

A Study of Job Stress in Government and Private Employees

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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 whirling speed. They have touched almost all profession job stress may be caused by a complex set of reason. Like nature of job problems, high demand for performance work place culture, technology 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 (30 government employees and 30 non-government employs) in Nadiad 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 feel more job stress than that of the government employees, but there was no significance different found between the experiences of the job employees.

Keywords: *Job Stress, Government Employees, Private Employees*

In our first society stress is very common. Nowadays all people across the world are suffering stress on job/work It may be on work place or outside work place. Stress is unavailable characteristic of life and work. In the modern world stress has become pervading feature if people's life despite tremendous advancements in science and technology. Seley (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, has become a prominent feature of the modern organization.

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.É999).Performance is defined as the outcomes and accomplishment 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

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individual perceive themselves as being to cope and not to possess the necessary skill to combat their stress. Stress is acknowledged to one of the main causes absence from work (mead 2000).

The occupational stressors can be categorized into four major groups, Firstly, the working condition, including and week-end work, inadequate remuneration, hours of work, discrimination and safety at the work environment Secondly, relationships at work including quality of relationship with peers, subordinates. Thirdly, role conflict and ambiguity including ill-defined role, function, exception 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 is 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 still changing at whirlwind speed. They have touched almost all professional. Job stress may be caused by a complex set of reason: some of the most visible causes at 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 factor affecting the job stress of the respective employees.

Objective

1. To study the job stress of employees
2. To study the job stress of government and private employees.
3. To study the job stress of experiences of employees
4. To suggest ways to manage of the stress

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 different the mean of the score of the job stress of still 5 years and above 5 years of employees

METHODOLOGY

Sample

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

Tools

Two tools were used for the present study are as follows

1. Personal data sheet

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2. Job stress Scale

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 experience types of job etc...

2. Job Stress Scale in this study job scale developed by A.K Srivastav and A.p singhas 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. The was no time limit for this scale

Statistical Analysis

to analyze the achieved data, the following statistical devices were used 1. Mean 2. Standard deviation & 3. 't' test.

RESULT & 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 .

H01 there is no significant difference between mean of the score of the job stress of government and private employees.

Sr.	Particular	N	Mean	SD	't'	Significant Level
1	Government employees	30	141.20	3.899	5.90	0.01
2	Private employee	30	177.90	3.80		

The above table shows that number of government and private employees 30. The means of the job stress of government and private employees are 141.20 and 177.30 respectively. 't' test is found 5.90 which shows the difference of 0.01 at the level of significance.

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

Sr.	Particular	N	Mean	SD	't'	Significant Level
1	5 years	32	160.02	24.49	0.70	Ns
2	Above 5 years	28	151.45	27.09		

The above table shows that the number of still 5 year and above 5 year of employees experience are 32 and 28. The mean of the job stress of the still s year and above 5 year of employees experience 160.02 and 151.45 respectively. 't' test is found 0.70 which shows the not significant difference between still 5 year and above 5 year of employee's experience that's why the fact of hypothesis is accepted and it be said that there is no significant difference between still 5 years and above 5 years of employee's experience.

CONCLUSION

1. The job stress of private employees is more than of government employees
2. There is no significant difference between still 5years and above 5 year of employees experience
3. The mean score of the job stress of private employees are more than that of the government employee. That's why the fact hypothesis is unaccepted and it show that there is a significant difference between the job stress of government and private employees

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