

A comparative study of stress, anxiety and depression among private and government sector employee

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ABSTRACT

Background: Employees in India largely suffer from Mental Health Problems Like Stress, Anxiety and Depression which may also related to the environment in which they work, they have to face various challenges in their workplace which could be different in different work settings. **Aim & Objectives:** The aim of the study is to compare the level of stress, anxiety and depression among private and government sector employee. The objectives of the study was (1) To compare the level of stress, anxiety and depression among private and government sector employee (2) To compare the level of stress, anxiety and depression among males and females of private sector employee (3) To compare the level of stress, anxiety and depression among males and females of government sector employee. (4) To compare the level of stress, anxiety and depression among female employees of private and government sector. (5) To compare the level of stress, anxiety and depression among male employees of private and government sector. **Sample:** 60 sample were selected by using Convenience Sampling from both government and private organization (30 government and 30 Private sector employee). **Method:** The employees were administered by using Depression, Anxiety and Stress Scale-21 (DASS-21). **Result:** The result shows (1) No significant difference between stress, anxiety and depression among private and government sector employee. (2) No significant difference between stress, anxiety and depression among males and females of private sector employee (3) No significant difference between stress, anxiety and depression among males and females of Government sector employee. (4) No significant difference between stress, anxiety and depression among female employees of private and government sector. (5) No significant difference between stress, anxiety and depression among male employees of private and government sector. **Conclusion:** Both Government and Private sector employees are likely to have Stress, Anxiety and Depression but there is no effect of working environment on Stress, Anxiety and Depression.

Keywords: Depression, Anxiety, Stress

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The term stress refers to negative emotional experience with associated behavioral, biochemical, and physiological changes that are related to perceived acute or chronic challenges. (Sarason & Sarason) These changes are stimulated by the events called stressor. The stressful situation may vary from person to person. It may be possible that a situation may be stressful for one person but another person might find that same situation as neutral. Stressful situation depends upon the kind of appraisal we give to a life event and also our way to deal with the situation. Apart from psychological effects, stress also has various bodily consequences such as rapid heartbeats etc. Coping skills, temperament and available social support also play an important role in stressful situation. If the person has good coping skills and high social support then it will reduce the occurrence of maladaptive response to stress. According to Rosch 1996, one of the casual factors responsible for insomnia is stress and 40% of people claims that they are unable to sleep because of stress (Sarason & Sarason).

Stress has become unavoidable and most common phenomenon of our daily life. Stress can also be defined as an adverse reaction that people experience when external demands exceed their internal capabilities (Waters & Ussery, 2007). Stress can be due to much reason like industrial growth, expanding population, modernization, urbanization, unemployment and automation etc. The major areas where the people experience stress is in their organizations because of excessive workloads, low salary, long working hours etc. Public sector is government -owned and operated and these organization majorly focuses on maintenance and also control of our country's social and economic condition as well as on the administration of essential services. Whereas, private sector organization focus on community service group that operate independently and also are considered to be profit making enterprises (Jha and Bano, 2012)

The term anxiety is usually defined as a diffuse, vague, very unpleasant feeling of fear and apprehension. (Sarason & Sarason)

A person having anxiety disorder may show various symptoms like dizziness, sweating, rapid heart rate, fainting, shortness of breath, sleeplessness, diarrhea, frequent urination, loss of appetite and tremors. The difference between fear and anxiety is that a person having fear is well aware of the reason that of what he/she is afraid of whereas in anxiety the person is unaware of the reason that why he/ she is fearful. In anxious person the intrusive thoughts often take the form of worries about the outcomes or future events. These intrusive worry shows that a person is experiencing anxiety. Physiological arousal, feeling of uncertainty and helplessness are the characteristics of anxiety. A person suffering from anxiety may become fatigued easily, may find it difficult to concentrate, can have "butterflies in stomach" etc. These people are very sensitive to treat cues and may show increasing sensitivity or readiness to potential threats. It is normal to become anxious over a stressful situation but abnormal when becoming anxious without any threatening situation. Many cultures have discussed anxiety over a hundreds of years for example Romans used the word *anxietas* for lasting state of fearfulness. (Sarason & Sarason)

People who experience difficulty in attention and concentration in workplace is the result of anxiety they experience. When people become uncertain to the upcoming challenges at their workplace, they are more likely to experience anxiety. When people are uncertain to the challenges continuous thoughts run in their mind to become ready for the challenges and due to this reason, they can even become exhausted and finally this leads to poor concentration and attention. (According to Stewart Geddes)

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Every person experiences a different level of anxiety. Some people may feel like they can't control or their mind and body has lost connection between themselves, feelings may range from racing heart to butterflies in stomach. People in workplace may experience anxiety attack (feeling of overwhelming apprehension, worry, distress, or fear). Many people build these anxiety attacks slowly. People who experience anxiety attack can experience high anxiety attack when they encounter the stressful situation. Some common symptoms of anxiety attack include the following:

- feeling faint or dizzy
- restlessness
- numbness or tingling
- shortness of breath
- sweating
- chills or hot flashes
- dry mouth
- distress
- apprehension and worry
- fear

Stress and anxiety are two sides of the same coin. (According to health line) The term depression covers a variety of negative moods and behavior changes. (Sarason & Sarason).

The changes in the mood can be long lasting or temporary. It may vary from minor feeling of melancholy to a deep negative view and the person suffering from this may find a problem in the effective functioning of daily activities. If the depressive disorder is not treated then it may have poor long-term outcomes. Hart et.al has done another study in 2001, according to which 49.1 % of young adults has developed severe depression within 18 months after the recovery from a major depression. There are various factors responsible for depression such as age, Heredity, gender, life events, lack of social support. (Sarason & Sarason)

Depression not only effect your sleeping or eating habits but also your education, career, your health, your concentration etc. Depression may also occur with some other disorder such as addiction, anxiety etc. A person having depression also affect the lives of other people such as their friends, family, co-workers. Depression also affects the work performance and the concentration thereby decreasing the productivity. It may cause problem in personal and professional life if not treated. (According to Haesue Jo)

In workplace there are various factors which are associated with stress, anxiety and depression such as excessive workload by making people rushed by giving them deadline for the completion of work, lack of interpersonal support as well as social support, peer conflict which affect the life of person by making them feel alone, sometimes the people are asked to do those work which require excessive training and if they lack those training skills then it became problematic for them to survive in that environment. Also, people are afraid of blames within the workplace due to which they feel that if they do something wrong by mistake then they might be fired from the job. Other factors rather than the factors mentioned above are the poor lightning, seating arrangement, excessive heat or cold etc are equally important, faulty equipment etc. are responsible for stress, anxiety and depression. (According to nibuisnessinfo)

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According to the study conducted in Bangalore, by National Crime Record Bureau shows that 35 in every 100,000 people in the city commit suicide due to depression. 264 million people suffer from depression globally. Also, some of them show both the symptom of depression and anxiety. This has become one of the important causal factors of disability. It was found that people working in negative environment with excessive workload and lack of supportive environment suffer more from serious mental health problems as compared to the one working in healthy environment and supportive environment (according to the study done by WHO.)

Statement of the problem

To compare the stress, anxiety and depression among private and government sector employee

Key words

1. **Depression:** It is defined as the mental state characterized by loss of interest and enjoyment, reduced energy, ideas of guilt, disturbed sleep, pessimistic views of the future.
2. **Anxiety:** It is characterized by diffuse, unpleasant, vague sense of apprehension.
3. **Stress:** The term stress refers to negative emotional experience with associated behavioral, biochemical, and physiological changes that are related to perceived acute or chronic challenges

Aims and objectives

Title of the study: To find out the Stress, Anxiety and Depression among Private and Government Sector Employee.

Aim: The aim of the study is to compare the level of stress, anxiety and depression among private and government sector employee.

Objectives

1. To compare the level of stress, anxiety and depression among males and females of private sector employee.
2. Comparison of level of stress, anxiety and depression among males and females of government sector employee.
3. To find the level of stress, anxiety and depression among female employees of private and government sector.
4. compare the level of stress, anxiety and depression among male employees of private and government sector.

MATERIALS AND METHOD

Sample

After taking the permission from ethical committee of Geetanjali Medical College & Hospital Udaipur, and after the concerned was taken from the subject, the study was carried out Rajasthan, the sample of 60 subject including both male and female was collected from Hospitals, Private Medical college (Geetanjali Medical college and Hospital), Government college (Mohan Lal Sukhadiya University), Bank (both Government and private), Schools

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Tools

Depression Anxiety Stress Scale (DASS) Lovibond S. H & Lovibond P.F developed the Depression, Anxiety and Stress scale in 1995. It consists of 21 items. It has separate items for Depression, Anxiety and Stress. It requires five to ten minutes for administration. These items are rated on likert scale. These scores ranged from 0, meaning that the client believed the item "did not apply to them at all", to 3 meaning that the client considered the item to "apply to them very much, or most of the time".

The main purpose of the DASS is to isolate and identify aspects of emotional disturbance; for example, to assess the degree of severity of the core symptoms of depression, anxiety or stress.

Procedure

After taking the permission from ethical committee of Geetanjali Medical College & Hospital Udaipur, Rajasthan, the study was conducted during October 2018 to November 2019. The sample was collected in the period of three months (from October 2018 to December 2018) .The sample of 60 subject including both male and female was collected from Hospitals, Private Medical college (Geetanjali Medical college and Hospital), Government college(Mohan Lal Sukhadiya University), Bank(both Government and private), Schools and before collecting the sample a healthy rapport was established and after this concerned was taken from the subject. DASS (Depression Anxiety Stress scale) was used to administered the Depression, Anxiety and Stress among government and private Sector employee.

The main purpose of the DASS is to isolate and identify aspects of emotional disturbance; for example, to assess the degree of severity of the core symptoms of depression, anxiety or stress

Hypothesis of the proposed study

- H₁**. Significance difference between stress, anxiety and depression among female and male employees of government sector will be there.
- H₂**. There will be a significance difference between stress, anxiety and depression among female and male employees of private sector
- H₃**. There will be a significance difference between stress, anxiety and depression among male employees of government and private sector
- H₄**. Female employees of government and private sector shows significant difference in their level of stress, anxiety and depression
- H₅**. There exists a significance difference between stress, anxiety and depression among private and government sector employee

Parameters of the study

Independent Variable - (IV)

1. Private and government sector
2. Male and female employees

Dependent variable (DV)

1. Depression
2. Anxiety
3. Stress

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Research design

2x2x2 Factorial design was used in this study.

Sampling

Sample size of 60 employees (30 government and 30 private sector employee) from age range between 18-60 was collected using Random sampling technique from the population residing in Udaipur. Sample was collected from Hospitals, Private Medical College, Government College, Bank and School.

Sampling criteria

Inclusion criteria

1. Employee between the age group of 25 to 60 were included.
2. Both low SES and high SES Employee were included.
3. Both Males and Females were included.
4. Employees who either understands English or Hindi Language.

Exclusion criteria

1. Employees who were having serious illness like Physical injury, accidents etc were excluded.
2. Employees who were not willing to cooperate were excluded.
3. Employees who do not understand English or Hindi language.

Analysis of data

The score obtained on the test were statistically analyzed. Statistical procedure such as Student t-test was employed to find the significance of result.

OBSERVATION AND RESULT TABLE

Table 1: t-score and p- value for stress, anxiety and depression among government and private sector employee

Category	Employee	N	Mean	Sd	t- score	p-value
Stress	Government sector	30	5.9	3.11	0.2619	0.7943
	Private sector	30	5.66	3.94		
Anxiety	Government sector	30	4.06	3.94	1.2897	0.2023
	Private sector	30	2.93	2.74		
Depression	Government sector	30	3.4	3.90	0.8511	0.3982
	Private sector	30	4.23	3.65		

The t-value of stress, anxiety and depression is 0.2619, 1.2897, 0.8511 and the p-value of stress, anxiety, and depression is 0.7943, 0.2023, and 0.3982. Thus, there is no significant relationship between stress, anxiety and depression among private and government sector employee.

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Figure: 1 Average of stress, anxiety and Depression among Private and Government sector employee

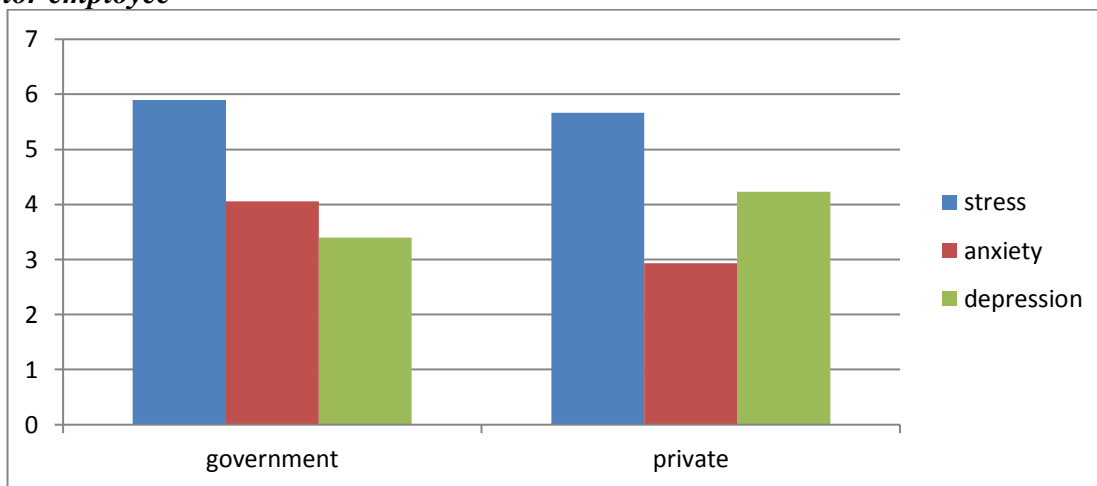
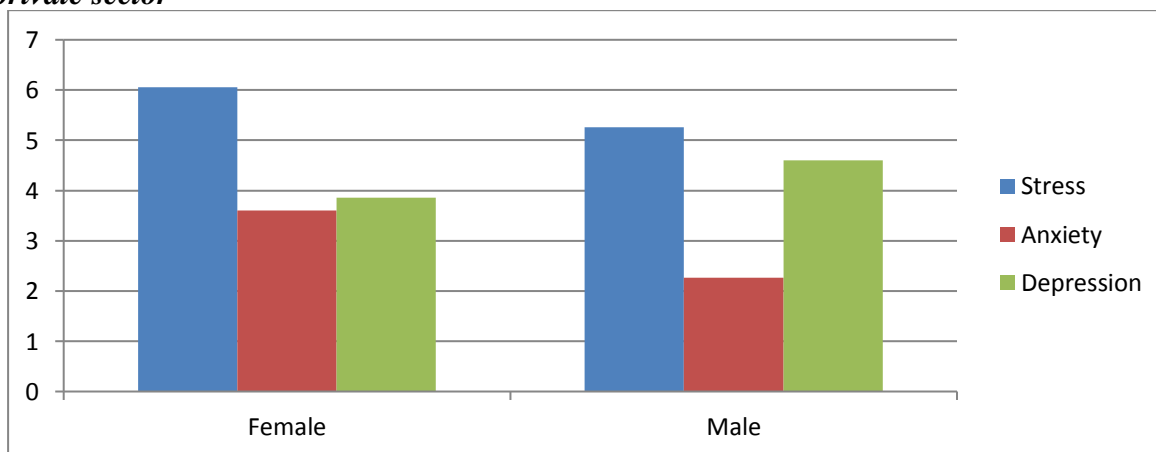


Table 2: t-score and p- value for stress, anxiety and depression among female and male employees of private sector

Category	Employee of private sector	N	Mean	SD	t- score	p-value
Stress	Female	15	6.06	4.16	0.5499	0.5867
	Male	15	5.26	3.80		
Anxiety	Female	15	3.6	3.15	1.3608	0.1844
	Male	15	2.26	2.15		
Depression	Female	15	3.86	3.22	0.5489	0.5874
	Male	15	4.6	4.11		

The t-value for stress, anxiety and depression is 0.5499, 1.3608, 0.5489 and the p-value of stress, anxiety, and depression is 0.5867, 0.1844, 0.5874. Thus, there is no significant relationship between stress, anxiety and depression among female and male employee of private sector.

Figure :2 Average of stress, anxiety and depression among female and male employees of private sector



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Table 3: t-score and p- value for stress, anxiety and depression among female and male employee of government sector

Category	Employee of government sector	N	Mean	SD	t- score	p-value
Stress	Female	15	5.33	2.74	0.9951	0.3282
	Male	15	6.46	3.44		
Anxiety	Female	15	3.2	2.75	1.1902	0.2440
	Male	15	4.9	4.80		
Depression	Female	15	2.46	3.29	1.3318	0.1937
	Male	15	4.33	4.33		

The t-value for stress, anxiety and depression is 0.9951, 1.1902, 1.3318 and the p-value of stress, anxiety, and depression is 0.3282, 0.2440, 0.1937. Therefore, there is no significant relationship between stress, anxiety and depression among female and male employee of government sector.

Figure 3: Average of stress, anxiety and depression among female and male of government sector employee

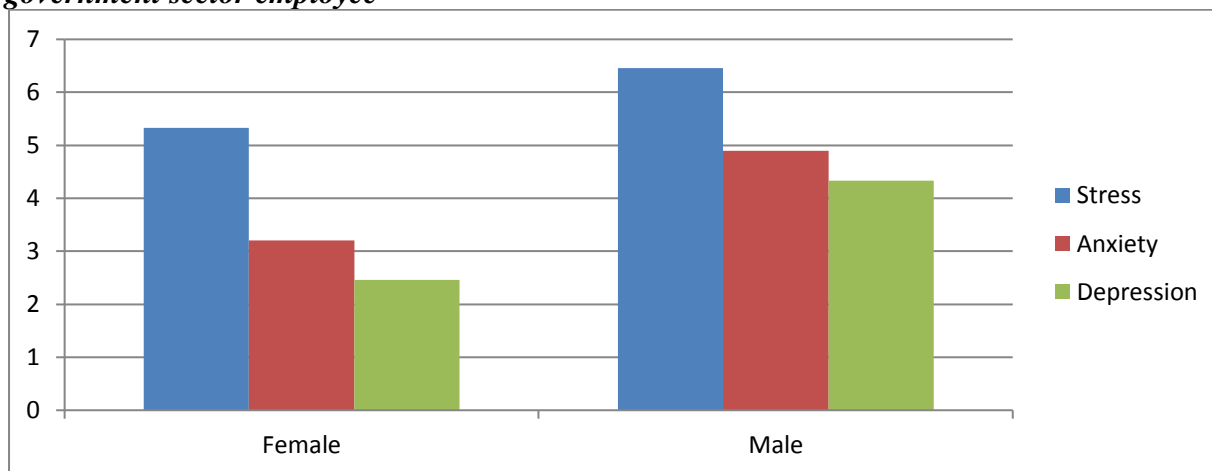


Table 4: t-score and p- value for stress, anxiety and depression among female employees of private and government sector

Category	Female employee	N	Mean	SD	t- score	p-value
Stress	Government sector	15	5.33	2.74	0.5676	0.5748
	Private sector	15	6.06	4.16		
Anxiety	Government sector	15	3.2	2.75	0.3705	0.7138
	Private sector	15	3.6	3.15		
Depression	Government sector	15	2.46	3.29	1.1778	0.2488
	Private sector	15	3.86	3.22		

The t-value for stress, anxiety and depression is 0.5676, 0.3705, 1.1778. and the p-value of stress, anxiety, and depression is 0.5748, 0.7138, 0.2488. Thus, no significant relationship exists between stress, anxiety and depression among female employees of government and private sector.

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Figure 4: Average of stress, anxiety and depression among female employees of private and government sector

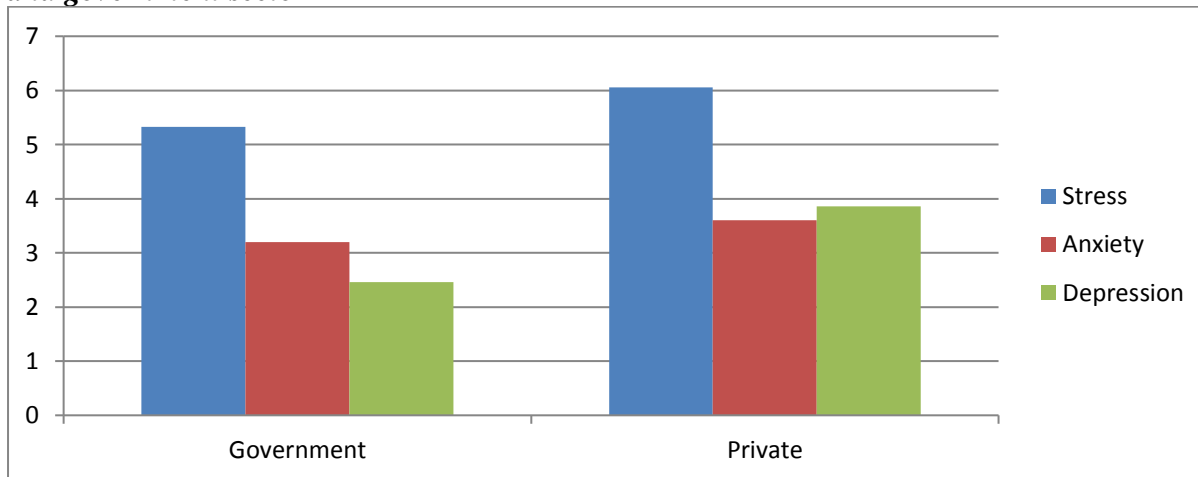
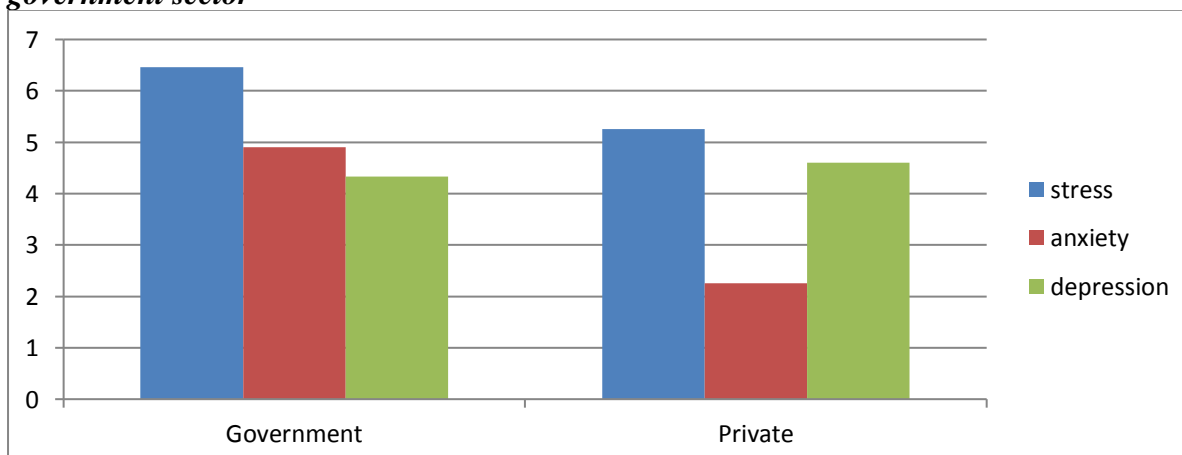


Table 5: t-score and p-value for stress, anxiety and depression among male employees of private and government sector

Category	Male employee	N	Mean	SD	t- score	p-value
Stress	Government sector	15	6.46	3.44	0.9067	0.3723
	Private sector	15	5.26	3.80		
Anxiety	Government sector	15	4.9	4.80	1.9440	0.0620
	Private sector	15	2.26	2.15		
Depression	Government sector	15	4.33	4.33	0.1752	0.8622
	Private sector	15	4.6	4.11		

The t-value for stress, anxiety and depression is 0.5676, 0.3705, 1.1778. and the p-value of stress, anxiety, and depression is 0.5748, 0.7138, 0.2488. Therefore, no significant relationship is found between stress, anxiety and depression among female employees of government and private sector.

Figure 5: Average of stress, anxiety and depression among male employees of private and government sector



DISCUSSION

In the study, the comparison of stress, anxiety and depression among private and government sector employees has been assessed. Total 60 employees, in which Group A comprises of 30 employees of government sector (15 male and 15 female employee) and Group B comprises of 30 employees of private sector (15 male and 15 female employee). The variable chosen in this study were Stress, Anxiety and Depression. The results show:

H₁. There exists a significance difference between stress, anxiety and depression among private and government sector employee. Table 1 Shows t-score and p- value for stress, anxiety and depression among government and private sector employee. The t-value of stress, anxiety and depression is 0.2619, 1.2897, and 0.8511. The p-value of stress, anxiety, and depression is 0.7943, 0.2023, and 0.3982. The result shows that there is no significant relationship between stress, anxiety and depression among private and government sector employee. **Hence the first hypothesis is rejected**

H₂. There exists a significance difference between stress, anxiety and depression among female and male employees of private sector. Table 2 Shows t-score and p- value for stress, anxiety and depression among female and male employee of private sector. t-value for stress, anxiety and depression is 0.5499, 1.3608, 0.5489. The p-value of stress, anxiety, and depression is 0.5867, 0.1844, 0.5874. The result shows no significant relationship between stress, anxiety and depression among female and male employee of private sector. **Hence the second Hypothesis is rejected**

H₃. There exists a significance difference between stress, anxiety and depression among female and male employees of government sector. Table 3 Shows t-score and p- value for stress, anxiety and depression among female and male employee of private sector. t-value for stress, anxiety and depression is 0.9951, 1.1902, 1.3318. The p-value of stress, anxiety, and depression is 0.3282, 0.2440, and 0.1937. The result shows no significant relationship between stress, anxiety and depression among female and male employee of government sector. **Hence the third Hypothesis is rejected.**

H₄. There exists a significance difference between stress, anxiety and depression among female employees of government and private sector. Table 4 Shows t- score and p-value for stress, anxiety and depression among female employees of private and government sector. t-value for stress, anxiety and depression is 0.5676, 0.3705, 1.1778. The p-value of stress, anxiety, and depression is 0.5748, 0.7138, and 0.2488. The result shows no significant relationship between stress, anxiety and depression among female employees of government and private sector. **Hence the fourth Hypothesis is rejected**

H₅. There exists a significance difference between stress, anxiety and depression among male employees of government and private sector. Table 5 Shows t- score and p-value for stress, anxiety and depression among male employees of private and government sector. t-value for stress, anxiety and depression is 0.9067, 1.9440, 0.1752. p-value of stress, anxiety, and depression is 0.3723, 0.0620, 0.8622. The result shows no significant relationship between stress, anxiety and depression among male employees of government and private sector. **Hence the fifth Hypothesis is rejected**

Both government and private sector employees experience stress, anxiety and depression, earlier studies suggest that there exist a significant difference between the level of stress,

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anxiety and depression among private and government employees and also among the male and female employees of both the sector. One study was conducted among workman of the firm in Bangalore. The study showed that no worker showed positive score for depression. Also 36% of the worker showed positive score for anxiety and 18% of the worker in firm showed positive score for Stress. (Ramesh, N., & Rao, S., 2015). Another study also shows work stress effect the performance of the employees. The aim of the study was to assess the work stress and its impact on performance among public and private sector Bank employees. (Sharma, K., & Khanna, P, 2019). Another survey was conducted on occupational stress at workplace in Delhi. Total 62 employees of various corporate sectors who have experienced or experiencing work related stress in their jobs were analyzed for this study. The study showed that 87% of the workers were likely to have stress due to work related issues (Jain, P., & Batra, A.2015).

These finding shows that people experience stress, anxiety and depression because of work related issues. One study was conducted to assess the stress among public and private sector Bank employee in West Bengal, India. The result showed those private sector employees are more likely to show symptoms of Stress as compared to public sector employee as they face more pressure in work than the public sector employee. Also the study concluded that both sector employee are overburden at their workplace and this also affect the work family life of the employees especially among private sector Bank employee (Basu, S., & Ray, S. et al. , 2019).

Another study was conducted by Patel et al. to assess the impact of occupational stress and anxiety. The study was conducted among Indian women in Gujarat between 18-50 years of age range. The study showed that 26% of the women were likely to experience stress whereas 35% of the women are likely to experience anxiety (Patel, P.A., & Patel, P.P., & Khadilkar., A.V., 2016). The study was conducted by Lakshmi et al. to compare the work life balance of female nurses among government and private sector employee in Chennai. The result concluded that both nurses working in private and government sector experience the same work life balance issue and also if it is not managed properly then it may lead to stress among women (Lakshmi, K.S., & Ramachandran, T., & Boohene, D.). A comparative study was done to assess the Depression among working and non-working women. The study revealed that working women are likely to experience Depression as compared to non working women. (Jyothi, D.A. 2016).

Another study was conducted by Kleppa et al. the study was conducted to examine the impact of long working hours on depression and anxiety. The result shows that both men and women who work overtime are more likely to show symptoms of anxiety and depression. (Kleppa, E., & Sanne, B., & Tell, G.S , 2008)

The aim of the study was to find out the difference in the sleep quality, anxiety and depression between the longer and regular working hours. The findings of the study shows that those people who work for longer hour are more prone to mental health problems like anxiety and depression as compared to those with regular working hours (Afonso, P., & Fonseca, M., & Pires, J.F.,2017).There was another study conducted by Bhui et al. the study aims to identify the causes of stress at workplace and also individual, organizational and personal interventions used by employees to manage stress in public, private and non-governmental organizations. The result shows that worker experience stress because of factors like, effort–reward imbalance, unfair treatment, low decision latitude, lack of

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support, lack of appreciation, conflicting roles, lack of transparency and poor communication (Bhui, B., & Dino, S., et al., 2016)

One study was conducted to assess the occupational stress among female police officers in Kerala. The result showed that 90% of the female police officer experience occupational stress (high stress by 70 % and moderate stress by 20%). Almost 76% of the female officer reported that they sleep less than 6 hours in a day. (Vivek, S., & Varghese, R.G., & Neethumol, K.S et al. ,2019)

Another study was carried out among call handlers employed in international call centers in the national capital region of Delhi. The result showed Prevalence of Stress as 46.7%, Anxiety as 57.1% and Depression as 62.9%. Call Handlers face problem like lack of facilities at office, inadequate sleep quality, prolonged travel time, the absence of hobbies etc (Jeypal, D.R., & Bhasin, S.K. et al., 2015)

CONCLUSION

The findings of this study reveals that there is no significant difference in stress, anxiety and depression among private and government sector employees including both male and female of both the sector. Both sector employees experience same work experience, no matter in which sector people work they experience mental health problems like stress, anxiety and depression due to one or the other reason.

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Conflict of Interest

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