

Occupational Stress among Technical and Non-Technical Working Employees

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ABSTRACT

The present study aimed to know the occupational stress among technical and non-technical working employees. It also aimed to check occupational stress with reference to types of employees and level of experience. The Occupational Stress Index prepared by Dr. A.K. Srivastava and Dr. A.P. Singh (1981) was used. The sample constituted total 160 employees out of which 80 were from types of employees (40 technical and 40 non-technical) and 80 from level of experience (1 to 5 years and More than 6 years). The data was collected from various industrial complies of Gujarat State. The data was scored, analyzed as per the manual. 'F' test was being calculated. The result showed that (1) There is no significant difference in the mean score of the occupational stress among technical and non-technical working employees. (2) There is significant difference in the mean score of the occupational stress among level of experience having 1 to 5 years and more than 6 years. Therefore the level of experience of 1 to 5 years in working employees is having more occupational stress than level of experience of more than 6 years in working employees. (3) There is no significant difference in the interactive effect of the mean score of the occupational stress of types of employees and level of experience.

Keywords: Occupational stress, Technical and Non-Technical Employees

In the middle of the 19th century there was no stress in workplace and occupational stress grew in alarming over the last 40 years. Occupational stress is commonly defined as the harmful physical and emotional responses that occur when the demands of the job exceed the capabilities, needs or resources of the worker. Recently occupational stress is increasing due to globalization and global financial crisis which is affecting almost all countries, all professions and all categories of workers, as well as families and societies. As a result it becomes an essential issue in all work places. In 1989 formally identified the concept of increasing occupational stress, when the Commonwealth Commission for the Safety, Rehabilitation and Compensation of Commonwealth Employees initiated several research projects. These organizations realized that the percentage increase in claims for work related psychological injury has been greater than any other injury. Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker, which lead to poor health and even

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injury (Rehman 2008). Work-related stress has aroused growing interest across Europe in recent years due to use of new information and communications technologies, growing diversity in the workplace and an increased mental workload (Landsbergis 2003). In Europe, occupational stress is considered as a risk-assessable disease (Clarke and Cooper 2000).

Definition of Stress

According to Van Wyk, stress is derived from the Latin word “strictus” that translates into taut, meaning stiffly strung (Olivier and Venter 2003). Stress can be defined in general term as people feel pressures in their own life. The stress due to work load can be defined as reluctance to come to work and a feeling of constant pressure associated with general physiological, psychological and behavioral stress symptoms. Hence stress is the harmful physical and emotional responses that occurs when the requirements of the job do not match the capabilities, resources, or needs the worker and he/she expressed that job stress can lead to poor health and even injury (Islam et al. 2012). Stress is increasing due to globalization and economic crisis, which affects all professions, and as well as families and societies, almost all countries of the world (Bharatai and Newman 1978).

What is Occupational Stress?

The National Institute for Occupational Safety and Health (NIOSH) expresses that job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the workers. Job stress can lead to poor health and even injury. Job stress results when the requirements of the job do not match the capabilities, resources, or needs of the workers. Workplace stress is the due to the interaction between a person and their work environment. Matters outside the workplace, such as, family problems, a second job, or poor mental or physical health, can cause stress. Beehr and Newman (1978) define occupational stress as “A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning.” Occupational stress affects directly organizational commitment as well as physical health and psychological well being of individuals.

Niharika & U. V. Kiran (2014) examined the occupational stress among Bank Employees. The findings that the private bank employees had high occupational stress due to strenuous working conditions, unreasonable group, role conflict, under participation, peer relations and intrinsic impoverishment in comparison to nationalized bank employees because of their heavy workload and work pressure to achieve their target.

Hitesh R. Vadhiya (2017) has studied the Occupation Stress between Government Employees and Privet Employees. The results shows that the there was significant difference between movement employees and private employees. There was insignificant difference between government male employees and private male employees. There was significant mean difference between private male and female employees.

Objective

The objectives are:

1. To know whether occupational stress is more among technical and non-technical working employees.
2. To know whether there is any difference among the occupational stress among level of experience i.e. 1 to 5 years and More than 6 years.

METHODOLOGY

Hypotheses

1. There is no significant difference in the mean score of the occupational stress among technical and non-technical working employees.
2. There is no significant difference in the mean score of the occupational stress among level of experience having 1 to 5 years and more than 6 years.
3. There is no significant difference in the interactive effect of the mean score of the occupational stress of types of employees and level of experience.

Sample

The sample of the present study constituted total 160 employees out of which 80 were from types of employees (40 technical and 40 non- technical) and 80 from level of experience (1 to 5 years and More than 6 years).

Research Design

A total sample of 160 employees equally distributed between types of employees and level of experience from various industrial companies of Gujarat State selected for the research study.

Showing the table of Sample Distribution

Level of Experience	Types of Employees		Total
	Technical	Non-technical	
1 to 5 years	40	40	80
More than 6 years	40	40	80
Total	80	80	160

Variable

Independent Variable

1. **Types of Employees** : Technical and Non-Technical Employees.
2. **Level of Experience** : 1 to 5 years and More than 6 years.

Dependent Variable : Occupational stress Score.

Tools

Occupational Stress Index prepared by Dr. A.K. Srivastava and Dr. A.P. Singh (1981) was used to measure the occupational stress of the executives. In this inventory there are 46 statements/questions having 5 alternatives to decide the response as agree or disagree. The test is supposed to decide his response on the basis of the alternatives and put a mark in the Questionnaire. Reliability of this test is computed by test – retest method. Reliability shown there is 0.90 respectively.

Procedure

The permission was granted from various industrial companies for data collection in Gujarat State after the establishment of rapport, personal information and the ‘Occupational Stress Scale (OSS)’ was administrated the data was collected, scored as per the manual and analyzed. The statistical method ‘F’ test was calculated and results were interpreted.

RESULT AND DISCUSSION

Table : 1 The Table showing sum of variance mean ‘F’ value and level of significance of types of school and level of teaching experience.

Sum of Variance	Df	Mean	F-value	Sign. Level
SS _A	1	416.02	1.67	N.S.
SS _B	1	1525.23	6.12	0.05
SS _{A*B}	1	270.40	1.09	0.05
SS _{Error}	156	249.07	—	—
SS _{Total}	159	41067.10	—	—

Significant level 0.05 = 3.89 and 0.01 = 6.76

A = Types of Employees

B = Level of Experience

A₁ = Technical.

B₁ = 1 to 5 years

A₂ = Non-Technical

B₂ = More than 6 years.

Table : 2 The Table showing the Mean Score of occupational stress of Technical and Non-Technical.

	A (Types of Employees)		‘F’ value	Sign.
	A ₁ (Technical)	A ₂ (Non-Technical)		
M	133.94	130.71	1.67	N.S.
N	80	80		

The above table no.2 shows the mean score of occupational stress among technical and non-technical. The mean score of technical working employees is 133.94 and non-technical working employees is 130.71. The ‘F’ value is 1.67, which was found to be not-significant level at 0.05. The hypothesis no.1 that, “There is no significant difference in the mean score of the occupational stress among technical and non-technical working employees” is accepted.

Table : 3 The Table showing the Mean Score of occupational stress of level of experience of school teachers.

	B (Level of Experience)		‘F’ value	Sign.
	B ₁ (1 to 5 years)	B ₂ (More than 6 years)		
M	135.41	129.24	6.12	0.01
N	80	80		

The above table no.3 shows the mean score of occupational stress of level of experience of working employees. The mean score of level of experience of 1 to 5 years is 135.41 and level of experience of less than 6 years is 129.24. The ‘F’ value is 6.12, which was found to be significant level at 0.05. This means that the two groups under study differ significantly in relation to occupational stress. It should be remembered here that, according to scoring pattern, higher score indicate higher occupational stress. Thus from the result it could be said that, the level of experience of 1 to 5 years in working employees is having more occupational stress than level of experience of more than 6 years in working employees. Therefore the hypothesis no.2 that, “There is no significant difference in the mean score of the occupational stress among level of experience having 1 to 5 years and more than 6 years” is rejected.

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The possible reasons of the derived results due to the work load of the employees can be effective. The other reason of the occupational stress is also due to the 1 to 5 years work experience and they have also not known how to complete their work and how to manage the time. That's why the 1 to 5 years experienced employees have more occupational stress.

Table : 4 The Table showing the interactive effect of the Mean Score of occupational stress of types of employees and level of experience.

			A		'F' value	Sign.
			A ₁	A ₂		
M	B	B ₁	138.33	132.50	1.09	N.S.
		B ₂	129.55	128.93		
N			80	80		

The above table shows the interactive effect of the occupational stress of the types of employees and level of experience. The result was found to be significant from table no.4 shows that 'F' value 1.09 is not significant. This means that the two group interaction effect under study does not differ significantly in relation to occupational stress. The mean score is 138.33 for the technical working employees of 1 to 5 years experience, the mean score is 129.55 for the technical working employees of less than 6 years experience, the mean score is 132.50 for the non-technical working employees of 1 to 5 years experience, and the mean score is 128.93 for the non-technical working employees of more than 6 years experience. Therefore the hypothesis no.3 that, "There is no significant difference between interactive effect of the mean score of the occupational stress of types of school and level of experience" is accepted.

CONCLUSION

1. There is no significant difference in the mean score of the occupational stress among technical and non-technical working employees.
2. There is significant difference in the mean score of the occupational stress among level of experience having 1 to 5 years and more than 6 years. Therefore the level of experience of 1 to 5 years in working employees is having more occupational stress than level of experience of more than 6 years in working employees.
3. There is no significant difference in the interactive effect of the mean score of the occupational stress of types of employees and level of experience.

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