

An Assessment of Occupational Stress among Personnel's of Different Categories from Banaras Hindu University

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Abstract

Objective: The aim of the study was to assess the Occupational Stress among personnel's of different categories from Banaras Hindu University. **Methods:** For the purpose of the study, 90 male personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's were selected randomly on the basis of simple random sampling & Purposively as a sample. The subjects were selected from BHU, Varanasi. The age level of the subjects was ranging from 20 to 65 years. For purpose of the study Occupational Stress Index constructed and standardized by Prof. A. K. Srivastava and Prof. A. P. Singh was used. **Statistics:** The data was analyzed by applying Descriptive statistics to the Occupational Stress among personnel's of different categories from Banaras Hindu University. **Results:** The results of the study revealed that the mean value of Personnel's from Non-Teaching found higher in relation to Occupational Stress among personnel's of different categories from Banaras Hindu University. **Conclusion:** The findings may be attributed to the fact that occupational stress is meant environmental factors or stressors such as work overload, role conflict, role ambiguity, and poor working conditions associated with a particular job.

Keywords: Occupational Stress.

INTRODUCTION

We are living in an era of growing complexities and pressures where human constitution and capacities are being taxed severely. The stressors related to job have become predominant feature of modern life, exerting far reaching effects on focal employee's behavior and adjustments on as well as off-the-job. This is the reason that systematic studies of stress in organizational setting have increased dramatically over past one decade. Currently, job stress has become a prominent work related research topic. Job stress is generally defined in the times of relationship between person and environment. Mc Grath (1976) has noted that a stress involves an interaction of person and environment. To define stress he said, "..... there is potential for stress when an environmental situation is perceived as presenting demand which threatens to exceed the person's capabilities and resources for meeting it, under conditions where he expects a substantial differential in the rewards and costs from meeting the demand versus not meeting it". Margolis and Kores (1974) defined job stress as a condition worth interacting with worker characteristics to disrupt Psychological and Physiological homeostasis. The casual situation conditions are job stresses and the disrupted homeostasis is job related strain.

Organizations with different forms and functions may share bureaucratic activities and norms, but develop different and distinctive normative climates (Katz and Kahn, 1978).

Organizational climate is defined as a set of perceived attributes of an organization and its subsystems as reflected in the way an organization deals with its members, groups and issues. Renatom (1968) defined organizational climate as a relatively enduring quality of the internal environment that is experienced by the members, influences their behavior and can be described in terms of values of a particular set of characteristics of the organization's action. Forehand and Gilmer (1964) defined organizational climate as the set of characteristics that describes an organization and that (a) distinguishes one organization from other organizations, (b) is relatively enduring over time, and (c) influences behavior of the people in the organization. Thus, the definitions of organizational climate range from the shared perception of "the way things are around here" (Schneider, 1990) to Payne's (1990) "a moral concept reflecting the content and strength of the prevalent values, norms, attitudes, feelings and behavior of the members of a social system which can be operationally measured through the perceptions of system members or observational and other objective means.

The Occupational Stress Index purports to measure the extent of stress which employees perceive arising from various constituent conditions of their job. However, stress researchers have developed the scales which measure the stress arising exclusively from job roles (Rizzo et al 1970; Pareek 1981). The tool may conveniently be administered to the employees of every level operating in the context of industries or other non-production organizations. However it would prove more suitable for the employees of supervisory level and above.

Some researchers have tried to solve the problem of aggregation by calculating the degree of agreement among members of the organization, department and team. However, the degree of agreement shown is not high enough to justify the claim that mean is an accurate score of the climate. In one study of 334 colleges, Zammuto and Krakow (1991) report that only 25 percent of the colleges studied, had interclass correlations more than 0.66. It should be noted that the number of raters in each organization varied only from 10 to 19 and all were associated with the top of the organization which should have optimized the chances of gaining agreement. This lack of agreement about the organizational climate raises serious problems about the validity of the concept of collective climate.

METHODOLOGY

Subjects: For the purpose of the study, 90 male personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's were selected randomly on the basis of simple random sampling & Purposively as a sample. The subjects were selected from BHU, Varanasi. The age level of the subjects was ranging from 20 to 65 years. The subjects were evaluated for their Occupational Stress during the relaxing period i.e., data were obtained during normal condition.

Tools: For purpose of the study Occupational Stress Index constructed and standardized by Prof. A. K. Srivastava and Prof. A. P. Singh was used. The data was analyzed by applying Descriptive statistics to the Occupational Stress among personnel's of different categories from Banaras Hindu University.

ANALYSIS OF DATA AND RESULTS OF THE STUDY

The data was analyzed by applying Descriptive Statistics i.e. mean in order to assess the personnel's of different categories from Banaras Hindu University.

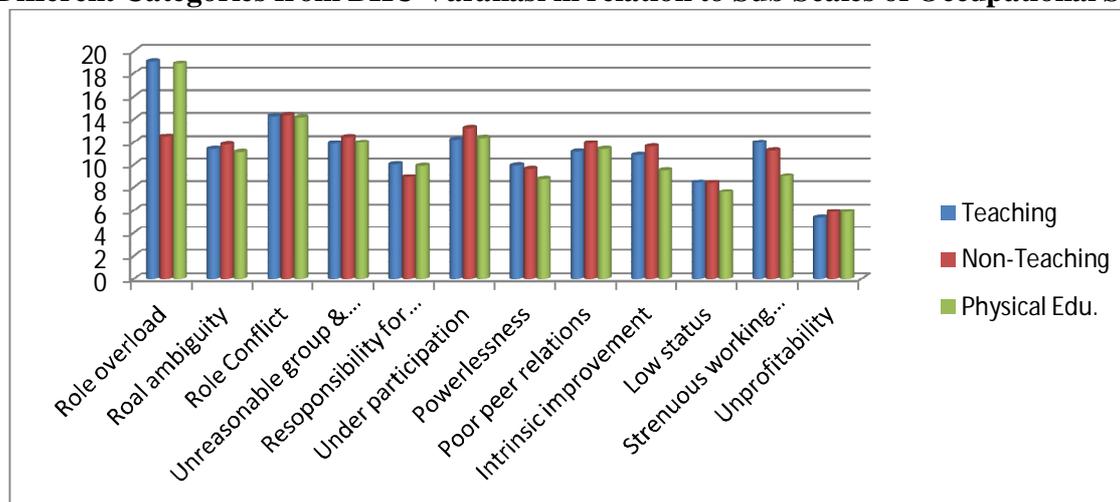
Table-1: Mean Scores of Personnel's of Different Categories from BHU, Varanasi in relation to Sub Scales of Occupational Stress

Personnel's from Teaching		Personnel's from Non-Teaching		Personnel's from Physical Education	
Role Overload	19.07	Role Overload	12.50	Role Overload	18.87
Role ambiguity	11.43	Role ambiguity	11.80	Role ambiguity	11.17
Role conflict	14.23	Role conflict	14.33	Role conflict	14.13
Unreasonable group & political pressure	11.90	Unreasonable group & political pressure	12.43	Unreasonable group & political pressure	11.97
Responsibility for persons	10.03	Responsibility for persons	8.90	Responsibility for persons	9.90
Under participation	12.23	Under participation	13.20	Under participation	12.37
Powerlessness	9.93	Powerlessness	9.63	Powerlessness	8.73
Poor peer relations	11.20	Poor peer relations	11.90	Poor peer relations	11.43
Intrinsic improvement	10.93	Intrinsic improvement	11.63	Intrinsic improvement	9.53
Low status	8.40	Low status	8.37	Low status	7.57
Strenuous working conditions	11.96	Strenuous working conditions	11.30	Strenuous working conditions	9.00
Unprofitability	5.37	Unprofitability	5.87	Unprofitability	5.87

It is evident from table – 1 that mean scores of Personnel's of Different Categories from BHU Varanasi i.e. Mean score of Personnel's from Teaching found higher in relation to Role Overload, Mean score of Personnel's from Non-Teaching found higher in relation to Role ambiguity, Mean score of Personnel's from Non-Teaching found higher in relation to Role conflict, Mean score of Personnel's from Non-Teaching found higher in relation to Unreasonable group & political pressure, Mean score of Personnel's from Teaching found higher in relation to Responsibility for persons, Mean score of Personnel's from Non-Teaching found higher in relation to Under participation, Mean score of Personnel's from Teaching found higher in relation to Powerlessness, Mean score of Personnel's from Non-Teaching found higher in relation to Poor peer relations, Mean score of Personnel's from Non-Teaching found higher in relation to Intrinsic improvement, Mean score of Personnel's from Teaching found higher in relation to Low status, Mean score of Personnel's from Teaching found higher in relation to Strenuous working conditions and Mean score of Personnel's from Non-Teaching and Personnel's from Physical Education found higher in relation to Unprofitability.

The graphical representation of mean score among Personnel's of Different Categories from BHU Varanasi i.e. thirty from Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's in relation to sub scales of Occupational Stress has been presented in figure No.1.

Figure 1: Graphical Representation of the Comparison of Mean Score of Personnel's of Different Categories from BHU Varanasi in relation to Sub Scales of Occupational Stress



CONCLUSION

The findings may be attributed to the fact that occupational stress is meant environmental factors or stressors such as work overload, role conflict, role ambiguity, and poor working conditions associated with a particular job.

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