

## **Occupation Role Stress: Comparison among Gender, Age & Length of the Service**

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### **I. Introduction**

Work-related stress is a problem of growing concern in developing countries attributable to necessary developments within the modern world; 2 of the foremost important is - being globalisation and also the ever-changing nature of work. Occupational stress could be a growing problem worldwide, which ends up in substantial loss to each employees and organizations (Cotton and Hart 2003). Occupational stress is present and progressively expensive Katherine et al (2008). Occupational stress is outlined as the perception of a discrepancy between environmental demands (stressors) and individual capacities to satisfy these demands (Topper 2007). Occupational stress happens once an employee subjectively experiences an incompatibility between himself or herself and his or her work surroundings, and feels unable to cope, adapt or perform effectively as a results of that he or she endures poor mental or physical health or engages in dysfunctional and even counterproductive behaviours. The literature clearly indicates that each physical and psychological state is impacted by occupational stress (Schirmer & Lopez, 2001). Occupational stress is a progressively necessary occupational unhealthiness. But it should additionally cause refined manifestation of morbidity which will have an effect on personal well-being and productivity (Jayashree, 2010). occupational stress, above all, is that the inability to deal with the pressures in an exceedingly job, due to a poor match between someone's talents and his/her work needs and conditions (Holmlund-Rytkönen & Strandvik, 2005). Occupational stress isn't an objective development. It predominantly subjective in nature, and involves the employee's active interpretation of his or her objective circumstances. An occupational stress could be a condition wherever the employees particularly can feel undesirable and being threat.

### **OCCUPATIONAL STRESS IN THE EDUCATION SECTOR**

While there are many alternative occupations within the education sector, teaching is known as a very stressful job (Smith et al, 2000). Stress among teachers may be a contributor to ill health similarly as a cause for a few departure the profession (Aitken 2002, cited in Verdugo and Vere). Several young teachers who began their training with high motivation and noble ideas are exhausted or nearly break down within some years of job. Teaching job is obtaining more and additional stressful working in schools create variety of things that are distinctive to education and also the current climate of uncertainty and criticism more undermines the expertise and confidence of the many exhausting working teachers. Stress may be a natural biological response it permits our biological system to arrange itself to try and do one thing – either attack (fight) or run away (flight). For teacher absence the most reason is lack of job satisfaction. The implication of this can be that job performance declines this impacting on learner performance, poor pass rates, leading to schools-categorized being an underperforming school. Stress may be an extremely personalised development and may vary wide even in identical situations for various reasons. The severity of job stress depends on the intensity of the stress that are being created and also the individual's sense of management or decision-making autonomy he or she has in handling them. Not all educators have brick mechanisms to handle these forms of stress. It's necessary for a school head to know the repercussions of stress among teachers. They need to perceive the advantages of academic action of a healthy and happy school.

### **II. Literature Review**

Several studies have explored stress, predominantly from the psychological, sociological, and medical perspective. From the business perspective, researchers addressed the problem of occupational stress, as job/work causes an excellent deal of stress to modern employees. As well, there's a massive quantity of research on individual variations concerned within the work-stress process. Researchers have studied individual variations within the belief that they influence reactions to objectively nerve-racking events or appraisals of events as being nerve-racking, or they merely increase the variance explained within the stress outcomes (Ganster & Schaubroeck, 1991).

A study conducted by Levi (1984), steered that, work situations are experienced as stressful once they are perceived as involving necessary work demands that don't seem to be well suited to the knowledge and skills (competencies) of employees or their desires, particularly once those employees have very little control over work and receive little support at work. Cooper (1978) recommended that the worry of obsolescence and failure leading to change is probably going to be strongest in people who believe they need reached their career ceiling, which most can expertise some erosion of status before they retire.

According to Lasky (1995) demands related to family and finances may be a significant supply of 'extra-organizational' stress that may complicate, or perhaps precipitate, work-place stress. Russo & Vitaliano (1995) argued that the incidence of stressors within the geographic point either instantly following a amount of chronic stress reception, or in conjunction with alternative major life stressors, is probably going to possess a marked impact on outcome. Many studies have highlighted the harmful consequences of high workloads or work overload. Consistent with Wilkes et al. (1998) work overloads and time constraints were important contributors to figure stress among community nurses. Employment stress may be outlined as reluctance to come back to figure and a sense of constant pressure (i.e. no effort is enough) in the course of the overall physiological, psychological, and behavioral stress symptoms.

Pareek (1983) has pioneered work on role stress by distinguishing as several as 10 differing types of structure role stresses namely: IRD, RS, REC, RE, RO, RI, PI, SRD, RA, & RIn. Stress has become one in all the foremost serious health problems with the 20th century—a drawback not only for people in terms of physical and mental morbidity, except for employers, governments and therefore the society at massive who have begun to assess the monetary damage (ILO, 1993).The problem of occupational stress is additionally relevant for countries undergoing monumental economic and social changes.

Borg, M. G., & Riding, R. J. (1993) studied a sample of a hundred and fifty college administrators in state primary and secondary schools in Malta completed a self-administered form on their perceptions of role-related stress. a number of the demographic characteristics of the sample were associated with the extent of job stress and satisfaction. Results additionally showed that respondents who reported larger levels of stress were least happy with their role as college administrators.

Meanwhile, Burke (1988 in lu et al., 2003) sorted job stressors into the subsequent six categories: physical setting, role stressors, organizational structure and job characteristics, relationships with others, career development, and work-family conflict, whereas Copper et al. (1988 in lu et al., 2003) known six sources of stress at work: factors intrinsic to the task, management role, relationship with others, career and action, organizational structure and climate, and home/work interface. a lot of merely, Antoniou et al. (2006) purpose that specific conditions that build jobs stressful may be categorized either as exogenous (i.e. uncomplimentary occupational conditions, too much work, lack of collaboration, etc.) or endogenous pressures (i.e. individual personality characteristics, etc.)

Manthei and Solman (1988) In their study on “Comparative teachers Stress a Negative Outcomes in Canterbury State Schools” focuses the study on New Zealand and N.S.M. teachers, known seven structural factors that led to teachers stress like, pupil recalcitrance, poor remuneration, syllabus demands, low professional recognition, poor working setting, community antagonism and time demand and lack of your time for adequate, preparation of help with individual pupil difficulties. Sharma, Piercce, C.M.B. and Molloy G.N. (1990) in their article entitled on “Relationship between school sort, activity Stress, Role perceptions and Social Support” highlights major findings of this study area unit according in ordering from greatest to least occupational stress factors like work load, time management, salary, resources comment within the media, interaction with colleagues and managing student behaviors.

Piercce, C.M.B. and Molloy G.N. (1990) in their article entitled on “Relationship between School Type, Occupational Stress, Role perceptions and Social Support” highlights major findings of this study are reported in rank order from greatest to least occupational stress factors like work load, time management, salary, resources comment in the media, interaction with colleagues and managing student behaviors.

Jha,S.S. (1988) in his study on “Jobs Stress and Employee Strain in India Executives” explains the pattern of stress and strain in three work groups namely production, personnel and data processing divisions in an organization. Results indicated that job future ambiguity had negative effect on job satisfaction in all the three groups. The pattern of stress in the three groups was different between different levels of management. Among different levels of managers, the middle level managers had more role ambiguity than others did.

Reddy, V.S. and Ramamurthi, P.V. (1991) in their study on “The Relation between Stress Experience on the Job-Age, Personality and General ability” analysed the influence of age, personality and general ability of the individual in the perception of stress. It was found that only age influenced the perception of stress. There was only very limited contribution of personality and general ability of the individual to the intensity of stress experience of the individual.

### **NEED OF THE STUDY**

In today's environment, due to technology students are exposed to various sources of knowledge, faculties also have to be updated about latest happenings in the environment. Also faculty has to other paperwork in the institute like arranging various activities. All these factors contribute to the stress among the faculties. The present study is undertaken to analyze the various dimensions of Occupational Role Stress (ORS) in education sector. This will enhance the organizational capability to maintain satisfied employees and provide strategy to improve the satisfaction level of existing employees.

### **SCOPE OF STUDY**

This study is limited to identifying the occupational stress situation and perceived behavior and also to assess the outcome of stress. It can also be useful to do a comparative study within the sector (E.g study between Private & govt. institutes, Study between Undergraduate & post graduate etc.). This study can be further developed across different states & also with different variables such as job satisfaction, retention, productivity, work life balance etc.

### **LIMITATIONS**

- A Large sample would be needed to represent the general population.
- The study is limited to only postgraduate college professors in Mumbai city.

### **OBJECTIVES OF STUDY**

Objectives of Research are

- To study the relationship between Age of an employee and occupational stress.
- To study the relationship between Gender and occupational stress.
- To study the relationship between a Length of an employment and occupational stress in an employee.
- Identify the major stressors in the employees of education sector.
- To offer some viable and practicable suggestions, result oriented guidelines to reduce the level of stress among their employees.

### **HYPOTHESIS**

H<sub>0</sub>:- There is no significant difference in the occupational stress of male and female employees.

H<sub>1</sub>:- There is a significant difference in the occupational stress of male and female employees.

H<sub>02</sub>:- There is no significant difference in the occupational stress of employees of different age groups.

H<sub>2</sub>:- There is a significant difference in the occupational stress of employees of different age groups.

H<sub>03</sub>:- There is no significant difference in the occupational stress of employees of different length of employment.

H<sub>3</sub>:- There is a significant difference in the occupational stress of employees of different length of employment.

## **III. Research Methodology**

The present study is based on both primary and secondary data. Data was collected through a structured questionnaire. Questionnaire by Pareek (1993) which is a comprehensive tool to elicit data about different role stressors afflicting a respondent was used for the purpose. Primary data have been collected by conducting a survey in a postgraduate institute in suburban area of Mumbai region. Secondary data have been collected from books, journals, newspapers, periodicals, reports and internet.

### **SAMPLING DESIGN**

Random Sampling was done.

### **METHOD OF DATA COLLECTION**

Questionnaire (28 questions) was distributed among 150 academicians out of whom 80 academicians responded to the questionnaire. This questionnaire was prepared based on the tool given by Udai Pareek in "Training Instruments in HRD and OD" (Third Edition). This research tool is given by Udai Pareek to identify the Organizational Role Stress (ORS).

### **ANALYSIS AND INTERPRETATION**

Statistical tools for the study were determined with the objective of providing solutions to the research problem. Analysis of the data is done using SPSS package. To test the hypothesis statistical tests like T- test & one way ANOVA is used. To analysis the demographic variables Percentages are calculated which are represented in pie chart.

The analysis & interpretations of the data is given as follows:

**The relationship between Gender and occupational stress:**

H<sub>0</sub>:- There is no significant difference in the occupational stress of male and female employees.

H<sub>1</sub>:- There is a significant difference in the occupational stress of male and female employees.

**T-Test**

**Figure 1: Group Statistics**

gender	Mean	Std. Deviation	Std. Error Mean
OccupationalStress Male	48.0000	26.33804	7.03914
Female	44.8000	18.42100	3.68420

**Figure 2: Independent Samples Test**

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Occupation Equal alStress	.680	.415	.445	37	.659	3.20000	7.18921	-11.36673	17.76673
variances assumed			.403	20.274	.691	3.20000	7.94498	-13.35861	19.75861
Equal variances not assumed									

**Inference:-**

An independent-samples t-test was conducted to compare occupational stress for male and female employees. There was no significant difference in the scores for Male (M=48.0000, SD=26.33804) and Female (M=44.8000, SD=18.42100) occupational stress;  $t(37) = .445, p = 0.659 > \alpha = 0.05$ . These results suggest that gender really does have an effect on occupational stress.

**The relationship between Age of an employee and occupational stress:**

H<sub>02</sub>:- There is no significant difference in the occupational stress of employees of different age groups.

H<sub>2</sub>:- There is a significant difference in the occupational stress of employees of different age groups.

**Figure 3: Oneway**

**Descriptives**

OccupationalStress

	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
				Lower Bound	Upper Bound		
26 yrs - 35 yrs	48.5556	20.20839	4.76316	38.5062	58.6050	16.00	77.00
36 yrs - 45 yrs	41.6875	13.59764	3.39941	34.4418	48.9332	17.00	67.00
46 yrs - 60 yrs	50.2000	41.93686	18.75473	-1.8715	102.2715	11.00	112.00
Total	45.9487	21.30845	3.41208	39.0413	52.8561	11.00	112.00

**Figure 4: ANOVA**

OccupationalStress

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	503.215	2	251.608	.541	.587
Within Groups	16750.682	36	465.297		
Total	17253.897	38			

**Inference:-**

There were no statistically significant differences between group means as determined by one-way ANOVA ( $F(2,36) = .541, p = .587 > \alpha = 0.05$ ) at 5% level of significance. Our results indicate that the age has no impact on occupational stress of employee.

**The relationship between a Length of an employment and occupational stress in an employee:**

H<sub>03</sub>:- There is no significant difference in the occupational stress of employees of different length of employment.

H<sub>3</sub>:- There is a significant difference in the occupational stress of employees of different length of employment.

Figure 5: Oneway

Descriptives  
OccupationalStress

	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
				Lower Bound	Upper Bound		
less than 5	47.1667	20.69219	8.44755	25.4515	68.8818	17.00	73.00
5yrs- 10 yrs	56.9286	24.03352	6.42323	43.0520	70.8051	17.00	112.00
10yrs-15yrs	36.3750	12.85010	4.54320	25.6320	47.1180	16.00	60.00
15yrs - 20yrs	38.2500	14.08013	7.04006	15.8454	60.6546	23.00	57.00
20yrs to 25 yrs	44.0000	19.79899	14.00000	-133.8869	221.8869	30.00	58.00
Above 25 yrs	36.0000	23.93742	10.70514	6.2778	65.7222	11.00	65.00
Total	45.9487	21.30845	3.41208	39.0413	52.8561	11.00	112.00

Figure 6: ANOVA

OccupationalStress

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3169.511	5	633.902	1.485	.221
Within Groups	14084.387	33	426.800		
Total	17253.897	38			

**Inference:-**

There were no statistically significant differences between group means as determined by one-way ANOVA ( $F(5,33) = 1.485, p = .221 > \alpha = 0.05$ ) at 5% level of significance. Our results indicate that the length of employment has no impact on occupational stress of employee.

**Overall Occupational stress in education sector:**

Figure 7: Descriptive Statistics

	Minimum	Maximum	Mean	Std. Deviation
Stress	11.00	112.00	45.9487	21.30845
Valid N (listwise)				

**Inferences:**

The mean is 45.94 for overall sample which is at lower side. That mean the overall occupational stress in education sector is low.

**IV. Conclusion**

Stress is the dynamic condition that can manifest itself. Stress found among the employees has become a major concern of the modern times which can harm to employees' health and performance both. Work related stress is a feature which most individuals suffer at times and to different extents. In a positive sense, work stress can be a source of excitement and stimulus to achievement. In an adverse sense it can seriously impair quality of work life, and reduce personal and job efficiency (Kumar & Pragadeeswaran, 2011). Occupational stress has been of great concern to the management, employees, and other stakeholders of organizations.

At the end of the study of "Occupational role stress in education sector", we can conclude that though there are very few signs of stress among the academicians and such stress is affecting their behaviors, but it can be controlled and reduce effectively. This can be done by giving counseling, incorporating the suggestions given by the employees, aligning the goals of employees with the overall organizational goals and caring about the well-being of employees.

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