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Professional Stress in Male and Female Print Media Employees

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Abstract

This article investigates the management of professional stress among male and female print media professionals. Furthermore, the study investigates the frequency of occupational stress among print media professionals in NCR, Uttar Pradesh, and India. The researchers used stratified random sampling to choose the study's respondents. It was anticipated that male and female journalists experience similar levels of professional stress. The data was acquired from 360 employees via print media using a systematic and pre-tested questionnaire. This study employed descriptive statistics and t-test analysis. The study found that male and female employees suffer significantly different levels of professional stress in response to job uncertainty. There is also a significant difference in the amount of professional stress experienced by male and female employees in response to unproductive work behaviors, excessive time pressure, and unrealistic deadlines.

Keywords: *job uncertainty, economic hardship, counter- productive work behaviors, excessive workload, physical & psychological symptoms*

Introduction

The media is one of the tools used to shape society. For the public in society, the media as an industry portrays truths of life such as religion, politics, employment, health, education, entertainment, sports, crime, events, and so on. Formerly, there were just a few newspapers, radio stations, and Doordarshan in the sphere of print and electronic media. But, with the development of technology and the internet in the modern period, it has expanded to a bigger frame. The media operates 24 hours a day, seven days a week, broadcasting live, recorded, printed, or digitalized news to the public. The plural version of the term "media" is a way of communication that disseminates news, entertainment, advertisements, health, education, and so on. It consists of physical or online newspapers, magazines, television, radio, telephone, Internet, fax, and billboards. The term media is defined as a medium of communication that disseminates everything from telephone calls to news on television channels. The media is defined by society as a communicator who disseminates information to the public. It is referred to as "Mass Media" when it reaches a large populace. Print media is an earlier kind of media that includes a variety of publications such as journals, newspapers, newsletters, magazines, books, and reports. It still has a huge stake of people, but it is suffering as a result of the Internet's current arrival. Another media known as Broadcast Media, sometimes known as Electronic media that comprises Television and Radio, is visible in the beginning and middle of the twentieth century. The bulk of the populace gets its news and entertainment through television and radio. Furthermore, during the last 20 years, television and cable have grown in prominence. Yet, experts believe that it will not exist long because the internet has surpassed it. The Internet is rapidly approaching, and it is expected to become a primary source of communication for a large population seeking news, entertainment, social connections, online education resources, and so on. The situation as we know it now did not exist until the 1990s. As compared to 1995, when only 1% of the world's population accessed the internet, now it is more than 49%.

The media sector is becoming increasingly dynamic, having emerged from a highly intrinsic coalition of persons and different entity workgroups. With such a design, there is a lack of understanding among employers and employees, with unions and other groups somewhat uncertain on pay bargaining and work regulations, with practically all recruiting and selection procedures conducted informally. (Blair H; 2001) The primary objective of the media production business is more informal, regular, autonomous, and project-based labour, with the emergence of microenterprises and a rapid emphasis on creative entrepreneurship and telecommuting. (Deuze M; 2011) Employees struggle to survive the high usage of media networks to enter the dangerous job market as a result of the rapid rise in the media sector. Nonetheless, the network is always portrayed positively as a viable, social, and dynamic alternative to market forces and corporate hierarchy.

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(Slkj mith C and McKinlay A; 2009) Stress is a big frequent issue that challenges people's lifestyles in today's ever-changing world. It is an individual's response to a change in the overall organizational system. It impacts people's physical, psychological, and behavioral patterns. Finally, it affects the entire mental capacity and causes significant harm to the immune system. This stress prompts researchers to investigate a variety of elements that influence work pressure, including job perception, workplace relationships, emotional intelligence, understanding of work pressure, and maintaining a work-life balance. The quality of work-life is intimately related to the employee's corporation and location, the kind of their employment, and the employee's family structure.

Literature Review

Phyllis Miller et al. (2010) evaluated the working patterns of female sports reporters in the sports section, focusing on four major problems: arrogance at work, equal opportunity at work, performance, and job fulfillment. The data found that, while females in the profession are growing in the country as a whole, they feel inferior in a number of ways when compared to their social group, are likely to be familiar with less, and admit to finding day-to-day job exhausting. The best quality of a female journalist, on the other hand, is that she enjoys her profession despite gender discrimination. Narayani Rajashree (2011) women are increasingly contributing to the development of news items, and women professionals are increasingly contributing to media firms, notably in decision making, according to. Within the organization, women journalists may find their voice. According to the poll, there is a lack of networking among female journalists since the majority are resistant to being classed as female professionals, and there is a lack of purposeful effort among female journalists to pay special attention to women's problems. Women journalists confront additional workplace hazards since they must manage home duties, such as childcare. Arpita Sharma (2012) recognized psychological components such as ideas, feelings, and behavior as the source of professional stress in non-government and government sector organizations. It has been demonstrated that there is a considerable difference in stress levels between people in both industries. Female and married government employees are particularly stressed.

S. Padma et al. (2013) emphasized the need of family support in balancing professional and personal life. Staff with older children balance better than those with younger ones. Employees have less work-life balance than their peers who care for their elderly parents and in-laws' health difficulties. According to the study, a lack of balance can lead to greater absenteeism, lower job satisfaction, and, on rare occasions, significant staff turnover. Companies having a positive employment history may be able to assist people in obtaining appropriate career and personal stability. Gulavani A et al. (2014) conducted a study to assess Occupational Stress and its link to Nurse Work Satisfaction. According to the results of a poll of 100 nurses, the majority of nurses are frequently stressed. The most common sources of stress for nurses include treatment uncertainty, caring for the patient and family, poor emotional homework, workload, disagreements with physicians, tragedy, and dying. There is also no significant relationship between professional stress and job satisfaction. In their study, Visotskaya N. et al. (2015) looked at emotional burnout syndrome among university professors. The three stages of stress symptoms were tension, resistance, and exhaustion. At the tension stage, the professor experienced worry and despair, insufficient emotional reaction and moral difficulty during the resistance stage, and emotional inadequacy and personal estrangement during the weariness stage. It discovers that each stage of "emotional burnout" is also in the "developmental process" or "is already established" and "is induced by professional activities" of the persons. KDV Prasad et al. (2016) investigate the influence of social support and coping techniques on professional stress and performance in CBSE teachers. Stressors found were student behavior, school atmosphere, role overload, role ambiguity, and workload. Social support includes coworkers, emotional and instrumental assistance, and coping skills. The experiment undertaken to investigate the relationship between professional stress and social support with coping strategy found no difference in tasks performed by male and female teachers. Instructors who got social support and adopted coping methods reported lower levels of stress as compared to others.

Malik et al. (2017) explored the link between professional stress and psychological features among teachers in Pakistan and Finland. Teachers in Finland were pleased with their working conditions, social support, opportunities for advancement, and professional development. Men teachers in Pakistan experienced substantial workplace bias. The stress indicators of the two countries were identical. C.A.V. Doss et al. (2018) studied the level of professional stress and expert burnout among teachers. The level of stress and burnout differs dramatically between male and female professors. Teacher burnout was predicted by a reduced operational environment, time anxiety, people misbehavior, and a reduced operational situation. Gargi Chaudhary and Dr. Ashok Kumar (2021) study the work-life balance of female journalists in the media industry. Female journalists work long hours with little downtime, making it difficult for them to strike a balance between their personal and professional lives. As a result, finding a work-life balance in the print media industry is critical for working women who want to maintain a good standard of living. The study employed a structured questionnaire with 50 female respondents to get their thoughts on the work-health balance. The purpose of this study was to investigate the impact of women journalists' work-life balance on their personal and professional lives. It also discussed how managers might help female employees balance their personal and professional lives by creating specific goals. This study aims to analyze the complex challenges that

working women face while managing their personal and professional lives. This study investigated a number of factors that impact work-life balance. The data also show that female journalists' work-life balance affects their overall quality of life. Sharif H. and Pasha S. (2024) describe the working circumstances and issues experienced by media personnel in Pakistan. It discovers that society's unique members are based on gender. This stratification creates inequality, particularly in the distribution of power among media personnel. Gender as a normative ideal is established by the structure of media organizations and the power dynamics that occur within them. Pakistan, a patriarchal country, continues to suffer from gender disparities. The research is being carried out through an online poll of male and female journalists working in newspaper and electronic media companies across Pakistan. The study design was a 'convergent parallel mixed method' approach with a pragmatic perspective.

Shah, S. F. A. etal., (2024) investigated regional KP journalists' experiences with online abuse, the psychological consequences of their exposure, and the relationship between online harassment and their capacity to effectively execute their professions in digital news contexts. Nearly two-thirds of the 299 journalists who were recruited reported being harassed online. The episodes were mainly uncommon and were linked to depression, anxiety, stress, and occupational dysfunction. This study emphasizes the necessity of understanding online harassment of journalists in crisis zones and how it affects their capacity to execute professional obligations, as well as potential remedies and paths for future research and interventions. Bélair-Gagnon, V., et al., (2025) aim to present such an overview while also investigating how effectively these patchwork supports perform. According to a nationally representative study of 633 reporters in the United States, confidence in management and a supportive workplace culture are most essential for journalists' job happiness, while work-life balance and support from family and friends are most crucial for journalists' general health. Income was a significant predictor of work satisfaction and well-being. Overall, the findings highlight the critical role of editors as producers of workplace culture and front-line caretakers, implying a need for management training.Mirabito, T., et al. (2025) look at why female local sports journalists are abandoning the industry. Researchers performed 27 semi-structured interviews with local sports television journalists who had left their professions within the previous four years (since 2020). The study's findings revealed two primary themes and one minor secondary theme that shed light on various elements influencing these decisions, as well as significant differences between the factors that affect men and women. The report concludes that newsroom executives must address the larger headwinds that female journalists face and be more deliberate in establishing better work conditions for women in the newsroom.

Research Methodology

The study collected both qualitative and quantitative data for the investigation. This approach has been used to conduct investigations. The NCR UP journalists' populations are picked for the study. The demographic data was compiled using information from the Department of Information and Public Affairs, Press Clubs, and Journalists Organizations. Nevertheless, because the media business is fragmented and unstructured, there is no formal, genuine statistics on the number of journalists operating in the UP NCR. Several journalists operate in positions but are not authorised by the authorities. As a result, the population data obtained is based on interactions with various Bureau heads, senior-most journalists, and HR professionals in this field. The responder sample size for the research is 360. The responses are from Meerut, Gazhiabad, Hapur, and Gautambudh Nagar in the National Capital Region. The researchers got 376 replies from journalists, with 16 incomplete responses not being included. According to the sample size criterion, 360 replies for the research study are maintained. Another 360 print journalists are from Meerut, 124 from Ghziabad, 46 from Gautambudh Nagar, and 28 from Hapur district. To compare the levels of professional stress experienced by male and female employees, descriptive statistics and an independent sample t-test are used. The analysis below illustrates the degree of professional stress with the gender to test the hypothesis acceptance or rejection for the objective "To measure the amount of professional stress experienced by Employees depending on gender."

Hypothesis

H01: there is no significant difference between the male and female journalist in their level of professional stress

Ha1: there is a significant difference between the male and female journalist in their level of professional stress

Table 1: group statistics – job uncertainty

Table 2: independent samples test – job uncertainty

		N	Mean	Sd.	Std. error
Insecure jobclimate	Male	272	3.99	0.85	0.05
	Female	88	3.98	1.16	0.14
Fast Work	Male	272	3.76	0.65	0.04
	Female	88	3.95	0.61	0.07
Less Freedom	Male	272	3.29	0.80	0.05
	Female	88	3.75	0.69	0.08

Variables		t-test for equality of means			
		t	Df	Sig. (2-tailed)	Mean difference
Insecure job climate	Equal variances assumed	0.04	358	0.96	0
	Equal variances not assumed	0.04	81.58	0.96	0
Fast Work	Equal variances assumed	-2.01	358	0.04	-0.18
	Equal variances not assumed	-2.08	105.39	0.04	-0.18
Less Freedom	Equal variances assumed	-4.05	358	0	-0.45
	Equal variances not assumed	-4.4	114.9	0	-0.45

The table 1 displays the journalist responses on job uncertainty classified by male and female group, taking into account three variables: insecure employment atmosphere, quick work, and less flexibility. The male and female groups had a 7:2 ratio of responders. The study discovered that the female group had a higher mean value than the male group in all work uncertainty indicators, despite the fact that the male group has a bigger proportion. Out of the three job uncertainty factors, the average was found to be very high in insecure employment atmosphere, secondly in quick work, and finally in reduced flexibility. According to the study, the mean value of male and female group responses to work uncertainty was larger than 3 in all circumstances when employees agreed there was stress. In terms of employment uncertainty, the female group is observed to be more stressed than the male group. The study of independent samples t-test on job uncertainty factor is shown in table 2. The variable insecure job climate P-value is 0.96, which is more than 0.05; hence, the null hypothesis is accepted in this case. The variable rapid work P-value is 0.04, which is less than 0.05, indicating that the null hypothesis is rejected in this case. The P-value for variable less freedom is 0.00, which is less than 0.05; hence, the null hypothesis is rejected in this case. As a result, there is a considerable variation in the amount of professional stress experienced by male and female employees in reaction to employment insecurity.

Table 3: group statistics – economic hardship

		N	Mean	Sd.	Std. error mean
Friction	Male	272	3.65	0.80	0.05
	Female	88	3.62	0.83	0.10
Family Pressure	Male	272	3.78	0.78	0.05
	Female	88	3.93	0.35	0.04
Insufficient Compensation	Male	272	3.5	0.81	0.05
	Female	88	3.58	0.52	0.06

Table 4: Independent Sample Test – Economic Hardship

Variables		t-test for equality of means			
		t	Df	Sig. (2-tailed)	Mean difference
Friction	Equal variancesassumed	0.25	358	0.80	0.02
	Equal variancesnot assumed	0.24	97.51	0.80	0.02
Family Pressure	Equal variancesassumed	-1.42	358	0.15	-0.14
	Equal variancesnot assumed	-2.07	226.73	0.03	-0.14
Insufficient Compensation	Equal variancesassumed	-0.73	358	0.46	-0.08
	Equal variancesnot assumed	-0.92	153.88	0.35	-0.08

Table 3 depicts the journalist response to economic difficulty, which is divided into male and female groups and takes into consideration three variables: friction, family pressure, and insufficient pay. The male and female groups had a 7:2 ratio of responders. The study discovered that the mean score of the male and female groups is nearly same in all economic hardship categories, despite the fact that the male group has a greater proportion than the female group. The average of the three economic hardship factors found to be quite high in family pressure, friction, and insufficient recompense. According to the study, the mean value of male and female group responses to economic difficulty was larger than 3 in all situations when employees agreed there was stress. Hence, when it comes to economic difficulties, both men and women experience the same amount of stress.

The analysis of independent samples T-test on economic stress is shown in table 4. The factor

friction P-value is 0.80, which is more than 0.05; hence, the null hypothesis is accepted here. The factor family pressure P-value is 0.15, which is more than 0.05; hence, the null hypothesis is accepted in this case. The factor inadequate compensation P-value is 0.46, which is more than 0.05; hence, the null hypothesis is accepted in this case. As a result, it is concluded that there is no substantial difference in the amount of professional stress experienced by male and female employees in reaction to economic difficulties.

Table 5: counter- productive work behaviours

		N	Mean	Sd.	Std. Error mean
Excessive Time Pressure	Male	272	3.93	0.71	0.04
	Female	88	4.09	0.84	0.10
Unachievable Deadlines	Male	272	3.43	0.65	0.04
	Female	88	3.88	0.74	0.09

Table 6: independent samples test-counter productive work behaviours

Variables		t-test for equality of means			
		t	Df	Sig. (2-tailed)	Mean difference
Excessive Time Pressure	Equal variancesassumed	-1.51	358	0.13	-0.16
	Equal variancesnot assumed	-1.38	89.05	0.16	-0.16
Unachievable Deadlines	Equal variancesassumed	-4.57	358	0	-0.44
	Equal variancesnot assumed	-4.26	90.73	0	-0.44

Table 4 depicts the journalist response on counterproductive work behaviours classified by male and female group while taking into account two variables: excessive time pressure and unachievable deadlines. The male and female groups had a 7:2 ratio of responders. The study discovered that the female group had a higher mean value than the male group in all counterproductive work behaviour characteristics, despite the fact that the male group has a bigger proportion. The mean average of two unproductive work behaviour factors found to be particularly high in excessive time pressure and unattainable deadlines. The study discovered that the mean value of male and female group responses to counterproductive work behaviours was larger than 4 in situations of extreme time pressure and greater than 3 in situations of unreachable deadlines. As a result of the extreme time pressure, both males and females exhibit a high level of stress.

The study of independent samples T-test on counterproductive work behaviour is shown in table 6. The variable excessive time pressure P-value is 0.13, which is more than 0.05; hence, the null hypothesis is accepted in this case. Because the variable unachievable deadline P-value is 0.00, which is less than 0.05, the null hypothesis is rejected in this case. Hence, it is deduced that there is a considerable difference in excessive time pressure and unrealistic deadlines between the amount of professional stress of male and female employees' responses to counterproductive work behaviour.

Table 7: group statistics- excessive workload

		N	Mean	SD	Std. error mean
Excessive Time Pressure	Male	272	3.93	0.71	0.04
	Female	88	4.09	0.84	0.10
Unachievable Deadlines	Male	272	3.43	0.65	0.04
	Female	88	3.88	0.74	0.09

Table 8: independent samples test – excessive workload

Variables		t-test for equality of means			
		t	Df	Sig. (2-tailed)	Mean difference
Long working hours	Equal variancesassumed	0.87	358	0.38	0.09
	Equal variancesnot assumed	0.90	105.56	0.37	0.09
Work Overload	Equal variancesassumed	-0.02	358	0.97	-0.00
	Equal variancesnot assumed	-0.02	107.84	0.97	-0.00
Pressure of unethical conducts	Equal variancesassumed	-1.84	358	0.06	-0.23
	Equal variancesnot assumed	-1.96	111.34	0.05	-0.23

Table 7 depicts the journalist response to excessive workload categorised by male and female group, taking into consideration three variables: long working hours, job overload, and pressure to engage in immoral behaviour. The male and female groups had a 7:2 ratio of responders. The study discovered that the mean score of the male and female groups is virtually the same in all excessive workload variables, despite the fact that the male group has a greater proportion than the female group. Long working hours were shown to be the most common excessive workload component, followed by job overload and

pressure to engage in unethical behaviour. In all circumstances, the study found that the mean value of male and female group responses to excessive workload was larger than 3. Consequently, employees have acknowledged that they are stressed, and it has also been discovered that there is the same amount of stress among male and female employees in terms of excessive workload.

The study of independent samples T-test on excessive workload is shown in table 8. The P-value for the factor lengthy working hours is 0.38, which is more than 0.05; hence, the null hypothesis is accepted in this case. The factor work overload P-value is 0.97, which is more than 0.05; so, the null hypothesis is accepted here. The P-value for the factor pressure of unethical behaviour is 0.06, which is more than 0.05; hence, the null hypothesis is accepted here. As a result, it is concluded that there is no substantial difference in the amount of professional stress experienced by male and female employees in reaction to excessive workload.

Table 9: physical symptoms

		N	Mean	SD	Std. Error mean
Fatigue	Male	272	3.73	0.64	0.04
	Female	88	4.24	0.53	0.06
Headaches	Male	272	3.69	0.62	0.04
	Female	88	3.82	0.71	0.09
Sleeping difficulties	Male	272	3.45	0.87	0.06
	Female	88	3.64	0.92	0.11
Gastrointestinal Upsets	Male	272	3.51	1.09	0.07
	Female	88	4.11	0.85	0.10

Table 10: independent samples test – physical symptoms (phs)

Variables		t-test for equality of means			
		t	Df	Sig. (2-tailed)	Mean difference
Fatigue	Equal variancesassumed	-5.66	358	0	-0.51
	Equal variancesnot assumed	-6.28	119.6	0	-0.51
Headaches	Equal variancesassumed	-1.34	358	0.18	-0.12
	Equal variancesnot assumed	-1.25	90.34	0.21	-0.12
Sleeping difficulties	Equal variancesassumed	-1.47	358	0.14	-0.18
	Equal variancesnot assumed	-1.42	95.66	0.15	-0.18
Gastrointestinal Upsets	Equal variancesassumed	-3.9	358	0	-0.59
	Equal variancesnot assumed	-4.49	126.82	0	-0.59

Table 9 depicts the journalist reaction to physical symptoms classified by male and female gender, taking into consideration four variables: exhaustion, headaches, sleeping problems, and gastrointestinal disturbances. The male and female groups had a 7:2 ratio of responders. The study discovered that the female group had a higher mean score than the male group in all physical symptom criteria, despite the fact that the male group has a greater proportion. The exhaustion component had the highest mean average of the four physical complaints, followed by gastrointestinal problems, headaches, and sleeping difficulties.

The study found that the mean value of male and female group responses to physical symptoms was larger than 4 in weariness and gastrointestinal disturbances, and greater than 3 in headaches and sleeping difficulties, indicating that the employees believe there is stress. The analysis of independent samples T-test on physical symptoms is shown in table 10. The factor tiredness P-value is 0.00, which is less than 0.05; hence, the null hypothesis is rejected in this case. The factor headache P-value is 0.18, which is more than 0.05; hence, the null hypothesis is accepted here. The P-value for the factor sleeping problems is 0.14, which is more than 0.05; hence, the null hypothesis is accepted in this case. The P-value for the factor gastrointestinal upsets is 0.00, which is less than 0.05; hence, the null hypothesis is rejected in this case. Consequently, it is concluded that there is no significant difference in headaches, sleeping difficulties, and weariness, gastrointestinal disturbances between the levels of professional stress of male and female employees in reaction to physical symptoms.

Table 11: psychological symptoms

		N	Mean	SD.	Std. Errormean
Depression	Male	272	3.56	0.87	0.06
	Female	88	3.80	0.80	0.10
Anxiety	Male	272	3.65	0.78	0.05
	Female	88	3.91	0.48	0.06
Discouragement	Male	272	3.59	0.84	0.05

	Female	88	3.88	0.54	0.06

Table 12: independent samples test – psychological symptoms

		t-test for equality of means			
		t	Df	Sig. (2-tailed)	Mean difference
Depression	Equal variancesassumed	-1.92	358	0.05	-0.23
	Equal variancesnot assumed	-2.01	106.98	0.05	-0.23
Anxiety	Equal variancesassumed	-2.48	358	0.01	-0.26
	Equal variancesnot assumed	-3.16	161.81	0.00	-0.26
Discouragement	Equal variancesassumed	-2.59	358	0.01	-0.29

Table 11 depicts the journalist reaction to psychological problems classified by male and female group, taking into account three variables: sadness, anxiety, and discouragement. The male and female groups had a 7:2 ratio of responders. The study discovered that the female group had a higher mean value than the male group in all psychological symptoms components, despite the fact that the male group has a bigger proportion. Anxiety was shown to have the highest mean average of the three psychological symptoms factors, followed by despair and discouragement. The study found that the mean value of the male and female groups' responses to psychological symptoms was larger than 3 in all circumstances, indicating that both the male and female groups feel there is professional stress.

The analysis of independent samples T-test on psychological symptoms component is shown in table 12. The variable depression P-value is 0.05, which is the same as 0.05; hence, the null hypothesis is rejected in this case. The variable anxiety P-value is 0.01, which is less than 0.05, hence the null hypothesis is rejected in this case. The variable discouragement P-value is 0.01, which is less than 0.05, hence the null hypothesis is rejected in this case. As a result, there is a considerable variation in the amount of professional stress experienced by male and female employees in reaction to psychological symptoms.

Findings

- The study found that the average values for all indicators of job insecurity were higher in the female group than in the male group, despite the male group having a larger proportion. Of the three job insecurity factors, the average was highest for an insecure employment environment, followed by fast-paced work, and finally, low flexibility.
- The study found that the average scores for both male and female groups were approximately the same across all economic hardship categories, despite the male group having a larger proportion than the female group. The average of the three economic hardship factors was significantly higher for family pressure, conflict, and inadequate compensation.
- The study found that the average values for all unproductive work behavior characteristics were higher in the female group than in the male group, despite the male group having a larger proportion. The average of the two unproductive work behavior factors was particularly high for excessive time pressure and unattainable deadlines.
- The study found that the average scores for both male and female groups were approximately the same across all excessive workload variables, despite the male group having a larger proportion than the female group. Long working hours emerged as the most common excessive workload component, followed by job overload and pressure to engage in unethical behavior.
- The study found that the average scores for the female group were higher than the male group across all physical symptom criteria, despite the male group having a larger proportion. Of the four physical complaints, the fatigue component had the highest average, followed by gastrointestinal problems, headaches, and sleep difficulties.
- The study revealed that the average values for all psychological symptom components were higher in the female group than in the male group, despite the male group having a larger proportion. Among the three psychological symptoms, anxiety had the highest average, followed by frustration and despair.

Conclusions

The study concluded that there is a significant difference in the amount of professional stress experienced by male and female employees in response to job insecurity. There is also a significant difference in the amount of professional stress experienced by male and female employees in response to unproductive work behaviors, excessive time pressure, and unrealistic deadlines. However, there is no significant difference in the amount of professional stress experienced by male and female employees in response to financial difficulties. Similarly, there is no significant difference in the amount of professional stress experienced by male and female employees in response to excessive workload. Regarding physical symptoms, there is no significant difference in the levels of professional stress between male and female employees in response to headaches, sleep difficulties, fatigue, and gastrointestinal disturbances. Finally, there is a significant difference in the amount of professional stress experienced by male and female employees in response to psychological symptoms.

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