

Opsomming

As gevolg gelyke beregtiging in die werkplek word meer vroue in bestuursposisies aangestel – wat hulle aan beroepstres blootstel wat 'n impak op beide die vroulike bestuurder en die organisasie kan hê.

Die navorsingsrespondente is ses vroulike bestuurders in 'n marknavorsings-organisasie. Kwalitatiewe navorsingsmetodes is gebruik om vroulike bestuurders se belewing van stres te ondersoek en die bevindinge is met die navorser se Model vir Organisasoriese Stres vergelyk.

Uit die data blyk dat die belewing van stres by die respondente hoofsaaklik deur werkstressors soos werklading, werkverhoudinge en rolorbelading asook eienskappe van die individu beïnvloed word. Hierdie faktore beïnvloed hulle werkverrigting en persoonlike lewe. Die respondente toon ook 'n behoefte aan opleiding wat kan bydra tot hul persoonlike en loopbaanontwikkeling ten einde hul in hul poste te bemagtig.

Daar is verder bevind dat daar 'n behoefte bestaan na die ontwikkeling van stresprogramme in organisasies wat werknemers se stres in die werkplek kan verlig.

Sleuteltermes: Stres, werkstres, beroepstres, organisatoriese stres, vroulike bestuurder, persepsie van stres.

Summary

Due to employment equity legislation that opened up opportunities for women, women are under pressure to perform at work – something that may affect their occupational stress and impact on both the individual and the organisation.

The respondents comprise six women managers in a market research organisation. The respondents' perception of stress was supported by qualitative research methods and compared to the researcher's Organisational Stress Model.

From the data it is evident that stressors at work such as workload, relationships, role overload and individual traits primarily affect the respondents' experience of stress. These stressors have an effect on respondents' perceptions of stress and impacts on their productivity and personal life. The respondents denoted a necessity for skills development in order to enhance themselves at work and on a personal level.

The study has furthermore found that stress at work can, however, be somewhat alleviated by implementing stress programmes in organisations.

Key terms: Stress, work stress, occupational stress, organisational stress, woman manager, perception of stress.