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Job Stress of Government and Private - Comparative Analysis

Kirti Sharma

Assistant Professor, Desh Bhagat University, Mandi Gobindgarh.

Abstract: *Stress at work place is a crucial matter in present world. The nature of work has gone through drastic changes over the last century and it still changing at whirlwind speed. They have touched almost all professions job stress may be caused by a complex set of reasons. Like nature of job insecurity, high demand for performance work place culture, technological changes, personal and family problems etc so the purpose of this research is to investigate some factors affecting the job stress of the respective employees.*

Respective scientific two hypotheses framed regarding type of job and experience. Hypotheses were converted in to their null form to verify them A random sample of 60 (30government employees and 30 non-government employees) in Surendranagar city Along with respective personal data sheet and job stress scale developed by A. K. Srivastav and A. P. Singh use from data collection.

Data was analyzed by 't' test verify the hypothesis. The result show that private employees are more job stress than that of the government employees, but there was no significant different found between the experiences of job employees.

Keywords: *Employees, Government employees, Job stress, Private employees*

I. INTRODUCTION

In our first paced society stress is very common. Now in a day all the people of world are suffering stress in job/work it may be job in work place or outside work place. Stress is unavoidable characteristic of life and work .In modern world stress has become pervading feature if people's life despite tremendous advancements in sciences and technology. Selye (1956) defined stress as "non-specific responses of the body to any demand made upon it stress at work resulting from creasing complexities if work and its divergent demand, has become a prominent feature of the modern organizations. Occupational stress can be defined as the "harmful physical and emotional responses that occur when the requirements if the job do not match the capabilities, resources or need of the worker" (Sauter and Muphy.1999).

Performance is defined as the outcomes and accomplishments valued by the organization or system that one works in. Each individual is exposed to a range of stressors both at work and in their personal lives which ultimately affect his or her performance. Pressure at work can be positive leading to increased productivity. However, when this pressure becomes excessive it has a negative impact.

The individual perceive themselves as being to cope and not to possess the necessary skills to combat their stress. Stress is acknowledged to one of the main causes of absence from work (mead 2000). The occupational stressors can be categorized into four major groups.

Firstly, the working conditions, including and week-end work, inadequate remuneration, hours of work, discrimination and safety at the work environment. Secondly, relationships at work including quality of relationships with peers, subordinates.

Thirdly, role conflict and ambiguity including ill-defined role, functions, expectations and duties fourthly, organization structure and climate which includes communication policy and practice, major changes in the workplace, culture of the organization, and lack of participation in decision –making another cause is career development including underutilization of skills or failing to reach full potential. Another contributing factor is the nature of the job which might amount to an immense amount of physical and emotional exhaustion (Parikh & Taukari, 2004) Thus, nobody people are free from stress in the world. But in the case stress at job place is a crucial matter in present world. The nature of work has gone through drastic changes the last century and it is still changing at whirlwind speed.

They have touched almost all professions. job stress may be caused by a complex set of reasons ; some of the most visible causes of work place stress are job insecurity, high demand for performance, technological changing and job place culture, personal and family. The main objective of this research is to investigate to some factors affecting the job stress of the respective employees.

II. LITERATURE REVIEW

In industrialized countries, there have been quite dramatic changes in the conditions of work, during the last few decades due to the economic, social and technical developments. As a consequence the people today at work are exposed to high quantitative and qualitative demands at the work place which results into job stress. Nishitani and Sakakibara (2006) found that, Obesity was associated with psychological stress responses of tension/anxiety, especially tension. Tension/anxiety was also related to job demands positively and job latitudes negatively. The study suggests that obese male Japanese workers tend to be in a stressful state from high job demands and low job latitudes at the workplace. Such stressful conditions may affect eating behaviors to eat much and contribute to obesity. In (2013) Jong Ku Park conducted a study to examine whether job stress related to work demand and decision latitude is associated with smoking, blood pressure, lipid level (including total cholesterol, triglyceride, HDL cholesterol), and homocystein as risk factors for cardiovascular disease in Korean male workers on the postulation of Karasek's Job Strain Model and results revealed that decision latitude was associated with cholesterol, triglyceride, and homocystein and work demand was related to smoking and systolic blood pressure. Job strain (which is the combination of high work demands with low decision latitudes) was significantly related to higher levels of homocystein after controlling for age, BMI, smoking, and social support at workplace. These results indicate that job stress is associated with cardiovascular risk factors and might contribute to the development of cardiovascular disease. Pilar et.al (2013) revealed that, men have showed only one dimension i.e. Job demands as a significant stressor (quantitative demands), whose effect on job stress is weakened slightly by the direct effects of control and support. With women, in contrast, emotional and intellectual aspects (qualitative demands) were also found statistically significant. Today, in view of the complexity and ever-increasing changes of the society as well as the improvement of technology; job stress has become a serious threat to humans and has severely affected the health and performance of the employees in both the sectors, whether private or public. The following discussion would shed further light on this phenomenon.

A. *Job-Stress Among Public And Private Organizations*

A public sector organization is assumed to operate in a different way than a private sector organization. Also Public Administration scholars tend to assume that employees across public and private sector organizations behave significantly in different ways. It was Murray (1975) who sparked a true series of studies with an essay in which he essentially stated that although separate approaches to management science have developed in the public and private sectors, both sectors are facing similar constraints and challenges (Murray 1975). Now, the rapid advances in technology and accelerated international trade and competition, have thereby intensified organizational pressures to maximize profit while minimizing costs, besides resulted in increasing demand for higher productivity and greater accountability in the public sector, and greater profitability in the private sector. The causes of job stress are important not only for its potential implications for stress management at public and private sector organizations among operational level workers but also for enhancing an understanding of strategic human resource management. Lewig and Dollard (2001) found that public sector employees are subject to greater work-related stress than private sector employees and also workplace environments in both sectors have been increasingly characterized by intensified pressure on employees to perform at consistently higher levels, with longer hours, reduced staff numbers, insecure employment patterns and employer empowerment (Caulfield, Chang, Dollard, & Elshaug, 2004; Dollard, 2006; Dollard & Knott, 2004; Polanyi & Tompa, 2004; Stebbins, Thatcher, & King, 2005). All these factors have been identified as contributing to the creation of a stressful work environment and increased risk of psychological problems in both the sectors. A survey report prepared by Ricardo et.al (2007) revealed that public sector workers are significantly more i.e. 64% likely to report stress to be the leading hazard of concern at work than workers in the private sector only of 46% of stress. In this study the researcher has taken all the dimensions of the Job Demand Control model separately i.e. Skill discretion, job authority and Job demand to measure their relationship with the job stress, which is an attempt in this paper to find out their individual impacts. So, the literature regarding each pioneer is discussed as under;

B. *Job-Control: A Source Of Stress*

'Job-Control' involves how much influence workers have on how they perform their duties, including aspects such as their work pace (Cousins et al., 2004). Taris (2006) concluded that, the dimensions of Demand and Control by themselves, specifically high Demand and Low Control, have been found to be significantly associated with work stress and ill health – a finding supported by several studies (e.g., Carayon & Zijlstra, 1999; Parker, Axtell, & Turner, 2001; Smulders & Nijhuis, 1999). In Karasek's (Job demand and control model), Job control is itself taken as the combination of two other dimensions which are skill-discretion and job authority as explained below;

C. Skill- Discretion

Skill discretion means the degree of a job needs to be creative or using the high level of skills. Wahlstedt (1997) found that Skill discretion was correlated with lower levels for sleep difficulties and gastrointestinal complaints. Mikkelsen, A., & Saksvik P.Ø. (1999) found that decrease in anxiety, increase in skill discretion, learning climate, and management style; does not make any impact on stress.

Holman, et al., (2007) found that high Skill Discretion have been shown to increase the job stress among the workers. (Jandaghi et.al 2011), found a positive relationship between skills and stress and recommended that allow people to use their skills, competencies and capabilities with proper freedom, and skill discretion.

D. Job-Authority

Authority' means institutionalized and legal power inherent in a particular job, function or position that is meant to enable its holder to successfully carry out his or her responsibilities Karasek (1979), Heron et.al (1999) found that, the groups with low authority and high control were more likely to have a poor understanding over the principles of management of stress and to have poor coping skills. On the other hand, no association was found between job control and psychological distress (Marshall et al., 1997), between job control and job stress (Searle et al., 1999) and between job control and workers' stress, anxiety and depression Edimansyah et al. (2008).

Brough and Pears (2004), in their study of 205 public sector human service workers, found that high job authority increases the outcomes. The findings of the research study conducted by Kumar & Madhu (2011), reported that the low level of job authority or control among workers is the main cause of work stress.

E. Job-Demand: A Source of Stress

Job-demand includes factors intrinsic to the job such as working conditions for example, noise, temperature, lighting or ventilation, shift work, long or unsociable hours, workload etc (Ricardo et.al 2006). It was also noticed that higher level of job demands with lower level of support at work resulted in increased job stress (C. Ben 2007). And the work related stress hazards like depressive disorders and abdominal fat among workers were found due to the high work related demands (L. Levi 2000).

III. OBJECTIVES

- A. To study the job stress of employees.
- B. To study the job stress of government and private employees.
- C. To study the job stress of experiences of employees.
- D. To suggest the way for management of the stress.

IV. HYPOTHESES

Ho1 There is no significant difference between the mean of the score of the job stress of government and private employees.

Ho2 There is no significant difference between the mean of the score of the job stress of still 5years and above 5 years of employees.

V. METHODOLOGY

A. Sample

In accordance with the aim of the present study Totally 60 employees were randomly selected. Sample and its selection, 30government and 30 private sector employees.

B. Tools

Two tools were used for the present study they are as follows.

- 1) *Personal Data Sheet*: A personal data sheet was prepared to collect the information from the person under experiment the personal data sheet contains detail about age, income, types of family, job experience types of job etc...
- 2) *Job Stress*: Scale In this study job stress scale developed by A. K. Srivastav and A. P. Singh was used to measure job stress of employees. There are five options in this scale. In this scale minimum '46' score and maximum '230' score can be got. Here for the level of job stress interpretation. Higher score has high and lower score has low job stress. There was no time limit for this scale.

C. Statistical Analysis

To analyze the achieved data, the following statistical devices were used.

- 1) Mean,
- 2) Standard deviation &
- 3) 3. 't' test.

VI. RESULTS AND DISCUSSION

The aim of the present study was to study stress of married and unmarried female employees. The collected data is given in the following table.

- 1) Ho1 There is no significant difference between the mean of the score of the job stress of government and private employees.

Table 1. Showing 't' score of the Job Stress of Government and Private Employees

| Particular | N | Mean | SD | 't' | Significant level |
|----------------------|----|--------|------|------|-------------------|
| Government employees | 30 | 147.20 | 3.89 | 5.90 | 0.01 |
| Private employees | 30 | 169.90 | 3.80 | | |

The above table shows that the numbers of government and private employees are 30. The means of the job stress of government and private employees are 147.20 And 169.90 respectively. 't' test is found 5.90 which shows the difference of 0.01 at the level of Significance.

- 2) Ho2 There is no significant difference between the mean of the score of the job stress of still 5years and above 5 years of employees.

Table 2. Showing 't' score of the Job Stress between < 5 years and 5 years Employees

| Particular | N | Mean | SD | 't' | Significant level |
|---------------|----|--------|-------|------|-------------------|
| 5 years | 32 | 157.02 | 24.49 | 0.70 | NS |
| Above 5 years | 28 | 161.45 | 27.09 | | |

The above table shows that the numbers of still 5years and above 5 years of employees experiences are 32and 28. The means of the job stress of the still 5years and above 5 years of employees experiences are 157.02 and 161.45 respectively. 't' test is found 0.70 which shows the not significant difference between still 5years and above 5 years of employee's experiences That's why the fact of hypothesis is accepted and it be said that there is no significant difference between still 5years and above 5 years of employee's experiences.

VII. CONCLUSION

- A. The job stress of private employees is more than of government employees
- B. There is no significant difference between still 5years and above 5 years of employee's experiences

The mean scores of the Job stress of private employees are more than that of the government employee. That's why the fact of hypothesis is unaccepted and it can be said that there is a significant difference between the Job stress of government and private employees.

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