



A STUDY OF OCCUPATIONAL STRESS OF EMPLOYEES

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Abstract

The main contention of the study is to find out the existence of occupational stress in different Organizations namely Chandra Katha Industries, Dwarikesh Sugar Industries Ltd. and Parag dairy. Accordingly the hypothesis was formulated. The type of organization would influence the stress. For this purpose the study sample of 60 subjects were randomly selected. The subject were from Chandra Katha Industries, Dwarikesh Sugar Industries Ltd. and Parag dairy. After establishing proper rapport the Occupational Stress Index (Srivastava administered to the subjects in small groups. The scale consist of 46 item, each rated on five point scale. This scale measures 12 dimensions of Occupational Stress. There are 28 "true keyed" and 12 "false keyed". The data was scored according to the scoring procedure given in the manual. Out of 12 factors the highest mean is for role-overload and lowest mean value is for un-profitability for all the three groups. The means were compared in order to see the difference.

Keywords : Occupational stress, , Employees

Introduction

The human body has a natural chemical response to a threat or demand, commonly known as the "flight or fight" reaction, which includes the release of adrenalin. Once the threat or demand is over the body can return to its natural state. A STRESSOR is an event or set of conditions that causes a stress response. Stress is the body's physiological response to the stressor, and strain is the body's longer-term reaction to chronic stress. Occupational stress can affect your health when the stressors of the workplace exceed the employee's ability to have some control over their situation or to cope in other ways, For example: . Workers are overburdened with workloads that remain high regardless of their efforts: the workload is the stressor . Employees feel anxious and their heart rate speeds up because they cannot control their workloads: that is stress . Increased blood pressure, insomnia, or chronic headaches: that is strain. Occupational stress is one of the major health hazards of the modern workplace (in which CWA members are employed). It accounts for much of the physical illness, substance abuse, and family problems experienced by millions of blue and white-collar workers. Also, occupational stress and stressful working conditions have been linked to low productivity, absenteeism, and increased rates of accidents on and off the job. Occupational or job stress may be defined as a "mechanism whereby the human body attempts to adapt to the environment." The body has a normal mechanism for dealing with stressful situations that is known as the "fight or flight" response. As soon as the brain senses danger, it sends messages (electrical, chemical, hormonal) that stimulate the extra energy needed to fight the danger or run away from it. The stress cycle always includes the danger stimulus, the removal of the danger, and a state of relaxation. Effect of Occupational stress: acute, or short- term, stress causes an immediate reaction in the body. If the threat or demand passes quickly, the body generally returns to normal. However, with prolonged stress, many health problems can develop. Some of the early symptoms of stress-related problems include:

Physical Symptoms: Headaches, Stomach problems, Eating disorders, Sleep disturbances, Fatigue, Muscle aches & pains, and chronic mild illnesses.

Psychological & Behavioral: Anxiety, Irritability, Low morale, Depression, Alcohol & drug use Feeling powerless, Isolation from co-workers, data, or tracking staffing patterns. If exposure to stressors continues for a longer period of time, chronic health problems can develop, Such as:

Physical Conditions: High Blood Pressure, Heart disease, Stroke, Spastic colon, Immune system dysfunction, Diabetes, Asthma and Muscular skeletal disorder.

Psychological & Behavioral Problems: Serious depression, Suicidal behavior, Domestic violence, Alcohol abuse, Substance abuse and Burnout.

Methodology

Objectives:

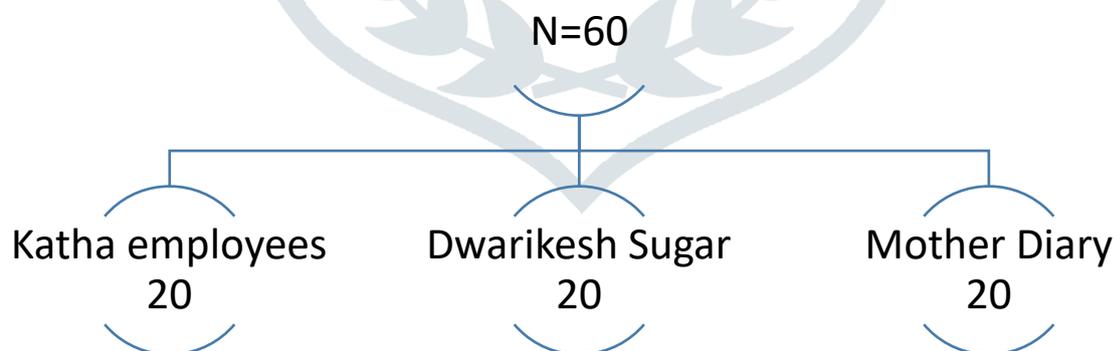
1. The objective of the present study is to assess the occupational stress in different Organization.
2. To assess the difference in the occupational stress of employee working in Chandra Katha Industries, Dwarikesh Sugar Industries Ltd. and Parag dairy.

Hypothesis:

1. There is no difference in occupational stress of employee between Chandra Katha Industries and Dwarikesh Sugar Industries Ltd.
2. There is no difference in occupational stress of employee between and Parag dairy
3. There is no difference in occupational stress of employee between Dwarikesh Sugar Industries Ltd and Parag dairy.

Sample:

60 employees (20 Chandra Katha Industries employees, 20 Dwarikesh Sugar Industries Ltd. employee and 20 Parag dairy employee).



Procedure:

The occupational stress Scale was administered to the subjects under study. Each subject was individually contacted by taking prior appointments. A good rapport was established with each of the participant and all doubts regarding the study were removed and the subjects were told the purpose of the study and the instruction were given to record their responses. The subjects were asked to give correct and honest answers, as it would help in understanding their behavior

Tools used: The Occupational Stress Index (OSI) developed by Srivastava and Singh (1983).

It measures the following factors: Role overload , Role Ambiguity, Role conflict, Unreasonable Group and Political Pressures , Responsibility for person , Under participation, Powerlessness , Poor peer Relation , Intrinsic Impoverishment, Low status , Strenuous Working Conditions , Unprofitability.

Scoring: Scoring was done according to the manual.

Result and Discussion

Table I shows the Mean values for Chandra katha Ind. And Dwarikesh sugar Ind. Ltd. The highest mean is 14.6 for role overload (Dwarikesh Sugar Ind.) and the lowest mean is 4.3 for unprofitability (Dwarikesh Sugar Ind.). The difference is not significant for Chandra katha Ind. and Dwarikesh Sugar Ind. Table II shows the Mean values for Chandra Katha Ind. and Parag dairy. The highest mean is 16.6 for role overload (Parag dairy) and the lowest mean is 5.25 for unprofitability (Chandra katha Ind.) . The difference is not significant for Chandra katha Ind. and Parag dairy.

Table I :

Mean Values for Chandra katha Ind. and Dwarikesh Sugar Ind. Ltd.

	MEAN	MEAN
SL NO.	CHANDRA KATHA IND.	DWARIKESH SUGAR IND. LTD.
1	14.2	14.6
2	7.45	6.4
3	11.75	4.8
4	7.7	8.9
5	7.9	8.5
6	12.5	11.5
7	8.5	6.6
8	10.65	11.5
9	8.35	9.2
10	5.45	6.7
11	8.65	9.4
12	5.25	4.3

Mean values for Chandra katha Ind. And Parag dairy

Table II

	MEAN	MEAN
SL NO.	CHANDRA KATHA IND. LTD.	PARAG DAIRY
1	14.2	16.6
2	7.45	8.9
3	11.75	13.5
4	7.7	9.45
5	7.9	9.56
6	12.5	10.7
7	8.5	8.13
8	10.65	10.06
9	8.35	10.09
10	5.45	7.03
11	8.65	9.16
12	5.25	5.53

Mann Whitney U test showed that there is no difference between the two groups

Table III

Mean values for DWARIKESH SUGAR IND. LTD. and PARAG DAIRY

	Mean	Mean
SL NO.	DWARIKESH SUGAR IND. LTD.	PARAG DAIRY
1	14.6	16.6
2	6.4	8.9
3	4.8	13.5
4	8.9	9.45
5	8.5	9.56
6	11.5	10.7
7	6.6	8.13
8	11.5	10.06
9	9.2	10.09

10	6.7	7.03
11	9.4	9.16
12	4.3	5.53

Mann Whitney U test showed that there is no difference between the two groups.

Table III shows the Mean values for Dwarikwsh Sugar Ind. Ltd. And Parag dairy. The highest mean is 16.6 for role overload (Parag dairy) and the lowest mean is 4.3 for unprofitability (Dwarikesh Sugar Ind. Ltd.) The difference is not significant for Dwarikesh sugar Ind. Ltd..

Various studies conducted on stress and factor related to it. Jones and Fletcher (1993) found evidence of transmission of stress from men to women particularly where men have high strain job (high in demand and low in support) but no corresponding transmission from women to men. Mathew (2005) in his exploratory study of occupation stress revealed that sources of stress spread from school structure work interface, relationship with other people, intrinsic job factor. The common effect of stress was found to be health related both physical and mental health. Zrio and Cooper (2007) found stress among Italian teachers and discusses the source of job pressure intensity and quality of job satisfaction adopted by teacher are some of the factor discussed by them. Pawar and Rathod (2007) in the study of naval personal found that occupational scores were higher among junior sailors as compared officers and senior sailors.

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