

Job Stress among Employees of Water Resource Department; Government of Odisha: An empirical Study



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Abstract

In this study, effort has been made to find out the relationship between stress and job monotony. Stress in job occurs due to variety of causes. If the job is not enriched or enlarged the employees suffer from job monotony. They do the same job repetitively for years together. So they suffer from physical and psychological drudgery.

Monotonous jobs and repetitive type of work usually become stressor for the employees in the organizations. It may be a manufacturing unit, a government department, a service sector or a bank. Most of the people need different types of work, challenging tasks, responsible tasks, so that they derived satisfaction by performing those tasks. But the superiors are less aware about the plight of their subordinates relating to the performance of the job. They want that the subordinates should show excellent or outstanding performances at any cost. So conflict starts between the two. Sometimes some employees cannot express their dissatisfaction and suffer from agony. Sometimes employees suffer from depression and distress. It affects their work life which manifests in low productivity. These type of people want to remain isolated. They avoid participation in group activities and professional ceremonies. Job stress because of job monotony has become a worldwide phenomenon. Particularly in India, the lower level people in the factories suffer from job stress because of their same kind of job with repetitive nature. Therefore in Banks and Semi-government Organizations, even in Government Departments also, it becomes difficult on the part of the employee to have self – motivation.

Keywords: Monotony, Self–Motivation, Distress, Job Enrichment, Job Enlargement.

Introduction

Employers should provide a stress–free work environment, recognize where stress is becoming a problem for staff and take action to reduce stress. Stress in the workplace reduces productivity, increases management pressures and makes people ill in many ways, evidence of which is still increasing. Workplace stress affects the performance of the brain including functions of work performance, memory, and concentration and learning. Stress at work also provides serious risk of litigation for all employers and organizations carrying significant liabilities for damages, bad publicity and loss of reputation. Dealing with stress – related claims also consumes vast amounts of management time. So, there are clearly strong economic and financial reasons for organizations to manage and reduce stress at work, aside from the obvious humanitarian and ethical considerations. Stress and stress management are directly related to personal well – being and specifically to workplace well – being.

Objective of the Study

1. The main objectives of the study is to find out the relationship between job monotony and stress.
2. The other objective of the study is to find out how much job monotony affects the level of stress of the employees.

Scope of the Study

The scope of the study is confined to the Department of Water Resource, Government of Odisha, Bhubaneswar.

Literature Review

1. Lazarus & Folkman 1984 and Kahn & Boysrere, 1994 defined job stress as a particular relation between the employee and his or her work environment. Environmental factors that are involved in the stress process are called job stressors and individual reactions to these stressors are referred to as stress reactions or strains. Commonly three types of strains are distinguished (i) physiological

strains (e.g heart palpitation, high blood pressure)
 (ii) Psychological strains (e.g., job dissatisfactions, burnout, anxiety) (iii) Behavioral strains (e.g., turnover, absenteeism alcohol and drug abuse).
 In sum, job stress is a subjective experience that results from the interplay of the objective work environment and the employee's coping resources.

- (i) According to Maslach and Schaufeli, 1993 Burnout is considered to be a long – term stress reaction that particularly occurs among professionals who work with people in some capacity-like teachers, nurses social workers. Maslach, 1993, has defined burnout as a psychological syndrome of emotional exhaustion, depersonalization and reduced personal accomplishment.
- Edelwich and Brodsky, 1980 has defined job stress leading to burnout as “a progressive loss of idealism, energy and purpose experienced by people in the helping profession as a result of conditions in their work”.
- Cherniss opines that, job stress and burnout are not identical, rather chronic and serious job stress lead to burnout especially if the employee is not able to change the situation.

Research Methodology

Source of Study

The source of data collection was both primary and secondary. The primary data was collected through questionnaire and the secondary data was collected from related research works, published books, journals etc.

Sample Size

The sample size consists of 60 respondents of water Resource Department, Bhubaneswar, Government of Odisha. The respondents are categorized into various categories such as age, occupation, gender, educational qualification, experience etc.

Period of the Study

Data was collected through structured questionnaire during the period of study directly communicating with the respondents.

Methods of Analysis

The data and related information collected are classified, tabulated and processed and their findings are presented in a systematic manner. Statistical tools, chi-square test are used to test the hypothesis.

Hypothesis of Study

- Gender and job monotony are independent to each other.
- Age and job monotony are independent to each other.

Testing of Hypothesis

Hypothesis was tested using the statistical tool, chi-square test. Two variables i.e., gender and job monotony are taken into consideration for this purpose.

Gender:

H₀ (Null Hypothesis)

Gender of the employees and job monotony leading to stress are independent to each other.

Gender	Male	Female	Total
Yes	25	2	27
No	32	1	33
Total	57	3	60

$$E_{11} = \frac{RT \times CT}{GT} = \frac{27 \times 57}{60} = 25.65$$

$$E_{12} = \frac{27 \times 3}{60} = 1.35$$

$$E_{21} = \frac{33 \times 57}{60} = 31.35$$

$$E_{22} = \frac{3 \times 3}{60} = 1.65$$

H₀ is not rejected.

O	E	(O - E)	(O - E) ²	(O - E) ² /E
25	25.65	-0.65	0.4225	0.016472
2	1.35	0.65	0.4225	0.312963
32	31.35	0.65	0.4225	0.013477
01	1.65	-0.65	0.4225	0.256061

Calculated Value 0.598972

CV= 0.598972

$$V=(r-1) \times (c-1) = (2-1) \times (2-1) = 1 \times 1 = 1$$

Total value of 5 % level of significance is 3.84

So, TV > CV

So Ho is not rejected.

Age

H₀ (Null Hypothesis)

Age of the employees and job monotony leading to stress are independent to each other.

Age	20 - 30	30 - 40	40 - 50	50 - 60	Total
Yes	2	1	11	12	26
No	0	2	12	20	34
Total	2	3	23	32	60

$$E_{11} = \frac{RT \times CT}{GT} = \frac{26 \times 2}{60} = 0.867$$

$$E_{12} = \frac{26 \times 3}{60} = 1.3$$

$$E_{13} = \frac{26 \times 23}{60} = 0.966$$

$$E_{14} = \frac{26 \times 32}{60} = 13.86$$

$$E_{21} = \frac{34 \times 2}{60} = 1.13$$

$$E_{22} = \frac{34 \times 3}{60} = 1.7$$

$$E_{23} = \frac{34 \times 32}{60} = 18.13$$

O	E	(O - E)	(O - E) ²	(O - E) ² /E
2	0.867	1.133	1.283689	1.48061
1	1.3	-0.3	0.09	0.069231
11	9.97	1.03	1.0609	0.106409
12	13.86	-1.86	3.4596	0.24961
0	1.13	-1.13	1.2769	1.13
2	1.7	0.3	0.09	0.052941
12	13.03	-1.03	1.0609	0.08142
20	18.13	1.87	3.4969	0.192879

Calculated Value 3.363101

$$V = (r - 1) (c - 1) = (2 - 1) (4 - 1) = 1 \times 3 = 3$$

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Total value of 5% level of significance is 7.81

TV > CV

So, H₀ is not rejected

Findings and Conclusion

Findings of the study and conclusion are summarized as follows:

1. Gender and Job monotony are independent to each other, that means job monotony leading to stress can affect people and any gender i.e, male or female.

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2. Age and job monotony are independent to each other, that means job monotony leading to stress may affect people of any age.
3. Job monotony as a factor that leads to stress

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