An Empirical Study on Job Stressors among the Employees in Public and Private Sector Organization

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Abstract - Stress is everywhere. Everyone knows about stress and everyone are facing stress problem in their life. Stress has become an intrinsic part of everyone’s life. In this time stress become a major problem of banking sector. In India, banking sectors are facing lots of enormous changes. But if the employees are under any kind of pressure or stress they will not be able to perform up to the mark, hence lower will be the productivity & profitability of the banks, and the result will be the lower contribution of the banking industry towards the economic growth. Stress is a feeling that one perceives when external demands exceed what one can handle within individual ability and resources. In reality, stress is inevitable. This paper has attempted to analyse the public and private employees’ job stress through its dimensions.

Keywords: Job Stress, Public and Private Sector Employees’ Stress

I. INTRODUCTION

Stress in the current scenario is considered to be universal and people in almost all walks of life experience stress to a very great extent. Due to the impact of globalization the influence of Stress in this era of high technology speed, global competition and consumerism is found to be increasing at a faster rate. Taking its toll on the physical and psychological health of the employees especially the managers, it is also found to be affecting the productivity and functioning of an organization. The direct and indirect cost associated with stress is found to be even greater. Due to its cost, the critical importance of a stress free work life has been recognized. Work stress is thought to affect individuals’ psychological and physical health, as well as organizations’ effectiveness, in an adverse manner. Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. The impact of stress free work atmosphere on the competitive advantage of the organisation cannot be under estimated.

Employees at every level are experiencing increased tension and uncertainty, and employees at risk for physical illness, marital strain, anxiety, depression, and even suicide. Since there is no single level of stress that is optimal for all people, all individuals have unique requirements. All of us differ in our physiological and psychological responses to stress. As such stress has different meaning to different people. A big question is whether sources of stress are different for public and private sector employees? Secondly how employees cope up with the stress Against this backdrop the present study has tried to identify the sources of stress, and coping mechanism used by different people working in various public and private sector organisations.

II. REVIEW OF LITERATURE

Job stress refers to the conflict and tension due to the roles being enacted by a person at any given point of time. (Pareek, 2003). Enacted in the context of organizations, such role stresses are called organizational role stress. Any organization may be perceived as a system of roles. These roles are different from positions or offices in the organization. According to Katz and Kahn (1966), office is a relational or power related concept. Pestonjee and Pareek (1997) explain role as the totality of formal tasks, informal tasks and acts as organized by an individual.

III. METHODOLOGY

The responses are measured according to job stress scale. Sampling method adopted in this study is purposive random sampling which is a probability sampling method. It is quite evident from the study that though there is no significant difference in the stress experienced by both the public and private sector s certain individual stressors such as work experience.

The researcher has distributed the questionnaire to the Managers, Executives and Supervisors, and explained the significant of the study. After careful instructions and verification, the researcher has collected 402 filled-in questionnaires. The Public and Private sector steel plants in Salem Town are facing the problem of Job Stress in their permanent employees due to many factors which are not being...
focused. Job Stress is affecting negatively the Public and Private Sector steel industries.

IV. OBJECTIVE OF THE STUDY

The study attempts to identify the differences in job-related stress pertaining to employees in the different cadre of employees in both public and private sector, based on significant role stressors.

JOB STRESSORS AMONG THE DIFFERENT GROUP OF EMPLOYEES ACCORDING TO THEIR DESIGNATION IN PUBLIC AND PRIVATE SECTOR ORGANIZATIONS.

<table>
<thead>
<tr>
<th>Job Stressors</th>
<th>Manager</th>
<th>Executives</th>
<th>Supervisors</th>
<th>Total</th>
<th>'F' value</th>
<th>'p'-value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>S.D.</td>
<td>Mean</td>
<td>S.D.</td>
<td>Mean</td>
<td>S.D.</td>
</tr>
<tr>
<td>Work Stressors</td>
<td>35.39</td>
<td>8.72</td>
<td>39.18</td>
<td>5.60</td>
<td>32.23</td>
<td>8.56</td>
</tr>
<tr>
<td>Role Stressors</td>
<td>43.46</td>
<td>8.87</td>
<td>38.45</td>
<td>5.05</td>
<td>36.61</td>
<td>4.64</td>
</tr>
<tr>
<td>Personal Development Stressors</td>
<td>35.94</td>
<td>8.61</td>
<td>36.64</td>
<td>9.46</td>
<td>34.20</td>
<td>7.17</td>
</tr>
<tr>
<td>Interpersonal Stressors</td>
<td>41.65</td>
<td>9.04</td>
<td>39.09</td>
<td>6.33</td>
<td>37.68</td>
<td>10.28</td>
</tr>
<tr>
<td>Climatic Stressors</td>
<td>37.38</td>
<td>7.53</td>
<td>38.55</td>
<td>11.63</td>
<td>33.27</td>
<td>8.50</td>
</tr>
<tr>
<td>Total Stressors</td>
<td>193.82</td>
<td>39.97</td>
<td>191.91</td>
<td>35.80</td>
<td>173.98</td>
<td>30.40</td>
</tr>
<tr>
<td>Work Stressors</td>
<td>40.63</td>
<td>7.32</td>
<td>42.27</td>
<td>9.60</td>
<td>31.47</td>
<td>5.51</td>
</tr>
<tr>
<td>Role Stressors</td>
<td>49.08</td>
<td>7.06</td>
<td>45.77</td>
<td>6.60</td>
<td>34.31</td>
<td>8.77</td>
</tr>
<tr>
<td>Personal Development Stressors</td>
<td>44.23</td>
<td>8.51</td>
<td>42.95</td>
<td>6.95</td>
<td>31.69</td>
<td>7.97</td>
</tr>
<tr>
<td>Interpersonal Stressors</td>
<td>46.96</td>
<td>8.21</td>
<td>44.59</td>
<td>7.78</td>
<td>33.90</td>
<td>6.47</td>
</tr>
<tr>
<td>Climatic Stressors</td>
<td>43.95</td>
<td>7.66</td>
<td>38.27</td>
<td>8.27</td>
<td>32.44</td>
<td>6.67</td>
</tr>
<tr>
<td>Total Stressors</td>
<td>224.86</td>
<td>34.19</td>
<td>213.86</td>
<td>35.08</td>
<td>163.82</td>
<td>24.49</td>
</tr>
</tbody>
</table>

It is evident from above Table reveals that mean scores of Work Stressors is experienced higher for the executives (39.18) followed by 33.00 for managers and 32.23 for Supervisors in the public sector organization. Whereas in the private sector, the Work Stressor values are found to be higher for the executives (42.27) followed by manager (40.63) and followed by 31.47 for Supervisors.

Results of mean scores for Role Stressors according to their designation of the employees are found to be higher (43.46) for managers followed by 38.45 for executives and 36.61 for Supervisors in the public sector organization. While analysing the same in the private sector organization, the result is found to be higher (49.08) for managers, followed by 45.77 for executives and 34.11 for Supervisors.
Mean scores of Personal Development Stressors are found to be higher (36.64) for executives, followed by 35.94 for managers and 34.20 for Supervisors in the public sector organization. Whereas, higher mean scores are found to be 44.23 and 42.95 for managers and executives respectively and only 31.69 is obtained from the Supervisors for Personal Development Stressors in Private Sector Organization.

Results of mean scores on Interpersonal Stressors according to their designation of respondents are found to be 41.65 for managers, 39.09 for executives and 37.68 for Supervisors in the public sector organization. While comparing the Interpersonal Stressors among the employees of Private Sector, it is found to be higher (46.96) for managers, followed by 44.59 for executives and 33.90 for Supervisors.

The result reveals that mean scores of Climatic Stressors according to their designation of respondents are found to be higher (38.55) for executives, followed by 37.38 for managers and 33.27 for Supervisors in public sector organization. The result obtained slightly differs among the employees in the private sector organization 43.95 for managers followed by 38.27 for executives and 32.44 for Supervisors.

Among the different group employees according to their designation in the Public Sector Organization, Personal Development Stressors, Climatic Stressors, and Work Stressors are found to be higher for Executives; Role Stressors, Interpersonal Stressors and Overall Stressors are found to be higher for Managers. Among the employees of private sector, Work Stressors are found to be higher for Executives and other factors of job stressors namely, Role Stressors, Personal Development Stressors, Interpersonal Stressors, Climatic Stressors, Personal Development Stressors, Interpersonal Stressors and Overall Stressors are found to be higher for the Public Sector Organization.

In order to find out the significant among the various groups of respondents according to their designation, one-way analysis of variance test was applied and the obtained ‘F’ - values are found to be significant at the 0.01 level for Work Stressors, Role Stressors, Climatic Stressors and overall Stressors, and 0.05 level significant difference is found for Interpersonal Stressors in the Public Sector Organization.

V. FINDINGS

The result is found to be 0.01 level significant differences among the different group of respondents according to their designation in different Job Stressors namely, Work Stressor, Role Stressors, Personal Development Stressors, Interpersonal Stressors, Climatic Stressors and Overall Stressors in the Private Sector Organization.

VI. SUGGESTION

Under stress people may become nervous, uncooperative, and easily lose temper. Stress is common among most employees across organizations. Most people have to undergo some level of stress in their jobs. It is important for employees that to know the sources of role stress. It’s necessary that how to deal with stress and how to manage role stress. Conducive work environment is required to lower down the level of stress in steel plant organisation. Some of the strategies may be freedom to take decision is given, proper leaves are given, periodic training related to stress free are organized.

VIII. CONCLUSION

Due to the impact of globalization the influence of stress in this era of high technological speed, global competition and consumerism is found to be increasing at a greater pace. Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. Stress at work place is a crucial matter in present world. On the contrary, excessive stress at work would have negative impacts on us. Proper recognition and management of work stress is of paramount importance.

REFERENCE