

Stress Experienced by Female Employees at Workplace; Symptoms, Sources of Stress, Ways to Deal with these Sources of Stress

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ABSTRACT

The purpose of this study to research the stress stress resources And ways to cope with these stress resources Experienced with female That's people. Accordingly with the Open to everyone working woman everyone experience More highlights stress sensitive formations . However , relationship between demographic variables And stress . Inside the study , it was we can do He Vocational stressors are higher average average not including individual stressors demonstrations He the factors is environment to influence the about work stress level individual More . Despite the averages ways to cope with stress there was A lot closed with one of his other , it was observed He the combat method the problem is higher average average not including taking social Support . This May to indicate he between the handle simplified with stress treatments with directly to solve problems like that preferred more not including taking social Support. Inside additionally there it was important difference between total coping score with stress and age. It he said we can do he female included between the The total coping score of the 20-30 age groups was higher with stress compared with other age groups. Finally there it was important difference between taking social Support And professional seniority and it was determined he them 0-2 years professional seniority was higher Meaning getting score social Support. This May recommend He individuals with little professional experience like that most probably with to you social Support or he these groups to use social Support mechanisms More effectively.

Keywords: Coping, Stress, Stress Resources, Women.

1. INTRODUCTION

1.1. Problem Status

Stress is a mental and emotional reaction that occurs when a person is exposed to various challenging situations, pressures or demands (Hammen, 2005). Stress in the work environment can be caused by factors such as demands in the work environment, time pressure, competition, work relationships and expected performance. Employees have to survive when they have to deal with stress at work, which can have effects on both the individual's health and job performance (Turunç, 2009).

The importance of stress in work change is due to its impact on the general health and job performance of employees. Stress that is not managed at an appropriate level can disrupt motivation, make it difficult to focus, and negatively affect overall job satisfaction (Erdoğan, Ünsar & Süt, 2009). Additionally, prolonged and intense stress can lead to physical health problems and disrupt the balance between work and personal life. Therefore, the effective functioning of stress in the business world has critical data in terms of both employee health and work efficiency. Employers' support for strategies to cope with stress, women's support support, and taking measures to purify the work environment from stress can be transformed into the diversity of a healthy work environment (Blackwell , Sherlock , Jackson et al., 2023).

Female employees may encounter various stress symptoms due to their efforts to balance their work and family lives, professional expectations, gender-related difficulties and other personal factors (Taşdemir, Güden, Yetkin et al., 2023). This condition can often manifest as physical discomfort, emotional tensions and behavioral changes. Sources of stress include job expectations, work relationships, family responsibilities, and gender-related issues faced by women. Social expectations and gender inequality in professional survival may be among the factors that deepen the stress experienced by women (Okan and Gültekin, 2023).

Female users may resort to various strategies to cope with stress. Support Emotional search can be effective in efforts to transfer work and family lives. Improvements in time management can help women manage work and family responsibilities more effectively (Salbur and Altinel, 2023). Being successful in a healthy life, improving problem-solving skills and receiving professional support can strengthen strategies for coping with stress. Although each varies, so effective coping methods may vary depending on personal preference and playability. These strategies can contribute to a healthy work and life connection by supporting female employees' processes of coping with stress (Çakar, Gülseven, Barışkan et al., 2023).

1.2. Purpose and Importance of the Research

This study includes stress symptoms of female employees, sources of stress and suggestions for coping with stress. The importance of the study consists of the following points:

- The study provides summary information about female employees' stress symptoms, sources of stress and ways to cope with stress. This information can help use effective methods to minimize the stress of female employees in workplaces.
- The study examines the intervals between demographic variables and stress symptoms. This review may help determine which groups need more measures to reduce stress symptoms.
- The study checks the balance between ways of coping with stress and the level of stress. This review suggests that the emergence properties of stress may help with the emergence of stress.

1.3. hypotheses

These theoretical theories are given below:

H₁ : There are significant differences between demographic variables and stress symptoms.

H₂ : Demographic variables and stress sources There is a significant difference between

H₃: There is a significant difference between demographic variables and ways of coping with stress.

1.4. limited

Research;

- research data,
- Minor details used in the research,
- The resources used in the research are limited.

1.5. Definitions

Stress: It is a natural reaction of the body when faced with a threat or challenge (Stone, 2023) .

Stress symptoms: It refers to physical, emotional and behavioral reactions according to challenging conditions, pressures or life events to which the individual is exposed (Okan and Gültekin, 2023) .

Stress sources: It refers to the elements that cause pressure, tension or strain in an individual's life or work environment (Çolak, Yükselen and Doğru , 2023) .

Coping with stress: It refers to the process of starting with stressful situations experienced by the individual and applying strategies to cope with these situations (Karataş, Ataş et al., 2023) .

2. THEORETICAL FRAMEWORK

2.1. Concept of Gender

Gender is a cylindrical whole shaped according to social norms, cultural expectations and parts, not based on biological sexes to be changed. This concept highlights the scope of treating gender as merely a biological reality. The roles, cultural norms, political developments and events assumed by societies in the world are the dynamic elements of the formation of gender. While biological sex maintains your current physical information as male and female, these biological fundamental changes of gender occur. Gender refers to norms that determine how they think, feel, and are positioned within their situations and society. In Bhasin's words, gender reveals gender as a biological phenomenon, allowing us to focus on how gender is perceived and how expectations are shaped (Prosecutor , 1999) .

Today, there is broad agreement that there is a clear distinction between biological sex and gender. While biological sex determines the physical characteristics of the individual, gender includes the cultural and social norms built on this basic biological. Gender includes elements such as an individual's clothing style, time, responsibilities, and how to behave in accordance with social expectations (Yinal, Kalkan, & Çakici, 2022). As Bilgili continues, it is a gendered creation in the social sense, and this creation involves breeding gender into social norms and expectations that can be realized on a biological basis (Yılmaz, 2010) . This perspective is considered as a gendered process of formation and change, emphasizing that gender is not only an existing reality but also a social construction. Gender concepts are a direct indicator, paying attention not to gender equality but to inequalities between the sexes. This concept includes not only psychological, living or biological, but also psycho -social, cultural, pedagogical and anthropological situations. Gender roles do not differ biologically, but are shaped based on cultural factors. As Işıklı continues, gender is a concept beyond biological sex, the distribution of cultural factors and social norms (Savaşkan, 2019) .

Schlegel's words, gender is a concept that reflects a social cultural ideology. Rituals, literary works, myths, and other symbolic expressions can all be found with gender. In this case, it shows that it is an important institution of gender change. In Yüksel's words, it is emphasized that the gender regime emphasizes cultural elements rather than being at the core of biological sexism. Bhasin's explanation emphasizes that gender roles vary greatly across

cultures and that these roles cannot be explained by biological sex alone. By accepting the differences of biological differences, it has been stated that gender roles are not limited to these differences, on the contrary, the norms, temperatures and values of cultures and societies are shaped. According to Bhasin , the complexity and diversity of gender cannot be reduced to simple biological categories. For this reason, it is emphasized that biological sex alone is insufficient to maintain gender (Erdaş, Özmen and Yildirim, 2018).

2.2. Concept and Scope of Stress

Stress refers to a biological and psychological state that occurs in response to various physical or psychosocial factors encountered by an individual. These factors are called "stressors", and stress is the individual's attempt to adapt to these factors that disrupt the normal distribution. Stress is often characterized by the perception of a threat, and this perception structure can be the cause of the play of a sequence's appearance and performance. International stressors include problems with the right stressors and damage to individual body systems. For example, physical stressors include illness, trauma, inadequate violence, or violent conditions. Psychosocial stressors are characteristics of an individual's mental and emotional behavior. Situations such as pressures at work, family problems, and economic concerns are examples of psychosocial stress. It should not be forgotten that it is a concept that shows a difference in eyesight without stress. Two people exposed to the same stress factor may react differently in this situation. This depends on the individual's ability to cope with stress, personal experiences, emotional performance and support system (Molero et al., 2019).

Stress is generally divided into two categories: acute and chronic stress. Acute stress occurs as a short-term and sudden response and is often accompanied by the "fight or flight" response. Chronic stress occurs as a result of prolonged and absorbing conditions, for example long-term work stress or persistent health problems. Symptoms of stress include a wide range of symptoms. In addition to physical symptoms such as headaches, stomach problems, and insomnia, emotional formations such as restlessness, anxiety, and irritability may also occur. Behavioral problems may include changes in eating, social separation, and the emergence of relationships. Stress is a natural part of life, and with constant and unmanageable stress, it can negatively affect an individual's characteristics. Therefore, it is important to understand stress, program it effectively and cope with appropriate strategies (Faraji et al ., 2019).

Kyei et al (2016) define stress as a feeling of tension and pressure, highlighting the difference between individual individuals and their ability to cope with these demands. This definition indicates that stress is not just an emotional state, but a continuation of the balance between individual capacity and capacity to perform. Molero et al. (2019) classified it as a complex psychobiological process of perceiving a threat or danger in the environment where stress will continue. With this approach, it is emphasized that stress is not only mental but also a phenomenon that includes biological and psychological features. Discussing the effects of stress on health , Sadiq et al. (2020) stated that stress grows with all types of ulcers and affects the production of stomach acids, impairing healing and impairing healing. But stress appears to have a significant impact on physical health, more than just an emotional state.

It turns out that stress's long-awaited recovery from addressing the effects can lead to a variety of health problems, from suppressed impairment of function to cancer. Liu et al. (2022) point out that emotional stress continues on the resilience system by causing hormonal imbalances. The definition and effects of stress emerge as a complex phenomenon that involves not only the variation of an emotional state but also the continuity of the individual's general health and performance. In the words of Russell and Lightman (2019), it is a natural human response to stress, but the response to that response is a built-in factor for our overall performance. An understanding of these reliable predictors of stress at work can play a critical role in the management and protection of products and facilities.

3. METHOD OF THE RESEARCH

3.1. Research Method

This study was conducted with quantitative research method. Communicative scanning technology was used with this capability. Relational browsing is a mining technology generally used to distribute relationships, additions, and shares among a group of people or objects. This technique generally targets the understanding of complex and multidimensional systems. Relational scanning is a research method used for an arrangement, event or system states and the communications between them (Karasar , 2008).

3.2. Population and Sample

The population of the study consists of female employees working in different sectors in the Turkish Republic of Northern Cyprus (TRNC). These options were chosen with random odds. Random odds are a type of research that involves randomly selected proportions. This type of species involves a selection process in which

individuals are equal. In the random selection method, due to random selection, it is generally possible to expand the proliferation and contribute to the realization of the results more generally (Karasar, 2008). Meanwhile, 359 female employees were included in the study.

3.3. Veria Total Tools

Research data were collected on a file scale by Pehlivan (1993). Women's studies on the scale were recorded for a study to identify stress symptoms, sources of stress, and outcomes of coping with these sources of stress. The scale actually has five sections in total, and each section focuses on different topics. Four key dimensions of this performance were used:

Personal Information Section (Part One): This section contains the collection of your personal information.

Organizational Stress Sources (Part Two): Contains 35 items to determine the stress characteristics of the participants.

Stress analysis (Part Three): This part contains 20 items prepared to show signs of stress.

Ways to Cope with Stress (Chapter Five): This section contains 11 items prepared to determine the details of coping with stress.

The scale is generally designed using a Likert-type five-point rating system. However, for the details of the first episode, the five-point rating production process was specified. This rating includes options such as a lot (5), a lot (4), moderate (3), a little (2), and not at all (1).

Table 1. Reliability Analysis

Cronbach's Alpha	Article
0.774	66

Cronbach's Alpha value of the scale was determined as 0.774. This means that performance within the study is reliable.

3.4. Analysis of Data

In the research, the SPSS 28.00 program was summarized and the data obtained were evaluated in terms of reliability level. Mann-Whitney U and Kruskal Wallis tests were used to determine whether the scale scores differ depending on socio-demographic performance and weather conditions.

4. Findings of the Study

4.1. Demographic features

Demographic variables are given in Table 2.

Table 2. Demographic Information

		N	%
Age	20-30 years old	9	2.5
	31-39 years old	167	46.5
	40-49 years old	132	36.8
	50-59 years old	51	14.2
marital status	Married	261	72.7
	Single	98	27.3
professional seniority	0-2 years	13	3.6
	3-5 years	108	30.1
	6-10 years	166	46.2
	11 and above	72	20.1
Total		359	100.0

46.5% of working women are between the ages of 31-39; It is seen that 36.8% of them are in the 40-49 age group, 14.2% are in the 50-59 age group and 2.5% are in the 20-30 age group. 72.7% of the participants are married and 27.3% are single; While 46.2% of them have professional seniority between 6-10 years; 30.1% are in the 3-5 year range, 20.1% are 11 and over; It was observed that 3.6% of them were 0-2 years old.

4.2. Findings Regarding Stress Analysis

Table 3 shows the mean and standard deviation values regarding the participants' opinions on stress symptoms: Table 3. Participants' Opinions on Stress Weaknesses

	Min.	Max .	X	Ss .
physiological formations	6	19	12,980	2,478
psychological problems	3	15	9,532	2,109

the women participating in the study stated that they experienced more stress symptoms in the appearance distribution (\bar{X} =12.980; Sd . 2.478) than psychological characteristics (\bar{X} =9.532; Sd . 2.109). While physiological characteristics generally include the physical reactions that occur, the psychological state refers more to emotional and mental reactions.

In the study, "H1 : There are significant differences between demographic variables and stress symptoms." The results of the analysis performed to test the hypotheses are given in Table 4.

Relationship Between Demographic Variables and Voltage Measurements

Scale dimensions	Variables	N	Meaning Rank	Kruskal -Wallis H	P.
Age					
physiological formations	20-30 years old	9	211.28	0.881	0.829
	31-39 years old	167	179.63		
	40-49 years old	132	179.52		
	50-59 years old	51	176.91		
psychological problems	20-30 years old	9	227.83	2,195	0.532
	31-39 years old	167	176.71		
	40-49 years old	132	179.46		
	50-59 years old	51	183.72		
Stress symptoms (total)	20-30 years old	9	248.11	4,077	0.253
	31-39 years old	167	177.24		
	40-49 years old	132	180.38		
	50-59 years old	51	176.04		
marital status					
				Mann - Whitney U	
physiological formations	Married	261	180.39	12519.5	0.76
	Single	98	178.97		
psychological problems	Married	261	181.82	12314	0.91
	Single	98	175.15		
Stress symptoms (total)	Married	261	178.97	12519.5	0.58
	Single	98	182.75		
professional seniority					
				Kruskal -Wallis H	
physiological formations	0-2 years	13	192.15	1,448	0.694
	3-5 years	108	172.53		
	6-10 years	166	185.93		
	11 and above	72	175.33		
psychological problems	0-2 years	13	239.15	7,306	0.062
	3-5 years	108	166.04		

	6-10 years	166	186.96		
	11 and above	72	174.2		
Stress symptoms (total)	0-2 years	13	224.65	3,104	0.375
	3-5 years	108	174.43		
	6-10 years	166	182.83		
	11 and above	72	173.78		

p > 0.05

It is seen that it is among the demographic variables presented in Table 4 and stress symptoms (p>0.05). Considering the age, marital status and professional seniority of women in this situation, their stress symptoms appeared to be similar.

4.3. Findings Regarding Sources of Stress

Table 5 shows the averages and standard deviation values of the opinions regarding the sources of stress.

Table 5. Participants' Opinions on Sources of Stress

	Min .	Max .	X	SS
Workplace Stressors	48.00	85.00	66,161	5,958
Individual Sources of Stress	20.00	40.00	29,554	3,577
Sources of stressors (total)	92.00	145.00	115,378	8,328

As a result of the analysis, the sum of the stress results was calculated as 115.378 and the standard deviation value was determined as 8.3288 . In addition, it is known that occupational stress sources (\bar{X} =66.161; Sd . = 5.958) have a higher average than individual stress sources (\bar{X} =29.554; Sd . = 3.577). This indicates the greater potential for individuals in the work environment to experience work-related stress. So, the analysis shows that work-related stress plays a significant role in the overall stress level.

In the study, "H₂ : Demographic variables and stress sources "There are significant differences between them." The analysis results to test the hypotheses are given in Table 6.

Table 6. Relationship Between Demographic Variables

Scale dimensions	Variables	N	Meaning Rank	Kruskal - Wallis H	P.
Age					
Workplace Stressors	20-30 years old	9	204.11	2,901	0.407
	31-39 years old	167	181.19		
	40-49 years old	132	170.5		
	50-59 years old	51	196.43		
Individual Sources of Stress	20-30 years old	9	220,22	1,581	0.663
	31-39 years old	167	176.49		
	40-49 years old	132	181.05		
	50-59 years old	51	181.68		
Sources of stress (total)	20-30 years old	9	245	4,697	0.195
	31-39 years old	167	178.72		
	40-49 years old	132	173.05		
	50-59 years old	51	190.7		
marital status					
Workplace Stressors	Married	261	183.36	11911	0.315
	Single	98	171.04		
Individual Sources of Stress	Married	261	181.62	12366.5	0.628

	Single	98	175.69		
Sources of stress (total)	Married	261	182.9	1203.3	0.387
	Single	98	172.29		
	professional seniority				
Workplace Stressors	0-2 years	13	196.73	2,284	0.515
	3-5 years	108	181.68		
	6-10 years	166	184.35		
	11 and above	72	164.43		
	Individual Sources of Stress				
Individual Sources of Stress	0-2 years	13	222.27	2,557	0.465
	3-5 years	108	179.55		
	6-10 years	166	180.25		
	11 and above	72	172.48		
	Sources of stress (total)				
Sources of stress (total)	0-2 years	13	226.27	3,471	0.324
	3-5 years	108	179.12		
	6-10 years	166	181.77		
	11 and above	72	168.89		

p > 0.05

Table 6 shows that it is not among the regular demographic variables and sources of stress (p > 0.05). For women in this situation, the stress is of similar strength in terms of their age, marital status and professional seniority.

4.4. Findings on Ways to Cope with Stress

Table 7 shows the mean and standard deviation values of the participants' opinions on ways to get rid of stress.

Table 7. Participants' Opinions on Ways to Cope with Stress

	Min.	Max .	X	Ss .
Seeking Social Support	6.00	20.00	13,721	2,798
Fighting the Problem	7.00	20.00	13,933	2,657
Coping with stress (total)	19.00	50.00	37,607	5,605

As a result of the analysis, a total of 37.3607 who could not cope with stress; The standard deviation value was determined as 5.605. It is seen that the means of coping with stress are very close to the deterioration, and that struggling with the problem (\bar{X} =13.933; Sd . 2.657) has a higher mean than without receiving social support (\bar{X} =13.721; Sd . 2.798). This shows that, among the ways to cope with the stress that may arise, direct solution-oriented approaches are preferred over receiving social support.

In the study, "H₃ : There are significant differences between demographic variables and ways of coping with stress." The analysis results to test the hypotheses are given in Table 6.

Table 8. Relationship Between Demographic Variables and Ways of Coping with Stress

Scale dimensions	Variables	N	Meaning Rank	Kruskal - Wallis H	P.
	Age				
Seeking Social Support	20-30 years old	9	266	6,925	0.074
	31-39 years old	167	175.5		
	40-49 years old	132	182.68		

	50-59 years old	51	172.63		
Fighting the Problem	20-30 years old	9	222.83	1,728	0.63
	31-39 years old	167	180.81		
	40-49 years old	132	176.41		
	50-59 years old	51	179.07		
Coping with stress (total)	20-30 years old	9	284.33	9.84	0.02 0
	31-39 years old	167	176.34		
	40-49 years old	132	181.41		
	50-59 years old	51	169.91		
marital status				Mann - Whitney U	
Seeking Social Support	Married	261	181.05	1251.5	0.752
	Single	98	177.2		
Fighting the Problem	Married	261	179.09	12551.5	0.784
	Single	98	182.42		
Coping with stress (total)	Married	261	179.99	12787.5	0.998
	Single	98	180.02		
professional seniority				Kruskal - Wallis H	
Seeking Social Support	0-2 years	13	264.04	9,208	0.026
	3-5 years	108	178.22		
	6-10 years	166	174.13		
	11 and above	72	181.03		
Fighting the Problem	0-2 years	13	174	0.439	0.931
	3-5 years	108	178		
	6-10 years	166	183.73		
	11 and above	72	175.49		
Coping with stress (total)	0-2 years	13	249.81	6,453	0.091
	3-5 years	108	180.17		
	6-10 years	166	174.05		
	11 and above	72	180.87		

p <0.05

As a result of the analysis, there was a significant difference between the total score of coping with stress and age ($p < 0.05$). It cannot be shown whether this has an impact on the way stress is coped in women. It was determined that women between the ages of 20-30 had a higher stress coping total score compared to other women between the ages of 31-39, 40-49 and 20-59. This will enable young women to follow a more specific strategy for coping with stress than at other ages.

There is a significant difference between receiving social support and professional seniority ($p < 0.05$). It was determined that those with 0-2 years of professional seniority received higher social support compared to those with 3-5 years, 6-10 years and 11 or more years of professional seniority. This may suggest that people with less professional experience seek social support more or use social support mechanisms more effectively.

CONCLUSION AND RECOMMENDATIONS

This summary, which investigates stress reduction, sources of stress, and ways to cope with these sources of stress, which shows that women are doing well, is given below:

According to the findings obtained from the analyzes within the scope of the study, it is stated that female employees experience stress symptoms more frequently. The relationship between demographic variables and

stress symptoms was not observed, which can be interpreted as similar stress symptoms in terms of women's age, marital status and functional seniority.

In the study, it is known that individuals have a higher average of occupational stress than individual stress sources. This indicates whether stress is greater in the distribution of individuals in the work environment, indicating that work-related stress plays a significant role in the overall stress level.

Although the averages of the ways of coping with stress are very close to each other, it has been observed that the method of coping with the problem has a higher average than receiving social support. In this case, stress may indicate that direct problem-solving approaches are preferred over receiving social support among coping problems.

Additionally, it was determined that there was a significant difference between the total score of coping with stress and age. It has been found that women between the ages of 20-30 have a higher stress coping total score compared to other age groups. Finally, a significant difference was observed between social recruitment and professional seniority, and it was determined that those with 0-2 years of professional seniority had a higher average in social recruitment. This may suggest that people with less professional experience seek social support more or can use these organized social support mechanisms more effectively.

At the end of the research, the following recommendations are used:

- It is noteworthy that older women have higher stress coping scores in the 20-30 age range compared to other age groups. Special programs or workshops can be organized to more effectively sustain and support stress coping strategies in this age group.
- Considering that the method of coping with the problem is more widely preferred than receiving social support, individuals can be trained on stress relief techniques. Programs focusing on problem solving or effective social support mechanisms can help people become aware of healthier stress management.
- It turns out that occupational stress is more effective than individual stressors, demonstrating the potential for comprehensive work engagement. Assessing and improving work conditions can help people cope more effectively with permanence-related stress.
- The fact that employees with low professional seniority need to receive social support more may require support programs for this group. Initiatives such as mentoring or professional development programs can meet new people's social support needs.

Future treatment recommendations are given below:

- The prominence of the system of combating the problem and the lack of social support can provide training programs on this issue. Training that continues the development of social support can help people use this important resource more effectively.
- occupational stress is more effective than individual stress sources, research on improvements can be focused on what can be achieved in the work environment. By evaluating working conditions and making the work environment friendlier to increase stress, employees' ability to cope with work-related stress can be strengthened.
- Mentoring or professional development programs can be developed to cover social costs for employees with low professional seniority . In such programs, new employees receive support from more professional colleagues and enable them to develop their professional careers.

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