



A study on role stress and job performance of dual and single career couples in Madurai

Dr.S.Rajarajeswari

Assistant Professor and head Department of Business Administration
Sri Meenakshi Govt Arts College for women-Madurai

ABSTRACT

Stress has become the part of everybody's life. The working population has been increasing in rapidly and taking up both household works and office workload lead to stress among working couples. This paper attempts to study organizational role stress and its impacts on their performance. The finding and suggestions may help the working couple to manage the stress effectively and have better performance and balanced work-life.

KEYWORDS :

Introduction:

It is an important aspect of man's life and behaviour. Most active part of people's lives goes in work and work-related activities. But in this modern world, stress and anxiety have become pervading features of one's work life. Majority of people all over the world seems to be experiencing high psychological stress in various spheres of their life. Stress has both positive and negative job behaviour towards the individuals and organisation. Positive job behaviour like increase in productivity, high employee morale, better mental and physical health of the workers and the good relationship between the employer and employee. Negative job behaviours like accidents; absenteeism and high labour turnover have a greater impact on the individual and also in the organization. The working couple faces stress in handling issues at home and office and single career couples are not an exceptional case in this regard.

The economic survey (2014) 1 said the overall employment in December 2013 reported that employment has increased by 0.83 lakh from 4.19 lakh. The proportion of working-age population in India is likely to increase from around 58 per cent in 2001 to more than 64 per cent by 2021, with a large number of young persons in the 20-35 age groups. India with a large and young population has a great demographic advantage. The average age of the 125 billion - strong Indian population will be 29 years in 2020, even younger than China and the US that employment has increased by 0.83 lakh from 4.19 lakh. The proportion of working-age population in India is likely to increase from around 58 per cent in 2001 to more than 64 per cent by 2021, with a large number of young persons in the 20-35 age groups. India with a large and young population has a great demographic advantage. The average age of the 125 billion - strong Indian population will be 29 years in 2020, even younger than China and the US. This shows that India is set to become the become the world's youngest country with 64 per cent of its population in the working age group by 2020 and 63% of trained people will be found in Kerala, Maharashtra and Tamil Nadu. Madurai is second largest city in Tamil Nadu and with growing working population. So this paper attempts to study the role stress of working couples in Madurai and their performance.

Statement of the problem

As it has been stressed by number of scholars, the aim of achieving a satisfactory work and performance is influenced by various factors. The factors like long working hours and high workload are likely to be important in balancing the demands of family responsibilities (Sanghamitra Buddha priya (2011)). The study has identified critical dimensions of gender sensitivity at work place and women often trade off the pressures and demands that go with promotion for the freedom to spend more family responsibility considerably affects the career decisions of women professionals. Madurai is second largest city in Tamil Nadu and also highest with trained forces which made the researcher to select Madurai. Hence, this study attempts to study role stress among dual and single career couples

OBJECTIVES OF THE STUDY

The objectives of the study are as follows:

1. To identify the level of organizational role stress of dual-career couples and single career couples
2. To compare the job performance of Dual career couples and single career couples
3. To examine the relationship of role stress to job performance of Dual career couples and single career couples

Reviews of the study

Karuna et al. (2003) found that the age, salary and work experience influenced the various types of role stress among the clerical cadre employees of nationalised banks. It was also evident that both more and less experienced women suffered by more stress than their counterparts. Vander and Hepus (1993) revealed that there was no significant difference among male and female managers regarding the stress. Akintayo (2010) found that there was a significant contribution of work-family role conflict to organizational commitment. Also, it was found that a significant difference exists between married and single career respondents' experience of work-family role conflict.

Methodology :

The study was conducted with 1000 samples of which 428 single career couples and 572 dual career couples. The descriptive research design was adopted and mall survey. Mall intercept survey method was used as the sampling technique for the research.

Analysis and Findings

Table 1

Demographic Variable		Total No of Respondents	Percentage
Working couples	Single	428	42.8
	Double	572	57.2
	Total	1000	
Age	20-30	200	20
	31-40	600	60
	41-50	200	20
	Total	1000	100
Gender	Male	440	44
	Female	560	56
	Total	1000	100
Food Habit	Veg	60	6
	Non-Veg	940	94
Religion	Hindu	820	82
	Christians	180	18

Educational qualification	Upto +2	20	2
	UG	440	44
	PG	320	32
	Doctorate	220	22
	Total	1000	100
Type of Placement	Permanent	500	50
	Temporary	240	24
	Probationary	260	26
	Total	1000	100
	Organizational experience	0-5	260
6-10		340	34
11-15		140	14
More than 15		260	26
Total		1000	100

42.8% of the respondents taken for study are single Career and 57.2 are Dual Career couples .60% of the respondents taken for study belong to the age group of 31-40 years of age. 44% percentage of respondents belong to female category and 56% are Male category.94% of the respondents are Non-Vegetarians and only 6% are vegetarian.24% of the respondents belong to Nadar Community.82%of the respondents belong to Hindu religion.58% of the respondents are with qualification of under graduate level and 32% are with Post graduate qualification.30% of the respondents are house wife and 36% of them are working as engineers in Madurai district.32% of the respondents spouses are housewife and 24% are working in Middle level category of Job.34% are married for a period of less than 5 years and 24% are having their marital status for about 6 to 10 years and more than 16 years.34.7%are earning more than 50000 and 32% reported they are not working. 46% of the respondents are from urban area and 42.5 of them are from rural area.54% of the respondents are working in service sector.26 % of them are in probationary position.

The organization role stress has been found to have mainly ten underlying components namely Inter role distance , Role Stagnation , Role Expectation , Role erosion , Role Overload , Role Isolation , Personal Inadequacy , Self Role Distance , Role Ambiguity and Resource Inadequacy .

The level of stress due to the factors Inter role distance , Role erosion , Role overload , Personal inadequacy and Self-role distance are not same for the single career couples and dual career couples in Madurai district. The level of stress expressed by the single career couples is less than the dual career couples.

The difference in the level of stress due to the factors Role Stagnation, Role expectation, Role Isolation, Role Ambiguity and Resource Inadequacy among single and dual career couples were not found to be statistically significant.

The opinion of couples not working in the similar profession was more on the ORS factors Role stagnation than the couples working in the similar profession.

The job performance of working couples has been found to have mainly five underlying components namely Execution, Worthiness, Communication, Creative and Initiation.

The level of agreement on the factor Initiation was found to be same among single and dual career couples. The level of agreement on the factors Execution, Worthiness, Communication and Creative are not same for the single career couples and dual career couples; the level of agreement expressed by the dual career couples is more than the single career couples on the factors of Job Performance like Execution, Worthiness, Communication and Creative.

Table2

ORS Factors	Career			
	Single		Dual	
	Mean	SD	Mean	SD
Inter role distance	3.25	1.06	3.01	1.05
Role Stagnation	2.77	1.01	2.76	0.99
Role expectation	3.31	1.03	3.33	1.02
Role erosion	2.88	1.05	2.64	1.05
Role overload	3.01	0.94	2.79	0.92
Role Isolation	2.81	1.18	2.81	1.17
Personal inadequacy	3.06	0.95	2.82	0.92
Self-role distance	2.91	1.09	2.62	1.10
Role Ambiguity	2.43	1.01	2.40	1.02
Resource Inadequacy	2.61	0.70	2.61	0.69

Table 3

Job performance Factors	Career			
	Single		Dual	
	Mean	SD	Mean	SD
Execution	3.87	0.64	3.79	0.75
Worthiness	3.27	0.58	3.12	0.63
Communication	3.14	0.54	2.97	0.63
Creative	3.41	0.69	3.24	0.82
Initiation	3.44	0.71	3.43	0.82

Conclusion and Future study

The findings established that level of stress expressed by single career is less than the Dual career couples in Madurai .However; the finding revealed that there was a significant but positively contribution of Factor age marginally significant with role isolation. Dual career couple faces high level stress than single career couples and also they encounter with health problems than single career couples. Dual career couples faces child related problem than with single career couple. Also, it has been established based on the findings of the study that the organizational management requires reduction in role stress at workplace. In addition, provision of adequate job incentives, appointment of family counselors, and creating awareness on stress management programmes may tend to facilitate effective management of stress on the part of the workers.

References

1. Vander Pompe, G. and Hepus, P. (1993), "Work Stress, Social Support and Strains among Male and Female Managers, Special Issue: Stress and Stress Management at Work Place", Anxiety Stress and Coping: An International Journal, 6 (3), pp.215-218.
2. Usuasree, S., Seshu Reddy, B.V. and Vindya, P. (1995), "Gender, Gender Role and Age Effects on Teachers Job Stress and Job Satisfaction", Psychological Studies, 40 (2), pp.72-76.
3. Akintayo,(2010) ' Work-family role conflict and organizational commitment among industrial workers in Nigeria' Journal of Psychology and Counseling Vol. 2(1), pp.1-8, June 2010, ISSN 2141-2499.