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A Study of Job Stress Among Working Women in Government & Non Government Organization

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ABSTRACT

The aim of the study presented here was to find out whether there was any difference in the job stress of working women of government and non government organizations, for the purpose of the study certain organizations were selected from various government & non government organizations situated in Junagadh using random sampling. From the organizations selected 50 working women were taken from government organizations and 50 were taken from non government organizations were taken as samples, thus making a total of 100 working women using random sampling. To find out whether there was any difference in the job stress of working women of government and non government organizations. Occupational stress scale of Srivastava & Singh was used. 't' test is used for analysis of data. The study shows that the job stress of working women of non government organizations as compared to that of government organizations is higher. A significant difference can be observed between the job stress a both.

INTRODUCTION

Each individual needs a moderate amount of stress to be alert and capable of functioning. Many researchers sought to find out what could be done to counteract stress so as to prevent its negative consequences. Stress arises only when people find that they cannot cope with a different situation. In a study of life stress and mental health of working women and non working women Ojha and Rani (2007) observed that the stress experienced by working women was significantly higher than non working women.

Modern thinkers identify today's competitive age as the 'Age of Stress' seeing how today's man running life a machine, experiences constant psychological stress (Pestonjee, 1996). active in the industrial field have undertaken extensive studies regarding stress arising out of the work conditions of employees. If the work conditions do not satisfy certain strong values of the employer a direct result of that would create stress for the employees. Along with that dissatisfaction, lack of motivation and reduction in efficiency observed various studies have shown that occupational stress results in giving rise to serious side effects on the psychological well-being of the employees; their work related attitudes as well as their behavior (Best & New man – 1978; War – 1990; Khan – 1964; Copean – 1972), to show the importance of occupational stress, states that "The effects of occupational demands manifest in such forms as job dissatisfaction, anxiety, depression & in some cases serious mental and practical disabilities ranging all the way to coronary disease." The effects of this occupational stress are not only limited to the work conditions but also have an effect of reducing adjustment (Srivastava & Krishna – 1981).

From the above discussion one can clearly conclude that it is necessary to have less occupational stress for employees to have a happy and satisfied life. The above factors are an obstacle to the increase of effectiveness and productivity of any organization and to maintain that. Thus, it is necessary that various studies be undertaken in this context.

AIM

The aim of the study presented here is to find out whether there is any difference in the job stress of working women of government and non government organizations.

METHOD

Sample :

Keeping in mind the aim of the study presented here, certain

organizations were selected from the various organizations situated in Junagadh using random sampling method, a sample of 100 working was taken using random sampling method of these, 50 working women were selected from government organizations and 50 working women were selected from non government organizations. Thus in total working women were selected as a sample.

Tools :

The following tools were used for data collection.

1. Personal Data Sheet :

To collect some personal information's from the working women personal data sheet was formulated.

2. Job Stress Scale :

To measure job stress for the study presented here. Job stress scale created by Srivastava & Singh (1981) was used. This stress scale measures how much stress a person experience in this respective organization. As occupational stress scale covers 12 factor in all, it not only measures occupational stress, independent measurements can also be obtained on the 12 factors. There are 46 statements in all of which 28 are positive and 18 are negative. For every statement five alternatives are provided and the subject is required to choose any one of them. For negative statement 1 to 5 and for positive statement 5 to 1 valves are given to analyze the scores of the scale, high scores signify high occupational stress and low scores signify low occupational stress. The reliability and validity of the scale were well established.

Procedure :

In the study presented here 't' test was used for the purpose of analyzing the data. The obtained results are presented and discussed below.

RESULTS AND DISCUSSION

The aim of the study was to find out whether there was any difference in the job stress of working women of government and non government organizations.

Table – 1

t - valve for job stress of working women in government and non government organizations.
(N - 100)

Sr. No.	Job Stress	N	Mean	SD	t-value
1	Working women of government organizations	50	79.84	27.93	4.84**
2	Working women of non-government organizations	50	111.75	37.33	

** P = <0.01

From table No. 1 it can be observed that there is a significant difference in the score of job stress of working women of non government and that of working women of government organizations, whose 't' value is 4.84 and has 0.01 level of significance.

It can be said from the above results that working women of non government organizational experience more job stress as compared to working women of government organizational. More variety can be seen with reference to work conditions in non government organizations. As a result of this the responsibilities of the working women of non government organizations keep on increasing. On the other end government organizations do not experience more variety in their work conditions and thus the responsibility of working women

of these government organizations is less. Differences may be seen in the job stress of the working women of both types of organizations because of this too.

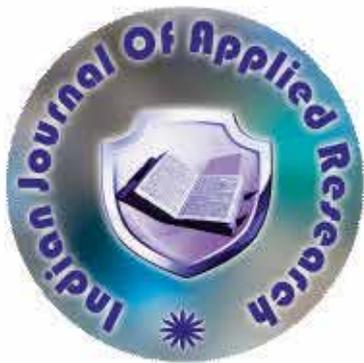
Another possible reason may be that as there is less number of workers in non government organizations, the working women and other employ are closely involved and because of this chances of tension arises. Working women of non government organizations thus experience more stress. On the other hand due to there being a large number of employ in government organizations. Working women do not get closely involved with the employ. Thus, no chances of tension arising among working women and hence the working women experience less stress.

Conclusions :

- (1) Working women of non government organizations experience more stress than of government organizations.
- (2) A significant difference is found between score of government and non government organizations.

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