

A study about occupational stress in working persons

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Abstract

Day by day, quality of life is reducing. Life is running around and getting things done rather than enjoying them. In the metros, people are working in corporate world are experiencing stress more and more. Organizations are working towards solving of this problem. This study focuses on causes and remedies of occupational stress among working persons of different sectors. Work life balance is necessary to solve problem of occupational stress.

Keywords: occupational, child care leave, dependent care

Introduction

Occupational stress is the stress occurs at workplace. Problem of occupational stress is extremely relevant because very few people are satisfied with the work culture at their work place. An employee faces no. of problems at work place which cause stress and health problems. Constant stress becomes reason of psychological disorders like depression, anxiety, anger, fear, headache, sleeping disorders.

Some time work place demands more time which is interfering for family life similarly family demands more time which is interfering for work. In this condition an imbalance generate between work and family which is a major reason of occupational stress. Present family structure also increases pressure on employee. Due to work load employee has no time for their family, children, spouse and other members. Joint families have turned into nuclear, which leads to increase family responsibilities. Women employees have little time for family members. Both members work under pressure and lose their balance between work and family. Self occupation holders have stress due to up and down in market, decreasing production, tax system, capital unavailability, transportation problems, decreasing income and changeable govt. policies.

Work life balance is most important for all working persons. It is based on achievement, enjoyment and satisfaction from life. Result of lower occupational stress is job dissatisfaction, reduced performance, reluctance from work, reduced result orientation, reduced concentration and health. Cut throat competitions put large pressure on organization and organization put pressure on employee to increase efficiency and effectiveness.

Organizations have started taking an active interest in liberalizing working conditions for employees to establish work life balance. Flexible work schedule, child care leave, dependent care, day care centers are actions taken by some organizations. Such actions are beneficial for employees as it attracts more employees which are better and more capable but unable due to some family problems and required

relaxation. Problems change person to person. It reduces work life conflicts and employees become more liable for organization. These practices reduce occupational stress and support to make balance between work place and family.

‘Compressed work week’ is effective strategy to reduce occupational stress. In this system the employee work for full week hours and take a day off for his personal and other family responsibilities. Flexible working schedule is helpful to make balance between work and family. It permits the employee to change their work start and finish time. In some organizations employees belong to distant cities and states are permitted to do work from home. Job sharing tactic is practicing by some organizations these days. The employees are allowed to share a full time job among more than one person. Many organizations initiated leave programme for their employees. The day care centers at work places provide female employees onsite child care facility.

These strategies reduce work life conflict; increases job satisfaction, organizational commitment, job interest, affection from organization. Except this, work life balance reduces absenteeism and lateness, enhance efficiency of employees and improve organizational image. Job satisfaction, faith increase sense of job security develops reduce job stress and improvement in physical health.

Methodology

To find status of occupational stress among working persons descriptive survey method was applied. 300 working persons are randomly selected for study out of which 100 were self occupation holder, 100 were govt. employees and 100 were private employees. In each class 50% men and 50% women are selected. A self prepared test paper was used to find value and causes of occupational stress. Persons having stress value 1-30 are considered as relaxed and 120-150 as hyper tensed. Status of stress and causes of stress are determined using self prepared test paper. Collected data was converted into percentage and comparatively analysed.

Finding and Analysis

Table 1: Status of Occupational Stress among Various Working Persons

Occupational Stress Scale	No. of Persons %					
	Self Occupation		Govt. Employee		Private Employee	
	Male	Female	Male	Female	Male	Female
1-30	14	11	32	20	1	0
31-60	26	21	27	27	14	12
61-90	29	33	26	24	24	17
91-120	21	22	12	15	28	32
121-150	10	13	3	5	33	39

Table 2: Reasons of Occupational Stress in Various Working Persons

Occupational Stress	No. of Persons %					
	Self Occupation		Govt. Employee		Private Employee	
	Male	Female	Male	Female	Male	Female
Lack of Time	34	46	21	18	63	69
Income Satisfaction	52	57	74	77	6	8
Family Conflict	23	38	9	17	39	47
Self Progress	26	22	12	9	43	34
Work Satisfaction	18	13	18	14	48	42

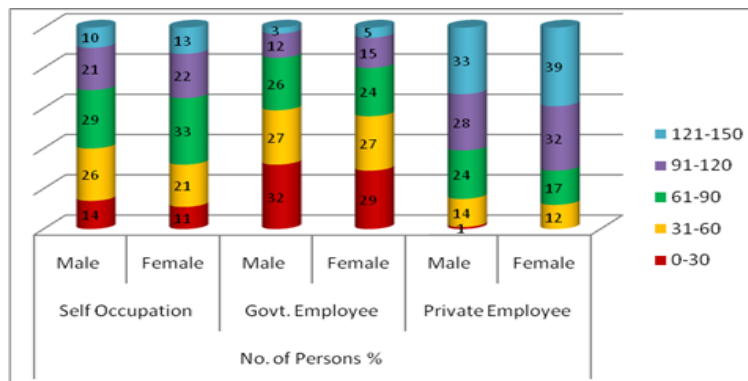


Fig 1: Status of Occupational Stress among Various Working Persons

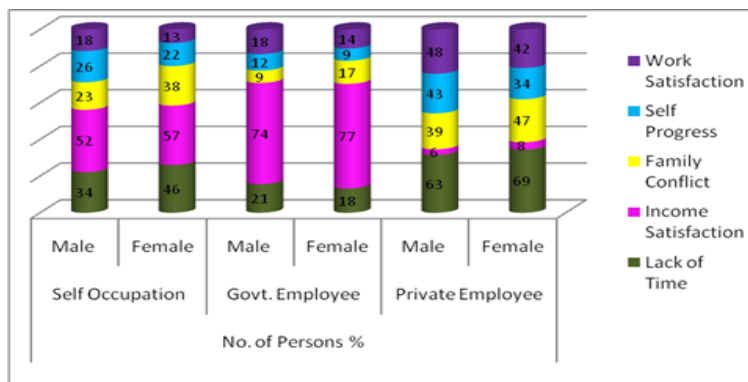


Fig 2: Reasons of Occupational Stress in Various Working Persons

Data shows that private employees were found highly stressed as 33% male and 39% female found having hyper stress i.e., at 121-150 stress value. Similarly in stress range 91-120, 28% male and 32% female of private employees observed as highly stressed. 29% male and 33% female of self occupation holder marked in stress for range 61-90. In the lower stress range i.e., 31-60, govt. employee percentage is high i.e., 27% male and female. Govt. employee strength found high i.e., 32% male and 29% female in minimum range of stress. In this range private employee percentage is just 1% male and none female.

Data regarding reasons of occupation stress shows that due to lack of time 63% male and 6% female of private working employees are stressed. Similarly income satisfaction % is found highest in govt. employees i.e., 74% male and 77% female. Stress due to family conflict, self progress and work satisfaction also found maximum for private employees. Minimum stress marked for work satisfaction in self occupation persons i.e., 18% male and 13% female and govt. employees. Stress due to self progress was marked minimum among govt. employees i.e., 12% male and 9% female.

Conclusion

Some employees take their job as a source of stress. Every stress has a cause and solution. Occupation stress has been found maximum in private employees. When they are treated favorably, get solution of problems feel obliged and respond positive behavior. Employees who are high aspirants towards progress, worried about career and concerned regarding performance don't take advantages of relaxations. Private sector needs to utilize relaxation policies effectively so that employees may become stress free and enjoy their life. Work life balance strategies solve problems of occupational stress to a large extent and improves image of organization. Working persons should try to find solution and implement it to make their life stress free. Working women also found stressed they need to learn more managerial skills and adjustment skill to cope up occupation stress.

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