

## A Comparative Study of Job Satisfaction and Occupational Stress among Government and Private College Working Women

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### ABSTRACT

Employees satisfaction is important for organization because it determines the behavior of workers in the organization. This study aims to identify the factors which encourage employees to remain in their jobs for long term as opposed to those that create negative sentiments thus, leading employees to quit. The study measure the impact of each factors on working women. Total number of 60 (30 private and 30 government working women's. The sample is based on purposive sampling techniques. The instrument included a demographic sheet and job satisfaction and occupational stress scale.

**Keywords:** *Job Satisfaction, Occupational Stress, Government and Private, Rural and Urban*

Occupational stress is a topic that has generated a tremendous volume of research in a surprisingly short period of time ( Jex, 1998; Beehr, 1995). It is also a topic that has been the focus of a great deal of popular media attention, and it comes up frequently in everyday conversation. (Who doesn't have a stressful job!) Despite all this attention, the scientific study of occupational stress does not have a long history. Furthermore, despite the considerable progress that has been made over the years, we still have much to learn about the dynamics of stress in organizations. A question that is frequently asked about occupational stress is: Does it really have an aversive effect on individuals and organizations, or are those who study occupational stress "making mountains out of molehills"? There is evidence that being consistently exposed to stressful work conditions is harmful to employees and may have a negative impact on organizational effectiveness.

Women play multiple roles effectively both at family and at work place it has both positive and negative effects in their personal life. It also links with their health and future. Nowadays they are facing many challenges which lead to stress both mentally and physically. Mentally they are facing stress and anxiety etc., physically they are facing loss of appetite, insomnia, overindulgence and back pains (Ramanathan, 2014).

In this pandemic situation the concept of occupational stress is gaining additional attention due to its vast impact and adverse effects. low level of job satisfaction and lack of autonomy and even cause health issues. In almost all the sectors, the working style has been changed,

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and this change causes additional stress. Stress is result of prolonged pressures that can't be controlled by the coping strategies that an individual.

Stress is denoted as a kind of unpleasant emotional state, which is expected to create job insecurity, Stress at the workplace is becoming one of the major of concern today. Most of the lifestyle diseases are caused by stresses either at work place or otherwise. As per the household survey, the Female workers respond to different types of pressure in different ways. The interface between work and family life is the key source of occupational stress (Parker and Arthur, 2004).

Working hours of a women falls between 16-18 hours where the child rearing and household management is included (Abdullah et al., 2008). An occupational stress is any force that pushes a psychological or physical factor behind its range of stability, producing a strain within the individuals Occupational stress has become one of the most serious health issues in the modern world (Lu et al., 2003).

Occupational stress has become one of the most popular topics for applied research in psychology, and in the broader areas of social and medical sciences. Occupational stress, also known as job stress, has been defined as the experience of negative emotional states such as frustration, worry, anxiety and depression attributed to work related factors (Kyriacou, 2001).

### **CONCEPT OF JOB SATISFACTION**

Job satisfaction is typically defined as an employee's level of positive affect toward his or her job or job situation (e.g., Locke, 1976; Spector, 1997). Along with positive affect, we can add both a cognitive and a behavioral component to this definition. The addition of these two components is consistent with the way social psychologists define attitudes (Zanna & Rempel, 1988). Job satisfaction, after all, really is an employee's attitude toward his or her job. The cognitive aspect of job satisfaction represents an employee's beliefs about his or her job or job situation; that is, an employee may believe that his or her job is interesting, stimulating, dull, or demanding—to name a few options. Note that although these represent cognitive beliefs, they are not completely independent of the previously described affective component. For example, a statement or belief that "My job is interesting" is likely to be strongly related to feelings of positive affect. The behavioral component represents an employee's behaviors or, more often, behavioral tendencies toward his or her job. An employee's level of job satisfaction may be revealed by the fact that he or she tries to attend work regularly, works hard, and intends to remain a member of the organization for a long period of time. Compared to the affective and cognitive components of job satisfaction, the behavioral component is often less informative because one's attitudes are not always consistent with one's behavior (Fishbein, 1979). It is possible, for example, for an employee to dislike his or her job but still remain employed there because of financial considerations.

Job satisfaction is an emotional relation to an employee's work condition. Job satisfaction is defined to be an overall impression about one's one job in terms of specific aspects of the job. Job satisfaction also an extension over a staff member has favorable or positive feeling about work or the work environment (De Nobile 2003). This study aims to investigate the relationship between occupational stress and job satisfaction among teachers and to identify the factor that influence teachers' job satisfaction. This study will assist the teachers to identify their occupational stress and give good implications towards their job satisfaction Job satisfaction has been defined as the extent to which a staff member has favorable or positive

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feelings about work or the work environment (De Nobile, 2003) Job stress can be defined as the nonspecific response of the body to any demands made upon it (Selye,1976). It is assumed to be an internal state or reaction to anything we consciously or unconsciously perceive as a threat, either real or imagined (Clarke & Watson, 1991). Robbins (2001) defines stress as a dynamic condition in which the individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and important.

Past research indicates that 'stress' is a useful concept in understanding the relationships and links between environmental and psychological events and physiological, behavioral and emotional costs to the individual. Hans Selye (1956) introduced the term 'stress' to describe the phenomenon of strain experienced by an organism due to external pressures. He defined stress as "the nonspecific response of the body to any demand" or common result of exposing to anything.

### **REVIEW LITERATURE**

#### **Occupational Stress**

The amount of stress a person experience at work is likely to be a result of the interaction of a number of factors such as types of work they are doing (their occupation), the present of work stressors, and the amount of support they received both at work and at home (**Johnson et al., 2005**).

The main cause of occupational stress in the organization is work overload (**Topper, 2007**). **Nilufar et al. (2009)** identified occupational stress inducing factors in academic staff include work overload, home-work interface, role ambiguity and performance pressure. (**Nilufar et al., 2009; Karadal et al., 2008; Usman et al., 2011**) studies that Several studies found that occupational stress influences the employee's job satisfaction and overall performance in their work. This is because most of the organizations are demanding for employees' better job outcome.

In educational sector, stress is increasing day by day because teaching today's young people is not only difficult work, but can be dangerously stressful (**Mehta, 2013**).

#### **Job Satisfaction**

Several studies focused on the relationship between job satisfaction and extra- role behavior towards individuals inside and outside the organization It is also important to study job satisfaction because of its effects on teacher retention and continuous development. Teachers who were planning to leave the profession reported less satisfaction and a more negative attitude toward teaching as a career. (**Smith, 2007**)

**Kumar & Bhatia (2011)** in their research studies revealed that the gender, the marital reputation, minimum qualification or the earnings group has no lots impact on stage of task pride and attitude of the academics closer to coaching.

**Mehta (2012)** of their studies showed that there may be massive difference inside the level of process pride of govt. and personal school instructors.

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**Raj & Lalita (2013)** tried to measure the extent of process pride most of the non-public and govt. colleges trainer and found no sizeable distinction inside the level of satisfaction level of male and female instructors.

**Achanta & Reddy (2014)** undertook a comparative observe of task satisfaction amongst number one school instructors in Krishna District. Results prove that the female teachers have low mean score than their counterparts.

**Sivakumar & Chitra (2017)** have found negative relationship between occupational stress an As, job satisfaction is considered to have an important role in improving the performance of employees (Gopinath, 2019), that has to be considered job satisfaction.

Job involvement (**Gopinath, 2020b**), GLOBAL DEVELOPMENT REVIEW Vol.4 No.2 July – December 2020, 54 Organizational commitment (Gopinath, 2020c) are some factors influence on job satisfaction, But occupational stress is considered as the principal factor.

### **OBJECTIVE OF THE STUDY**

1. To the following of the objective in this study:
2. To study the level of occupational stress among government and private college working women.
3. To study the level of job satisfaction among government and private college working women.
4. To study the urban women occupational stress among government and private working women.
5. To study the rural women job satisfaction among government and private working women.

### **HYPOTHESES OF THE STUDY**

Following null-hypothesis have been formulated

1. There would be no significant different between occupational stress and job satisfaction among government and private working women.
2. There would be no significant different between urban and rural government and private working women.

## **METHODOLOGY**

### **Participants**

A total of 60 government and private working women included in the present study. The sample is based on purposive sample techniques. Its consists of government and private working women and urban and rural areas women's.

### **Instrument**

In this present study following research tools are used to assess the occupational stress and job satisfaction.

- Personal Data Questionnaire.
- Occupational stress scale.
- Job satisfaction scale.

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**PERSONAL DATA QUESTIONNAIRE**

Personal data questionnaire was prepared by researcher. It contains items related to respondent's personal and professional identity, age, educational, qualification, service and tenure.

**OCCUPATIONAL STRESS**

Occupational stress index developed and standardizes by Srivastava and Singh (1981) was used. It consists of 46 items ranging from the strongly agree to strongly disagree . Its measures the stress perceived by employees on twelve dimension of occupational stress. These dimension are role overload, role ambiguity, role conflict, group pressure, and responsibility for persons, inter- personal relationship, and intrinsic impoverishment, low status, strenuous work conditions, unprofitability, and overall occupational stress.

**JOB SATISFACTION SCALE**

The job satisfaction scale developed by Spector (1994) was used to measure job satisfaction of middle level executive. It contains 36 items and each item and nine facet to assess employees attitude about the job aspect of the job the nine facets are pay, promotion, supervision, benefits, contingent rewards, operating procedures, its is a six point linker type scale (disagree very much, disagree moderately, disagree slightly, agree slightly, agree moderately, agree very much), the total score ranges from 36-216, with high scores indicating greater level of job satisfaction. The reliability of the test is .91 and its content and concurrent validity were established.

**RESULT**

*Table-1; Table shows the significance of difference of occupational stress in government and private working women.*

GROUP OF OCCUPATIONAL STRESS	N	MEAN	SD	SED	T ratio	SIGNIFANCE
GOVERNMENT COLLEGE	30	137.42	17.32	3.89	1.16	Not significant
PRIVATE COLLEGE	30	135.68	16.42			

The t table obtained from the table 1 clearly indicates that there is no significant difference between government and private working women's. Government and private working women mean 137.42 and S.D 17.32 as compared to private and government working women mean 135.35 and S.D 16.42 respectively.

*Table-2; Table shows the significance of difference of job satisfaction of government and private college working women.*

GROUP JOB SATISFACTION	N	MEAN	SD	SED	T ratio	SIGNIFANCE
GOVERNMENT COLLEGE	30	160.35	15.33	24.29	0.33	Not significant
PRIVATE COLLEGE	30	156.32	10.92			

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The t table obtained from the table 1 clearly indicates that there is no significant difference between government and private working women's. Government and private working women mean 160.35 and S.D 15.33 as compared to private and government working women mean 156.32 and S.D 10.92 respectively.

**Table-3; Table shows the significance of difference of urban and rural government and private working women.**

GROUP OF AREAS	N	MEAN	SD	SED	T ratio	SIGNIFANCE
URBAN AREAS	30	139.67	8.66	2.72	1.77	Not significant
RURAL AREAS	30	148.72	9.64			

Table 3 shows the mean, S.D and t ratio of urban and rural working women (Mean 139.67, 148.72 SED 2.72 and t ratio) respectively. Both the group differed not significant.

**Table-4; Table Shows correlation coefficient among occupational stress and job satisfaction of government and private college working women's.**

	OCCUPATIONAL STRESS	JOB SATISFACTION
OCCUPATIONAL STRESS	*****	0.46
JOB SATISFACTION	0.46	*****

Table 4 shows positive and significance correlation between occupational stress and job satisfaction. Its seems that urban areas working women's are more satisfied.

**DISCUSSION**

Job satisfaction among Government and private employees differs significantly. The data tabulation clear manifestation is available that the government employee enjoys a better job satisfaction as compared to the private employee. The reason can be working hours, wages, liberty to do certain work, recognition of their potential, greater incentive to the government employee etc. It is evident from the t ratio that there is a significant difference in job satisfaction between the government and private employees. This may be attributed to job security. The same study may be supported by sector 1997.

Job satisfaction among rural and urban government employee is evident from the mean in the above table that low rural employees have a greater degree of job satisfaction as compared to urban employees. The reason may be the person with his experience looks for better opportunities, better benefits for the organization, fulfill his esteem needs etc. Which may not be e present in lower experience employees. Dirty ratio manifests that the difference in the degree e of satisfaction is significant among the groups. Akhtar reported 2012 same finding in his studies. Same finding was reported by Singh 2013.

Occupational stress among government and private employees is evident from the mean in the table that rural employees have a greater degree of urban as compared to high experience. The reason maybe the person with high experience looks for better opportunities, better benefits for the organization, fulfill his esteem needs etc. Which may not be present in low

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experience employees. The t ratio manifests that the difference in the degree of satisfaction is significant among the groups.

The degree of satisfaction among law experience Government and private employees is evident from the mean in the table that the government employee has a great degree of satisfaction as compared to private low experience employee. The reason may be greater benefits, less workload and greater exposure to the opportunities etc. According to the t ratio manifests that the difference in the degree of satisfaction is significant among the groups.

### CONCLUSION

Under this study we have try to understand how employees both Government and private vary on these parameters. It is mostly found that Government employees are more satisfied with their job as compared to the private employees but there is a scope of improvement in the case of government employee as well.

The reason for greater satisfaction among the Government employees is that after the subprime crisis the employees in the formal sector secured their position well but the informal employees got stuck in the mid sea. It is very much important that both categories of employees are satisfied to take the organization to its Zenith. Satisfaction of the employees will increase the profit of organization decrease turn over etc.

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***Conflict of Interest***

The author(s) declared no conflict of interest.

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