BHARATA MATA COLLEGE THRIKKAKARA

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DEPARTMENT OF ECONOMICS

ANALYSIS ON THE OCCUPATIONAL STRESS AMONG WOMEN WORKING IN INFORMATION TECHNOLOGY FIELD , ERNAKULAM

Dissertation submitted in Mahatma Gandhi University, Kottayam

In partial fulfilment of requirement for the award of

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(Economics)

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<u>CERTIFICATE</u>

This is to certify that dissertation entitled "**ANALYSIS ON THE OCCUPATIONAL STRESS AMONG WOMEN WORKING IN INFORMATION TECHNOLOGY FIELD**" has been presented by Arathykrishna P R, Parvathi Ratheesh and Mridhul M M under the supervision and guidance in partial fulfilment of the requirement for the award of the Degree Of Bachelor Of Economics Of Mahatma Gandhi University.

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DECLARATION

We Arathykrishna P R, Parvathi Ratheesh and Mridhul M M , Bachelor's Degree of Economics , Bharata Mata College, Thrikkakara hereby declare that the dissertation submitted for award of Bachelor degree of Economics is our work. We further declare that the said work has not previously been submitted to any other University or Academic body.

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CHAPTER 1

INTRODUCTION

The information technology is the cornerstone of our modern world, from the smartphones in our pockets to the vast networks that power of the global communication. As India is a fastest growing economy, thus the main reason for its growth is due to the growing of information technology. There are around 60,212 software companies in India and each of their contribution had made important for the economy. The 17 industries accounted for 7.4% of India's GDP in FY22. The IT and BPM industries revenue is estimated at US$245 billion in FY2023. The IT sector had an estimated growth of 40-45% in 2023 as compared to 2022.

Kerala IT sector had a significant growth after the covid pandemic period. The export revenue of the IT companies in Kerala had been touched Rs 20000 crores., this revenue are mainly from Thiruvananthapuram Technopark, Kochi Info-park , and Kozhikode cyberpark along with this there are some other IT Parks in Kerala as well.

Kochi is emerged as the fastest growing destination in India. The recent growth in IT sector made a new infrastructure initiative from the government had made Kochi as the main hub in Kerala. Due to the skilled, affordable and experienced workers had made an attractive option for the cooperate to expand their business in Kerala. In Kerala women had made their role in IT field, as 45 % of workforce are in info-park Kochi. Even though a large participation of women in this sector had also made an occupational stress among them due to the heavy workload and work-life balance and gender bias and some other reasons had made stress among them .

STATEMENT OF PROBLEM

Ernakulam, a major IT hub in Kerala boasts a significant female presence in the IT workforce. However , women remain under-respected in this sector, and those who are employed often fare significant occupational stress. This research aims to investigate the relationship between the occupational stress and economical outcome for the IT field women in Ernakulam.

Women in these sectors experience high level of occupational stress due to demanding workload,

work life balance challenges, gender bias, lack of representation and pressure to keep pair with technological advancement. This stress negatively impact their wellbeing ,job satisfaction and retention within the IT workforce.

SIGNIFICANT OF THE STUDY

The paper will examine the stress level faced by the women in IT field. If women in the IT experiences high level of stress and feel unsupported it will cause to leave the field and pull backward in taking leadership roles. The stressor faced by the women around 17 companies had create more pleasant environment that attract the workers. Many studies had shown that stressful workforce will affect productivity of women. High level of stress will result less productivity. Reducing the stress can lead to high productive workers and increasing innovation and improving problems solving skills of women.

IT companies offering high-paying jobs and reducing stress for women. It can help to reduce the gender gap between the men and women in growing field. A more productive IT workforce can contribute a significant level of growth in the economy and improve the technological advancement.

IT industries are increasing day by day and it was challenging for women because they are responsible for their life and responsibilities. This study helps to know about what cause the stress for women and how to contained it.

METHODOLOGY

Sample : The sample unit of the study in conducted with in the women employees working in Ernakulam district.

Sample size : The study is conducted on the bases of the responses of 108 sample units.

Primary data : The primary data was collected with the help of structured questionnaire developed through google form which were sent to the respondents and also through direct interaction.

OBJECTIVES

i) Investigation of relation between years of experience and occupational stress in IT fields women.

ii) Analysis the impact of workload on occupational stress of IT field women.

iii) Evaluate the influence of work environment on occupational stress in IT.

LIMITATIONS

1. Sample size : the study may-be limited by the number of the participants available for data collection.

2. Geographic location : The research may focus on a specific region, limiting the applicability of results to other cultural

3. Access to participants : Challenges in accessing and recruiting participants due to privacy regulation or company policy.

4. Time constraints : The study may be limited by the time constraints, affecting the depth and breadth of data collection and analysis.

CHAPTER 2

REVIEWING THE PAST LITERATURE

1) "Occupational stress amongst women employees"- Priya Makhija, Dr Gajendra Naidu, Rakesh T.N 2016: This paper examines occupational stress and inability to cope with the pressures in a job, because of a poor fit between someone's abilities and his / her work requirements and conditions. It is a mental and physical conditions which affects an individual productivity. It characterized the work stress process are the potential sources of stress , individual differences and consequences of stress.

2) "Gender differences in occupational stress and coping strategies among IT personnel"- Vivien KG Lim, Thompson SH Teo 2015 : This study examined stress and coping strategies among IT personnel in Singapore. Their research found out that women more likely to seek support than male when dealing with stress. Female IT personnel reported significantly higher scores on sources of stress originating from factor intrinsic to the job, manageable role, career and achievements, organizational structure and climate and relationships with others.

3) "Occupational stress among IT professionals in India"- B. Prathyusha 2019 : IT Industry is one of the fastest growing industries in India. This paper analysis IT professionals long working hours, tight schedules and high competition. This will lead to increasing occupational stress and health issues. This study gives information about factors causing stressful situations in the work environment, health problems and coping strategies adopted by IT professionals.

4) "A study on depression experienced by IT professionals in a private company at Chennai"- Pricella Simaon, Anjugam Sugavanam, Charumati Boominathan, Gomathy Parasuraman 2022 : The aim of the study to assess the level of depression and its associated factors among IT professionals. Career in the IT field warrants struggles with deadlines, working at odd and long hours and poor inter- personal relationships all affecting the mental wellbeing of workers.

5) "A quantitative erudition of occupational stress in IT professionals"- B. Prathyusha, Dr. S. Durga Prasad, Dr. M. Sudhir Reddy 2016 : Occupational stress is an inevitable consequence

in the IT sector. This study look out that IT professionals have long working hours, tight schedules, high competition. These characteristics lead to occupational stress

6   "Role stress among women in the Indian IT sector"- Mobsin Aziz 2004 : This study found out that the organisational stress originates in organisational demand that are experienced by IT professionals. This study examines the intensity of organisational role sector among women in the IT sector.

CHAPTER 3

DATA ANALYSIS AND INTERPRETATION

This section present examination and discoveries of the concentrate as set out in the exploration system. The review goals were to decide the connection among stress level and its impact on the women working in IT industries. The review designed 108 respondents. This part covers the segment data and the discoveries in view of the targets. This collection pf data and information were presented in a tables and diagrams fitting with clarification being given in composition from there.

Table 3.1 Analysis of age of women in IT field

AGE	FREQUENCY	PERCENTAGE
22-25	17	15.7%
25-29	44	50.1%
29-32	24	23.9%
Above 32	13	12.1%

Source : Researcher's own estimates

Here we had taken 108 responses from the women who are working in IT industries where half of them are between 25-29 age category showing 50.1% ; 15.7% of respondents from the age group 2225 ; 23.9% and 12.1% respondents from 29-32 and above 32 age group respectively.

Table 3.2 Analysis Of Education Qualification

EDUCATION QUALIFICATION	FREQUENCY	PERCENTAGE
diploma	19	17.6%
Bachelor's degree	33	30.6%
Master's degree	53	49.1%
Other	03	2.8%

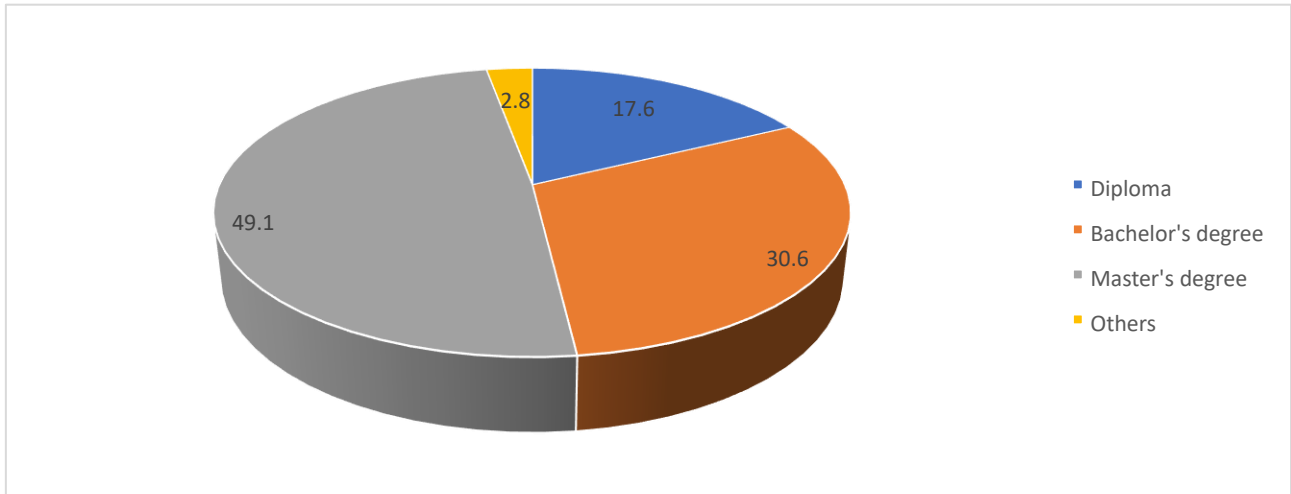*Source : Researcher's own estimates*

Figure 3.1: Analysis Of Education Qualification

From the above diagrammatical and tabulation representation we can analysis that most of the women working in the IT sectors had done their master's degree which is about 49.1% and which is followed by 30.6% bachelor's degree. It's about 17.6% in diploma and remaining 2.8% are others. Thus, we can say that the women those who are working in the IT industries are mainly who had done their master's . Due to their higher-level education, they will be more effective and the idea that are contributed by them well be more effective and sometime this effectiveness well also depend upon the years of experience.

i)Do you believe that age place a significant role in how individual comb with occupational stress among women in IT ?

Table 3.3 Analysis Of Role Of Age In Occupational Stress

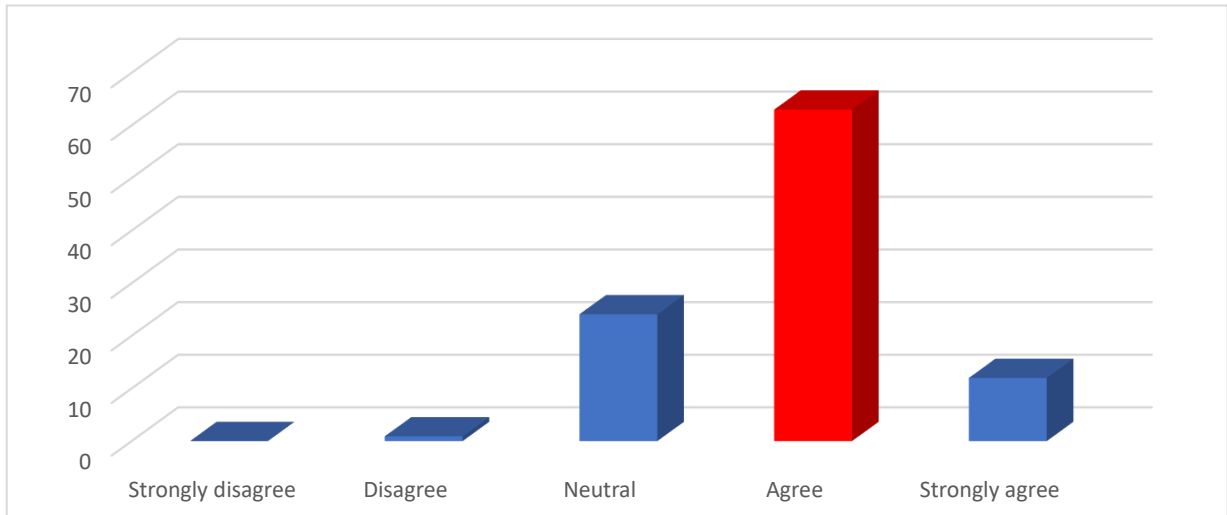| CATEGORY	FREQUENCY	PERCENTAGE
Strongly Disagree	0	0%
Disagree	1	0.9%
Neutral	26	24.1%
Agree	68	63%
Strongly Agree	13	12%

Source : Researcher's own estimates

Figure 3.2: Analysis Of Role Of Age In Occupational Stress

Interpreting this review 68 respondents out of 108 answered 63% of age place a significant role on occupational stress of women 26 respondents answered 24.1% and 13 respondents answered 12% and only one respondent response 0.9% of age significance.

ii)How satisfied are you with your current income level in relation to the stress level that you experience ?

Table 3.4 Satisfaction Level Of Income With Stress Level

CATEGORY	FREQUENCY	PERCENTAGE
Very dissatisfied	0	0%
Dissatisfied	8	7.4%
Neutral	23	21.3%
Satisfied	66	61.1%
Very satisfied	11	10.2%

Source : Researcher's own estimates
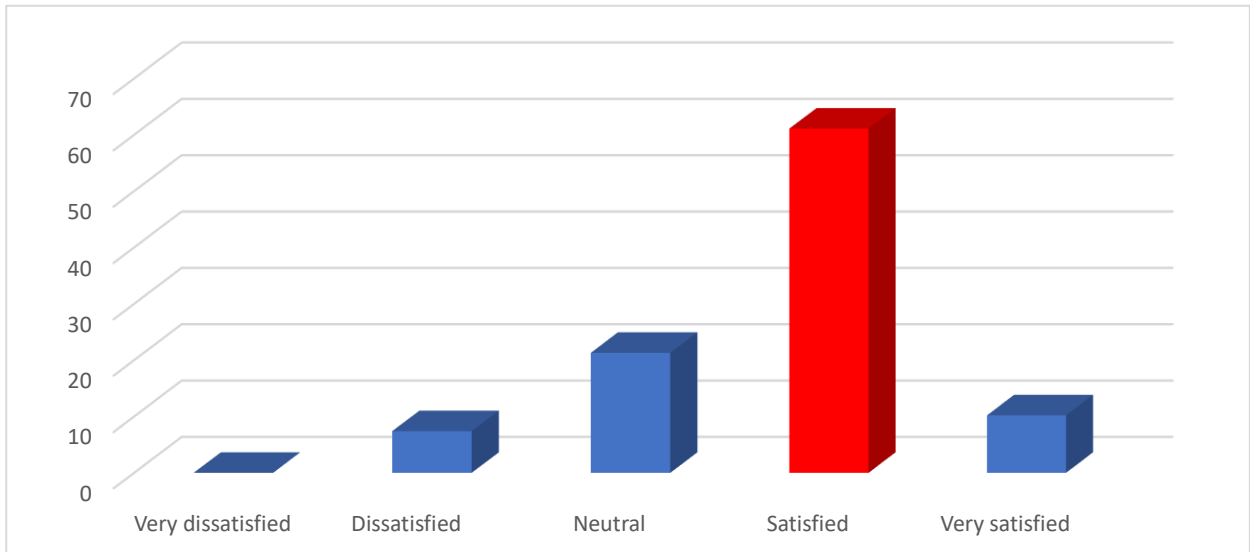
Figure 3.3: Satisfaction Level Of Income With Stress Level

This review shows that 66 respondents respond 61.1% and 23 respondents respond 21.3% and 11 respondents respond 10.2% and 8 respondents with a respond on 7.4% . Thus, from the above bar diagram we can saw that most of the women are satisfied with the Current income that they get even if they had a stress level that they experienced .

iii)Have you experienced any significant career transition or changes in your work environment throughout your career ?

Table 3.5 Analysis Of Carrier Transition

CATEGORY	FREQUENCY	PERCENTAGE
Yes	105	97.2%
No	3	2.8%

Source : Researcher's own estimates
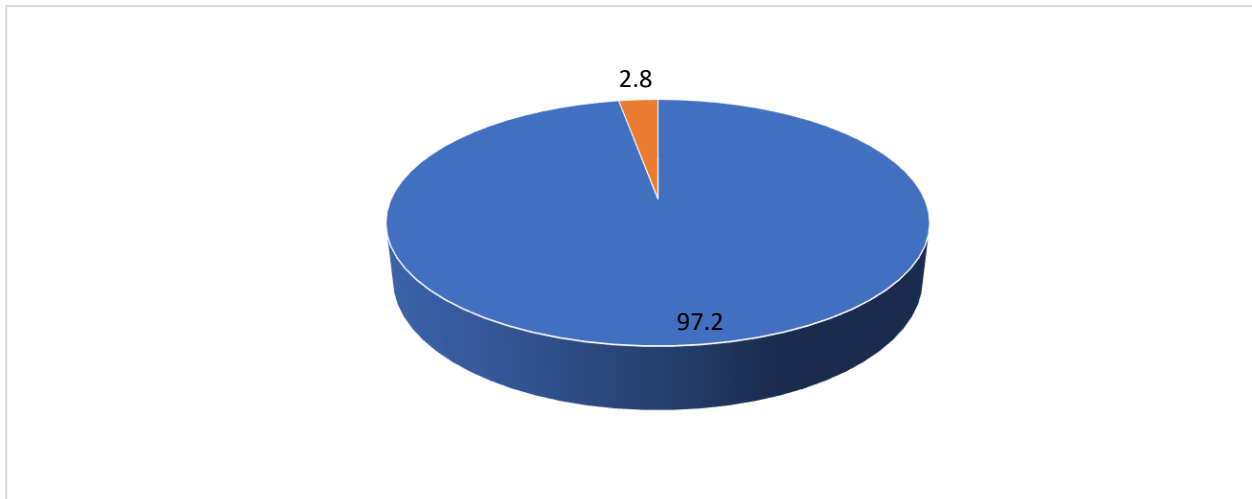
Figure 3.4: Analysis Of Carrier Transition

From the above pie chart, we can analysis that women working in the IT industry had experienced significant career transition or changes in the working environment ; out of 108 responses 97.2% said yes and only 2.8% said no. this suggest that a high proportion of women experience a carrier change in their working environment. This carrier transition will help them to perform better which will result in the carrier development and growth of the company. As an effective brain will provide an effective result or output.

iv)How do you perceive relationship between your years of experience and level of occupational stress ?

Table 3.6 Study On Relationship Between Years Of Experience And Level Of Stress

CATEGORY	FREQUENCY	PERCENTAGE
Yes	107	99.1%
No	1	0.9%

Source : Researcher's own estimates
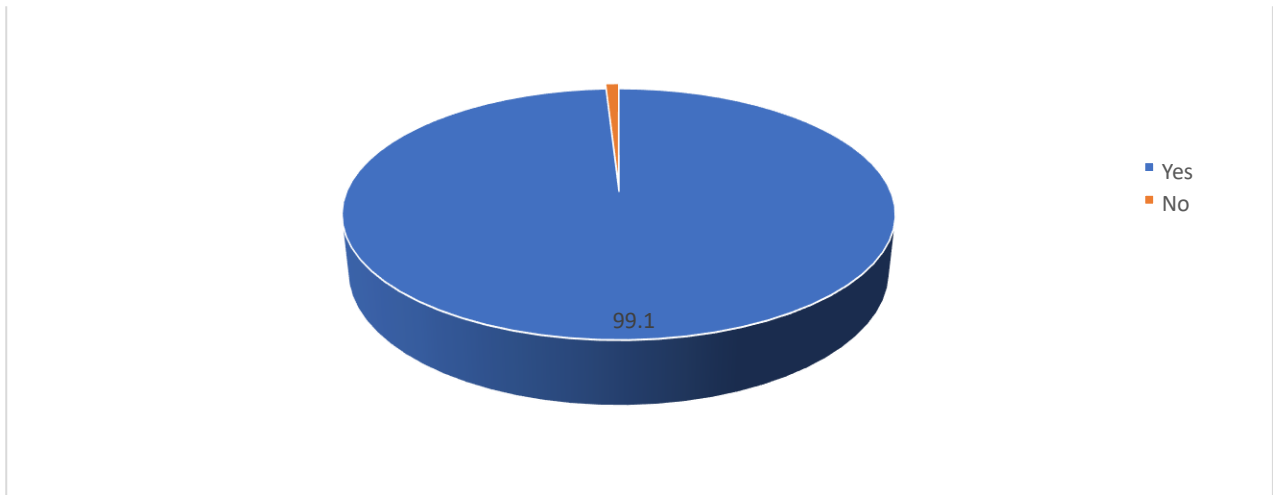
Figure 3.5: Study On Relationship Between Years Of Experience And Level Of Stress

From the 108 response we had analysed that years of experience place a significant impact on the occupational stress among the women in the IT industries. Around 99.1% had stated that there exist a relationship between these two variables ab only 0.9% are saying no. thus, if a woman who has years of experiences may have a high level of work stress.

V) Do you feel any stress level have plateaued despite more year of experience ?

Table 3.7 Analysing The Stress Level And Years Of Experiences

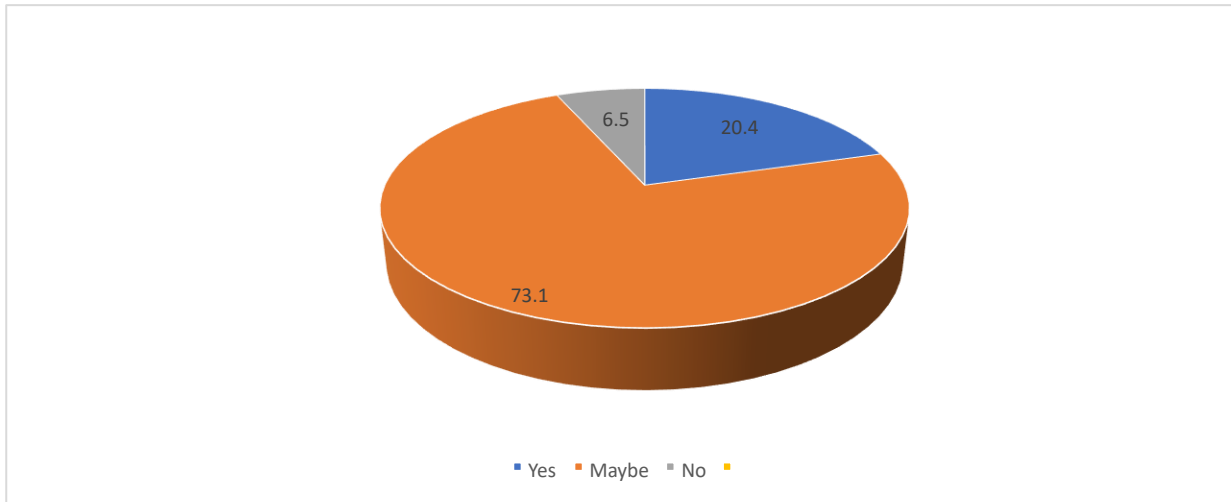| CATEGORY	FREQUENCY	PERCENTAGE
Yes	22	20.4%
Maybe	79	73.1%
No	7	6.5%

Source : Researcher's own estimates

Figure 3.6: Analysing The Stress Level And Years Of Experiences

From the above analysis we can say that increase in the years of experience of women working in It sectors may increase their stress level. About 73.1% of women says that they may have increase in the stress level due years of experience. The 7 women surely responses that they have high stress level and remaining 7 or 6.5% or women responses a less stress level.

vi)   How you experienced any instance of discrimination or bias in your work space?

Table 3.8 Analysing Discrimination Or Bias

CATEGORY	FREQUENCY	PERCENTAGE
Yes	9	8.3%
Maybe	51	47.2%
No	48	44.4%

Source : Researcher's own estimates
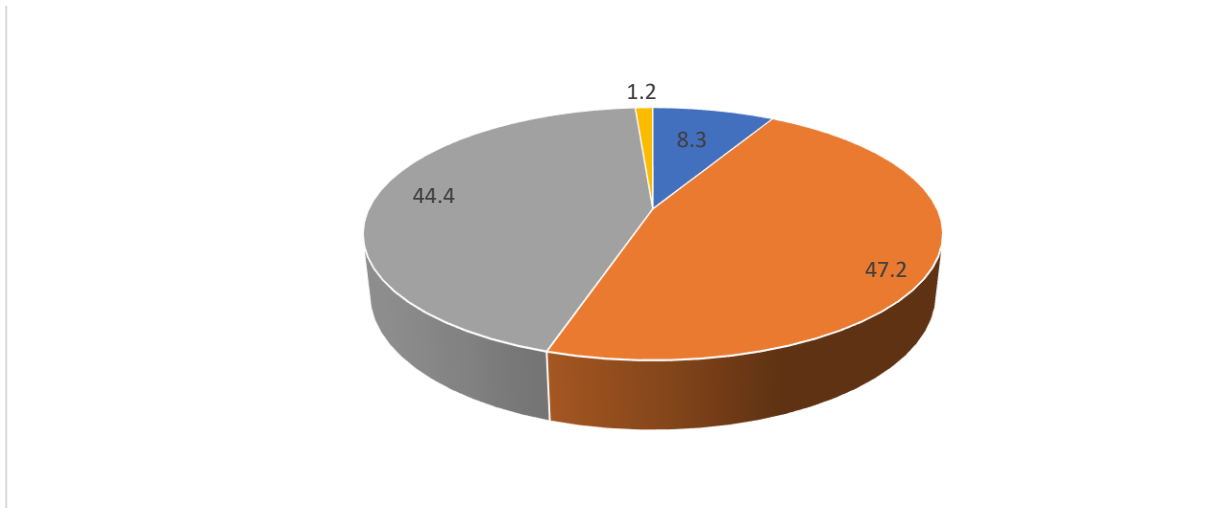
Figure 3.7 : Analysing discrimination or bias

From the above table and diagram there exist a discrimination and bias in the working place most of the respondents for the above question says maybe which means that some time they feel that they are been discriminated. Around 108 respondents 47.2 % which is the majority says maybe ; 44.4 % says they are not experienced the discrimination as everyone are treated in a good way. And remaining

8.3% says that they are facing discrimination in the working place.

vii)   Are you feel any pressure to be constantly available for work related communication

Table 3.9 Analysing The Pressure In Work Related Communication

CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	9	8.3%
Disagree	10	9.3%
Neutral	51	47.2%
Agree	37	34.3%
Strongly agree	1	0.9%

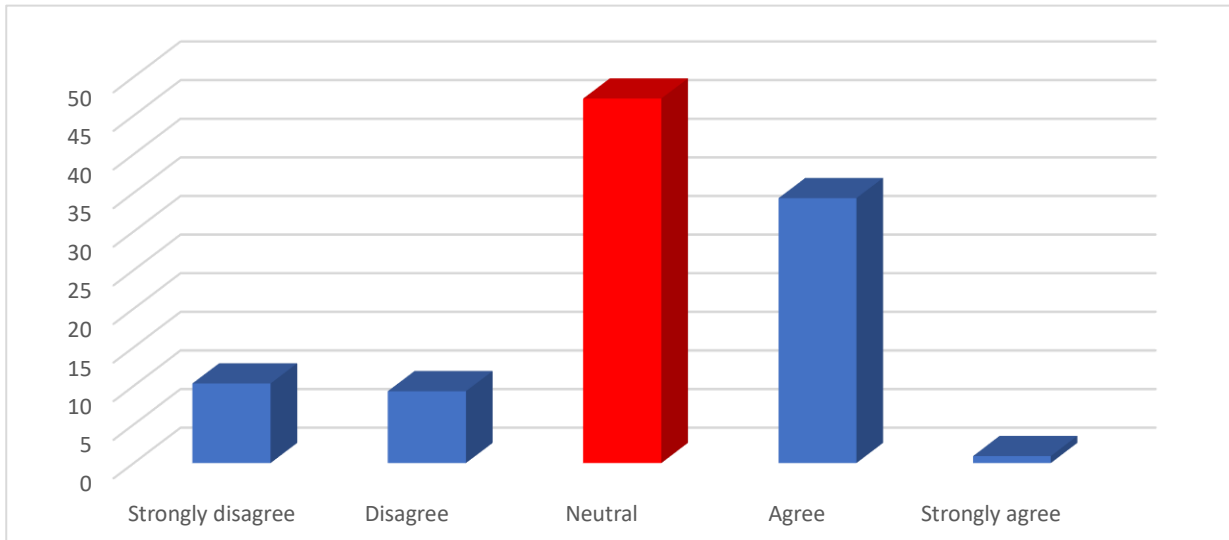*Source : Researcher's own estimates*

Figure 3.8 : *Analysing The Pressure In Work Related Communication*

From the above analysis we can state that 47.2% of women faces a neutral situation to be constantly available for work related communication . around 34.3% of women agree that they are facing this problem along with it 9.3% and 8.3% are disagreeing and strongly disagree respectively that they had not faced it yet.

viii) If you experience higher stress when juggling multiple projects simultaneously.

Table 3.10 Analysing The Stress Level With Respect To Multiple Project

CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	7	6.5%
Disagree	8	7.4%
Neutral	46	42.6%
Agree	46	42.6%
Strongly agree	1	0.9%

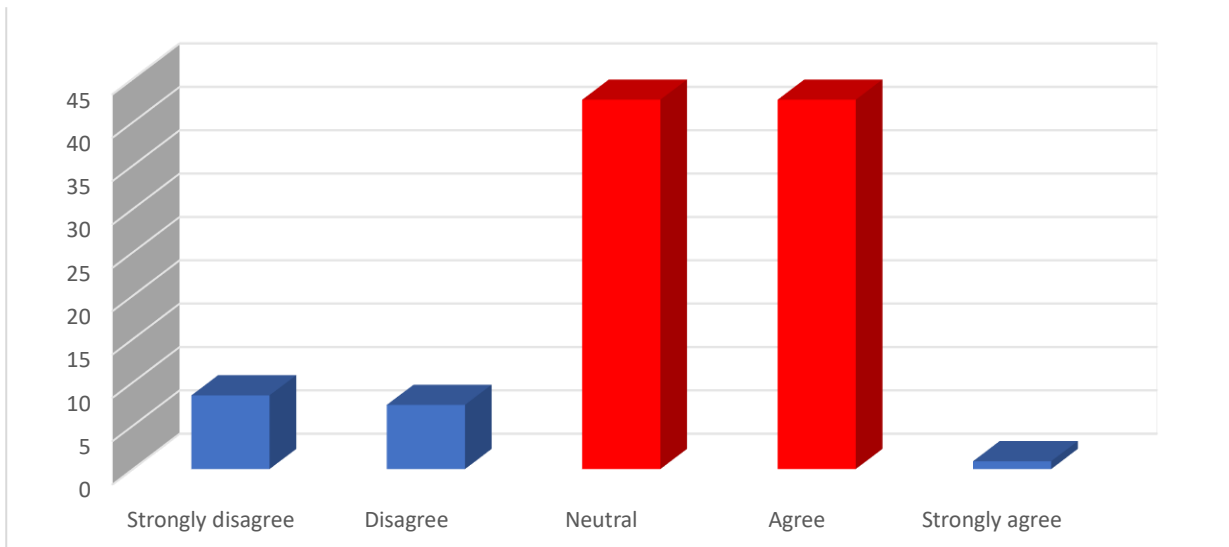*Source : Researcher's own estimates*

Figure 3.9: Analysing The Stress Level With Respect To Multiple Project

Interpreting the responses 46 people neutral in 42.6% and agree in 42.6%. where 7 women strongly disagree in 6.5% and disagreed 8 people in 7.4%. the remaining one individual strongly agreed in 0.9% . Thus; it shows that giving multiple projects simultaneously causing high stress on women.

ix)   Have your work load is fair in relation to your compensation

Table 3.11 Analysing Work Load With Relation To Compensation

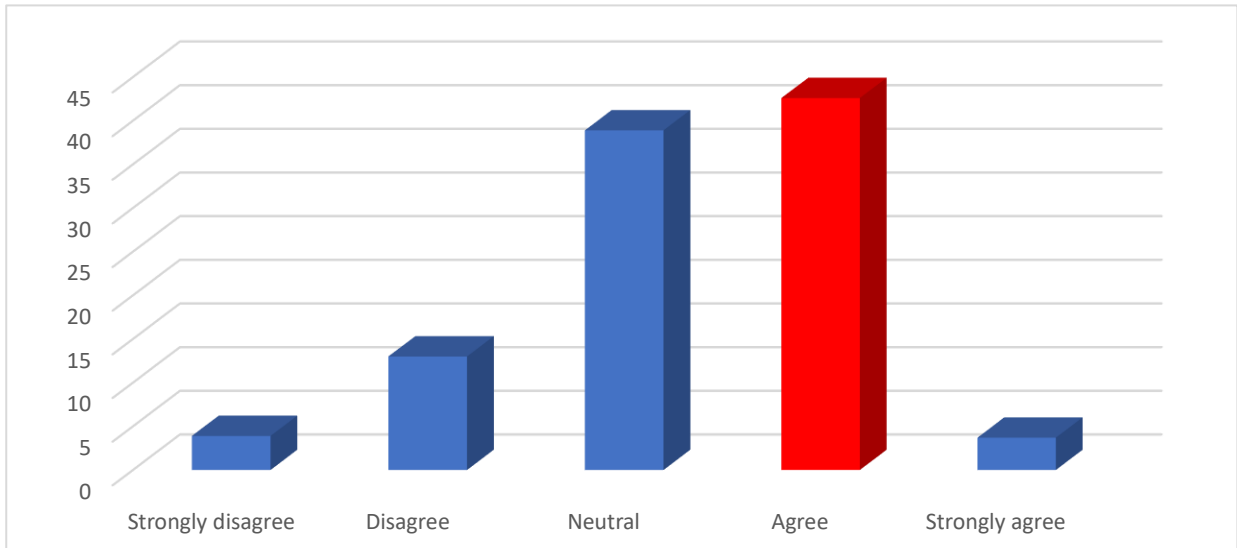| CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	2	1.9%
Disagree	14	13%
Neutral	42	38.9%
Agree	46	42.6%
Strongly agree	4	3.7%

Source : Researcher's own estimates

Figure 3.10 : Analysing Work Load With Relation To Compensation

The compensation is fair so that 46 respondent responses 42.6% and 42 respondent responses 38.9% where neutral. Around 14 respondent responses 13% disagree and 2 respondent responses 1.9% disagree. The remaining 4 responses 3.7 % strongly agree. Therefore, we can state that compensation for women working in IT industries had work load is fair by analysing through this review.

x) Are you often assign more work than you can comfortably complete within the given deadlines.

Table 3.12 Analysing Completion Of Work Within The Given Deadline

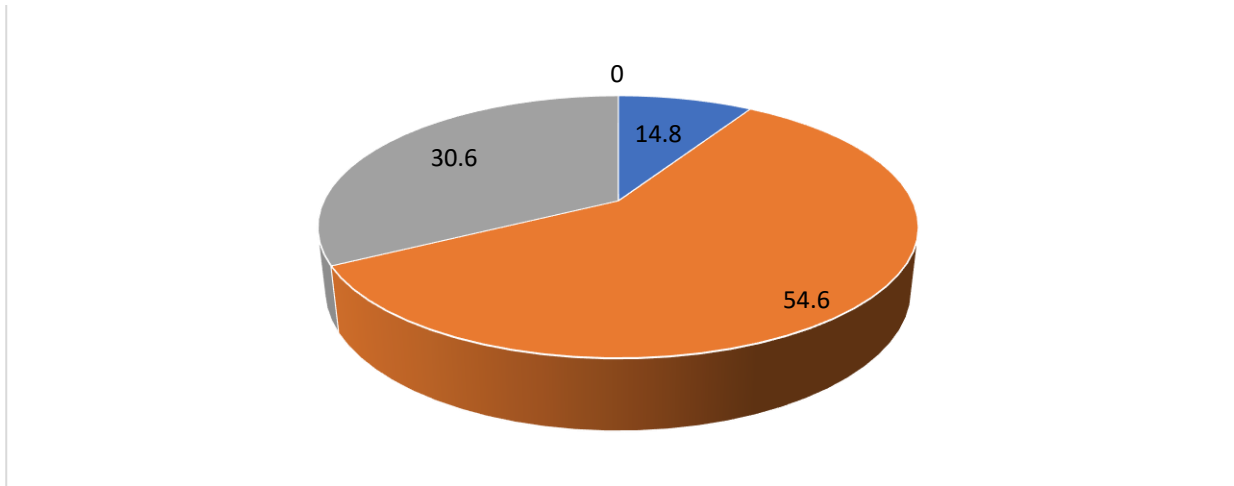| CATEGORY	FREQUENCY	PERCENTAGE
Yes	16	14.8%
Maybe	59	54.6%
No	33	30.6%

Source : Researcher's own estimates

Figure 3.11: Analysing Completion Of Work Within The Given Deadline

In this above diagram we can analysis that 54.6% of response from the part of 59 women- it indicates maybe which means sometimes they are able to complete the work with given timeline. Around 30.6% women responses that they are not able to complete their work with the timespan and 14.8% of responses show that they are ok with the completion of more assigned work within the deadline.

xi) If you agree that your workload constantly changing or unpredictable

Table 3.13 Analysing Workload Changes

CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	7	6.5%
Disagree	7	6.5%
Neutral	48	44.4%
Agree	46	42.6%
Strongly agree	0	0%

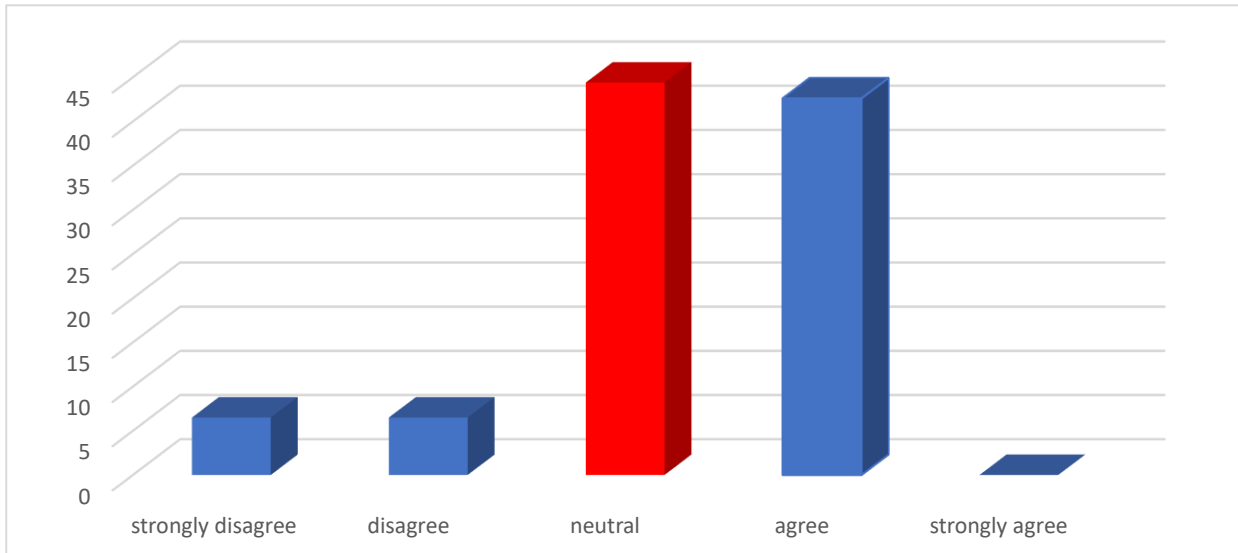*Source : Researcher's own estimates*

Figure 3.12: Analysing Workload Changes

In this feedback 48 respondent responses 44.4% neutrally agree that workload is changing where 42.6% response of women are agreed. Balanced 6.5% each state that they are strongly disagree and disagree respectively. Finally, we got the result that average of the respondent agree that there work load is changing.

xii) Do your workload often overwhelming?

Table 3.14 Analysing Overwhelming With Respect To Workload

CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	0	0%
Disagree	14	13%
Neutral	73	67.6%
Agree	21	19.4%
Strongly agree	0	0%

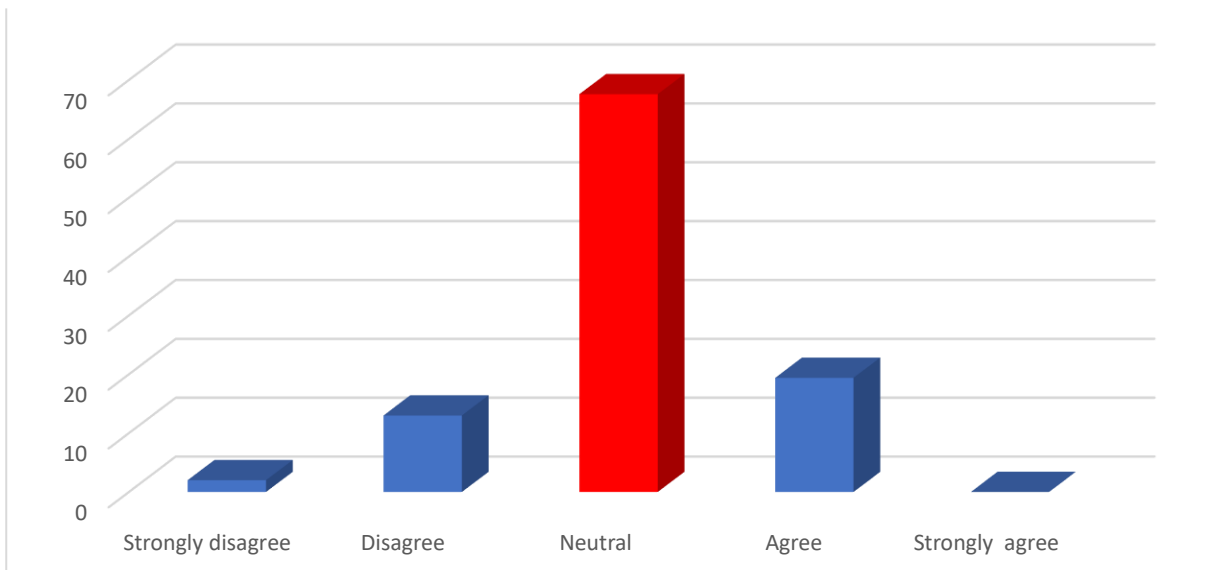*Source : Researcher's own estimates*

Figure 3.13 : Analysing Overwhelming With Respect To Workload

Workload is overwhelming to 73 respondent response 67.6% are neutral and 14 respondent response 13% disagree and 21 are agreeing by the response of 19.4%. So, this shows workload is neutral overwhelming to women which somewhat cause high level of stress and work imbalance among the IT women.

xiii) Have you had a clear expectation about your job responsibility ?

Table 3.15 Analysing Clear Expectation About Job Responsibility

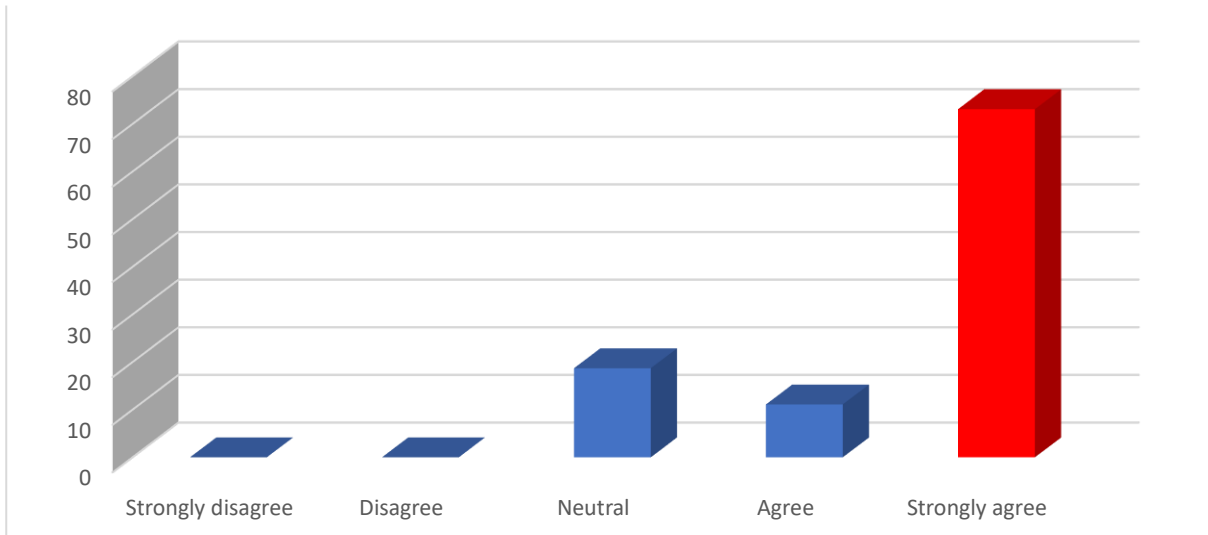| CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	0	0%
Disagree	0	0%
Neutral	17	15.7%
Agree	12	11.1%
Strongly agree	79	73.1%

Source : Researcher's own estimates

Figure 3.14 : Analysing Clear Expectation About Job Responsibility

In this above bar diagram, 79 women working in IT sector had a clear expectation about their job responsibility with a rate of 73.1% responses. And 17 women have an expectation about job responsibility but it is neutral as the responses rate is 15.7%.

xiv) Do you have sufficient resources to do your job efficiency

Table 3.16 Analysing Resources To Do Job

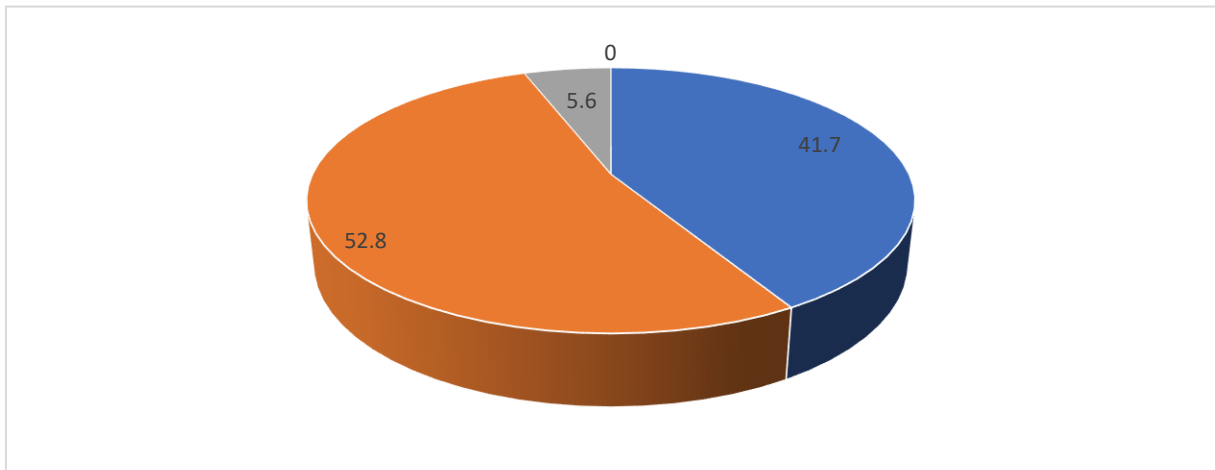| CATEGORY	FREQUENCY	PERCENTAGE
Yes	45	41.7%
Maybe	57	52.8%
No	6	5.6%

Source : Researcher's own estimates

Figure 3.15 : Analysing Resources To Do Job

From the above pie chart 41.7% of women state that they are getting sufficient resources to do the job efficiently and most of the women in the IT field are responses maybe as a percentage of 52.8% and remaining 5.6% are not having sufficient resources to do their job efficiency.

xv) Do you receive any adequate support for the colleagues and manager?

Table 3.17 Analysing Support From Colleagues And Manager

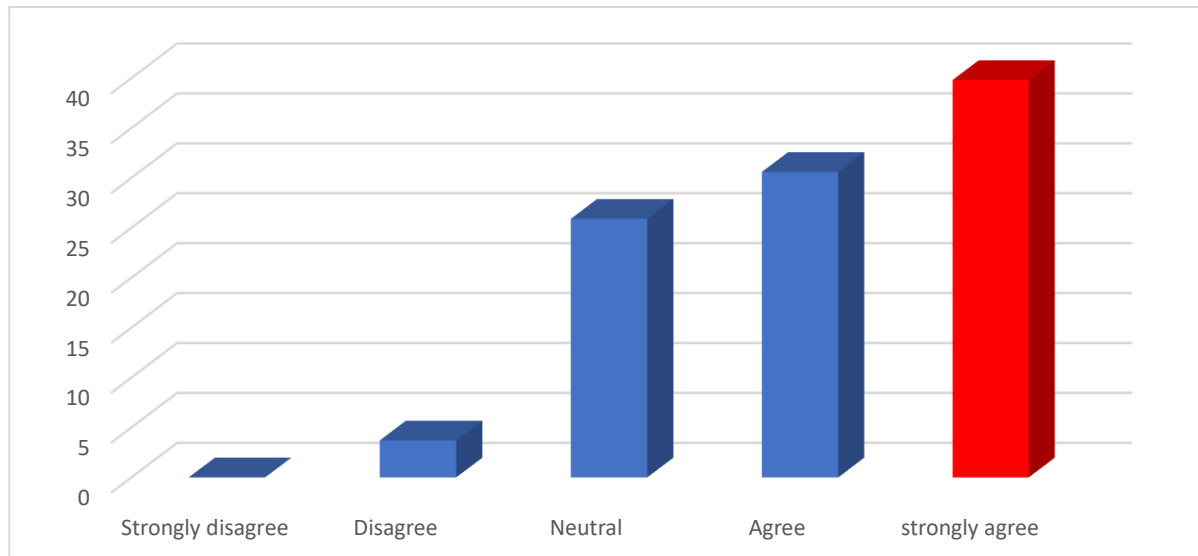| CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	0	0%
Disagree	4	3.7%
Neutral	28	25.9%
Agree	33	30.6%
Strongly agree	43	39.8%

Source : Researcher's own estimates

Figure 3.16 : Analysing Support From Colleagues And Manager

In the IT field the support from manager and colleagues are highly more as 43 women gets sufficient support from their job-mates. Four women with response rate 3.7% didn't get the support from colleagues or anyone else. 28 women responded a neutral with the percentage of 25.9%. And remaining 30.6% agrees receiving adequate support from their respective companies. Interpreting this review almost response got support from their work place.

xvi) Rate your work culture

Table 3.18 Analysing The Work Culture

CATEGORY	FREQUENCY	PERCENTAGE
Strongly disagree	2	1.9%
Disagree	5	4.6%
Neutral	15	13.9%
Agree	34	31.5%
Strongly disagree	52	48.1%

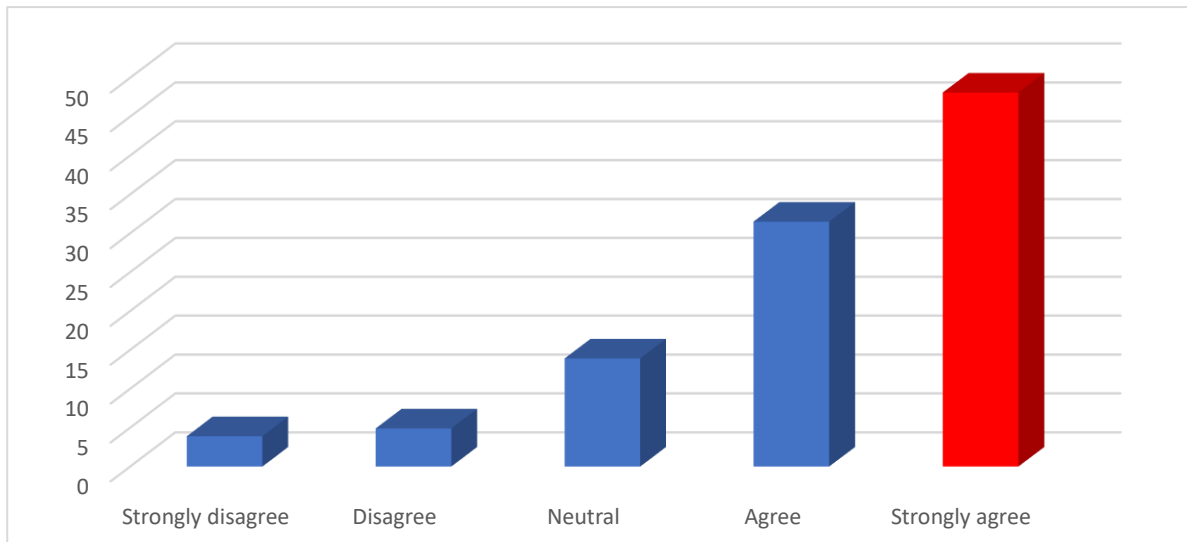*Source : Researcher's own estimates*

Figure 3.17 : *Analysing The Work Culture*

Interpreting the work culture of women in IT field 52 respondent response 48.1% they are strongly agreed the work culture. 34 are respondent having the response 31.5% agree. 13.9% of response were neutral and remaining 1.9% and 4.6% were 2 and 5 responses respectively. Thus, the company offers a better work culture to the women.

xvii) How would you describe overall work environment in your work place.

Table 3.19 Analysing Over All Work Environment

CATEGORY	FREQUENCY	PERCENTAGE
Stressful	17	15.7%
Supportive	29	26.9%
Competitive	28	25.9%
Collaborative	34	31.5%
Toxic	0	0

Source : Researcher's own estimates
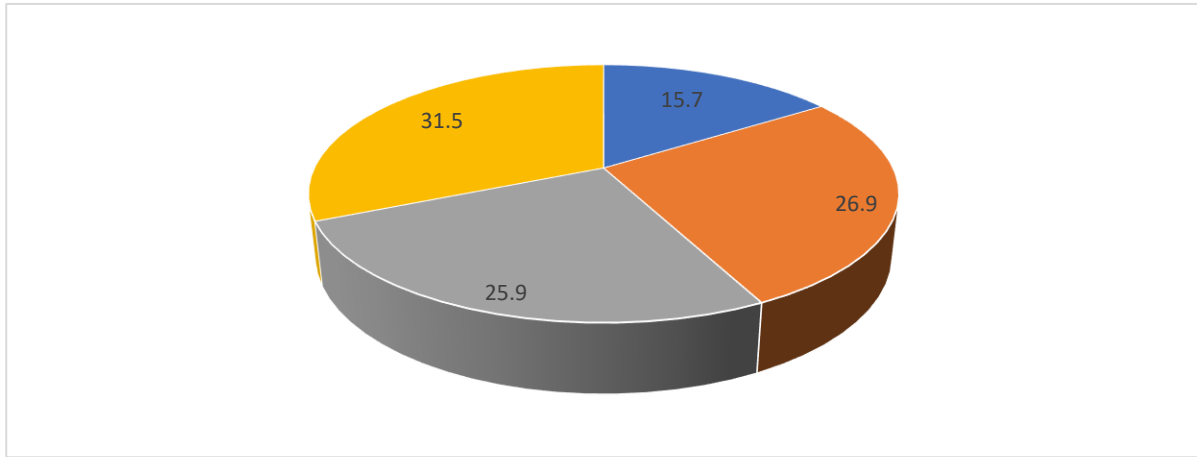
Figure 3.18 : Analysing Over All Work Environment

From the above pie chart 31.5% of women response that work environment of women is collaborative, 26.9% response that they are getting sufficient support from the colleagues and 25.9% of women response that work field or environment is competitive and the remaining 15.7% response that the work environment is stressful.

CHAPTER 4
FINDINGS AND SUGGESTIONS

FINDINGS

i.   It seems that 97.2% of women in IT field have experience significant career transitions or changes in their work environment throughout their careers, while only 2.8% have not.

ii.   It seems that 99.1% of women in IT sector have perceives relationship between years of experience and level of occupational stress while only 0.9% have not.

iii.   It suggest that a majority of women working in the IT sector feels that their stress level may plateau despite gaining more experience, with 20.4% confirming this belief and 73.1% considering it a possibility. Only 6.5% indicated that they did not feel their stress level would plateau with more years of experience.

iv.   It reveals that a significant portion around 34.3% of the women in the IT sector experience some level of pressure to be constantly available for work related communication, while 47.2% are neutral on the issue. Only a small percentage strongly disagree or strongly agree with this statement.

v.   The findings suggest that a significant portion of women in the IT sector may feel overwhelmed with their workload, as 69.4% either agree or are unsure if they are often assigned more work than they can comfortably complete within given deadlines.

vi.   The findings indicate that a considerable number of women in the IT sector perceive their workload as not being adequately compensated, with 41.9% either disagreeing or strongly disagreeing with the fairness of their workload in relation to their compensation.

vii.   It indicate that a substantial portion of women in the IT sector perceive their workload as constantly changing or unpredictable, with 42.6% agreeing and 44.4% being neutral on this aspect.

viii.   The findings indicate that a majority of women in the IT sector experience their workload as overwhelming to some extent, with 67.6% expressing neutrality or agreement with this statement.

SUGGESTIONS

- Offer options like telecommuting, flexible hours, or compressed workweeks to help balance work and personal responsibilities and provide training programs to enhance time management, stress management, and resilience skills.

- Implement initiatives such as yoga classes, mindfulness sessions, or employee assistance programs to promote physical and mental well-being.

- Regularly review workloads and deadlines to prevent burnout and distribute tasks equitably among team members.

- Provide opportunities for advancement, mentorship, and skill diversification to empower women in their careers and reduce feelings of stagnation or frustration.

- Work-Life Balance Policies: Establish policies that promote a healthy work-life balance, such as paid time off, parental leave, and sabbaticals.

CHAPTER 5
CONCULSION

The occupational stress experienced by women in the IT field is a complex issue with multiple factors at play. While progress has been made in promoting diversity and inclusion, women still face unique challenges such as gender bias, unequal opportunities for advancement, and work-life balance issues. Addressing these challenges requires a multifaceted approach, including organizational policies that promote gender equality, support networks for women in tech, and cultural shifts within the industry to foster greater inclusivity. Ultimately, creating a supportive and equitable work environment is crucial for mitigating occupational stress and empowering women to thrive in the IT field.

Stress in the work place become the dark plague of the current years. A significant part of the pressure at work is caused by work over-burden and time tension as well as by absence of remunerations and recognition, and all the more critically, by not giving people the independence to take care of their responsibilities as they would like.

Association should start to oversee individuals at work in an unexpected way, further develop actual workplace, approach them with deference and worth their commitment. In the event that we upgrade the mental prosperity and strength of the workers, the hierarchical income increments and there is representative maintenance too. Since it is said " A solid worker is a useful representative."

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APPENDIX

1. Age :
   22 - 25
   25 - 29
   29 – 32
   Above 32

2. Higher Education Qualification :
   Diploma
   Bachelor's degree
   Master's degree
   Other

3. Years of experience :
   1
   2
   3
   4 above

4. Monthly income :
   Below 20000
   20000 - 30000
   30000 - 40000
   40000 - 50000
   Above 50000

5. Do you believe that age place a significant role in how individual comb with occupational stress ?
   Strongly disagree
   Disagree
   Neutral
   Agree
   Strongly agree

6. How satisfy with your current income level in relation to the stress level that you experience ?
   Very dissatisfied
   Dissatisfied
   Neutral
   Satisfied
   Very satisfied

7. Have you experienced any significant career transition or changes in your work environment throughout your career ?
   Yes
   No

8. How do you perceive relationship between your years of experience and level of occupational stress ?
   Yes
   No

9. Do you feel any stress level have plateaued despite more year of experience?
   No
   Maybe
   Yes

10. Have you experienced any instance of discrimination or bias in your work space?
    No
    Maybe
    Yes

11. Are you feel any pressure to be constantly available for work related communication?
    Strongly disagree
    Disagree
    Neutral
    Agree
    Strongly agree

12. If you experience higher stress when juggling multiple projects simultaneously?
    Strongly disagree
    Disagree
    Neutral
    Agree
    Strongly agree

13. Have your work load is fare in relation to your compensation?
    Strongly disagree
    Disagree
    Neutral
    Agree
    Strongly agree

14. Are you often assigned more work than you can comfortably complete with in the given deadlines?
    No
    Maybe
    Yes

15. If you agree that your work load constantly changing or unpredictable?
    Strongly disagree
    Disagree
    Neutral
    Agree
    Strongly agree

16. Do your workload often overwhelming ?
    Strongly disagree
    Disagree
    Neutral
    Agree
    Strongly agree

17. Have you had a clear expectation about your job responsibility?
    Strongly disagree
    Disagree
    Neutral
    Agree
    Strongly agree

18. Do you have sufficient resources to do your job efficiently?
    No
    Maybe
    Yes

19. Do you receive any adequate support for your colleagues and manager?
    Strongly disagree
    Disagree
    Neutral
    Agree
    Strongly agree

20. Rate your work culture.
    1
    2
    3
    4
    5

21. How would you describe overall work environment in your work place.
    Stressful
    Supportive
    Competitive
    Collaborative
    Toxic