

Job Stress of Employees of Anand Agricultural University

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ABSTRACT

The present study was conducted with 50 employees of Anand Agricultural University, Anand to study their job stress and stress coping mechanism. The results revealed that the most experienced symptom was headache/migraine followed by poor sleep patterns, aches and pains, and erratic moods. In relation to the factors of stressor situation, role overload and inter role distance were prominent. Correlation studies indicated that stress symptoms had highly significant and positive correlation with extent of feeling of stressor situation and extent feeling of stress because of stressor situations. Further, stress coping action “doing Yoga/ Exercise/ Pranayam etc” had positive and significant correlation with extent of feeling of stressor situation and extent of feeling of stress because of stressor situations.

Keywords : Job stress, Stress coping actions

INTRODUCTION

Every organization wishes to have good performance from its employees. But many-a-time, performance of employees is affected by stress which they feel in their job. Thus study of this job stress of employees is of vital importance for the organization. With this in view, the study on “Job stress of employees of Anand Agricultural University” was purposively selected with the following objectives.

OBJECTIVES

- (i) To study the stress symptoms experienced by the employees of AAU
- (ii) To study factors of job stress of employees of AAU

- (iii) To study the stress coping actions taken by employees of AAU
- (iv) To study the correlation among the stress symptoms, job stress and stress coping actions

METHODOLOGY

The study was conducted on technical employees of the cadre of Assistant Professor and its equivalents, Associate Professor and its equivalents and Professor and its equivalents. Total 150 employees were selected randomly for the study. A well thought out questionnaire was prepared and it was mailed/ personally given/sent to all of them. However, up to the end of February, 2011, the responses received were 50 in number. Thus, the results are based on 50 respondents.

RESULTS AND DISCUSSION

Stress Symptoms

Table: 1 Stress symptoms experienced by the employees

n=50

Sr. No.	Stress Symptom	Never	Some times	Often	Total score	Rank
1	Headaches/migraine	20 (40)	27 (54)	3 (6)	33	I
2	Aches and pains	23 (46)	26 (52)	1 (2)	28	III
3	High blood pressure	36 (72)	08 (16)	6 (12)	20	VII
4	Poor sleep patterns	24 (48)	21 (42)	5 (10)	31	II

Sr. No.	Stress Symptom	Never	Some times	Often	Total score	Rank
5	Indigestion	30 (60)	18 (36)	2 (4)	22	V
6	Stomach ulcers	43 (86)	5 (10)	2 (4)	09	XI
7	Asthma	48 (96)	1 (2)	1 (2)	03	XIV
8	Anxiety	36 (72)	12 (24)	2 (4)	16	IX
9	Depression	38 (76)	12 (24)	0 (0)	12	X
10	Heart disease	45 (90)	3 (6)	2 (0)	07	XII
11	Changes in appetite	31 (62)	17 (34)	2 (4)	21	VI
12	Exhaustion	32 (64)	16 (32)	2 (4)	20	VII
13	Increased consumption of tobacco	46 (92)	4 (8)	0 (0)	04	XIII
14	Increased consumption of alcohol	50 (100)	0 (0)	0 (0)	00	XV
15	Inability to concentrate	35 (70)	14 (28)	1 (2)	16	IX
16	Erratic moods	28 (56)	21 (42)	1 (2)	23	IV
17	Low self esteem/confidence	33 (66)	17 (34)	0 (0)	17	VII

Note : Figures in parenthesis indicate percentage

In response to the question of experiencing the stress symptoms, it is apparent from the data presented in Table: 1 that the most experienced symptom was Headache/migraine which stood first followed by poor sleep patterns, aches and

pains, and erratic moods which ranked second, third and fourth respectively, while never experienced symptom was increased consumption of alcohol.

Extent of feeling of stressor situation

Table: 2 Extent of feeling of stressor situation

n=50

Sr. No.	Stressor situation	Extent of feeling (Score)	No.	Per cent
1	Role ambiguity	Less felt (0 - 4)	43	86
		Moderately felt (5 - 8)	07	14
		Highly felt (9 - 12)	00	00
2	Role overload	Less felt (0 - 6)	17	34
		Moderately felt (7-12)	23	46
		Highly felt (13-18)	10	20
3	Role isolation	Less felt (0 - 4)	28	56
		Moderately felt (5 - 8)	18	36
		Highly felt (9 - 12)	04	08
4	Inter role distance	Less felt (0 - 4)	30	60
		Moderately felt (5 - 8)	10	20
		Highly felt (9 - 12)	10	20
5	Role erosion	Less felt (0 - 5)	35	70
		Moderately felt (6 - 10)	14	28
		Highly felt (11 - 15)	01	02
6	Resource and personal inadequacy	Less felt (0 - 6)	30	60
		Moderately felt (7 - 12)	16	32
		Highly felt (13-18)	04	08

In relation to the query that to what extent the respondents felt the stressor situations, the data presented in Table: 2 indicate that more than half (ranging from 56 to 86 percent) of the respondents were found in the “less felt” category in all other situations except Role overload. Further, maximum numbers of respondents in highly felt category were observed in case of Role overload and Inter role distance (20 percent).

Further, in relation to the query that which stressor situations were felt most, the data presented in Table: 3 reveal that the most felt stressor situation was Role overload followed by Inter role distance and Role isolation, respectively.

Extent of feeling of stress because of stressor situation

Table 4 : Extent of feeling of stress because of stressor situation

n=50

Sr. No.	Stressor situation	Extent of stress	Frequency	Per cent
1	Role ambiguity	Less (0 - 4)	39	78
		Moderate (5 - 8)	08	16
		High (9 - 12)	03	06
2	Role overload	Less (0 - 6)	28	56
		Moderate (7-12)	13	26
		High (13-18)	09	18
3	Role isolation	Less (0 - 4)	41	82
		Moderate (5 - 8)	08	16
		High (9 - 12)	01	02
4	Inter role distance	Less (0 – 4)	37	74
		Moderate (5 - 8)	06	12
		High (9 - 12)	07	14
5	Role erosion	Less (0 – 5)	34	68
		Moderate (6 – 10)	14	28
		High (11 – 15)	02	04
6	Resource and personal inadequacy	Less (0 – 6)	35	70
		Moderate (7 – 12)	13	26
		High (13-18)	02	04

The query was also made to know that to what extent the feeling of stressor situations was really stressful to the respondents. In this context, the perusal of Table: 4 makes it clear that in all stressor situations, more than half (ranging from 56 to 82 percent) of the respondents were found in

Table 3 : Rank order of Stressor situations felt n-50

Sr. No.	Stressor situations felt	Mean score	Index	Rank
1	Role ambiguity	1.92	16.00	VI
2	Role overload	8.74	48.56	I
3	Role isolation	3.62	30.17	III
4	Inter role distance	4.58	38.17	II
5	Role erosion	3.04	20.27	V
6	Resource and personal inadequacy	5.28	29.33	IV

the category of less extent of stress. More over, maximum number of the respondents in the category of high stress were observed in case of Role overload (18 percent) followed by Inter role distance (14 percent).

Table 5 : Rank order of stressor that caused stress

n=50

Sr. No.	Stressors that caused stress	Mean score	Index	Rank
1	Role ambiguity	2.68	22.33	V
2	Role overload	7.78	42.89	I
3	Role isolation	2.08	17.33	VI
4	Inter role distance	3.58	29.83	II
5	Role erosion	3.78	25.20	III
6	Resource and personal inadequacy	4.1	22.78	IV

Further, in context of rank order of the stressors, it is evident from Table:5 that the most important stressor that caused stress was Role overload followed by Inter role distance and Role erosion, respectively.

Stress coping actions

(a) Trainings/ Shibirs attended

It is clear from the Table:6 that Yoga/ Prayanam shibir was attended by 36 per cent of the respondents followed by shibir on Art of living (24 per cent), Meditation (20 per cent) and positive thinking (18 per cent).

Table 6 : Trainings/ Shibirs attended

n=50

Sr. No.	Name of the shibir	Whether attended	
		Yes	No
1	Art of living	12 (24)	38 (76)
2	Positive thinking	09 (18)	41 (82)
3	Yoga/ Pranayam shibir	18 (36)	32 (64)
4	Meditation	10 (20)	40 (80)

Note : Figures in parenthesis indicate percentage

(b) Worship of God at Home

Table 7 : Worship of God at Home

n=50

Item	No	Yes		
		Up to 10 minutes	11 to 30 minutes	More than 30 minutes
Worship of God at home	06 (12)	13 (26)	24 (48)	07 (14)

Note : Figures in parenthesis indicate percentage

It is evident from the Table:7 that great majority respondents (88 per cent) responded positively about worship

of God at home. Further, 48 per cent of them reported that they devote 11 to 30 minutes for worship of God daily. The respondents who devote more than 30 minutes are 14 per cent.

(c) Doing Yoga/ Exercise/ Pranayam etc.

Table 8 : Doing Yoga/ Exercise/ Pranayam etc.

n=50

Sr. No.	Item	Frequency of doing		
		Daily	Some times	Never
1	Yogasan	13 (26)	16 (32)	21 (42)
2	Pranayam	14 (28)	16 (32)	20 (40)
3	Meditation	06 (12)	07 (14)	37 (74)
4	Exercise	22 (44)	18 (36)	10 (20)
5	Morning/ evening walk	23 (46)	14 (28)	13 (26)

Note : Figures in parenthesis indicate percentage

In response to the question whether the respondents do yoga/ Pranayam/ exercise etc., the data presented in Table: 8 clearly indicate that 80 per cent of them reported to have been doing exercise daily or some times followed by morning/evening walk.

Correlation among the stress symptoms, job stress and stress coping actions

Table: 9 Correlation among the stress symptoms, job stress and stress coping actions

n=50

	X3	X4	X5	X6	X7	X8
X3	1.000					
X4	0.533**	1.000				
X5	0.422**	0.855**	1.000			
X6	0.018	0.103	0.077	1.000		
X7	0.118	0.038	0.012	0.131	1.000	
X8	0.158	0.262	0.314*	0.353*	0.226	1.000

Where

X3= Stress symptoms

X4= Extent of feeling of stressor situation

X5= Extent of feeling of stress because of stressor situation

X6= Trainings/ Shibirs attended

X7= Worship of God at Home

X8= Doing Yoga/ Exercise/ Pranayam etc.

The perusal of data presented in Table 9 indicate

that stress symptoms had highly significant and positive correlation with extent of feeling of stressor situation and extent feeling of stress because of stressor situations. Further, extent of feeling of stressor situation and extent of feeling of stress because of stressor situations were also positively and highly significantly related. So far as stress coping actions are concerned, “doing Yoga/ Exercise/ Pranayam etc” had positive and significant correlation with extent of feeling of stressor situation and extent of feeling of stress because of stressor situations.

CONCLUSION

The present investigation carried out to study the job stress and stress coping mechanism of employees lead to conclude that the most experienced stress symptom was headache/migraine followed by poor sleep patterns, aches and pains, and erratic moods. In relation to the extent of feeling of stressor situations, role overload stood first followed by inter role distance and role isolation; while in case of feeling of stress because of stressor situation, role overload, inter

role distance and role erosion were prominent. The different stress coping mechanism studied were trainings/shibirs attended, worship of God at home and doing yoga/prayanam/ exercise, etc. Correlation studies indicated that stress symptoms had highly significant and positive correlation with extent of feeling of stressor situation and extent feeling of stress because of stressor situations. Further, stress coping action “doing Yoga/ Exercise/ Pranayam etc” had positive and significant correlation with extent of feeling of stressor situation and extent of feeling of stress because of stressor situations.

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Received : April 2014 : Accepted : October 2014