

## THE DISPARITIES OF OFFICIAL STRESS AMONG GENDERS OF BIHAR

**Dr. Kumari Renuka**

Associate Professor, Department of Psychology, Mahila college, Khagaria, Bihar

### **Abstract**

*Stress is a way of demand for anything and a threat for our good health. It is not always bad, In small doses, it is helpful for us to perform under pressure and motivates to do our best. Official stress is related to job or the business of any employer. It originates from unexpected national responsibilities and pressures that do not align with a person's knowledge, skills, or expectations. It is found to increase while employees do not feel supported by their higher officers or co workers. The stress response is the body's way of protecting us. The purpose of the present study is to find out level of official stress of male and female employees of Bihar. During the course of study it was also found that the gender differences regarding these feelings are variable. Data were calculated by Mean, SD, SED, and t-test. The outcome of the study revealed that there was a significant difference between the Male and Female officers of different sectors. Most of the female are facing more stress than the male in their office. Proper and positive response may be helpful to minimize the official stress*

**Key words:** *Stress, Gender, Responsibilities, Employees, Difference.*

**Introduction:** Stress is a very real and common occurrence in our society today. As our society has become increasingly competitive, stressful and busy, more and more people are struggling to cope with the mounting pressure on their lives. The World Health Organization estimates that approximately 450 million people throughout the world are affected by mental health problems. The word "stress" is generally used when we feel that everything seems to have become too much. We are overloaded with the pressures on working place. Anything that gives you a challenge or a threat to our happiness is a stress. Some stresses are good for the employer which compels to perform better than their Mets. Without any stress at all our lives would be boring and probably pointless. However, higher degree of stress is bad as it undermine our mental and physical health. Bihar is economically backward state. Maximum percentage of the Employees is facing increased

stress levels in the 21st century in Bihar particularly as well as throughout the nation. Researchers and social commentators have pointed out that the computer and communications revolutions have made companies more efficient and productive than ever before. This boon in productivity however, has caused higher expectations and greater competition, putting more stress on the employee. Although there are so many reasons of stress however a toxic work environment , negative workload , isolation, types of hours worked, role conflict & role ambiguity, lack of autonomy, career development barriers, difficult relationships with administrators and/or coworkers , managerial bullying , toting to the wrong gates, Mental, Physical or sexual harassment, organizational climate and others are most common on the working place are the major determining factors of stress.

**Global Scenario:** Official work related stress among working people is drastically increasing worldwide. Stress at workplace has become an integral part of everyday life and is referred as 'worldwide epidemic' by the World Health Organization as. In the USA, approximately 25% of the working population suffers from work related stress. The figures for India are not readily available but there is no doubt that official work stress affects a significant number of officers and costs heavy financial losses, human suffering and mental illness. Official work related stress follow in various shapes and forms. Health and Safety Officers defined official work stress as "The adverse reaction people have to excessive pressures or other types of demand placed on them." Organizational stress might be harmful for physiological and psychological effects on workers. Various studies have revealed that workers suffering from stress exhibit decreased productivity, absenteeism, higher number accidents, lower morale and greater interpersonal conflict with colleagues and superiors. The Indian council for Research on International Economic Relations is projecting a possible 20-fold increase in lost productivity due to health issues such as heart disease and diabetes over the next decade owing to increasing stress disorders amongst employees especially in the industrial sector. Those predominantly affected belong to the labor class as in other developing countries. Work-related stress and mental fatigue are mainly blamed on expectations of better performance, deadlines and competition over the last few years. The WHO reports 35% of cardiac disease related deaths in India by 2030 will be due to official work stress. According to the WHO, 30% of suicidal deaths in India are due to official work stress. A recent study in South India indicated the prevalence of ver 25% of job related stress in industrial officers, owing to severe working conditions (Mohan, Elangovan et al. 2008).

**Review of literature:** Coleman, (1976) during the course of his research found that job stress influences the employees overall performance in their work. Chandraiah et. Al. (2003) observed that job becomes less satisfying under excessive stress and when expected intrinsic and extrinsic needs are not fulfilled. Findings show that age plays a vital role to test the correlation between official stress and job satisfaction level. Cranwell et.al (2005) has conducted a study on "The impact of Organizational Stress on Official Stress "In process, service, engineering and manufacturing organizations. Jan, Mishra and Gupta (2007) in a study they found that high age group officers were equally satisfied with their jobs. Further, they found similar results when low age group officers and low age group engineers were compared on their job satisfaction level. The results also indicated that certain demographic variables do influence the level of stress among officers. Rajeswari and Anantharaman (2005) in a study tried to find out causes for Official stress and work exhaustion among IT professionals. They attributed long work hours with different time zones and total team work, task to be completed on deadline with perfection as per the client needs are some of the important causes of the stress. Rice, (1992) in his study found that job stress produces negative effects for both the organization and the employee. For the organization, the results are disorganization, disruption in normal operations, lowered productivity and lower margins of profit. Ratna, singh and sud (2008) studied the management of stress and burn out in police person. The Manifestation of stress and burnout in the form of suicide and killings highlight the urgent need that these must be tackled. Sharma and Devi (2011) in a recent study collected data from frontline Employees from various public and private sector banks and tried to assess the causes of role stress. It was concluded that the role indistinctness, role excess, role invasiveness, role divergence, role augmentation, self diminution, role fortification and resource shortage are the causes of official stress. They suggested that computer related morbidity has become an important official health problem.

**Hypotheses:** On the basis of the reviews of literature done earlier, the following hypotheses were formulated for the purpose of present study

1. There will be higher level of official stress in female officers than male officers.
2. There will be significant level of official stress in officers.

**Tools used:** Basically two tools have been used for the collection of data viz. Personal data questionnaire and Official stress index. Official stress index (OSI) is used to assist the extent of employee's perceived stress arising from various constituents and condition of their job. There test consist of 46 items and each is measured on a 5 point scale which measure 12 dimension of occupation stress such as role overload role ambiguity, role conflicts, unreasonable group and political pressure, responsibility for persons, poor peer relations, intrinsic impoverishment, low status, strenuous working condition and unprofitability.

**Observation and Results:** Feedback was collected through personal interview along with personal data sheet of the study area. Official stress index was administered on the subject one by one by the investigator with the help of a structured scheduled interview. The respondents individually were instructed to read it again on their own regarding the scales. The interviews on respondent took approximately 32-35 minutes. Data was collected on employed male and female officers. The subjects were encouraged throughout all the sessions. At the end subjects were thanked for their cooperation after the completion of the scales. The obtained data of the present study was treated statistically; the mean, and 't' values were computed. The data collected for official streets of Private sector as well as governmental officers working in different organizations. The data was tabulated and subjected to statistical analysis to find out the level of official stress in 12 dimensions of OSI among industrial officers. The mean (SD, SED, and t) values were computed.

**Table- 1: Statistical mean of male and female officers.**

<b>Psychological Variables</b>	<b>Male Officers</b>	<b>Female officers</b>
Official Stress	Mean = 121.4	Mean = 135.2

On the basis of data depicted in table- 1 it is evident that the mean score for total official stress is found to be greater in female officers in comparison to male officers, thus the hypothesis are supported by the results.

**Table - 2: Comparative Ratio of official among male and Female officers**

Serial No.	Dimensions	Mean Difference	SD of Male officers	SD of Female Officers	SED	T	DF	Level of Significance
1.	Role Overload	4.1	2.22	2.99	1.17	3.45	59	P<0.1
2.	Role Ambiguity	1.9	2.61	2.86	1.25	2.42	58	P<0.1
3.	Role Conflict	3.9	2.74	3.19	1.42	2.77	59	P<0.1
4.	Unreasonable Groups & Political Pressure	2.2	2.73	1.62	0.99	2.13	59	P<0.1
5.	Responsibility for Persons	1.9	1.15	2.34	0.82	2.3	59	P<0.1
6.	Under Participation	2.6	1.62	1.63	0.72	3.51	59	P<0.1
7.	Powerlessness	2.5	1.98	1.91	0.86	2.78	59	P<0.1
8.	Poor Peer Relations	2.5	1.96	1.36	0.76	3.26	59	P<0.1
9.	Intrinsic impoverishment	2.4	2.24	2.32	0.97	2.40	59	P<0.1
10.	Low Status	2.8	1.91	1.82	0.83	3.30	59	P<0.1
15.	Strenuous Working condition	2.9	2.43	1.32	0.84	3.12	59	P<0.1
12.	Unprofitability	2.8	0.95	1.08	0.45	2.26	59	P<0.1

Table - II Shows the Mean Difference (SD, SED, and t ratio) for all 12 dimensions. Role Overload, Role Ambiguity, Role Conflict, Unreasonable Groups. & Political Pressure, Responsibility for Persons, Under Participation, Powerlessness, Poor Peer Relatives, Intrinsic Impoverishment, Low status, Strenuous Working Condition, and Unprofitability are Highly Significant.

**Table- III:** It shows the Critical Ratio for total official stress of male and female officers.

Test Used	Mean difference	SED	T	DF	Level of Significance
Official Stress Index	15.3	185.58	12.3	59	P<0.1

The above table shows total Official stress of Industrial officers. It shows Mean Difference, SED, and t- value. The t-value is significant on 0.1 levels.

**Discussion:** Table- 1 indicated the significant difference in occupational stress among industrial officers. The mean score of male officers is 121.4 and mean of female officers is 135.2. It has been assumed that both industrial officers male and female experienced some level of occupational stress in industrial organization. Table- 3 shows significance of difference between the two groups in respect to total occupational stress was tested statistically by computing a Critical Ratio. The obtained CR ( $t = 12.3$ ) is significant at 0.1 level of significance for 59 degrees of freedom. It provides better statistical ground to retain the research hypothesis regarding the difference in occupational of male and female industrial officers. The null hypothesis is rejected. Hence it can be concluded that female industrial officers experienced higher level of occupational stress in comparison to male industrial officers. In other words, there exists a genuine relationship with employment especially between industrial organization and occupational stress. The result supported the entire hypotheses. It shows the industrial female officers shows high mean score on maximum dimension of occupational stress than male officers. The CR (t- ratio) Presented in the table-II revealed that there were significant differences found between the two groups on dimensions. It has been observed that in spite of the heavy work and occupational stresses in industrial officers, female are experienced high level of stress than male officers.

**Conclusion:** Stress is a central concept for understanding both life and evolution for Male and Female. All creatures face threats to homeostasis, which must be met with adaptive responses. Our future as individuals and as a species depends on our ability to adapt to potent stressors. At an individual level, we live with the insecurities of our daily existence including job stress, marital stress, and unsafe schools and neighborhoods. These are not an entirely new condition as, in the

last century alone, the world suffered from instances of mass starvation, genocide, revolutions, civil wars, major infectious disease epidemics, two world wars, and a pernicious cold war that threatened the world order. There was a significant difference found in all the official stress among the officers. Since a long time it is estimated that the female employees are facing more stress in comparison to the Male. The data supported the facts that most of the female officers face more stress than Man. There was a greater difference in all the dimensions

Between the Male and the Female officers. A widely used definition of stressful situations is one in which the demands of the situation threaten to exceed the resources of the individual (Lazarus & Folkman 1984). Acute stress responses in young, healthy individuals may be adaptive and typically do not impose a health burden. Indeed, individuals who are optimistic and have good coping responses may benefit from such experiences and do well dealing with chronic stressors (Garnezy 1991, Glanz & Johnson 1999). In contrast, if stressors are too strong and too persistent in individuals who are biologically vulnerable because of age, genetic, or constitutional factors, stressors may lead to disease. This is particularly the case if the person has few psychosocial resources and poor coping skills.

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