



OCCUPATIONAL STRESS OF ADULTS

Home Science

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ABSTRACT

Stress at place of work is often referred to as 'occupational stress'. Asghar, Rahat (2011) stated the energy of a human being is directly related to the economic development of the country because most of the profession involves energy as basic input. Thus a study was conducted to identify the level of Occupational Stress of Adults employed in the School, Bank, and IT sector. The population for the present study was constituted of 100 samples, out of 100 samples, 58 were early adulthood, and 42 were middle adulthood collected through random sampling method. Occupational Stress Index developed by Srivastava and Singh (1984) was used to collect the required information. The findings reveal that there is a high association of Occupational Stress with age, gender, and family type of adults employed in the School, Bank, and IT sector.

KEYWORDS

Stress, Occupational stress, Adults, Workplace

INTRODUCTION

Stress at place of work is often referred to as 'occupational stress'. Occupational stress can be defined as the adverse effect of excessive pressure or other demand on people (Stacciarini and Troccoli, 2003). The most frequently discussed topics in research literature were workplace stress and its influence (Jefri and Al-shammri, 1995).

The fundamental rationale behind the theory is that there are certain demands in the workplace and the difficulties in meeting them give rise to sickness or psychological distress. (Stacciarini and Troccoli, 2003). For any organization, occupational stress becomes set back in their productivity directly or indirectly. Hence the organization cost of these stresses becomes tremendous. Asghar, Rahat (2011) stated the energy of a human being is directly related to the economic development of the country because most of the profession involves energy as basic input.

Stress is defined as a multiple demands placed on the physical body or brain and a feeling of being unable to cope with frustration and nervousness, particularly in response to change (Vijayashree and Mund, 2011).

Youth and adults encountered stress as part of their daily schedules. Stress is not all negative, it promotes and maintains productive behavior, but excessive stress would give rise to cognitive and physical issues (Narayanan, 1999). Iqbal and Kokash (2011) opine hardly any profession left without stress and a big issue for both developed and developing countries. Each occupation has its own intensity of stress.

The word "adult" applies to all persons who have achieved a certain level of physical, psychological, and social maturity, which can summon up the image of someone who is "grown up" (Susa Krauss, 2001). A young adult, according to Erikson's stages of human development, is generally a person in the age range 20-40, whereas middle adulthood is 41-60 (<https://www.simplypsychology.org/>).

Early adulthood individual is concerned with developing the career, to form a marital relationship and child-rearing. This career option influences socioeconomic status, friends, child-rearing, the status of life, and many other aspects of life and middle adulthood is concerned with career longevity, achievement, recognition, security, satisfaction, and challenge (Papalia, Olds, Feldman, 2007).

Long hours, job insecurity, work overload, relationships at work, lack of breaks, and organizational culture are associated with the occupational stressor. Making the employees involved in decision

making, transparency in the organization, excellent infrastructure and employee care, leisure time activities, and supported by their coworkers and employers reduces stress at the workplace. Using the coping techniques of stress management like exercising, knowing our triggers, meditating, listening to music, shopping, deep breathing, and laughter therapy are essential ways of de-stress (Usman et al., 2011).

The objective of the study

- To identify the level of occupational stress among working men and women.
- To associate socio-demographic factors and level of occupational stress of the employees.

Methodology:

Coimbatore was the area selected for the present study. The population of the present study was selected from three sectors, such as IT industries, banks, and schools. The population for the present study was constituted of Early adulthood 20- 40 yrs and Middle adulthood 40-60 yrs. Out of 100 samples, 58 were early adulthood, and 42 were middle adulthood collected through a random sampling method.

Tools used for the present study were:

- The investigator constructed a simple questionnaire to acquire the general information and personal profile from the selected respondents.
- The occupational stress index developed by Srivastava and Singh (1984) which measures 12 dimensions namely: Role overload, Role Ambiguity, Role Conflict, Unreasonable group and political Pressure, Responsibility for persons, Under Participation, Powerlessness, Poor peer relationship, Intrinsic impoverishment, Low status, Strenuous working conditions and Unprofitability.

RESULT AND DISCUSSION

Table No I: Overall Occupational Stress Level of Employees

S. No	Category	Frequency(N)	percentage
1	High	12	12
2	Medium	66	66
3	Low	24	24
	Total	100	100

Table no -1 shows the stress level of the employees. Out of the total population, 66% of them having a medium level of stress, and the other 24% is having a low level of stress, and 12% of them having a high level of stress.

Table No II : Association of Socio Demographic Variables and Level of Occupational Stress Of Employees Chi Square Test

Variables	Categories	High (%)	Low (%)	Moderate (%)	total	X ² value	df	P value
Age	Early adulthood	3	22	33	58	17.620*	2	.000
		5.2%	37.9%	56.9%	100.0%			

	Middle adulthood	9	2	31	42			
		21.4%	4.8%	73.8%	100.0%			
	Total	12	24	64	100			
Gender	Male	12.0%	24.0%	64.0%	100%	7.748*	2	.021
		5	6	37	48			
	Female	10.4%	12.5%	77.1%	100.0%			
		7	18	27	52			
	Total	13.5%	34.6%	51.9%	100.0%			
		12	24	64	100			
Family type	Nuclear	12.0%	24.0%	64.0%	100.0%	1.282	2	.501
		8	17	37	62			
	Joint	12.9%	27.4%	59.7%	100.0%			
		4	7	27	38			
	Total	10.5%	18.4%	71.1%	100.0%			
		12	24	64	100			
Occupation	Teacher	12.0%	24.0%	64.0%	100.0%	7.474*	4	.113
		7	10	37	54			
	Bank employee	13.0%	18.5%	68.5%	100.0%			
		1	11	16	28			
	IT sector	3.6%	39.3%	57.1%	100.0%			
		4	3	11	18			
	Total	22.2%	16.7%	61.1%	100.0%			
		12	24	64	100			

Table no II represents the association between socio-demographic variables with the level of occupational stress of respondents. The majority (56.9%) of respondents belongs to early adulthood showed a moderate level of occupational stress, and 73.8 percent of the subject belongs to middle adulthood shows a moderate level of stress. Age showed a high association with the level of occupational stress of working employees at a one percent significant level.

Out of the total number of the 77.1 percent male respondent majority come under the moderate level of occupational stress. In the female majority (51.9%) of them also come under the moderate level of occupational stress category. Gender showed marginalized associations with occupational stress levels at a five percent significant level.

The majority (59.7%) of the total respondent belongs to the nuclear family showed a moderate level of occupational stress. The majority (71.1%) of the total subjects who belong to the joint family also showed a moderate level of occupational stress. There was no significant association found between family type and level of occupational stress of working men and women.

The mainstream (68.5%) of the total respondent belongs to the teacher's occupation showed a moderate level of occupational stress. The majority (57.1%) of the total respondent of bank employees also showed a moderate level of occupational stress. Also, the greater part (61.1%) of the total respondent of IT Sector employees showed a moderate level of occupational stress. There was no significant association found between occupation type and level of stress of working men and women.

CONCLUSIONS:

It was clear from the results that moderate levels of stress persist in age, gender, family type, and occupation. Occupation, age, and gender showed a high association with the occupational stress of working employees at a one percent significant level. Occupational stress is directly triggered by workplace conditions. According to other factors, organizational conditions can either cause stress or intensify stress that already exists. In the present generation, hardly any profession left without stress, which is a big challenge for both developed and developing countries. In general, occupational stress is the result of mismatch between the employees and the workplace atmosphere. So here, the employees should be taught to balance their personal life and work life. Many private organizations came up with the coping strategies keeping the organizational cost in their mind, but these coping strategies should be employed in government sectors also.

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