

Occupational Stress of Employees with Special Reference to Private Companies in Coimbatore

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Abstract

Occupational Stress is a mind-body stimulation that can, on the other tiredness body systems to the point of malfunction and syndrome of the employees. Occupational Stress is both physical response that protects us and a natural defense mechanism that has allowed our species to endure. Strains generally classified as psychological, physical, or behavioral examples of commonly studied psychological strains include such things as job dissatisfaction, anxiety, and depressed mood. Finally, behavioral strains include such things as absenteeism, poor performance, and turnover of the employees. That means occupational stress can be motivating, energizing, and exciting us to greater endeavor of the employees. Descriptive research design and simple random sampling technique lottery method was adopted for the study. A sample size of 354 employees was collected using Questionnaire. Occupational Stress Scale developed by A. K. Srivastava and A.P. Singh (1984). Department of Psychology, Banaras Hindu University Varanasi, This schedule has 46 statements and 5 point scale. This study concludes that 76 percent of the respondents have moderate level of occupational stress, 13.8 percent of the respondents have low level of occupational stress, and 10.2 percent of the respondents have high level of occupational stress.

Key Words: Occupational stress, Employees, Private Companies

Introduction

Occupational stress has unique set terms that are used to define important variables and concepts. The word stress is derived from the Latin word 'strictus' which means 'to tighten'. The word stress can be understood as a stimulus definition implies that stress refer to those stimuli in the environment that may require some adoptive response on the part of an employee. In the other hand stress refers to the feelings that one experiences when the demands of the job exceed

one's ability to cope. Occupational stress is a major hazard for many workers. Increased workloads, downsizing, overtime, hostile work environments, and shift work are just a few of the many causes of stressful working conditions. This factsheet addresses some of the causes of workplace stress and solutions for change.

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Causes of occupational stress

- Work overload
- Time pressure
- Lack of social support at work
- Needle stick injuries
- Exposure to infectious disease
- Role ambiguity and conflicts
- Career development issues
- Exposure to work-related violence or threats
- Understaffing
- Shift work
- Dealing with difficult or seriously ill patients.

Statement of The Problem

Compared to other fields of scientific enquiry the study of occupational stress is relatively new. As occupational stress produces negative effects for both the employee and the organization, it is critical that occupational stress not be considered a private matter for the employee to deal with alone and in isolation. If the occupational stress employees in his work, that turnover of the company will not get increased. To find out the occupational stress level, which is one of the important factors of industrial growth, the researcher surveyed and researched the data of the employees in private companies in Coimbatore.

Review Of Literature

Dhar (1991) found that personality characteristics, role overload, role conflict, role ambiguity, role stagnation and midlife crises, absence of social support, role incompatibility are the determinants of organizational stress. The development of learning based anxiety reduction techniques, meditation are helpful in stress management.

McDonald and Korabic (1991) Conducted a study entitled sources of stress and way of coping among male and female managers studying stress and coping among managers, among ten male managers in a low stress group and 10 female managers in a high stress group. It was revealed that women worked more likely than men to report that prejudice, discrimination tight work and unnecessary interference in work were found to be the sources of stress.

Pant and Bhardwaj (1992) conducted a study named executives stress and its correlates explored the work stress and some related factors in 90 senior managers from public sector organizations. The results revealed that work stress was found at all the managerial level with different coping strategies. Indian public sector managers were not high on the workaholics scale but managers at all the levels were committed to their work organization.

Siu, O-L. Cooper, C.L.(1998) The authors investigated the direct and moderating effects of locus of control and organizational commitment on the relationship of sources of stress with psychological distress, job satisfaction and

quitting intention of 122 employees (66 males, 54 females, two unclassified) working in Hong Kong firms. The results of the study suggested that locus of control and organizational commitment had strong direct effects (externals were dissatisfied with the job itself and thought of quitting the job quite often; employees who had a high commitment had higher job satisfaction) and moderating effects (the stressor–strain relationships were significant in externals, and commitment buffered most of the stressor–strain relationships).

Objectives

- To study the Socio-economic profile of the employees.
- To study the level of occupational stress of the employees.
- To find the demographic factors influencing occupational stress of the employees.

Methodology

The researcher followed descriptive research design for the study. The researcher selected private companies in Coimbatore as the universe of the study. The universe comprises of 575 employees in the managerial level. Of the total employees, 354 were selected for data collection using simple random sampling by lottery method. The investigator made use of questionnaire as a tool for data collection. The questionnaire consists of two parts demographic and Occupational Stress Scale developed by A. K. Srivastava and A.P.

Singh (1984). This scale has 46 statements (5 point scale) with a reliability score of 0.891. The data were analyzed using mean, standard deviation, chi-square, correlations, t-test and ANOVA.

Analysis and Interpretation

Table 1: Socio-Economic profile

S. No	Variables	Particulars	No. of Respondents	Percent age
1	Age	20yrs - 30yrs	213	60.2
2	Gender	Male	235	66.4
3	Educational Qualification	UG	196	55.4
4	Marital Status	Married	212	59.9
5	Type of Stay	Family	312	88.1
6	No of Children	No	168	47.5
7	Types of Family	Nuclear family	247	69.8
8	Number of Dependents	2-4	190	53.7
9	Family Monthly Income	Below-30000	142	40.1
10	Designation	Manager	134	37.9

Majority (60.2 percent) of the respondents belong to the age group of 20 to 30 years, 66.4 percent of the respondents are male, 55.4 percent of them are U.G graduates, 59.9 percent of them are married, 88.1 percent of them are staying with their family,

Variables	Statistical tool	Value	Result
Age and OS	Correlation	p = .004**	Significant
Gender and OS	t-test	p = .000**	Significant
Education qual. and OS	ANOVA	p = .479	Not-Significant
Marital status and OS	t-test	p = .000**	Significant
Type of Stay and OS	ANOVA	p = .000**	Significant
No of Children's and OS	Correlation	p = .022*	Significant
Types of Family and OS	t-test	p = .151	Not - Significant
Dependents and OS	Correlation	p = .408	Not Significant
Family Monthly Income and OS	Correlation	p = .088	Not Significant
Designation and OS	ANOVA	p = .000**	Significant

47.5 percent of them didn't have children, 69.8 percent of them reside in nuclear family, 53.7 percent of them had 2 to 4 dependents, 40.1 percent of them were earning an family income below Rs.30000 per month and 37.9 percent of them are working as managers.

Table 2: Level of Occupational Stress

S. No	Occupational Stress	Respondents	Percentage
1	High	36	10.2
2	Moderate	269	76.0
3	Low	49	13.8
	Total	354	100

It is understood from the above table that 76 percent of the respondents have moderate level of occupational stress, 13.8 percent of the respondents have low level of occupational stress, and 10.2 percent of the respondents have high level of occupational stress.

Table 3: Influence Of Socio Economic Factors On Occupational Stress Of The Employees

OS – Occupational Stress **
Significant at 0.01% * Significant at 0.05%

The above table depicts that socio-economic factors do influence the occupational stress of the respondents. The table shows that the socio-economic factors namely age, gender, marital status, type of stay, number of children and designation influences the level of occupational stress of the respondents. The socio-economic factors namely educational qualification, type of family, dependents and family monthly income do not influence the level of occupational stress of the respondents.

Suggestions

- ❖ In an Organisation the management has a responsibility to minimize the factors that cause stress. The management can only take some steps to minimize the stressors and create an environment that are conducive to work. There is a difference in prevalence of all the dimensions of organizational stress. Similarly there are differences among age groups regarding different dimensions of stress. The organization should take appropriate measures to reduce stress among all the employees of different age groups and departments.
- ❖ Stress coping programmes should be implemented in the organization to combat stress.
- ❖ Yoga and meditation classes may be included before every day work which to some extent help the employees to manage their stress.

Conclusion

It is a well - known fact that certain levels of occupational stresses are likely to exist in an organisation. Moreover some people suggest that a certain level of distress is also necessary for excellence in performance. In this research the results shows that occupational and role overload prevail in the organisation. The organisation should see to it that the level of stress does not go beyond a certain level or continue to exist for a

long time. They should concentrate on areas and aspects which cause high level of stress and which are likely to cause high level of stress in future and should take appropriate measures to tackle them. This study conclude that majority of the employees have moderate level of occupational stress and socio-economic factor do influence the level of occupational stress of the employees.

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