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## PERCEIVED JOB STRESS OF WOMEN WORKERS IN DIVERSE MANUFACTURING INDUSTRIES

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**Objective:** This was An investigation of the impact of organizational factors on perceived job stress among women workers in the IT-dominated garment and electronics industries in the Philippines was undertaken.

**Aim:** To target risk factors affecting women workers.

**Methods:** The sample included 23 establishments with 630 women respondents.

Questionnaires, walk-through surveys of the industries, and interviews were done. The workplace factors included the content of the job, the nature of tasks, job autonomy, hazard exposure, and management and supervisory styles.

**Results:** Chi-square analysis showed that there were interactions among the organizational factors ( $P = 0.05$  and  $0.10$ ). These factors included the need for better quality and new products; tasks requiring intense concentration; exposure to radiation, chemical, noise, and vapor hazards; standing for prolonged periods of time; and highly monitored, repetitious work. Workers experienced job stress ( $P = .05$ ) when they were subjected to low job autonomy, poor work quality, close monitoring, and hazardous work pressure.

**Conclusion:** This study has shown that there exists an intricate relationship between work hazards, organizational factors, gender, health and technology. Organizational factors that have been identified to contribute to adverse health effects among women workers were the physical work environment, nature of the task, lack of job autonomy, and difficult relationships with supervisors and management.