

Occupational Stress of Male and Female College Teachers of Kashmir Division [J&K], India: A comparative Study.

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Abstract

The purpose of the study was to investigate occupational stress of male and female college teachers of Kashmir division [J&K]-A comparative study. The sample for the study consisted of 400 male and female college teachers working in different colleges of Kashmir division. In order to measure the occupational stress among male and female college teachers of Kashmir division, occupational stress index developed by A.K.srivastava and A.P. Singh was used and it covers the following areas :Role overload, Role conflict ,Unreasonable group and political pressure, Responsibility for person, Under participation, powerlessness, poor peer relations ,Intrinsic impoverishment, Low status, Strenuous Working conditions and unprofitability. The findings of the study revealed that male and female working in different colleges of Kashmir division do not differ significantly on occupational stress. It implies that they experience same level of occupational stress which is due to the discrepancy between the demands of the environment of work place and on individual's ability to carry out and complete these demands.

Keywords: Occupational stress, Teachers, Colleges, J and K.

1. INTRODUCTION

Men and women have been playing vital roles in households since ages. Now men and women are also recognised for their value in the workplace and are engaged in wide range of activities of workplace and are engaged in wide range of activities of work in addition to their routine domestic work. The term used to define ongoing stress that is allied to the place of work is often known as 'occupational stress'. Occupational stress is also known as 'job stress', 'stress at work place' etc. It can be defined as the adverse physical and emotional responses that occur when the necessities of the job do not harmonize the capabilities, resources or requirements of the employee. As with other forms of pressure, occupational stress can ultimately influence both physical and emotional welfare if not managed efficiently. Stress is an intrinsic element in any type of occupation or career. As its best, the presence of stress can be a motivator that urges the individual to endeavour for excellence. The concept of occupational stress is often confused with challenge, but these concepts are not the same. Challenge energizes us psychologically and physically the challenge also motivates us to discover new skills and master our occupations. When a challenge is met, we feel relaxed and satisfied (U.S.NIOHS,1999).Occupational stress can be defined as the harmful physical and

emotional responses that occur when the requirements of the job do not match the capabilities, resources , or needs of the worker

2. Objectives of the study

The present study is undertaken with the following objectives.

1. To study the occupational stress of male and female college teachers of Kashmir division.
2. To compare male and female working in different colleges of Kashmir division.

Hypotheses

In the light of above objectives the following hypotheses have been formulated for the investigation.

1. There is no significance of difference between male and female college teachers of Kashmir division on occupational stress.

Sample of the study

The sample of the study consisted of 400 male and female College teachers of Kashmir division. The sample was drawn by the process of simple random sampling technique with the following breakup:

Area	Sample
Male	200
Female	200
Total	400

Tools Used

The data for the present study was collected with the help of an occupational stress index [OSI] by A.K.Srivastava and A.P.Singh . This test contains 46items and covers the following areas: Role Ambiguity, Role overload, Role conflict, Unreasonable group and political pressure, Responsibility for person, Under participation, Powerlessness, poor peer relations, Intrinsic Impoverishment ,Low status, strenuous , Working conditions and unprofitability.

Statistical Treatments

The following statistical treatments were used in the present Study: Mean, S.D., t-test.

3. Analysis and discussion of the results.

Table1: Showing the mean comparison between male and female College teachers of Kashmir division on occupational stress.

Group	N	Mean	SD	t-value	Level of sig.
Male	200	134.56	13.715	4.30	Significant at 0.01 Level
Female	200	140.04	11.654		

The perusal of the table 1 gives the detail about mean; S.D's and t-test of male and Female working in different colleges of Kashmir division on composite score of occupational stress. The table 1.1 makes it clear that both the groups are significant at 0.01 level on occupational stress male and female working in different colleges Of Kashmir division have obtained mean score of 134.56 and 140.04 respectively. The calculated t-value came out to be 4.30.which will arrive at 0.01 level of Significance .it is reported that both the groups is due to significant between the demands Of the environment.

Table2: showing the mean comparison between male and female College teachers of Kashmir division on role overload dimension of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	17.14	4.08	3.58	Sig.at 0.01 level
Female	200	18.70	3.58		

The perusal of the table 2 shows the significance of male and female College teachers of Kashmir division on role overload dimension Of occupational stress. The mean score in case of male and female College teachers of Kashmir division is 17.14 and 18.70 respectively. The obtained t-value is 3.58,which is significant at 0.01 level .From the above observations of the results it can be inferred that mean favours female college teachers of Kashmir division which implies that occupational stress among them is due to high work load. It seems that high work load is due to insufficient number of employees and resources.

Table3: showing the mean comparison between male and female College teachers of Kashmir division on Role Ambiguity dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	10.62	3.34	1.11	Insignificant
Female	200	10.95	2.54		

The perusal of the table 2 shows the in- significance between male and female College teachers of Kashmir division on Role Ambiguity dimension of occupational stress. The mean score in case of male and female College teachers of Kashmir division is 10.62 and 10.95 respectively. The obtained t-value is 1.11, which is in- significant. From the above observations of the results it can be inferred that mean Favours female college teachers of Kashmir division which implies that occupational stress among them is due to role ambiguity. They are seen

to be characterized by vague and insufficient Information related to job, poor planning, vague expectations Of colleagues and supervisors as compared to male and female College teachers of Kashmir division.

Table 4: showing the mean comparison between male and female College teachers of Kashmir division on Role conflict dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	14.38	1.70	5.60	Significant at 0.01 level
Female	200	15.92	3.49		

The result in the table 4 shows the significance of mean between Male and female college teachers of Kashmir division on Role conflict dimension of occupational stress. They obtained mean score of 14.38 and 15.92 respectively. The calculated t-value is 5.60, which is significant at 0.01 level. The result revealed that mean favors female college teachers Of Kashmir division which implies occupational stress among them is due to Role conflict. it is reported that they experience contradictory instructions from high officers ,vague instructions and insufficient facilities regarding New assignments.

Table 5: showing the mean comparison between male and female College teachers of Kashmir division on unreasonable group and Political pressure dimension of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	11.82	2.03	0.42	In-significant
Female	200	11.73	2.44		

The result in the table 5 shows the in- significance of mean between Male and female college teachers of Kashmir division on un reasonable Group and political pressure Dimension of occupational stress. They obtained mean score of 11.82 And 11.73

respectively. The calculated t-value is 0.42, which is in-significant. The result revealed that mean favors male college teachers Of Kashmir division which implies occupational stress among them is due to Un reasonable group and political pressure dimension of occupational stress. It seems that they find it difficult to adjust themselves with un reasonable Group and political pressures as compared to their counterparts.

Table 6: showing the mean comparison between male and female College teachers of Kashmir division on Responsibility for person dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	8.34	2.55	1.22	In-significant
Female	200	8.67	2.83		

The result in the table 6 shows the in- significance of mean between Male and female college teachers of Kashmir division on Responsibility For persons Dimension of occupational stress. They obtained mean score of 8.34 And 8.67 respectively. The calculated t-value is 1.22, which is in- significant. The result revealed that mean favors female college teachers of Kashmir division. Which implies occupational stress among them is due to responsibility for persons. It is reported that responsibility for the efficiency and productivity of many employees is thrust upon them.

Table 7: showing the mean comparison between male and female College teachers of Kashmir division on under -participation dimension of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	12.20	2.68	0.089	In-significant
Female	200	12.43	2.45		

The result in the table 7 shows the significance of mean between Male and female college teachers of

Kashmir division on under-participation Dimension of occupational stress. They obtained mean score of 12.20 And 12.43 respectively. The calculated t-value is 0.089, which is in- significant. The result revealed that mean favors female college teachers Of Kashmir division which implies occupational stress among them is due to under-participation Dimension of occupational stress. It is reported that they experience contradictory instructions

Table 8: showing the mean comparison between male and female College teachers of Kashmir division on powerless dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	8.48	1.81	3.71	Significant at 0.01 level
Female	200	9.09	1.44		

The result in the table 8 shows the significance of mean between Male and female college teachers of Kashmir division on powerless Dimension of occupational stress. They obtained mean score of 8.48 And 9.09 respectively. The calculated t-value is 3.71, which is significant At 0.01 level. The result revealed that mean favors male college teachers Of Kashmir division which implies occupational stress among them is due to Powerless dimension. They remain more coordinated and are influenced by the opinions Of others in making appointments for important posts as compared to their Counterparts.

Table9: showing the mean comparison between male and female College teachers of Kashmir division on poor peer relations dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	13.10	3.15	1.62	In-significant
Female	200	12.60	3.01		

The result in the table 9 shows the significance of mean between Male and female college teachers of Kashmir division on poor peer relations Dimension of occupational stress. They obtained mean score of 13.10 And 12.60 respectively. The calculated t-value is 1.62, which is in- significant .The result revealed that mean favors male college teachers Of Kashmir division. which implies occupational stress among them is due to Poor peer relations.

Table10: showing the mean comparison between male and female College teachers of Kashmir division on intrinsic impoverishment dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	11.11	2.04	4.43	Significant at 0.01 level
Female	200	12.17	2.69		

The result in the table 10 shows the significance of mean between Male and female college teachers of Kashmir division on intrinsic impoverishment Dimension of occupational stress. They obtained mean score of 11.11 And 12.17 respectively. The calculated t-value is 4.43, which is significant At 0.01 level. The result revealed that mean favors female college teachers Of Kashmir division which implies occupational stress among them is due to Intrinsic impoverishment. It seems that they utilize their abilities and experiences.

Table11: showing the mean comparison between male and female College teachers of Kashmir division on law status dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	8.43	2.35	4.27	Significant at 0.01 level
Female	200	9.40	2.18		

The result in the table 11 shows the significance of mean between Male and female college teachers of

Kashmir division on law status Dimension of occupational stress. They obtained mean score of 8.43 And 9.40 respectively. The calculated t-value is 4.27, which is significant At 0.01 level. The result revealed that mean favors female college teachers Of Kashmir division which implies occupational stress among them is due to Law status.

Table12: showing the mean comparison between male and female College teachers of Kashmir division on strenuous working condition dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	11.70	3.46	1.64	In-significant at 0.01 level
Female	200	12.27	3.40		

The result in the table 12 shows the significance of mean between Male and female college teachers of Kashmir division on strenuous Working condition Dimension of occupational stress. They obtained mean score of 11.70 And 12.27 respectively. The calculated t-value is 1.64, which is in- significant At 0.01 level. The result revealed that mean favors male college teachers Of Kashmir division which implies occupational stress among them is due to strenuous Working condition. It seems that they work under tense circumstances and the assignments are risky and complicated.

Table13: showing the mean comparison between male and female College teachers of Kashmir division on unprofitability dimension Of occupational stress.

Group	N	M	Sd	T-value	Level of sig.
Male	200	5.28	2.03	2.06	Significant at 0.05 level
Female	200	4.90	1.62		

The result in the table 13 shows the significance of mean between Male and female college teachers of Kashmir division on unprofitability Dimension of

occupational stress. They obtained mean score of 5.28 and 4.90 respectively. The calculated t-value is 2.06, which is significant At 0.05 level. The result revealed that mean favors male college teachers Of Kashmir division which implies occupational stress among them is due to unprofitability. It seems that they tend to be unprofitable with regard to low salary.

4. CONCLUSION.

On the basis of analysis and interpretation of the data, the following Conclusions have been drawn from the present study.

1. Male and Female college teachers of Kashmir division do not differ significantly on occupational stress. It implies that they experience same level of occupational stress which is due to the discrepancy between the demands of the environment or work place and on individual's ability to carry out and complete these demands.

2. Male and Female working in different colleges of Kashmir score high on Role Overload .It seems that occupational stress among them is due to high workload, insufficient staff, lack Of time and personal problems as compared to their counterparts. Mean favours the female working in different colleges of Kashmir Division.

3. It has been found that un-reasonable group and political pressure In male and female college teachers of Kashmir division is due to the difficulty to adjust themselves with un-reasonable and political Pressure and formal rules and instruction .Mean favor's the Women working in non-professional sector on responsibility for persons .They were reported that responsibility for efficiency and productivity of many employees is thrust upon them.

4. No significant difference has been found between male and female College teachers of Kashmir division on under-participation. Both the Groups have similar characteristics to have low power in the organisation and do not accept the suggestions made by others.

5. Significant difference has been found between male and female college teachers of Kashmir division on Intrinsic impoverishment. Both the groups tent to have monotonous nature of assignments and Opportunity to utilize abilities and experiences independently.

5. REFERENCES

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