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# A Study on Occupational Stress among Lies Professional in the Gujarat State University

Mahesh G. Parmar[1], Dr. Prayatkar K. Kanadiya[2]
[1]*Library Assistant, Gujarat Vidyapith Library, Gujarat Vidyapith, Ahmedabad*
[2]*Assistant Professor, Department of Lib & Info. Sc. Vidyapith, Ahmedabad*

***Abstract:** In this article, the situation of stress of professionals working in the university libraries has been studied. People are suffering from stress due to one or other reason in the fast growing world. In modern era, today use of technology has been very much increased. Apart from this, there is an immediate change in it. All these employees are suffering from stress when the employer can not listen or established rapport and its adverse effect is seen on its work. In this article, an attempt has been made to find out various reasons of the stress that arises in the library.*
***(Key Word: Stress, Work Stress, Job Stress, Library and Information Science)***

## I. INTRODUCTION

Any person passes one third part in the business where he is regularly exposed on the same working condition with co-workers. This comes second time after the family, which is close with the professional co-workers. Instead of working, appropriate environment or anxious and troubled some relationship with colleagues makes person stressful. Employees get enough benefits, facilities, and primary needs they feel stress less. Stressful working condition directly effect on work and body of the employee persons, which is harmful to any organization.

### *A. Stressful Situation of Library Professionals*

In this article, Stressful situation or feeling of tension of staff of Gujarat State University Library has been studied. What is the feeling of stress on the staff and for what are the reason of stress has been presented in detailed. Necessary data for this study has been collected through questionnaire method and analysed accordingly.

### *B. Physical infrastructure of the library*

The physical features of the library should be systematically adjusted. There should be suitable and natural working condition. Employee table should be kept in proper place where natural light is available. In working place, if there is not enough air, or not enough facilities, its adverse effect is seen on work. While working on a computer for a long time, employee feels physical and mental fatigue.

### *C. Job Security*

Many employees feel insecurity frequently in their jobs. If an employee can work with his own ideas he will be dismissed or transferred, as a result he feels stress.

### *D. Job satisfaction*

Employee should be satisfied with his work, if he does not, then the employee feels stress. Work is entrusted according to employee's academic qualification, and especially in relation with their experience, if it does not, then the employee gets frustrated and its adverse effect is seen on his work. Employee should given job, according to educational qualification and appropriate pay scale. If the employee is not paid according to his eligibility, then the negative effect is seen on his work.

### *E. Technology*

Various technologies are used in the library. In the changing situation libraries manual work is done through computer and library automation software. The purchase of book and its process is done through various technology. Employees who has been unknown about technology he feels stress. Employees who is not familiar with technology feel stress. Employees do not acquainted with accepting new software from old software, employees feel stress because of the work they are doing.

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*F. Changes in library resources*

Current era is known as the digital era. In libraries the information is stored in hardcopy or electronic form with soft copy. In the past, only books, magazines, or other printed material were produced in the library, but at present, in digital era huge change is seen in many resources. In library sources books as well as e-books, e-magazine, CD-DVD, audio-visual material, etc. are included. In modern times, computer is included in a physical library. Thus, due to changed library sources, employees also feel tension.

*G. Lack of sufficient Staff*

There should be sufficient staff for library resources and library services. Employees feel stress due to inadequate staff in the library, as a result, they can not complete the work in time, as a result employees feel stress. Employees are exchanged in various department in the library, in such situation when employee sometimes unable to come to library due to a holiday, or illness. As a result, work load increased, employees feel tension due to share of work, setting up of employees in a shift, etc.

*H. Users Demand*

In modern era, explosions of information have been found. Various print and non-print media are available. Various subjects are found widely developed. The library staff should have knowledge about such information according to user needs. In this era of publication, the users need pinpoint and quick information, employee is not satisfied the user demands employee feels stress. In a very short time, the user need the necessary information in the prescribed format that they want. Often, there is a problem in lack of understanding of reader's demand, which results in a stress of employee.

*I. Gender Discrimination*

Employee feel stress due to differences of opinion. When a female employee is a male officer and male employee is exposed due to any reason and female employer is not exposed she feels stress.

*J. Caste Discrimination*

Employee feel stress due to caste discrimination in many organizations. Because of the lower caste, being overwhelmed by co-workers in the office or experiencing unprecedented behaviour. People of some caste groups created and harassing other caste workers or raising other hindrances. As a result the employee is feel stress.

*K. Physically handicapped*

Many employees feel stressed due to the physically handicapped. Due to physical defects, they are neglected, as a result they become frustrated.

*L. Lack of Promotion*

Some employees experience tension in such a situations where employees are not encouraged for work, if they do not get the status or position if they do not get the designated position and pay scale according to their eligibility, they feel stress.

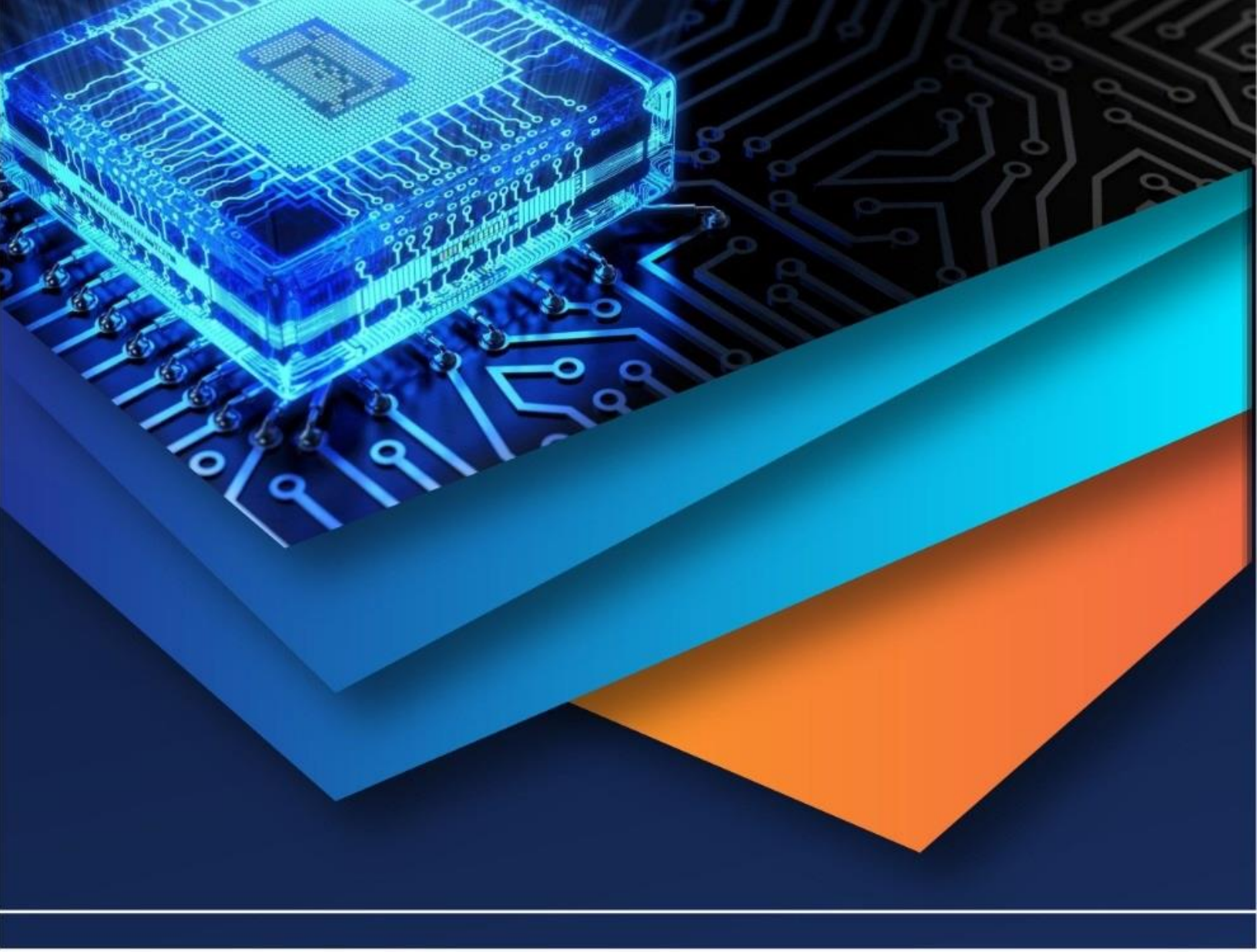
## II. CONCLUSION

Thus, the library professionals feel stress for one or other reasons. Such organizations have take some necessary steps for removal of stress and frustration.

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