A Bibliometric Analysis on Worldwide Research Trend of Work Stress Among Women Employees

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ABSTRACT

Work-life balance is now a major factor in determining an employee's job-related performance in any field. Employees are finding it increasingly difficult to strike a healthy work-life balance as their responsibilities at work grow. Workers are affected physiologically and mentally as a result of such circumstances. The hectic life of retaining and excelling in a bank position has put significant pressure on bank employees' lives, resulting in work-life imbalance, which is a problem that puts workers' well-being, performance, and organizational performance at risk. Following the interests, learning something new, solving issues solving talents and going in a new department are all lead to research. Working on the faculty given topic allow us to directly work with the mentor, she might be research mentor with experience. This research investigate because finishing a research or creative project will provide us practical experience. Working directly with a faculty mentor, as well as the gain knowledge from the other academic and student researchers in our area. Professionalism, time management, multitasking, and internet research tools are all important life and classroom skills to learn. Learning how to effectively communicate our ideas while simultaneously assessing and criticizing the work of others. A chance to hone our leadership and cooperation skills while collaborating with others. A chance to learn new things and expand on what we already know.

Keywords: Work stress, Working Women, Women Employees, Gender Differences, Well-being, Organizational initiatives, Discrimination, Gender, Pay Equality, Promotion, Training, Mental Health.

1. INTRODUCTION

Word stress is common in Cameroonian English. Stress is a broad term that encompasses a wide range of psychological and physiological stressors that people encounter throughout their lives. Stress appears to be a worldwide problem. Humans, animals, and even metals all experience stress. The ability of humans to give excellent services is influenced by their stress levels. A person's stress is a result of their interaction with their surroundings. Its impact varies depending on the person and the coping resources available. Occupational stress, often known as job stress, is defined as the unpleasant emotional states of irritation, concern, anxiety, and sadness caused by work-related issues. Individual experience and gender have an impact on job stress. It is not true that everyone reacts in the same way to the same situation.

Working women appear to have a difficult time at work. According to research, 28% of men and 53% of women cited work-family stress (Singh, 2023). It also has an impact on their capacity to focus on the task. Women around the world, according to research, hardly get time to rest and are constantly stressed and overworked. Developing-country women are more worried than developed-country women. In India, 87 percent of females are concerned about balancing work and family responsibilities.

Workplace, family, decision-making, the future, and other types of stress are all potential drivers of anxiety. Physical and mental stress are two types of stress. Illness, the death of a loved one, a change in responsibilities or expectations at work that promotes career advancement, prevents loss, or changes in the organisation, changes employee demography (religion or ethnicity, gender, and age), and employee health and safety all play a role. This study sheds light on the level of stress that women in academia and the workplace face.

2. Literature review

When it comes to the connection between job and employee physical health, organisational academics are looking into at least three ways. To begin with, a job can cause harm (Danna & Griffin, 1999). Work, on the other hand, can be stressful (Karasek & Theorell, 1990). Third, both

directly and indirectly, work provides advantages that enable the purchase of healthcare services in countries where universal healthcare is not otherwise available (Adler et al., 1993). The strength of one's relationships with other individuals and communities is referred to as social well-being (Keyes, 1998).

2.1 Demographic variables and occupational stress (age, gender, rank and marital status)

Job anxiety, coping pressure, and role conflict, as well as the usage of technology such as computers, cause higher stress in women than in men (Zappert & Weinstein, 1985). Elder, Gardner, and Ruth (Elder, Gardner, and Ruth, 1987). Furthermore, female managers experience greater stress from pressures related to paid (work) versus unpaid (family and domestic) responsibilities than male managers, whereas female subordinates experience male subordinates receive higher social support (Frankenhauser, et al., 1989). Working women job requires a substantial amount of time and these roles are tough to coordinate in terms of time and energy.

Both gender-specific and gender-specific occupational stressors influence working women. Women, for example, are commonly limited to dull, jobs that are low-power, high in demand, and intrinsically stressful (Hendrix, Summers, Leap & Steel, 1995). Additional pressures that induce negative mental health symptoms include the glass ceiling effect, stereotyping, organisational politics, and power inequalities (Beena & Poduval, 2006). (Sahni, 2006). According to empirical studies, working women find it difficult to manage and balance global stress at work, which involves psychological and physical labour demands. Workplace, family, and friend support, on the other hand, is increasingly being recognised as helpful in reducing stress, protecting one's health, and improving one's quality of life (Asnani et al., 2004). The stresses and anxieties of family responsibilities are lower among married women than those of occupational and domestic obligations.

2.2 Mental stress and work life balance

When a worker's abilities, resources, or requirements do not match the job's expectations, occupational stress develops (Marzabadi & Tarkhorani, 2007). The ideal definition of social support is a complex transactional process that requires an active contact between a person and their support network (Vaux, 1988). According to the Australian Mental Health and Workforce

Division, "mental illness is a health issue that seriously affects how a person feels, thinks, behaves, and interacts with other people" (2013).

Work-life balance is defined as a woman's ability to manage and operate in a variety of contexts with little conflict, such as her family, personal life, and professional life (Clark, 2000; Unger son &Yeandle, 2005). Using the framework of role theory, Kahn and his colleagues (1964) established the concept of work-family conflict (WFC), which considers friction between work and family duties as an inter-role conflict in the context of an individual working for an organisation. Family concerns interfering with work and work interfering with family issues have been identified as the most serious issues faced by female employees. The modern workplace has brought challenges and concerns about juggling the opposing responsibilities of work and family, with an increasing percentage of female employees at varying levels of responsibility and working patterns (Bharat, 2003; Komarraju, 1997; Rajadhyaksha & Bhatnagar, 2000; Sekharan, 1992).

(Makowska) The significance of workplace stressors The pressures associated with family function were clearly greater. Inter role playing has unfavourable consequences, including work-family and family-work problems. Job role conflict, job role overload, and job role uncertainty are all examples of workplace stress (House et al., 1983)

However, (Baruch and Barnett) it is the quality of the role that matters, not the quantity of roles. That is, when a woman values her work and her home life, there is a favourable association between different roles and good mental health. To help people overcome stress-related ailments, he proposes flexible work hours, as well as changes in corporate regulations and programmes. Women and work stress is the subject of one of the papers. The other piece, co-authored by authors from NIOSH and two other organisations, focuses on construction worker health and safety.

Studies on "Working and Non-Working Married Women's Marital Adjustment, Stress, and Depression" (Hina Ahmed Hashmi et al.,2007) When comparing educated working and non-working married women, it was observed that highly educated working and non-working married women are more likely to do well in their marriages and are less likely to be depressed (Revathi). Females, on the other hand, have been found to be more stressed than their male counterparts. Family issues, health issues, workload pressure, working circumstances, and confrontation with coworkers are the most influencing factors at work, according to females.

2.3 Work stress comparison between women and men

Steel and Rentsch (On and off the job, women encounter particular kinds of stress. According to the report, working women are frequently constrained to dull, low-power, high-demand jobs that are inherently stressful (Chusmir and Durand, 1987). When they are not working, women are usually in charge of the home and family; they spend up to three times as much time on housework.

Females are more likely than guys to suffer from depression (American Psychological Association). Furthermore, the frequency of cold/flu episodes was influenced by family-spouse connections, physical symptoms were influenced by sorrow, absenteeism was influenced by job stress, and boredom and financial concerns were influenced by female absenteeism. Women are more worried than men when it comes to job anxiety, coping stress, and role conflict (Zappert & Weinstein, 1985). Female managers experience more stress from expectations related to paid (work) versus unpaid (family and domestic) tasks than male managers, in comparison to male subordinates, female subordinates receive more social support (Frankenhauser, et al., 1989).

2.4 Psychological and behavioral stress in the workplace

Sowmya (2010) investigated the amount of physiological, psychological, and behavioural stress in the workplace, personal life, and social life in personal and organisational development. The age of the employees has been determined to have no bearing on the medical difficulties caused by physiological stress it also to be found that employees with previous experience and a relaxing technique are preferred.

A great deal of research has gone into determining the variables of Job Stress and Productivity. To build the conceptual framework, the components have been identified. Timing, supervisor competency, compensation, processes and procedures, group dynamics, absenteeism, and presentism are all elements that influence productivity. Females, on the other hand, have been found to be more stressed than their male counterparts. Family issues, health issues, workload pressure, working circumstances, and confrontation with coworkers are the most influencing factors at work, according to females. Workplace conflict was ranked as the most important factor by men, followed by internal competition, health difficulties, and workload pressure. Stress

manifests itself in a variety of ways, including physiological, psychological, and behavioural manifestations. Females are more negatively affected by stress at work than guys. Women find it difficult to strike a work-life balance. Strong EAP and wellness programmes are promoted in organizations.

3. Methodology

The three processes of data retrieval, selection, and analysis were employed to discover relevant research (Figure). In the initial step, the research objectives were established. The following stage was to select keywords. For this form of investigation, a good search strategy should be broad in scope and cover a wide range of topics. As a result, keywords like "retrieval" were included in the retrieval procedure "Work stress, "Working Women", "Women Employees", "Well-being", "Organizational initiatives", "Discrimination", "Gender", "Pay Equality", "Promotion", "Training", "Mental Health".

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After the second stage, which comprises of four critical phases, the final corpus is reached. In the preliminary search, 1571 papers were discovered. The articles were then judged on their usefulness. Irrelevant articles that did not fit into the query box were removed by reviewing the title and keywords, resulting in 920 papers. Then, for final screening, keywords, abstracts, and complete papers were carefully examined to exclude material that were not relevant to the study. Table 1 shows the criteria used to determine which articles should be included and which should be excluded. As a result, there are 731 documents in the final corpus.

Because it allows academics to examine each other's contributions in a subject, bibliometric analysis, a qualitative and quantitative methodology, is a rapidly developing research method around the world. Bibliometric analysis, first presented in 1969 as a statistical and modelling tool,

has evolved to offer a detailed image of a research field by graphically mapping the trend, allowing the researcher to reach relevant conclusions.
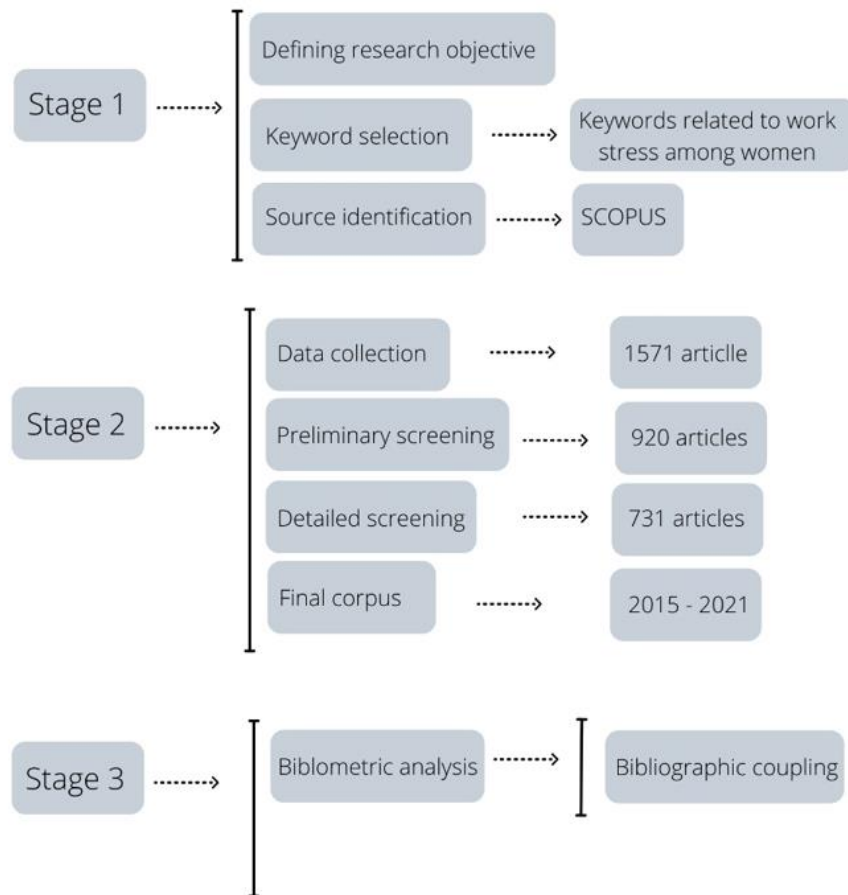

Figure 1: Methodological process of search, retrieval, selection, standardization and inclusion of documents for the study.

The study landscape for job stress among women is mapped using bibliometric approaches, followed by a content analysis of contemporary scholarship. In 2021, the number of articles published increased significantly. Bibliographic coupling was employed to analyses the intellectual core after finding the historical organization. VOS viewer (Visualization of Similarity) was used to conduct the study, which graphically maps the area and facilitates interpretation (Kregel et al. 2020).

Table 1: Search Criteria for Work Stress on Woman

	Inclusion Criteria	Exclusion Criteria
Database	Scopus	Other databases
Publication Period	Up to 2022	Articles Published before 2015
Document Type	Research papers, Articles	Conference papers, book chapters, books, notes, letters, editorials
Source Type	Journals	Books, websites, conference proceedings, trade publications, master's dissertations.
Subject Area	Working Women, Work Stress (Enablers, Inhibitors, and Effectiveness)	-
Language	English	Other Languages

4. Result and findings:

4.1 Authors and co-authors

The number of writers in the research of author cooperation was reduced from 2067 to 107 by including authors who had atleast one publication. From the data provided below we can see that Wang y. and Wang x. has the maximum number of documents that is 15 (Table 2). And the maximum number of Citations came out to be of research paper written by Asmundson g.j.g. that is 870 times followed by Mckay d. that is 866 (Table 3).

There is a fact that even though Asmundson g.j.g and Mckay d. has written quite lesser papers but with the maximum citations i.e., 870 and 866. Which means their work is very impactful and efficient and found to be helpful for others.

Table 2: Most Influential Authors ranked by Documents

Author	Documents	Citations	Total Link Strength
wang y.	15	456	40
wang x.	12	161	37
yıldırım m.	10	157	5
li j.	10	144	26
li y.	10	74	38
yang x.	8	299	32
wang z.	8	232	24
liu z.	8	182	39
griffiths m.d.	8	138	5
zhou x.	8	87	37

Table 3: Most Influential Authors ranked by Citations

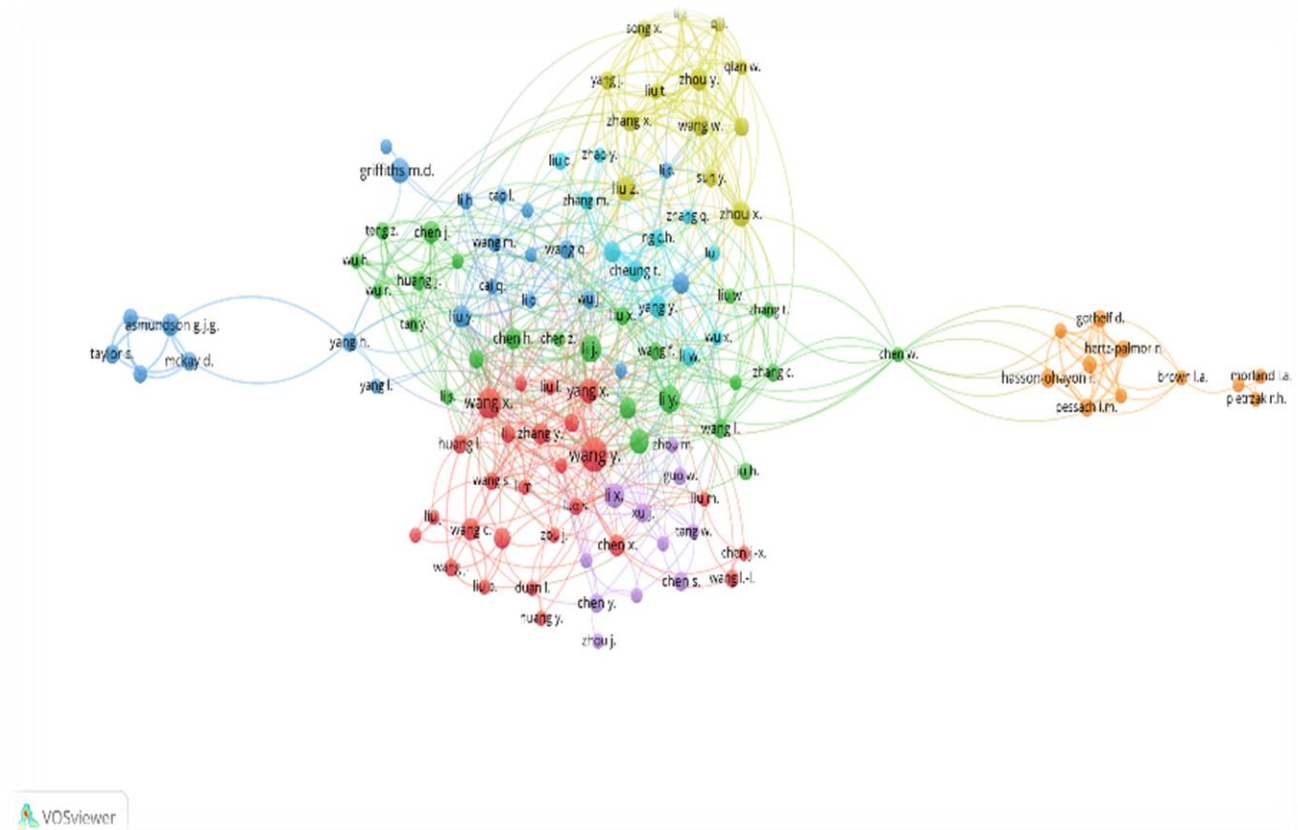| Author	Documents	Citations	Total Link Strength
asmundson g.j.g.	7	870	21
mckay d.	5	866	16
paluszek m.m.	5	711	17
taylor s.	5	711	17
landry c.a.	4	708	15
li w.	5	651	15
yang y.	7	636	24
lee j.	5	554	0
lee s.a.	3	496	0
wang y.	15	456	40

Figure 2: Co-Authorship network map

4.2 Authors and organization

From the given table below, we can see that the Department of Psychiatry, University of British Columbia, Vancouver, BC, Canada has published the most papers or documents, with a total of five, followed by the Department of Psychology, School of Public Health, Southern Medical University, Guangzhou, China.

Table 5 shows that the Department of Psychiatry, University of British Columbia, Vancouver, BC, Canada has the most citations (711), followed by the Beijing Institute Of Brain Disorders, Capital Medical University, Beijing, China, with 564. Again a interesting fact to notice that that Department of Psychiatry, University of British Columbia, Vancouver, BC, Canada is ranked in the top list in both places regarding the number of documents and citations stating that their research on this topic is very prominent and accurate.

Table 4: Most Influential Organizations ranked by Documents

Organization	Documents	Citations	Total Link Strength
department of psychiatry, university of british columbia, vancouver, bc, canada	5	711	0
department of psychology, school of public health, southern medical university, guangzhou, china	5	103	5
international network on personal meaning, toronto, on, canada	5	48	5
school of psychological sciences, tel aviv university, tel aviv, israel	5	45	5
department of behavioral science, the university of texas md anderson cancer center, houston, tx, united states	4	92	5
department of neuroscience, psychology and behaviour, university of leicester, leicester, united kingdom	4	14	2
department of psychiatry, yale school of medicine, new haven, ct, united states	4	15	18
department of psychological counseling and guidance, mehmet akif ersoy university, burdur, turkey	4	28	5
institute of psychology, elte eötvös loránd university, budapest, hungary	4	5	44
sackler faculty of medicine, tel aviv university, tel aviv, israel	4	90	4

Table 5: Most Influential Organizations ranked by Citations

Organization	Documents	Citations	Total Link Strength
department of psychiatry, university of british columbia, vancouver, bc, canada	5	711	0
beijing institute of brain disorders, capital medical university, beijing, china	2	564	33
beijing psychosomatic disease consultation center, xuanwu hospital, capital medical university, beijing, china	2	564	33
department of neurology, beijing puren hospital, beijing, china	2	564	33
department of psychiatry, tongji hospital, tongji medical college, huazhong university of science and technology, wuhan, china	2	564	33
school of psychology, capital normal university, beijing, china	2	564	33
beijing key laboratory of neuromodulation, beijing, china	1	557	11
center of epilepsy, beijing institute for brain disorders, capital medical university, beijing, china	1	557	11
clinical psychology, department of health sciences, university of florence, florence, italy	1	557	11
department of neurology, 3rd people's hospital of chengdu, chengdu, china	1	557	11
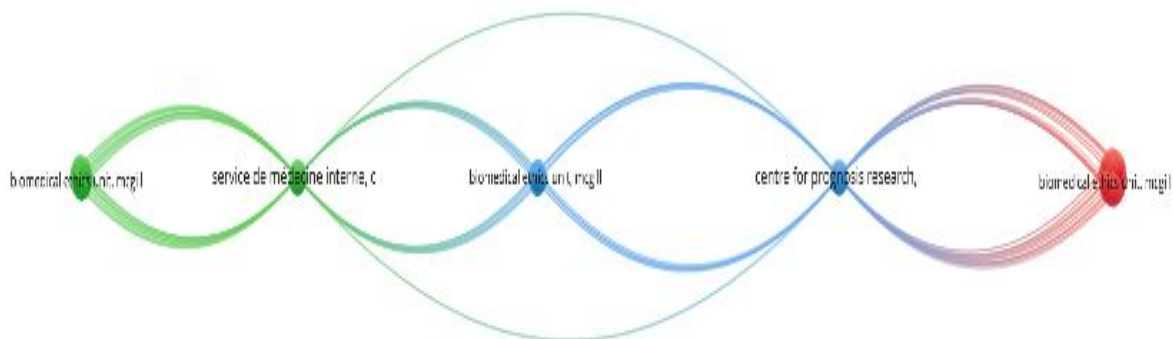
Figure 3: Organization's Co-authorship Network Map

4.3 Authors and countries:

The Co-authorship analysis used to identify researcher collaboration on a country-by-country basis taken into consideration with more than 2 publications. From the data given below we can see that United States has done the greatest number of researches i.e., 248 on the topic followed by United Kingdom and China 88, 69. United States authors have the greatest number of citations that is 3305 times followed by China with 25   37 Citations. It is very interesting to know that United States is in top list in both places regarding the number of documents and citations stating that their research on this topic is very prominent and accurate.

Table 6: Most Influential Countries ranked by documents

Country	Documents	Citations	Total Link Strength
united states	248	3305	107
united kingdor	88	1227	92
china	69	2537	50
canada	51	920	52
india	44	1161	16
italy	42	1116	45
australia	36	569	44
turkey	28	327	24
spain	26	588	46
france	17	365	22

Table 7: Most Influential Countries ranked by Citations

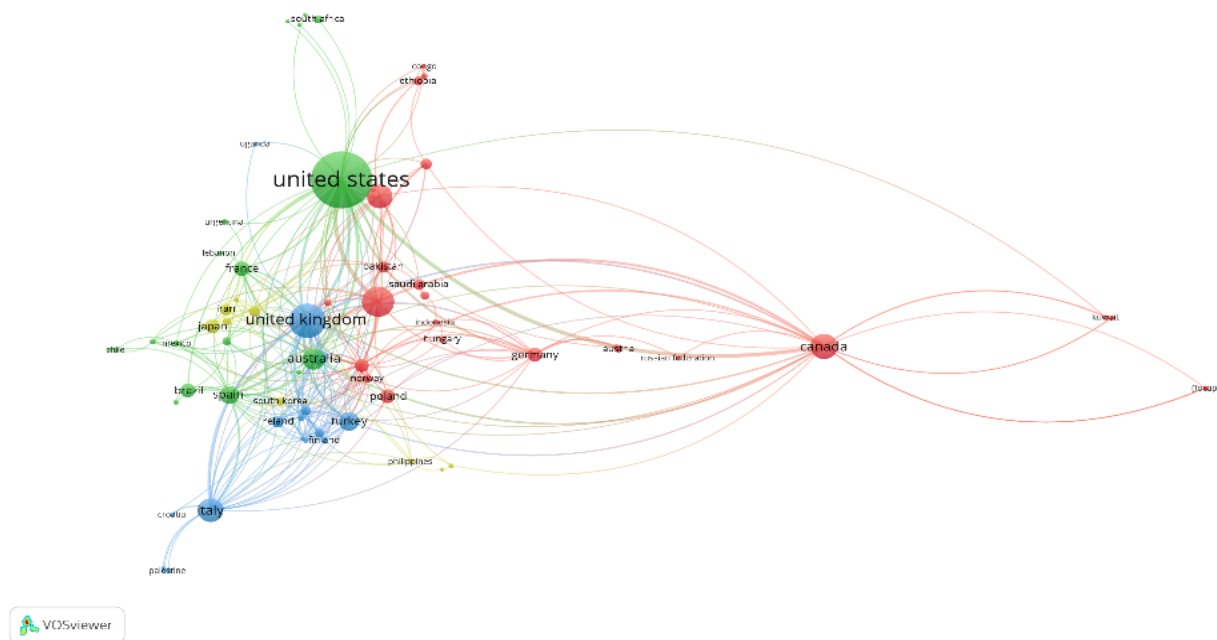| Country	Documents	Citations	Total Link Strength
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italy	42	1116	45
canada	51	920	52
bangladesh	9	636	17
spain	26	588	46
australia	36	569	44
france	17	365	22

Figure 4: The country co-authorship Network Map

4.4 Co-occurrences of all keywords (author and index):

In 731 articles a total of 2789 keywords were utilized. Only 399 keywords exist in more than 2 articles, according to the keyword co-occurence analysis. From the table given below it is clear that the keyword Mental health is widely used in research papers all over as it has very high number of occurrences which is 399 followed by that of 352 for Humans and 307 for Disease. We can also deduce that the total link strength is the strongest for the keyword Humans which is 9022 after

which comes Disease with 8767 and Mental Health with 8030. For the research on the topic following keywords were widely used in the papers and were recurring most number of times – "Mental Health, Humans, Disease, Gender, Anxiety, Depression, Psychology, Mental Stress".

Table 8: Co-occurrence of Keywords ranked by Occurrences

Keyword	Occurrences	Total Link Strength
mental health	399	8030
humans	352	9022
disease	307	8767
adult	265	7308
female	256	7268
male	238	6809
anxiety	216	4642
depression	193	4485
psychology	170	4849
mental stress	74	2237

Table 9: Co-occurrence of Keywords ranked by Total Link Strength

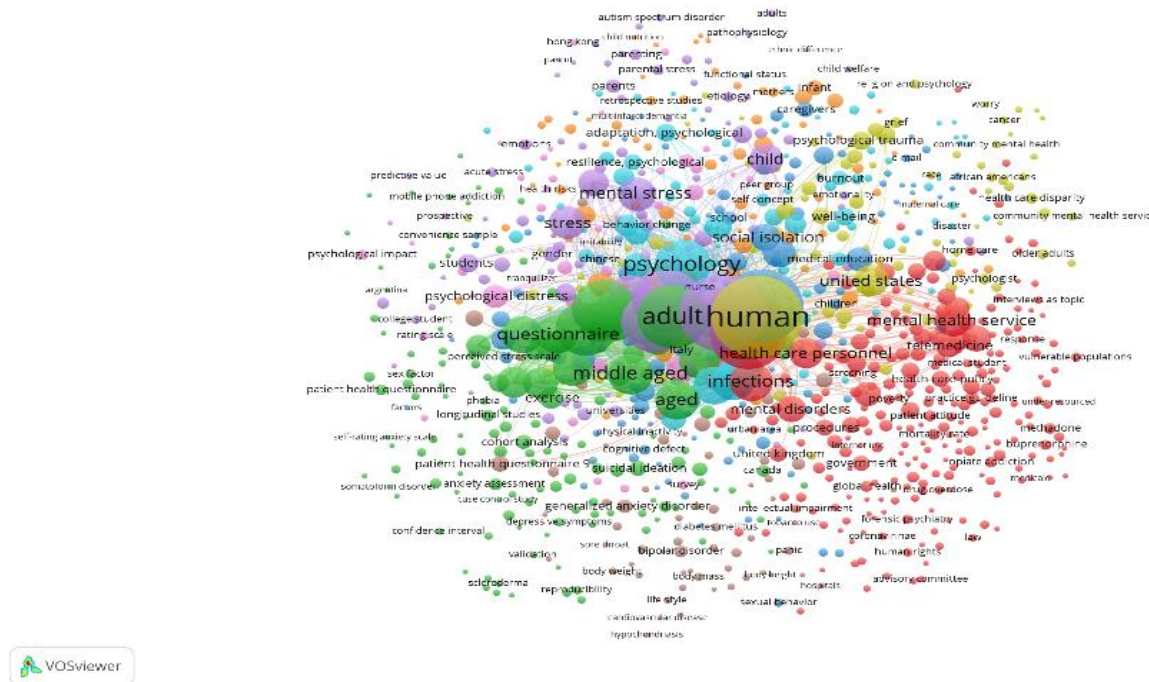| Keyword	Occurrences	Total Link Strength
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anxiety	216	4642
depression	193	4485
mental stress	74	2237

Figure 5: Network visualization map of keywords' co-occurrence

4.5 Citations-Authors

The tables help us to conclude that the maximum number of Citations came out to be of research paper written by Asmundson g.j.g. that is 870 times followed by Mckay d. that is 866 given below. The data gives us an insight of how thoroughly Asmundson g.j.g. and Mckay d. has researched and have been referred for the topic. And the interesting fact is to notice that Asmundson g.j.g. and Mckay d. are ranked in the top list in both places regarding the number of citations and total linking strength stating that their research on this topic is very prominent and accurate.

Table 10: Most Influential Authors ranked by Citations

Author	Documents	Citations	Total Link Strength
asmundson g.j.g.	7	870	99
mckay d.	5	866	86
czeisler c.a.	2	724	35
czeisler m.é.	2	724	35
howard m.e.	2	724	35
rajaratnam s.m.w.	2	723	33
paluszek m.m.	5	711	80
taylor s.	5	711	80
landry c.a.	4	708	71
li w.	5	651	74

Table 11: Most Influential Authors ranked by Total Link Strength

Author	Documents	Citations	Total Link Strength
asmundson g.j.g.	7	870	99
mckay d.	5	866	86
chen x.	6	389	85
liu m.	3	370	83
paluszek m.m.	5	711	80
taylor s.	5	711	80
li w.	5	651	74
yang y.	7	636	73
landry c.a.	4	708	71
wang x.	12	161	69
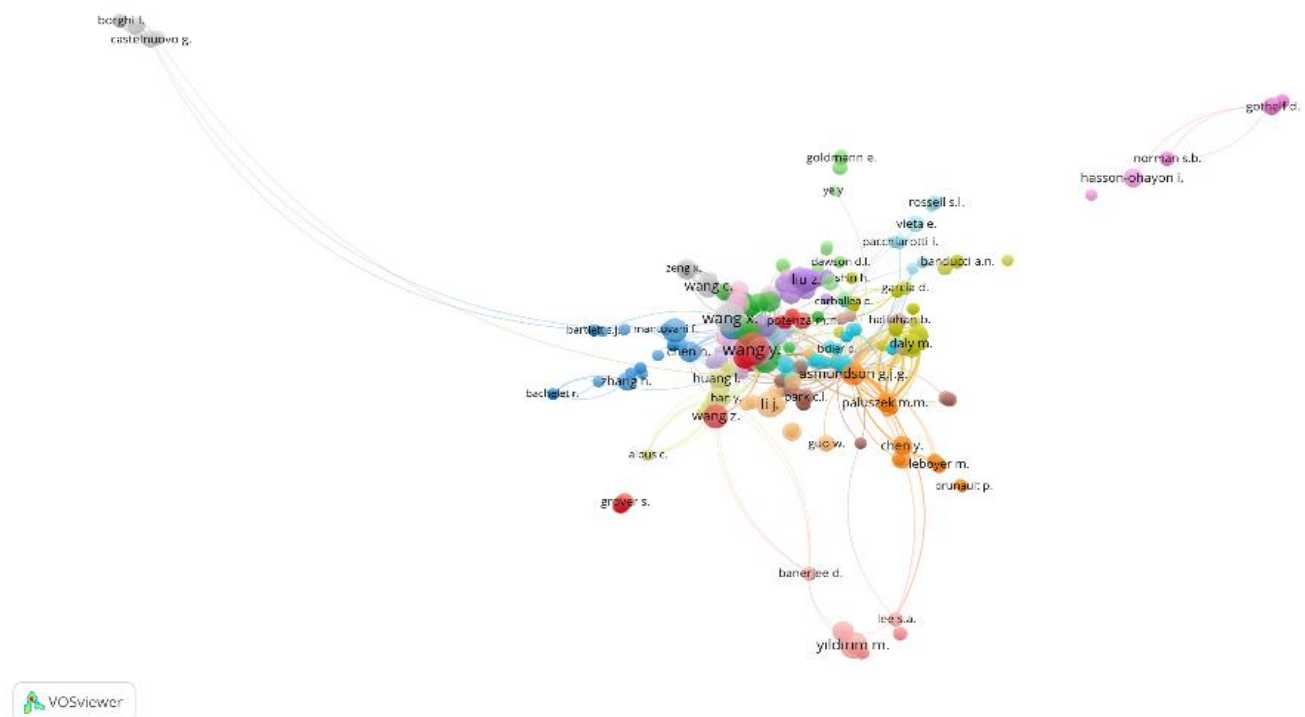
Figure 6: Network visualization map of Citations

4.6 Citation-Document:

From the given tables we can infer that Rajkumar r.p. (2020) has the highest number of citations 1332 with highest ranking in number of links being 43, Czeisler m.e. (2020) has the second highest

number of citations which is 722 and third ranking in number of linking which is 22. Second Highest linking is possessed by Lee s.a. (2020) which is 30 with lesser number of citations. Rajkumar r.p. (2020) was leading.

Table 12: Documents ranked by Citations

Documents	Citations	Total Link Strength
rajkumar r.p. (2020)	1332	43
czeisler m.é. (2020)	722	22
roy d. (2020)	668	15
zhang w.-r. (2020)	557	18
lee j. (2020)	519	16
prime h. (2020)	480	17
lee s.a. (2020a)	446	30
ahmed m.z. (2020)	432	11
zhou s.-j. (2020)	368	16

Table 13: Documents ranked by Total Link Strength

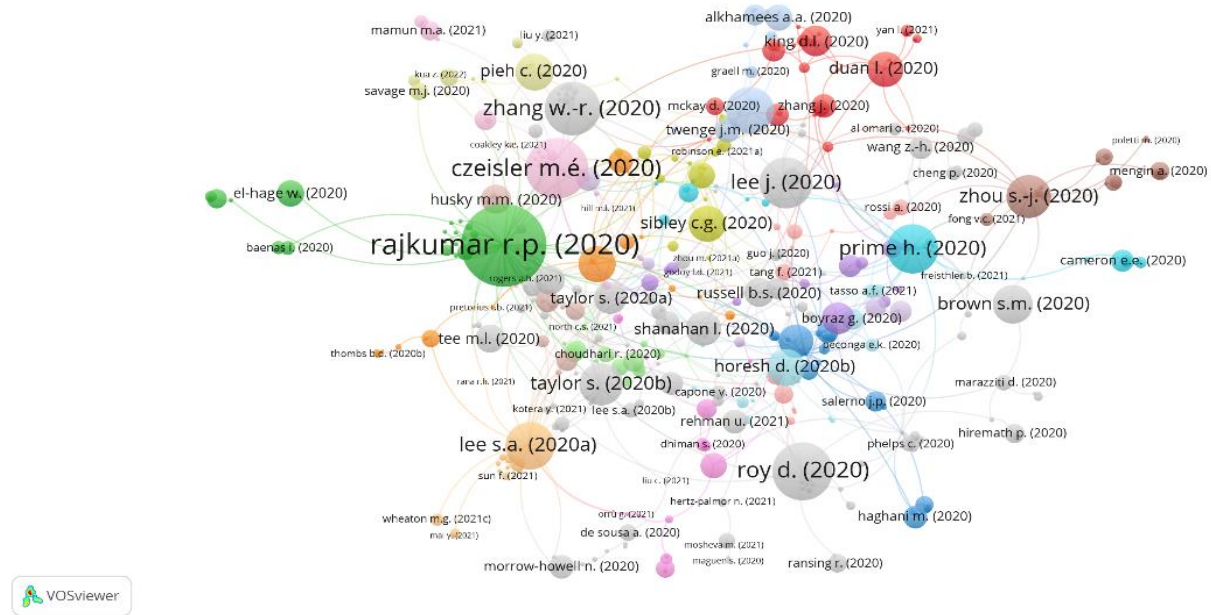| Documents	Citations	Total Link Strength
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taylor s. (2020b)	346	19
zhang w.-r. (2020)	557	18
horesh d. (2020b)	276	18
prime h. (2020)	480	17
lee j. (2020)	519	16
zhou s.-j. (2020)	368	16

Figure 7: Network visualization map of most influential Citations

4.7 Co-Citations and cited references

From the below tables we can notice that brooks, sk has the highest number of citations 18 with second highest ranking in number of links being 34, followed by Wang, C with second highest citations i.e., 16 and highest link strength of 42. Third rank in citations is of Brooks again which is 14 but coming to the link strength Qui ranks third with a total of 23. Hence, we can conclude that the document of Brooks was the leading one.

Table 14: Cited Reference ranked by Citations

Cited Reference	Citations	Total Link Strength
brooks, sk, webster	18	34
wang, c, pan, r, wan	16	42
brooks, sk, webster	14	9
brooks, sk, webster	13	21
qiu, j, shen, b, zhao,	13	23
braun, v, clarke, v, u	10	2
brooks, sk, webster	10	3
spitzer, rl, kroenke,	9	12
wang, c, pan, r, wan	9	11
brooks, sk, webster	8	11

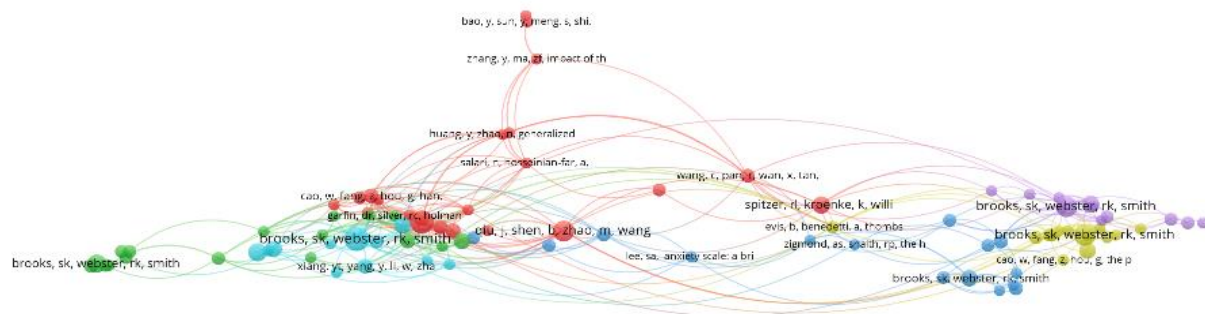| Cited Reference	Citations	Total Link Strength
wang, c, pan, r, wa	16	42
brooks, sk, webste	18	34
qiu, j, shen, b, zha	13	23
kroenke, k, spitzer	7	23
brooks, sk, webste	13	21
wang, c, pan, r, wa	7	21
pierce, m, hope, h	6	17
spitzer, rl, kroenke	8	16
cao, w, fang, z, ho	7	15
rajkumar, rp, and	7	15

Figure 7: Network Visualization Map of influential Citations

4.8 Co-Citation - cited cuthors:

It is easily noted that Wang, y. is leading both citations as well as link strengths with a total of 569 and 38328 respectively. This is followed by Wessely, s. in terms of citations 485 and Wang, c. in terms of total link strength of 32135. Lastly on the third place of citations is Wang, c. 464 and Wessely, s in terms of total link strength of 27777. Hence, we can conclude that Wang, y. is on leading position.

Table 16: Co-citations by Cited Authors ranked by citations

Author	Citations	Total Link Strength
wang, y.	569	38328
wessely, s.	485	27777
wang, c.	464	32135
kroenke, k.	412	23919
spitzer, r.l.	385	22809
greenberg, r	353	19649
pan, r.	351	25294
wan, x.	349	25066
xu, l.	329	23537
tan, y.	328	23615

Table 17: Co-citations by Cited Authors ranked by Total Link Strength

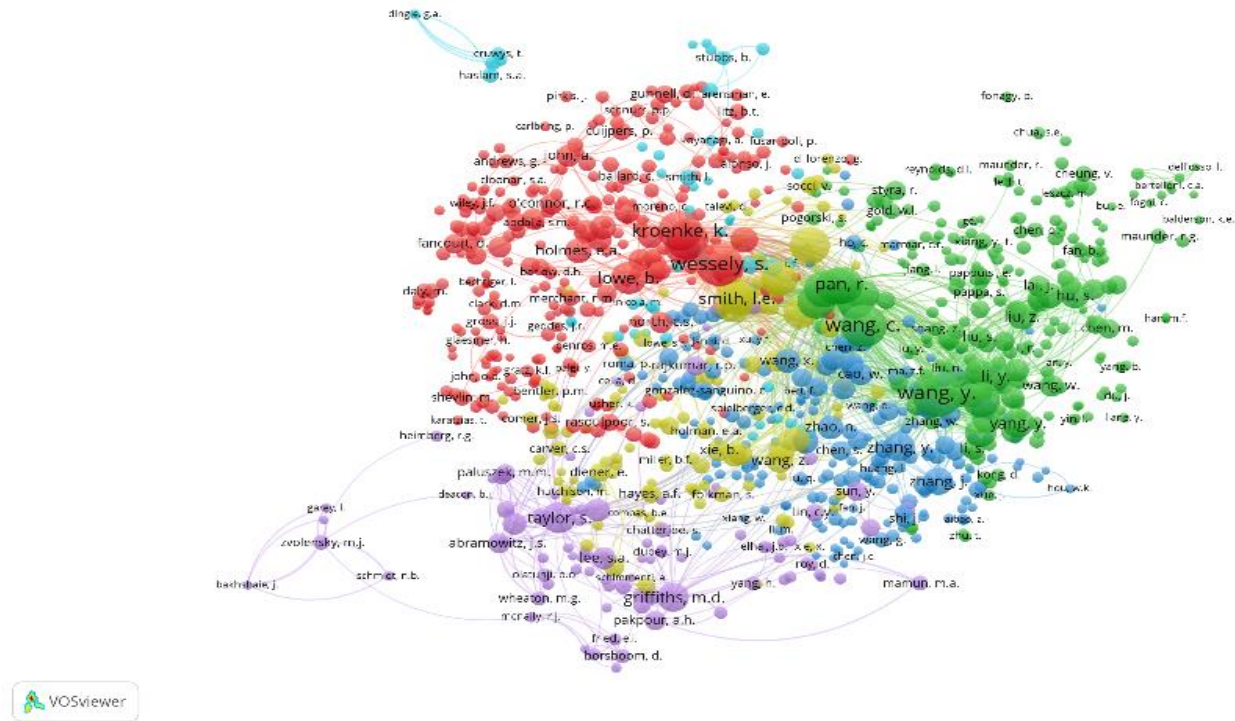| Author	Citations	Total Link Strength
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pan, r.	351	25294
wan, x.	349	25066
kroenke, k.	412	23919
tan, y.	328	23615
xu, l.	329	23537
spitzer, r.l.	385	22809
ho, c.s.	283	20209

Figure 8: Network Visualization map if influential papers

4.9 Mapping the Intellectual Structure of customer brand relationship

The key topics in the corpus are established by the thematic structure resulting from the bibliographic coupling. The documents that make up a bibliographic pair have a comparable conceptual structure. The corpus was sorted into five topic clusters using the VOS viewer program. The result is based on the number of common references counted to determine the strength of links between articles. The key subject and main articles for each cluster are shown below.

Table 18: Cluster Overview

Cluster	No. of Paper	Central Focus	Major Topics Explored	Starting Year	Ending Year	Top 3 Cited Papers	
						Authors (years)	Citation
1	165	Enabler and outcomes of Mental Health	Mental Health is affected due to stress	2016	2020	prime h. (2020)	480
						brown s.m. (2020)	298
						horesh d. (2020)	276
2	148	Overcome discrimination	Discrimination at Workplace	2015	2021	roy d. (2021)	668
						zhang w.-r. (2021)	557
						lee s.a. (2021)	446
3	128	Focus on Healthcare	Psychiatric Hospitalization	2014	2020	taylor s. (2020b)	346
						taylor s. (2020a)	198
						asmundson g.j.g. (2020)	163
4	110	Study of Behavioral Change	Behavioral Changes	2017	2020	shanahan l. (2020)	229
						russell b.s. (2020)	164
						tee m.l. (2020)	155
5	86	Analysis	Work Life Balance	2015	2021	el-hage w. (2021)	139
						daly m. (2021)	136
						serrano-ripoll m.j. (2021)	106

Cluster 1

The first cluster discusses how stress impacts mental health. Workplace stress has a severe impact on employees' mental health, increasing their risk of anxiety, burnout, despair, and substance abuse. It investigates how stressed-out female workers are more likely to participate in unhealthy

behaviours such as smoking, drinking and drug misuse, and bad eating habits. According to the American Institute of Stress, over 33% of people are stressed out. Stress affects 77% of people and has a negative impact on their physical well-being. As a result of stress, 73 percent of people suffer from mental disease.

Cluster 2

Cluster 2 examines how women deal with gender issues and employment discrimination. It chronicles how women have fought for equality and justice since the 19th century, when they were forced to become victims of patriarchal society's horrors. From personal violence to workplace discrimination and mental harassment, justice and equality still appear to be a distant ideal. It is suggested that acknowledging the existence of gender discrimination and inequality is a necessary first step toward resolving them. There should be no disparities in treatment. When we talk about gender discrimination or inequality, we bring it to light and allow it to be addressed. If addressing the abuser is something you're comfortable with, go ahead and do it. Teach managers what constitutes gender discrimination and inequality, as well as how to recognize both the obvious and less evident symptoms of prejudice.

Cluster 3

Cluster 3 describes psychiatric hospitalisation, which occurs when a patient is admitted to a mental health facility for a period of time, ranging from a few days to a few months, and receives in-patient care. It describes how women are affected and seek psychiatric assistance for their well-being. It's having a negative impact on their mental health and causing problems in their families. A good healthcare system is essential for decreasing family responsibilities and advancing the country.

Cluster 4

Cluster 4 examines how women cope with behavioural changes in their daily lives as a result of work stress and workplace discrimination. A behavioural change is a temporary or permanent consequence that occurs when an individual's behaviour differs from past conduct. It's occasionally classified as a mental illness. This study looks at how a stressful workplace might lead to behavioural changes such as headaches, stomachaches, sleep disturbances, impatience, and difficulties concentrating. Anxiety, insomnia, high blood pressure, and a weakened immune system are all signs of chronic stress.

Cluster 5

Cluster 5 discusses how work-life balance is critical for all working people, especially women who are responsible for their families, office work, and housework. In the workforce, there are women of all races. However, this has resulted in increasing duties for women, who are both working professionally and still carrying the majority of the domestic work load. These simultaneous obligations can increase stress, jeopardise physical and mental well-being, and result in burnout and decreased productivity at work. Due to their rigorous schedule, women experience anxiety attacks, melancholy, tension, and body pain, according to this study. They should be given paid vacations, weekend off, clubbing, and parties to help them relax and maintain a healthy work-life balance.

5. Conclusion

After doing the Bibliographic Research on stress of working women we analyzed and concluded that all over the world stress of women is increasing day by day. Our research tells that society expects women to look after each aspect whether it is her office work or family duty and to be responsible. Women faces a lot of discrimination at workplace and outside too which disturbs their mental peace, increase the suicidal tendencies, depression, anxiety attacks and physical health also. Many of the countries are fighting for women rights and took many actions to safeguard them. Nowadays women is getting full support from families and workplace also and government is also helping them. In near future women will get lot of relief and could lead her life on her own terms. Thus, it can be concluded the working women are more stressed and are not able to maintain their work life balance but in coming years the situation might take a different run in favor of women.

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