

OCCUPATIONAL STRESS AMONG WOMAN EMPLOYEES OF PRIVATE AND PUBLIC SECTOR

Ms. Deepika R Panchal
Department of M.Phil.
Ahmedabad, India.

Abstract: Present research was undertaken to study occupational stress among woman employees of private sector and public sector. 30 woman employees from private sector and 30 woman employees from public sector were randomly selected from the various organization sector of Ahmedabad city. Occupational stress index by Dr. A.K. Srivastav and Dr. A.P. Singh was used for data collection. To test the null hypotheses t test was used. Results reveals that significant difference was existed between woman employees of the private and public sector on occupational stress sub scales such role over load, role conflict, responsibility for person, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability.

I. INTRODUCTION

Occupational stress is stress involving work. According to the current World Health Organization's (WHO) definition, occupational or work-related stress "is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope". Occupational Stress nearly everyone agrees that Occupational stress results from the interaction of the worker and the conditions of work.

According to Robbins (2003) an opportunity, demand, constraint, threat or challenge can create stress for an individual when the effect of the event is uncertain and important. Factors relating to the environment, the organization, and the individual can also trigger stress (Robbins & Judge, 2007). This happens especially when s/he is unable to deal with the demands or constraints encountered. While stress at work as a concept has been in existence since long and has been widely studied, both the antecedents and consequences of stress in modern day are very different and have strong implications in ones' professional lives.

Nadeem Malik (2011) found that higher among private bank employees compared to public bank employees. Among different occupational stress variables role over load, role authority, role conflict and lack of senior level support contribute more to the occupational stress. Bank employees cannot afford the time to relax and "wind down" when they are faced with work variety, discrimination,

favoritism, delegation and conflicting tasks.

Nagina parveen (2009) found that the overall work related stress measured through OSS was obviously greater in married working women. These findings confirm the hypothesis of the study. The higher level of occupational stress among married women than unmarried women are explained in terms of traditional trends, demands of society and more roles and responsibilities assigned to them as a mother, wife and homemaker as compared to unmarried women.

Dr. Shikha Goel, Dr. Darshan Kaur Narang and Dr. Kavita Koradia (2013) examined that in bank employees, autonomy was positively correlated with family adjustment, positive self-evaluation and financial adjustment. In middle aged doctors, autonomy was positively correlated with family adjustment and social adjustment; whereas integration of personality was found correlated with role distribution. On the other side, perception of reality was negatively correlated with recreational adjustment and role distribution. A significant interactive effect of job and age, was found on marital adjustment, mental health of middle aged couples.

Bushara Bano and Rajiv Kumar Jha (2012) found that both public and private sector employees face moderate levels of stress. While there is no significant difference overall between public and private sector employees in terms of total stress levels, certain individual stressors—such as work experience and educational qualifications—do yield differences. The major limitation of this study is that it was conducted in Uttar Pradesh alone, while the work culture of organizations other than in Uttar Pradesh may be different.

Sharma (1987) focuses on the managers and supervisors of public and private pharmaceutical organizations to ascertain the role of a motivated climate on four psychological variables: (i) job satisfaction, (ii) participation, (iii) alienation, and (iv) role stress. The study's sample comprises 150 respondents, including 75 managers and 75 supervisors. Sharma's findings indicate that employees of public sector organizations score lower than and differ significantly from those of private sector organizations. However, public sector employees score significantly higher in terms of role stagnation.

D'Aleo, Stebbins, Lowe, Lees, and Ham (2007) examine a sample of 559 public and 105 private sector employees to

assess their respective risk profiles. They find that public sector employees face more stress than private sector employees. Malik (2011) collects data on 200 bank employees in Quetta, Pakistan, of which 100 work in public sector banks and the remaining 100 in private sector banks. The author finds that there is a significant difference in the level of stress to which both groups are subject, and that public sector bank employees face a high level of occupational stress.

Lewig and Dollard (2001) find that public sector employees are subject to greater work-related stress than private sector employees. Dollard and Walsh (1999), however, report that private sector workers in Queensland, Australia, had made twice as many stress claims as public sector workers. Macklin et al. (2006) survey 84 public and 143 private sector employees to assess any significant difference in their stress levels. They conclude that there is no significant difference between employees on the basis of sector, but that there is a significant difference between genders, i.e., female employees are subject to greater stress than males.

II. STATEMENT OF PROBLEM

In the present research main aim is to study and compare various dimensions of occupational stress of the woman employees of the private and public sector. The exact problem of the present research is as under: "Occupational stress among woman employees of private and public sector".

III. OBJECTIVE

The main objective of the present research is to study and compare occupational stress sub scales like role over load, role ambiguity, role conflict, unreasonable group and political pressures, responsibility for person, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability of woman employees of the private and public sector.

IV. HYPOTHESES

There will be no significant difference between woman employees of the private and public sector on occupational stress sub scales like role over load, role ambiguity, role conflict, unreasonable group and political pressures, responsibility for person, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability.

V. SAMPLE

In the present research 30 woman employees of private sector and 30 woman employees of public sector were randomly selected from the various organization sector of

Ahmedabad city.

A. Variable

In the present research work types of organization sector was considered as independent variables and scores of occupational stress sub scales like role over load, role ambiguity, role conflict, unreasonable group and political pressures, responsibility for person, under participation, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability was considered as dependent variables.

B. Tools

In the present research Occupational stress index by Dr. A.K. Srivastav and Dr. A.P. Singh was used for data collection.

C. Reliability

The reliability index ascertained by split half (odd-even) method and Cranach's alpha-coefficient for the scale as a whole were found to be .935 and .90, respectively. The reliability indices of the 12 sub-scales were also computed on the (split half) method. The following table records the obtained indices.

No.	Sub Scales	Reliability index
1.	Role over load	.684
2.	Role ambiguity	.554
3.	Role conflict	.696
4.	Unreasonable group and political pressures	.454
5.	Responsibility for person	.840
6.	Under participation	.630
7.	Powerlessness	.809
8.	Poor peer relations	.549
9.	Intrinsic impoverishment	.556
10.	Low status	.789
11.	Strenuous working conditions	.733
12.	Unprofitability	.767

Table 1. Obtained Indices

D. Validity

The validity of the O.S.I. was determined by computing coefficients of correlation between the scales on the O.S.I and the various measure of job attitudes and job behavior. The employees' scores on the O.S.I is likely to positively correlate with the scores on the measures of such work-manifest attitudinal and motivational and personality variables which have proved lowering or moderating the level of occupational stress. The coefficients of correlation between the scores on the O.S.I and the measures of job

involvement (Lodhal & kejner,1965). Work motivation (Srivastava,1980) Ego-strength (Hasan,1970) and job satisfaction (Pestonjee,1973) were found to be-.56 (N=225)-.44 (N=200)-.40(N=205) and -.51(N=500) respectively. The correlation between the scores on the O.S.I and the measure of job anxiety (Srivastava,1974) was found to be 0.59 (N=400).

E. Procedure

Occupational stress index was administered simultaneously in testing condition and individual setting after giving adequate instructions and establishing rapport. All the precautions were taken during the test administration as per manual also. After completion of data collection scoring of each test was done by the scoring key of each test.

F. Statistical analysis

To find out the significant difference between two groups on scores of various dimensions of occupation stress index 't' test was used.

VI. RESULTS AND DISCUSSION

Mean, SD and t value of woman employees of the private and public sector on occupational stress index as under:

N o	Dimension of Occupatio n stress	Group of woman employ ees	N	Me an	S D	t	Level of Signific ant
1.	Role over load	Private sector	3 0	20. 07	2. 56	4. 38	.01
		Public sector	3 0	17. 53	1. 87		
2.	Role ambiguity	Private sector	3 0	11. 77	1. 82	0. 70	NS
		Public sector	3 0	11. 47	1. 5		
3.	Role conflict	Private sector	3 0	13. 8	1. 77	5. 81	.01
		Public sector	3 0	11. 3	1. 53		
4.	Unreasona ble group and political pressures	Private sector	3 0	12. 3	1. 59	0. 47	NS
		Public sector	3 0	12. 1	1. 76		
5.	Responsibi lity for person	Private sector	3 0	9.5 7	1. 50	4. 49	.01
		Public sector	3 0	8.0 0	1. 18		
6.	Under participatio	Private sector	3 0	12. 57	1. 48	0. 77	NS

	n	Public sector	3 0	12. 23	1. 92		
7.	Powerlessn ess	Private sector	3 0	7.9 3	1. 07	2. 96	.01
		Public sector	3 0	7.1 06	1. 06		
		Private sector	3 0	13. 23	1. 2	7. 15	
8.	Poor peer relations	Public sector	3 0	10. 87	1. 36		
		Private sector	3 0	11. 33	1. 17	6. 76	.01
9.	Intrinsic impoverish ment	Private sector	3 0	9.3 7	1. 11		
		Public sector	3 0	8.1 7	1. 07	4. 55	.01
1 0.	Low status	Public sector	3 0	6.6 7	1. 4		
		Private sector	3 0	13. 43	1. 60	2. 14	.01
1 1.	Strenuous working conditions	Public sector	3 0	12. 53	1. 71		
		Private sector	3 0	5.3 98	0. 98	4. 92	.01
1 2.	Unprofitab ility	Public sector	3 0	4.0 7	1. 00		

Table.2. Difference between woman employees of the private and public sector on occupational stress index.

In above Table-1 an attempt is made to find out the significant difference between woman employees of the private and public sector on occupational stress index.

Mean scores of woman employees of the private sector on role over load is 20.07 and SD is 2.56 and mean scores of woman employees of the public sector on role over load is 17.53 and SD is 1.87. The 't' value is 4.38 Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on role over load.

Mean scores of woman employees of the private sector on role ambiguity is 11.77 and SD is 1.82 and mean scores of woman employees of the public sector on role ambiguity is 11.47 and SD is 1.5. The 't' value is 0.70 Which is not significant. It means woman employees of the private sector do not differ significantly as compare to woman employees of the public sector on role ambiguity.

Mean scores of woman employees of the private sector on role conflict is 13.8 and SD is 1.77 and mean scores of woman employees of the public sector on role conflict is 11.3 and SD is 1.53. The 't' value is 5.81 Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on role conflict.

Mean scores of woman employees of the private sector on unreasonable group and political pressures is 12.3 and SD is 1.59 and mean scores of woman employees of the public sector on unreasonable group and political pressures is 12.1 and SD is 1.76. The 't' value is 0.47 Which is not significant. It means woman employees of the private sector do not differ significantly as compare to woman employees of the public sector on unreasonable group and political pressures.

Mean scores of woman employees of the private sector on responsibility for person is 9.57 and SD is 1.50 and mean scores of woman employees of the public sector on responsibility for person is 8.00 and SD is 1.18. The 't' value is 4.49 Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on responsibility for person.

Mean scores of woman employees of the private sector on under participation is 12.57 and SD is 1.48 and mean scores of woman employees of the public sector on under participation is 12.23 and SD is 1.92. The 't' value is 0.77 Which is not significant. It means woman employees of the private sector do not differ significantly as compare to woman employees of the public sector on under participation.

Mean scores of woman employees of the private sector on powerlessness is 7.93 and SD is 1.07 and mean scores of woman employees of the public sector on powerlessness is 7.1 and SD is 1.06. The 't' value is 2.96 Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on powerlessness.

Mean scores of woman employees of the private sector on poor peer relations is 13.23 and SD is 1.2 and mean scores of woman employees of the public sector on poor peer relations is 10.87 and SD is 1.36. The 't' value is 7.15 Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on poor peer relations.

Mean scores of woman employees of the private sector on intrinsic impoverishment is 11.33 and SD is 1.17 and mean scores of woman employees of the public sector on intrinsic impoverishment is 9.37 and SD is 1.11. The 't' value is 6.76. Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on intrinsic impoverishment.

Mean scores of woman employees of the private sector on low status is 8.17 and SD is 1.07 and mean scores of woman employees of the public sector on low status is 6.67 and SD is 1.4. The 't' value is 4.55 Which is significant at .01 level.

It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on low status.

Mean scores of woman employees of the private sector on strenuous working conditions is 13.43 and SD is 1.60 and mean scores of woman employees of the public sector on strenuous working conditions is 12.53 and SD is 1.71. The 't' value is 2.14 Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on strenuous working conditions.

Mean scores of woman employees of the private sector on unprofitability is 5.3 and SD is 0.98 and mean scores of woman employees of the public sector on unprofitability is 4.07 and SD is 1.00. The 't' value is 4.92 Which is significant at .01 level. It means woman employees of the private sector differ significantly as compare to woman employees of the public sector on unprofitability.

VII. CONCLUSION

Significant difference was existed between woman employees of the private and public sector on occupational stress sub scales such role over load, role conflict, responsibility for person, powerlessness, poor peer relations, intrinsic impoverishment, low status, strenuous working conditions and unprofitability.

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