of the alternatives.

3.3 Sampling Technique

In this study, in determining the size and nature of sample, women have been selected from different categories of lecturers, bank officers, doctors and Engineers from all regions of Chennai city. The sample size is 491. The people indicate, 56 respondents were Doctors, 83 Lecturers, 153 Bank officers and 199 Engineers. The quota sampling has been chosen as it is more ideal and suitable for selecting the sample from the above categories. The study measure work-family conflict, ORS and life satisfaction among the women professionals

4. Data Analysis and Findings

4.1 Analysis of work-family conflict and Organisational Role Stress

Hypothesis 1: There exists a significant difference between work family conflict and ORS.

Table.1

T-test showing difference between work-family conflict and ORS

Variables	62		281		148		"t" Value	Sig
	High		Moderate		Low			
	Mean	Std	Mean	Std	Mean	Std		
IRD	9.42	5.30	9.12	4.44	7.24	4.79	8.952	0.00
RS	8.89	5.50	8.58	4.74	7.36	4.41	3.835	0.022
REC	8.05	5.67	8.10	4.40	6.72	4.52	4.615	0.010
RE	8.84	5.37	8.22	4.61	8.45	4.32	0.492	0.612
RO	8.85	5.49	8.82	4.77	7.28	4.47	5.448	0.005
RI	8.24	6.13	8.46	4.81	7.32	5.05	2.512	0.082
PI	8.66	5.18	8.71	4.95	7.90	4.99	1.336	0.264
SRD	8.13	5.32	8.16	4.74	6.95	4.92	3.131	0.045
RA	6.92	4.61	7.81	5.04	6.32	4.67	4.670	0.010
RIN	8.26	5.51	8.00	4.81	6.91	5.01	2.806	0.061

From the above table it is observed that out of 10 variables 6 variables have significantly contributed towards work-family conflict among women professionals. From the independent "T" test analysis it could be noted that there is significant difference between Work family conflict and ORS (IRD, RS, REC, RO, SRD, and RA).While observing mean values it could be noted that those who are having higher work-family conflict had higher IRD, REC, RS, RO, RE, and Rin. Empirical evidence also confirms that work-family conflict is often a severe stress factor at work leading to various negative outcomes, including impaired well-being (Karatepe & Tenkinkus, 2006).IRD, REC, and RO are significant at 0.01 levels.

RS, SRD and RA are significant at 0.05 levels. Hence the tested hypothesis is that "there would be a significant difference between WFC and ORS" is partially accepted. The results implied that women who are having more work-family conflict feel highly stressed. Impact of work-family conflict was studied among working women in Taiwan and findings showed that WFC was strongly linked with lower job satisfaction, greater stress and more physical ailments (Lu-2007).

4.2 Analysis of work-family conflict among women professionals

Hypothesis 2: There exists a significant difference in work-family conflict among women professionals (Lecturers, Bank officers, Doctors and Engineers)

Table.2

'T'- test showing the difference in work- family conflict among women professionals.

Sl.No	Designation	N	Mean	Std. Deviation	Std. Mean Error	"t" Value
01	Lecturer	83	62.00	11.37	1.25	-1.184 NS
	Bank Officers	153	64.33	15.82	1.28	
02	Lecturer	83	62.00	11.37	1.25	0.111 *
	Doctor	56	79.3	14.26	1.28	
03	Lecturer	83	62.00	11.37	1.25	-1.638 NS
	Engineer	199	65.27	16.60	1.28	
04	Bank Officers	153	64.33	15.82	1.28	-2.741 *
	Doctor	56	79.3	14.26	1.28	
05	Bank Officers	153	64.33	15.82	1.28	0.537 NS
	Engineer	199	65.27	16.60	1.28	
06	Doctor	56	79.3	14.26	1.28	-0.537 NS
	Engineer	199	65.27	16.60	1.28	

*Significant at 0.01 Level; **S Significant at 0.05 Level; NS – Not Significant.

It is inferred from the above table that work family conflict between lecturers and bank officers showing the't' value as -1.184 is significant at 0.05 level, it is observed that there is no significant difference between lecturers and bank officers on the scores of work family conflict. Work-family conflict between lecturers and doctors showing the't' value as 0.111 is significant at 0.05 level; it is observed that there is a significant difference between lecturers and doctors. Work-family conflict between lecturers and engineers showing the't' value as -1.638, it is observed that there is significant difference between lectures and engineers on the scores of WFC. It would be noted that engineers had more WFC than lecturers. Since the outcome of't' value is not significant, there would be no significant difference between lecturers and engineer's.

Work family conflict between bank officers and doctors showing the't' value as -2.714 ,it is observed that there is significant difference between bank officers and doctors on the score of WFC. Doctors had more WFC than bank officers. Since the outcome of't' value is significant at 0.01 level, there would be a significant difference between bank officers and doctors. Work family conflict between bank officers and engineers showing the't' value 0.537 it is observed that there is significant difference between bank officers and engineers . It could be noted engineers got more WFC than bank officers, since the outcome of't' test is significant at 0.01 level ,there is significant difference between bank officers and engineers.

Work family conflict between doctors and engineers showing the 't' value as -0.537 ,it is observed that there is significant difference between doctors and engineers on the score of WFC doctors had more WFC than engineers, since the outcome of 't' test is significant for WFC ,there would be no significant difference between doctors and engineers.

Ahsan, Abdullah, fie and Alam (2009) identified stress including factors in academic staff include: Work overload, home work interface, role ambiguity and performance pressure. Banks are among the top ten high stress work places in India. Bankers are under a great deal of stress due to many antecedents of stress such as overload, role ambiguity, role conflict, responsibility for people, participation, lack of feedback, keeping up with rapid technological change. Besides the fact that work-family conflict is bound to be a common phenomenon among doctors. Work demands are expected to be relatively salient in influencing work-family conflict particularly the work interference with the family dimensions because they accompanied by processes that hinder the performance of family roles needed for participation in family activities (Voydanoff, 2004.). Like doctors, software engineers' work also tends to be high-pressure and the work flow is regulated by the tyranny of deadlines and project timelines and they are struggling to meet unrealistic deadlines. Along with the access to international travel and the ability to mingle with people of different cultures has also arrived deep isolation of late hours. This pattern of work is largely responsible for the high level of stress that affects wok family issues.

4.3 Analysis of organisational role stress among women professionals.

Hypothesis 3: There exist significant differences in Organisational role stress among women professionals consisting of following dimensions (IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN).

Table.3

"T' test showing difference between designation and ORS

Variables	83		153		56		199		't' value	Sig
	Lecturers		Bank officers		Doctors		Engineers			
	Mean	Std	Mean	Std	Mean	Std	Mean	Std		
IRD	9.58	5.17	8.63	4.58	7.14	4.49	8.55	4.67	2.990	0.031
RS	8.37	5.02	8.16	4.74	8.21	4.67	8.27	4.76	0.037	0.99
REC	8.3	4.9	7.71	4.26	6.79	4.41	7.65	4.87	1.193	0.312
RE	8.13	4.59	8.59	4.32	8.39	4.5	8.28	4.9	0.211	0.889
RO	8.37	4.82	8.46	4.96	8.39	4.81	8.27	4.75	0.44	0.988
RI	8.53	5.27	8.31	5.01	7.04	4.67	8.03	5.15	1.122	0.340
PI	8.46	5.46	8.46	4.85	8.18	5.53	8.53	4.76	0.73	0.974
SRD	8.22	5.25	8.11	4.48	7.64	4.82	7.41	5.07	0.853	0.466
RA	7.08	4.73	7.41	4.23	7.25	5.59	7.2	5.29	0.94	0.963
RIN	8.27	4.65	7.94	4.83	6.32	5.15	7.68	5.16	1.911	0.127

It is inferred from the above table that "t" results are significant at 0.05 levels for IRD. Hence the formulated hypothesis stating that "there would be significant difference between lecturers, bank officers, doctors, engineers on ORS "is partially accepted. While observing the mean values, it could be seen that lecturers had higher IRD, RS, REC, RI, SRD and RIN. The bank officers had higher RE, RO, RA. Doctors had higher RO and Engineers had higher PI than their counter parts.

Duxbury et al., (2001) reported that participating simultaneously in two tasks needed time and energy which cause work family conflict among teachers. Long working hours engenders causes of turnover and work stress. A number of role based

factors such as lack of power, role ambiguity and role conflict (Burke, 1988; Nelson and Burke, 2000) can be stressful for bank officers. A British medical association (BMA) report (2000) suggests that many senior doctors suffer high levels of stress as a result of their work which directly hampers their ability to provide high quality care to patients. Ramirez et al, 1996 conducted a study on 1133 consultants working in the U.K. in this study, work overloads and influenced home life; poor administration and resources; administrative responsibilities and dealing with patient's pain were perceived as sources of stress. Stress is high in software profession due to their nature of work, target, achievements, night shift, over work load. Madhavi. C and Vimala. B (2011) the study establishes that the role stress dimensions experienced by the women software engineers make a significant impact upon their work family issues. Stress is high in software engineers because of the nature of work, target, achievement, night shifts, over work load.

4.4 Analysis of relationship between ORS and work family conflict among women professionals.

Hypothesis 4: There exist relationship between ORS and work family conflict among women professionals.

Table.4

Stepwise multiple regression analysis on the criterion variable work related stress and work-family conflict among women professionals.

Details regarding contributed variable	R	R^2	Ad.R^2	SE	F
Work-family conflict	0.123	0.157	0.023	0.39	7.446*

Table.4a

Details regarding contributed variable	B	SE	Beta	T
Work-family conflict	2.84	0.001	0.132	2.27**

*Significant at 0.01 Level; **S Significant at 0.05 Level; NS – Not Significant.

From the above table it is inferred that R^2 value as 0.157, which means 16 percent of variance on stress is explained by work family conflict. Beta value of WFC is 0.132. The obtained 'T' value 2.27 is significant. Hence the stated hypothesis that "there exists some relationship between ORS and work family conflict among women professional" is accepted.

With a growing number of women participating in the labour force and with rise in dual-career families, an increasing number of individuals are bearing multiple role responsibilities. When there is limited time and energy to accomplish those role responsibilities it can be experienced as conflict. Along with the demographic changes, advance in technology have contributed to individuals increased role demands, that has, in some instances, resulted in increased stress and pressure at work and at home. (Parasuraman & Greenhaus, 1997; Valcour, 2005).

4.5 Analysis of relationship between ORS and work family conflict among Bank officers.

Hypothesis 5: There would be significant difference between ORS and work family conflict among bank Officers.

Table.5

Stepwise multiple regression analysis on the criterion variable ORS and work family conflict among bank officers.

Details regarding contributed variable	R	R^2	Ad.R^2	SE	F
Work-family conflict	0.183	0.33	0.27	0.4	5.207**

Table.5a

Details regarding contributed variable	B	SE	Beta	T
Work-family conflict	-1.10	0.005	-0.183	-2.282**

*Significant at 0.01
Level; **S Significant at 0.05 Level; NS – Not Significant.

From the table 5, shows stepwise multiple regression analysis among bank officers. The obtained R^2 value is found to be 0.33, which means that 33 percent of variance on stress is contributed by work family conflict. Beta value of WFC is -0.183. Further 'T' value -2.282, which is negatively significant at 0.05 levels. Therefore the stated hypothesis that "there would be significant difference between ORS and work family conflict among bank officers.

Banking sector had gone under swift and striking amendments like policy changes due to globalization and liberalization, growing competition due to the entrance of private sector banks and innovative technologies. Owing to these changes; the banking sector employees are experiencing a high level of pressure and stress. The advent of new technological changes, especially the extensive use of computers in banking sector has changed working patterns of bank employees. These changes have affected the social, economical and psychological domains of the banking sector employees and their relations. Thus above discussed factors are potential attributes to source occupational stress.

4.6 Analysis of relationship between ORS and work family conflict among Doctors.

Hypothesis 6: There would be significant difference between ORS and work family conflict among doctors.

Table.6

Stepwise multiple regression analysis on the criterion variable ORS and work family conflict among doctors

Details regarding contributed variable	R	R^2	Ad.R^2	SE	F
Work-family conflict	0.275	0.74	0.57	0.34	4.326**

Table.6a

Details regarding contributed variable	B	SE	Beta	T
Work-family conflict	-6.74	0.003	-0.272	-2.08**

*Significant at 0.01 Level; **S Significant at 0.05 Level; NS – Not Significant.

From the table 6, shows stepwise multiple regression analysis was carried out among doctors. The obtained R^2 value is found to be 0.74 which means 74 percent of variance on stress is contributed by work family conflict. Beta value of WFC is -0.272. Further the table indicated the't' value -2.08 is negatively significant at 0.05level. Hence the formulated hypothesis stating that "there exists a significant difference between ORS and work family conflict among doctors" is accepted.

Since the medical profession is "people-intensive" and emotionally demanding (Swanson &power, 1998), it is expected that doctors would be highly involved in their jobs. High involvement, in turn, would be positively and strongly related to work-family conflict particularly the work interference with family component. Thus compare to other profession doctor had more work-family conflict

4.7 Analysis of relationship between Life satisfaction and ORS

Hypothesis 7: There exists a significant difference between life satisfaction and ORS with the following dimensions IRD, RS, REC, RE, RO, RI, PI, SRD, RA and RIN

Table.7

T-test showing difference between Life satisfaction and ORS

Variable	26		211		254		't' Value	Sig
	High		Moderate		Low			
	Mean	Std	Mean	Std	Mean	Std		
IRD	6.46	4.34	7.88	4.78	9.4	4.59	9.028	0.00
RS	6.77	3.96	6.96	4.57	9.47	4.71	18.422	0.000
REC	6.38	4.11	6.63	4.42	8.69	4.67	13.001	0.00
RE	8.77	5.46	7.47	4.33	9.07	4.62	7.180	0.001
RO	8.00	4.12	7.61	4.7	9.02	4.9	5.140	0.006
RI	6.69	4.62	7.15	4.78	9.01	5.08	9.062	0.000
PI	7.62	4.17	7.32	4.69	9.49	5.11	11.739	0.000
SRD	7.62	5.59	7.32	4.66	9.49	4.86	9.146	0.000
RA	7.00	4.75	5.83	4.51	8.46	4.95	17.633	0.000
RIN	5.62	4.26	6.38	4.79	9.02	4.87	19.992	0.000

From the table 7, showing the difference between ORS and Life satisfaction, it could be noted that "there is significant difference between all the ten dimensions. While observing the mean values it could be seen that those who are having less life satisfaction, had higher stress. The scores of all ORS dimensions are significant at 0.01 level. Hence the stated hypothesis "that there is significant difference between Life satisfaction and ORS" is rejected. The result implies that "there is no significant difference between Life satisfaction and ORS" for all ten dimensions.

It is quite obvious that if an individual is suffering from work place stress it is more likely would affect his or her personal life. Study by (Wheeler and Lyon (1992) suggests that stress can lead to social and domestic problems. If a person is stressed his general well-being will automatically decline.

Findings of the study

1) Women professionals with high work-family conflict had higher IRD, RS, RE, RO and RIN.

2) Among the situational variable, WFC had contributed more among the women Professionals.

3) Among the organisational role stressors role overload is the most contributed variable among women professionals.

4) SRD is the most contributed variable among lecturers.

5) Role erosion is the most contribute variable among doctors.

6) Personal inadequacy is the most contributed variable among engineers.

7) Women with low life satisfaction experience more stress.

5 Discussion

This study tested that WFC creates stress. The findings and the data empirically proofs the facts detailed in the literature review 'there is no-one-size-fits" all solution to the issue of work-life conflict. So different policies, practices, strategies will be needed to reduce work-life conflict examined in this study (Higgins, Duxbury &Lyons, 2007). An organisation would follow the strategy which will reduce the symptoms of work-life conflict and the causes of stress.

Hypothesis 1: WFC is often more experienced than FWC (Garies, Burnett, Eztel & Berkman, 2009; Anderson et al., 2009**)**. Studies carried out in U.S propose that WFC is more experienced. Since continuous work demands create stress (Yang, hen, Choi, & zou, 2000).However, the results from H1 and't' test analysis reveals that there exist relationship between WFC & ORS.

Hypothesis 2: The hypothesis stated that there exists significant difference in WFC among women professionals. Doctors had more WFC than other professional. When doctors perceive their work load to be more than they handle, they are likely to experience exhaustion and fatigue, which may negatively influence their motivation to respond to the demands of the other domains such as family as argued by (Aryee et al., 2005).

Hypothesis 3: In the present trend all the professionals were experiencing stress. Findings of the H3 state that there is no significant difference in ORS among women professional. All the professionals were experiencing stress. Due to the challenges in education and heavy demands made by society on teachers for different roles. Stress is sure to overpower and affect the mental health of the women. Human resources occupy unique and sensitive position in banking sector. Role ambiguity, role conflict, lack of leadership support these are all the significant causes of job stress of bank employees. Symptoms like fatigue, emotional burnout, marital and family discard an even clinical depression regularly afflict more than half of the doctors. The problems are so pervasive that 60% of doctors report having considered leaving the medical profession (Gernmy j 2006). The study found that long working hours at the desk and job related pressure creates lot of physical discomfort and mental tension (Kerala state women's commission, 2010) for the software professionals.

Hypothesis 4: As hypothesized, the results reveal that there exists relationship between ORS and work family conflict among women professionals since the R2 value is 0.157 which means 16% of variance in stress by WFC. And't' value is 2.27 .Hence WFC creates stress among women professionals. Long working hours have been shown to positive impact on WFC (Fu and Shaffer, 2001).It is common to see that the more time spent in the work domain inevitably results in less time available at home, rendering the mountain of responsibilities associated with family roles more conflict (Beauregard,2006).

Hypothesis 5: The findings of the hypothesis reveal that R2 value is 0.33 which means 33% of variance on stress is contributed by stress, and the't' value is -2.282 which is negatively significant at 0.01 level, so the hypothesis was accepted. For the bank officers the incessant pressure of achieving the targets and meeting the productivity levels to surpass the competitors have been the underlying force for demanding from employees in excess. This pressure creates stress.

Hypothesis 6: Findings of the hypothesis reveal that R2 value is 7.04 with variance of 74% which means stress is contributed by WFC. And't' value is -2.08 which is negatively significant. So the hypothesis was accepted. Doctors had more stress compare to other professions. Wu, Zhu, Li, Zang Wang M (2008) in china found that main significant predictors of exhaustion were role overload, responsibility, physical environment and self-care.

Hypothesis 7: Findings of the hypothesis reveal that, the scores of all ORS dimensions are significant at 0.01 levels. The result implies that there is no significant difference between Life satisfaction and ORS for all ten dimensions. Women who are having low life satisfaction had experience more stress.

6 Implications and Recommendation

In terms of implications, since the work overload increases both dimensions of work-family conflict, it would be worthwhile for hospital administrators and ministry of health to think of solutions to reduce the workload among doctors. Due to overload, role ambiguity, rapid technological changes creates work stress for bank officers; banks should organize

stress management program focuses on employee's at all hierarchical levels. Lack of research facilities, work overload, inadequate resources for appropriate performance have impact on stress for lecturer, as a coping strategy for academicians; management must provide continuous learning, coaching, counseling, and opportunities for self development. Stress management seminars should be organized by unit management to promote mental health of academic staff and should develop computer software for easy processing, storage and retrieval of student's results. For software engineers working for long hours, night shifts, project deadline creates lot of stress, so for software engineers, Companies have to understand the requirement of managing stress among women to make the environment conducive which can retain talented women; management must provide continuous learning, coaching, counseling, and opportunities for self development. The supportive behavior of family members can help to safe guard WFC experienced by working women. Hence stress is directly having impact on life satisfaction, if these coping strategies are applied in organisations, satisfaction of life will be increased for women professionals.

7 Conclusion and Future research

World over a dual-career women faces the obvious dilemma of work-family conflict.. This study indentifies indices under the broad variable (WFC) that constitute the sources of stress to women professionals. The results reveal that doctors had more WFC that lead to stress and women professionals with high WFC had higher IRD, RS, RE, RO, RIN.. The research reveals that there exists a relationship between life satisfaction and ORS among women professionals, Women with low satisfaction experience high level stress. Since the role conflict problems are living and dynamic in nature, there can be no final and permanent solution to those problems. . Future research would be aimed at the further development of the forms of role conflict, examination of the extent of each and determination of their causes and consequences.

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