A Study of Occupational Stress in terms of employee's Health Status

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ABSTRACT
The present investigation aims to study the impact of occupational stress in terms of employees health status. For this, 200 employees were purposively taken as a research sample from Barauni refinery industry located in Begusarai district of Bihar state. The occupational stress of Srivastava and Singh, Health Questionnaire of Wig, Verma and Prasad, and Self prepared Personal Data sheet were administered upon research sample. The collected data were analyzed with t-test method. The result revealed that, occupational stress negatively affect health status of employees.

Keywords: Occupational, Stress, Employee, Health, Status

INTRODUCTION:
Stress is a problematic factor in any type of condition or place among human group. At its best presence of stress can be a motivator that urges the individual to strive for excellence. But, excess amount of stress can lead to a lack of productivity, a loss of confidence and the inability to perform routine tasks. As a result, individuals lose their enthusiasm for their work and eventually withdraw from the company.

Occupational stress is psychological stress related to one's job. Occupational stress often seems from pressures that do not align with a person's knowledge, skills or expectations. Occupational stress can occur when workers do not feel supported by supervisor or co-workers, feel as if they have little control over work processes.
Occupational stress is a concern for both employees and employers because stressful job conditions are related to employee's well-being. Many research reviews clear that excess occupational stress directly affects employees' health status.

At workplace, many factors like overwork, toxic working environment, working hours, working style, skill, workplace environment, and the relationship between employees and employers are responsible for occupational stress. Due to excess stress, employees feel restless, uneasy, and ill-conditioned.

Farooq A. Shah (2003) studied and analyzed role stress in the Indian banking industry. The findings indicate that officers suffer more than their clerical counterparts owing to inadequate authority and rapid administrative, regulatory, and conceptual changes.

Sengupta (2007) studied the impact of stress on the human body and found that due to stress, hormonal function and immune system negatively affect.

Miruma and Griffiths (2003) studied the impact of stress on work performance and found that stress has a significant impact on company and people's performance and seriously affects the health of employees.

Blauget al. (2007), George & Jones (2009) found in their study that employees who are psychologically stressed feel a lack of control, undervalued, and also feel that their job is interfering with their personal lives and they find difficulties in balancing their work and personal life.

**OBJECTIVE OF THE STUDY:**

The objective of the study was to see the impact of occupational stress on employees' health.

**HYPOTHESES:**

(i) There would be a significant difference between occupationally stressed and non-stressed in terms of their physical health.
(ii) The mental health would be significantly differed between occupationally stressed and non-stressed employees.

(iii) The occupationally stressed employees would have poor health status than those of health status of non-stressed employees.

(iv) The occupational stress would have significantly differed between male and female employees.

METHOD:

(i) Sample:

Total 200 employees (100 males and 100 females) were purposively selected as a research sample from Barauni Refinery Industry located in Begusarai district of Bihar state.

The age range of research sample were from 28 years to 40 years with an average age range of 34 years.

(ii) Scales used:

(i) Occupational stress Inventory:

To measure the employees occupational stress level, occupational stress Inventory developed by Srivastava and Singh was used.

(ii) Health Questionnaire:

To measure the health status of employees. Health Questionnaire developed by Wig, Verma and Prasad was used.

(iii) Personal Data Sheet:

Self prepared Personal Data Sheet was used to collect the background information regarding employees.

ANALYSIS OF DATA:

The collected data were analyzed with t-test method and result were prepared.
RESULT:

Table no. 01
Comparison of Mental health between High occupationally stressed and Low Occupationally stressed employees:

<table>
<thead>
<tr>
<th>Group</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>t-value</th>
<th>p-value</th>
<th>df</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Occupationally stressed Employees</td>
<td>110</td>
<td>20.32</td>
<td>5.82</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low Occupationally non-stressed Employees</td>
<td>80</td>
<td>16.45</td>
<td>4.33</td>
<td>5.20</td>
<td>&lt;.01</td>
<td>188</td>
</tr>
</tbody>
</table>

Table no. 02
Comparison of Physical health between High occupationally stressed and Low Occupationally stressed employees:

<table>
<thead>
<tr>
<th>Group</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>t-value</th>
<th>p-value</th>
<th>df</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Occupationally stressed Employees</td>
<td>110</td>
<td>16.34</td>
<td>7.82</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low Occupationally non-stressed Employees</td>
<td>80</td>
<td>12.85</td>
<td>5.57</td>
<td>3.63</td>
<td>&lt;.01</td>
<td>188</td>
</tr>
</tbody>
</table>
Table no. 03
Comparison of Health status between High occupationally stressed and Low Occupationally stressed employees:

<table>
<thead>
<tr>
<th>Group</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>t-value</th>
<th>p-value</th>
<th>df</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Occupationally stressed Employees</td>
<td>110</td>
<td>18.14</td>
<td>8.75</td>
<td>3.20</td>
<td>&lt;.01</td>
<td>188</td>
</tr>
<tr>
<td>Low Occupationally non stressed Employees</td>
<td>80</td>
<td>15.11</td>
<td>6.13</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table no. 04
Comparison of Occupational Stress between male and female employees:

<table>
<thead>
<tr>
<th>Group</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>t-value</th>
<th>p-value</th>
<th>df</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Employees</td>
<td>100</td>
<td>16.32</td>
<td>6.59</td>
<td>3.57</td>
<td>&lt;.01</td>
<td>198</td>
</tr>
<tr>
<td>Male Employees</td>
<td>100</td>
<td>19.79</td>
<td>7.22</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Discussion:

An observation of Table no.01 revealed that mental health of employees were significantly differed. In this context, high occupationally stressed employees were found more mentally ill than those of employees of low occupationally stressed employees. Thus, according to this result it can be say that occupational stress of employees definitely affect their mental health status.

The findings that contained in above Table no.02, revealed that, high occupationally stressed employees were found more physically problematic while low occupationally stressed employees were found comparatively better in physical health. The computed t-value (3.63) was found significant at <.0 level of confidence. In this context we can say that,
occupation related stress effect their physical health negatively and significantly.

The result contained in above Table no.03 clears that overall health status of high occupationally stressed employees were found in poor health status while low occupationally stressed employees were found comparatively better in their health status. Because of high occupationally stressed employees were obtained more mean (18.54) and SD (8.75) than low occupationally stressed employees. The computed t-value (3.20) was found significant at <.01 level of confidence. In this context, it can be say that, due to occupational stress affect employee's health status negatively.

Above Table no.04, clears that occupational stress were found significantly differed between male and female respondents. In this context, female respondents were obtained less mean (16.32) and SD (6.59) while male respondents were obtained more mean (19.79) and SD (7.22) on occupational stress measures. The calculated t-value (3.57) was found significant at <.01 level of confidence. According to this result it is clear that male respondents feel more stress toward their occupation than female respondents.

CONCLUSION :

To conclude, it can be say that occupational stress of employees negatively effect mental, physical and overall health status. There were also sex difference regarding their occupational stress.

SUGGESTION :

As a suggestion, researcher want to say that occupational stress of employees as well as general individuals negatively effect health status. So, proper attention should be given for better health status for employees.
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