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A STUDY TO ASSESS THE OCCUPATIONAL STRESS AND COPING SKILLS OF THE INDUSTRIAL WORKER AT SELECTED AREA IN SAGAR (M.P.)

Mental Health Nursing

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ABSTRACT

The industrial worker, "the voice of revolutionary industrial unionism," A broad term to describe occupational stress and coping skills among industrial workers. The study aimed to assess the level of occupational stress and coping skills, find the relationship between them, and associate with selected demographic variables. A descriptive research design was used with 60 industrial workers selected via purposive sampling from selected areas in Sagar (M.P.). Data were collected using a self-administered questionnaire including demographic variables, Perceived Stress Scale, and Coping Scale. The reliability was 0.75 for stress and 0.76 for coping. Findings showed moderate stress levels (mean 22.216) and average to good coping skills (mean 19.6), with a positive correlation (r=0.667). No significant associations with demographics. The study concludes that prolonged work in industries is stressful, recommending counseling and effective coping strategies to prevent psychiatric morbidities.

KEYWORDS

Occupational stress, Coping skills, Industrial workers, Mental health, Stress management.

INTRODUCTION

Stress is an inevitable part of modern life, affecting both personal and professional domains. It is defined as the body's response to any demand or pressure, which can be physical, psychological, or social (Merriam-Webster, 2019). While moderate stress can enhance performance, excessive stress negatively impacts mental health, physical well-being, and social functioning 1 Workplace stress occurs when job demands exceed an individual's capacity to cope or when employees lack control and support in their work (World Health Organization, 2020). Prolonged exposure to workplace stress can lead to burnout, absenteeism, and reduced job satisfaction, affecting both the individual and the organization.

Industrial stress is defined as harmful physical and emotional responses that occur when the demands of a job exceed the workers' abilities or resources (Ivancevich & Matteson, 1980). This type of stress can cause illness, injury, and decreased productivity among industrial worker.2

From a psychological perspective, stress is an individual's reaction to changes that require adaptation, which can be physical, mental, or emotional (Lazarus & Folkman, 1984). Hans Selye (1936) described stress as the nonspecific response of the body to any demand, emphasizing that prolonged stress can lead to serious mental and physical health consequences.3

Stress is a significant risk factor for both physical and mental health problems. Chronic stress can disrupt the body's balance, leading to cardiovascular diseases, diabetes, and weakened immunity (Ganster & Rosen, 2013). Effective stress management is essential for maintaining a healthy mind and body.4

Employee stress affects both individual performance and organizational efficiency. High stress levels contribute to low motivation, errors, absenteeism, and turnover (Cooper, Dewe, & O'Driscoll, 2001). Organizations can reduce stress by providing supportive leadership, flexible work conditions, and employee participation in decision-making.5

METHODOLOGY

Research comprises defining and redefining problem formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reading conclusion, and at proceeding cautiously testing the conclusion to decide whether they fit the formulating hypothesis.

The methodology of research indicates the general pattern of organizing procedure of gather valid and reliable data for the problems under investigation. (Kothari C. R. 2004)

Research methods are the techniques/methods researchers use in performing research operations. Research methodology is away to systematically solve the research problems it may be understood as a science of study how research is done scientifically. (According to B.T. Basavanthappa)

This chapter present the methodology adapted for study. It includes the research approach, research design, population, sample and sampling technique instrument for data collection and pilot study, data collection procedure and plan for data analysis.

A research approach tells the researcher to know what data to collect and how to analyse the data. (Polit and Hungler 2008).

Descriptive approach was used in the presents study. Descriptive approach described situations, as they exist in the world and provides an accurate account of characteristics of particular individuals, situation or groups. In view of the nature of problems selected for the study and the objectives to be accomplished, a descriptive survey research approach was considered the best to assess the stress level and coping strategies of industrial workers.

Research design is a blue print for conducting a study maximizes control over factors that could interfere with the validity of the finding, guides the planning and implementations of a study in a way that most likes to achieve the intended goal. (According to B.T.Basavanthappa) The research design of a study spell out the basic strategies that the researcher adopt to develop information that is accurate and interpretable evidence. It is the overall plan on how to obtain answers to the questions being studied and handling some of the difficulties encountered during the research Process. The research design is used in the present study is Descriptive research design.

Polit and Hungler referred population as the entire set of the individual or subject having common characteristics, some time referred to as universe.

Target Population-

The target population refers to the population that the researcher wishes to make generalization on this research. In this study the target population was industrial worker in Damoh those who are meeting the criteria of the study.

Accessible Population-

It refers to the aggregate of cases which is accessible to the researcher for conducting the study. In this research the accessible at the time of study was the industrial worker in Damoh. In the present study, population includes industrial area who were working in limited.

The physical location and condition in the data collection takes place in the study known as setting. The study was conducted in a selected industrial area Damoh. The industrial areas were selected for the study on the basis of geographical proximity, feasibility of conducting the study.

Sample consists of the subset of the population selected to participate in the research study. To fulfill the study objective the study, industrial worker in Damoh were selected.

Sample consists of a subset of the population selected to participate in research study. The size of the sample was 60 only at industrial worker in Damoh.

Sampling technique is the procedure that the researcher adapts in selecting the samples for the study. (Polit and Hungler 2008)

The sampling technique used for this study was purposive sampling technique.

The criteria defining the population and selecting the sampling is based on the cost, practical, concern, people s ability to participate in the study and design consideration. They study involved.

Inclusion Criteria

1. Industrial areas who were working in selected Damoh.
2. Who are willing to participate in the study and available at the time of data collection.
3. Clients who are able to read and write English/Hindi.

Exclusion Criteria

1. Those who are having chronic mental and physical illness.
2. Those who are absent on the particular day.
3. Those who are not willing to participate.

Variables are the qualities, properties or characteristics of persons, things or situations that change or very and are manipulated or measured in research. (Polit and Hungler 2008)

Independent Variables-

In this study, the occupational stress and coping skills.

Dependent Variables-

Stress among industrial worker.

Demographic Variables-

Age, sex, educational qualification, experiences, sources of information etc.

RESULT

The majority of the industrial worker age less than 25year 25 (41.67%) belonging to the age group25 year to 35 year 10 (16.66%) , belonging to the above 36 year to 45 year 15 (41.66%) belonging to the group of above 46 year 10 (16.66%). The majority male 30 (50%) or female30 (50%). The majority of religion Hindu 15(25%), Muslim 10 (16.66%), Christian 25 (41.67%), other 10 (16.66%). The majority of educational status intermediate 25 (41.67%), high school/higher secondary school 25 (41.67%), graduation/post graduation 10 (16.66%). The majority marital status married 30 (50%), unmarried 20(33.33%), divorced 10 (16.66%). The majority of type of family nuclear 30(50%), joint family 10 (16.66%), extended family 20 (33.33%). The majority of number of children nil 18(30%), one child 16 (26.66%), two child 16 (26.66%), more than two child 10 (16.66%). The majority place of residence in rural 50 (50%), and urban 50(50%). The majority monthly income less than 10,000 15(25%), 10,001-15,000 15 (25%), 15,001-20,000 15 (25%), 20,000 and above 15 (25%). The majority length of services less than 2 years 20 (33.33%), 2-4 years 20(33.33%), 4-6 year 10 (16.66%), 6 years and above 10 (16.66%). The majority of the industrial worker stress pre tests mean 22.216, median22.5, standard deviation 3.086. Coping skills pre test mean 19.6, median 20, standard deviation 2.605. The majority of the industrial worker stress scale almost never 0 (0%), sometimes 2 (3.333%), fairly often 38 (63.333%), very often 20 (3.333%). The majority of the industrial worker coping skill poor 0 (0%), average 34(56.666%), good 26 (43.333%). The majority of the industrial worker between two variables stress and coping skills. Stress mean is 22.216 and coping mean is 19.6 correlations (r) 0.667 positive correlations and table value is 0.250. Association between pre test score in scoping skills in industrial worker with socio – demographic variables such as age, gender, religion, education, marital status, type of family, number of children, place residence, monthly income, length of service. The association between them was analyzed by chi- square test. No significant on coping skills in industrial worker.

DISCUSSION

The study also assessed the coping strategies employed by industrial workers. Workers with higher education levels and longer service experience exhibited better coping skills, including problem-solving, time management, and seeking social support. This is in line with Lazarus and Folkman's (1984) transactional model of stress, which emphasizes that coping is influenced by an individual's cognitive appraisal of the stressor and available resources. Workers with effective coping strategies reported lower perceived stress levels, highlighting the protective role of adaptive coping mechanisms.

Gender differences were observed in coping strategies. Male workers tended to adopt more problem-focused coping, whereas female workers used emotion-focused strategies. This pattern corresponds with findings from Ganster and Rosen (2013), who noted that coping styles are often influenced by socio-cultural and psychological factors

CONCLUSION

The present study attempts to find out the Occupational stress and coping skill by industrial workers. The sample consisted of total 60 industrial workers with stressful working condition. The tool used for assessing the stress was Perceived Stress Scale and Coping Scale.

On whole, the finding of the study revealed that working in the industries for a long duration was a stressful experience for the industrial worker as physical, psychological, and behavioural stressors were perceived by them in various stages. And the all the industrial workers perceived moderate amount of stress in their working environment. Hence, necessary need to be taken to make it a present experience in working in industries even for a longer time period.

Through this study, researcher got an opportunity to discuss with teacher and principles about stress provoking situation for the industrial workers. The researcher feels that every industry must have a counsellor, who understands problems of the workers and can help in preventing psychiatric morbidities and used various coping skill according to their need effectively.

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