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IMPACT OF REGION AND GENDER DIFFERENCES ON OCCUPATION STRESS OF EMPLOYEES

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ABSTRACT

Research Background: Occupational stress results from various interactions of the worker and the environment of the work they perform their duties. Occupational stress results from the interaction of the worker and the conditions of work. Occupational stress is stress involving work. In this study, an investigator has focused on finding out the impact of region and gender differences on occupation stress of employees.

Objectives: The study objective was, to find out the impact of region and gender differences on occupation stress of employees. Other, objective was, to study the significant difference in level of occupational stress among the male and female urban as well as rural employees.

Procedure: The study one hundred twenty samples were selected from the clerical based employees in the State of Maharashtra. Out of this sample, sixty clerical based employees were selected from urban region and same way sixty clerical based employees were selected from rural region. The sample age range was between 35 and 60 years. The purposive sampling technique was used for the selection of the samples. The study type of region and type of gender were independent variable and level of occupational stress was dependent variable. The study Occupational Stress Index developed by Dr. A. K. Srivastava and Dr. A. P. Singh has been used.

Conclusions: It is concluded that, insignificant difference found in occupational stress among the urban and rural employees. The female employees have found high level occupational stress than male employees. The urban female employees found have high level occupational stress than urban male employees, other, hand side the rural female employees found have high level occupational stress than rural male employees.

Application: The present study findings can be beneficial and helpful for counselors, society member, psychologists to understanding impact of region and gender differences on occupational stress of individuals. Also, these study findings can be beneficial for national and international research scholars.

Keywords: Region, Gender, Occupation Stress, Employees.

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INTRODUCTION

According to, Hans Selye (1956, 1976), stress as the non-specific response of the human body to any demand made on it. Understanding the negative side of work was suggested with the emergence of the concept of stress elaborated by Hans Selye. His theory has added a biological dimension to previous environmental (working conditions) and

psychological (personal perceptions and attitudes) dimensions of the problem. Initially the generalized adaptation syndrome developed by Selye in 1936 was presented as a non-specific and universal biological mechanism of adaptation to different types of noxious agents, focusing on the endocrinological processes. A certain level of stress is unavoidable and up to an acceptable level, stress can serve as a stimulus to enhance performance and productivity.

"Occupational stress results from the interaction of the worker and the conditions of work. Occupational stress is stress involving work. Occupational stress is a complex phenomenon and an individual experience. According to the current World Health Organization's (WHO) definition, occupational or work-related stress "is the response people may have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope. According to National Institute for Occupational Safety and Health, Occupational stress can be defined as "the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of a person".

"Job stress is also associated with various biological reactions that may lead ultimately to compromised health. Men and women are exposed to many of the same stressors. However, women may be more sensitive to interpersonal conflict whereas men might be more sensitive to things that waste time and effort. Furthermore, although men and women might not differ in overall strains, women are more likely to experience psychological distress, whereas men experience more physical strain. A variety of factors contribute to workplace stress such as excessive workload, isolation, extensive hours worked, toxic work environments, lack of autonomy, difficult relationships among coworkers and management, management bullying, harassment and lack of opportunities or motivation to advancement in one's skill level".

"Desmarais and Alksnis suggest two explanations for the greater psychological distress of women. First, the genders differ in their awareness of negative feelings, leading women to express and report strains, whereas men deny and inhibit such feelings. Second, the demands to balance work and family result in more overall stressors for a woman that leads to increased strain. Occupational stress results from various interactions of the worker and the environment of the work they perform their duties. Location, gender, environment, and many other factors contribute to the buildup of stress. Differences in individual characteristics such as personality and coping skills can be very important in predicting whether certain job conditions will result in stress. In this study, an investigator has focused on finding out the impact of region and gender differences on occupation stress of employees".

OBJECTIVES OF THE STUDY

1. To find out the impact of region on occupational stress of employees.
2. To find out the impact of gender on occupational stress of employees.
3. To study the significant difference in occupational stress among the male and female urban employees.
4. To study the significant difference in occupational stress among the male and female rural employees.

HYPOTHESIS OF THE STUDY

1. There would be no significant difference in occupational stress among the urban and rural employees.
2. There would be no significant difference in occupational stress among the male and female employees.
3. There would be no significant difference in occupational stress among the male and female urban employees.
4. There would be no significant difference in occupational stress among the male and female rural employees.

RESEARCH PROCEDURE

➢ VARIABLES OF THE STUDY:

Independent Variables		Dependent Variable
Type of Region	**Type of Gender**	
a) Urban Employees	a) Male Employees	Occupational Stress
b) Rural Employees	b) Female Employees	

➢ SAMPLE SELECTION PROCEDURE:

For the study one hundred twenty samples were selected from the clerical based employees in the State of Maharashtra. Out of this sample, sixty clerical based employees (30 Male employees and 30 Female employees) were chooses from urban region and same way sixty clerical based employees (30 Male employees and 30 Female employees) were chooses from rural region. The sample age range was between 35 and 60 years. The random sampling method was used for the selection of the samples. In it, the purposive sampling technique was used for the selection of the samples. The study type of region and type of gender were independent variable and level of occupational stress was dependent variable.

➢ OPERATIONAL DEFINITIONS:

➢ Occupational Stress:

In this study those employees have achieved more score (above 151 score) from the occupational stress index are called high level occupational stress employee. On the other hand those employees have achieved low score (below 46 score) from the occupational stress index are called low level occupational stress employee.

a) Employee

In this study, employee terms are used for males or females who have been working in any sector for the last five years on a clerical-based job.

➢ STUDY MATERIALS:

1. **Occupational Stress Index (OSI):**

The Occupational Stress Index is developed by Dr. A. K. Srivastava and Dr. A. P.Singh in 1984. The scale consists of 46 items, each was to be rated on five point scale. Out of 46

items 28 are 'true-keyed' and rest 18 are 'false-keyed'. The high score indicate higher level occupational stress. The reliability index ascertained by split-half (odd-even) method and Cronbach's alpha-Coefficient for the scale as a whole were found to be 0.935 and 0.90 respectively.

STATISTICAL ANALYSIS AND RESULTS

In this part, the investigator has explained impact of region and gender differences on occupational stress index of employees. The investigator has analyzed the data in following manner.

Table:1 Shows the assessing normality of the variable Occupational Stress

Variable	Descriptive Statistics		Statistic	Std. Error
Occupational Stress	Mean		132.5667	0.78302
	95% Confidence Interval for Mean	Lower Bound	131.0162	
		Upper Bound	134.1171	
	5% Trimmed Mean		132.6759	
	Median		134.0000	
	Variance		73.575	
	Std. Deviation		8.57761	
	Minimum		110.00	
	Maximum		156.00	
	Range		46.00	
	Inter quartile Range		12.00	
	Skewness		-0.187	0.221
	Kurtosis		0.179	0.438

The table 1 indicates that the trimmed mean value (132.6759) is very close simple mean (132.5667). The trim statistic, which is the mean of the distribution with the top 5 percent and the bottom 5 percent of values, is removed. The purpose of this trimming is to obtain a measure of central tendency that is unaffected by extreme values. Hence, we confidently explain that our simple mean is not affected by extreme values, and indicates that there is not a single outlier in our data. (Sheridan, J. Coakes, 2006).

In the table 1. Skewness value is negative and indicate that distribution is somewhat negatively skewed, and kurtosis value is negative and indicate that distribution is flatter (Platykurtic) but the shape of the distribution is considered normal.

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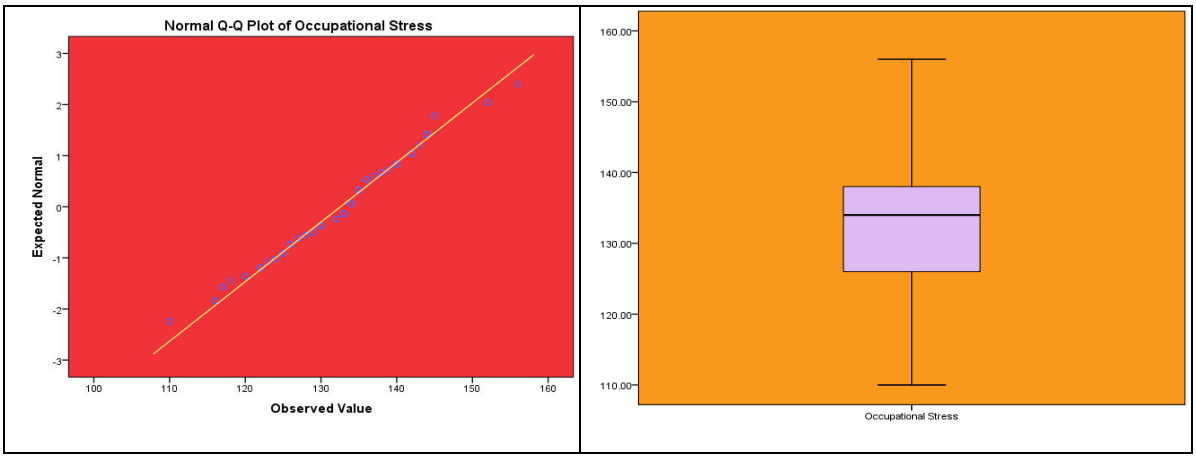
Graph -1: Shows the normality of the data of variable Occupational Stress Plots



Above is a histogram 1 indicates of variable Occupational Stress. The shape of the distribution is considered normal.

Table:2:Shows descriptive statistics of the occupational stress on the basis of each cell.

Type of Region	Type of Gender	Mean	SD	N
Urban Employees	Male Employees	130.6667	11.01827	30
	Female Employees	135.5667	7.10358	30
	Total	**133.1167**	**9.51732**	**60**
Rural Employees	Male Employees	130.0000	8.80830	30
	Female Employees	134.0333	5.51164	30
	Total	**132.0167**	**7.56327**	**60**
Total	Male Employees	130.3333	9.89550	60
	Female Employees	134.8000	6.35076	60
	Total	**132.5667**	**8.57761**	**120**

Table:3: Shows the difference in Occupational Stress among the urban and rural employees.

Variable	Type of Region	N	Mean	SD	t	p
Occupational Stress	Urban Employees	60	133.17	9.517	0.701	NS 0.05
	Rural Employees	60	132.12	7.563		

Significant Level at 0.05=1.980, 0.01=2.617

Table no. 3 it is observed that the mean value of the urban employees is 133.17, and the SD value is 9.517 and the other hand, the mean value of the rural employees is 132.12, and SD value is 7.563 on occupational stress. The obtained 't' value is 0.701. Which is not

significant at 0.05 level. Hence it is concluded that there is a insignificant difference found in the level of occupational stress among the urban and rural employees. As per the manual both are normal level on occupational stress.

Table:4: Shows the difference in occupational stress among the male and female employees

Variable	Type of Gender	N	Mean	SD	t	p
Occupational Stress	Male Employees	60	130.33	9.895	2.943	Sig. 0.01
	Female Employees	60	134.80	6.350		

Significant Level at 0.05=1.980, 0.01=2.617

Table no. 4 it is observed that the mean value of the male employees is 130.33, and the SD value is 9.895 and the other hand, the mean value of the female employees is 134.80, and SD value is 6.350 on occupational stress. The obtained 't' value is 2.943. This is significant at 0.01 levels. Hence it is concluded that there is a significant difference found in the level of occupational stress among the male and female employees. As per the manual both are normal level on occupational stress but female employees found have high level occupational stress than male employees.

Table:5: Shows summary of ANOVA of the dependent variable Occupational Stress

Source	Sum of Squares	df	Mean Square	F	Sig	Partial Eta Squared
Type of Region	36.300	1	36.300	0.519	0.473	0.004
Type of Gender	598.533	1	598.533	8.556	0.004	0.069
Type of Region X Type of Gender	5.633	1	5.633	0.081	0.777	0.001
Error	8115.000	116	69.957			
Total	2117626.000	120				
Corrected Total	8755.467	119				

Significant Level, df (1,116) ---- 0.05 = 3.92 0.01= 6.85
Eta Squared effect size, 0.01= small 0.06= moderate 0.14= large effect (Cohen, 1988)

From the table 5 a two-way ANOVA was conducted that examined the effect of type of region and gender on individual's occupational stress. Our dependent variable, occupational stress, was normally distributed for the groups formed by the combination of the type of region, such as urban and ruural employees as well as gender such as male and female employees as assessed by the histogram, skewness and kurtosis.

There was homogeneity of variance between groups as assessed by Levene's test for equality of error variances.

There is insignificant interaction between the effects of type of region and gender on individuals occupational stress, F (1,116) = 0.081, P > 0.05.

The main effects analysis showed that for type of region is not significant, F (1,116) =0.519, P>0.05. Therefore, type of region is found insignificantly influences on occupational stress of individuals. The urban and rural employees have found equal level on their occupational stress. On the basis of the description in hypothesis No. 1: are accepted. Because, there is insignificant difference found in occupational stress among the employees of urban and rural. It means, region of the employees is not contributory factor to decide their level of occupational stress.

The main effects analysis showed that for type of gender is significant, F(1,116) =8.556,P<0.01. Therefore, type of gender is significantly influences on occupational stress of individuals. The female employees have found high level occupational stress than male employees. On the basis of description in, hypothesis No. 2: are rejected. It means, gender difference is contributory factor to decide the occupational stress of employees.

Table:6: Shows the difference in occupational stress among the urban male and female

Variable	Type of Gender	N	Mean	SD	t	p
Occupational Stress	Urban Male Employees	30	130.66	11.018	2.047	Sig 0.05
	Urban Female Employees	30	135.56	7.103		

Significant Level at 0.05=2.000, 0.01=2.660

Table no.6 it is observed that the mean value of the urban male employees is 130.66, and the SD value is 11.018 and the other hand, the mean value of the urban female employees is 135.56, and SD value is 7.103 on occupational stress. Obtained 't' value is 2.047. It is significant at 0.05 levels. Hence it is concluded that there is significant difference found in the level of occupational stress among the male and female urban employees. As per the manual, urban male and female employees have found moderate level occupational. On the basis of description in, hypothesis No: 3 are rejected. Because, the urban female employees found have high level occupational stress than urban male employees.

Table:7: Shows the difference in occupational stress among the urban male and female

Variable	Type of Gender	N	Mean	SD	t	p
Occupational Stress	Rural Male Employees	30	130.00	8.808	2.126	Sig 0.05
	Rural Female Employees	30	134.03	5.511		

Significant Level at 0.05=2.000, 0.01=2.660

Table no.7 it is observed that the mean value of the rural male employees is 130.00, and the SD value is 8.808 and the other hand, the mean value of the rural female employees is 134.03, and SD value is 5.511 on occupational stress. Obtained 't' value is 2.126. It is significant at 0.05 levels. Hence it is concluded that there is significant difference found in the level of occupational stress among the male and female rural employees. As per the manual, rural male and female employees have found moderate level occupational. On the

basis of description in, hypothesis No: 4 are rejected. Because, the rural female employees found have high level occupational stress than rural male employees.

IMPLEMENTATIONS

The present study findings can be beneficial and helpful for counselors, society member, psychologists to understanding impact of region and gender on occupational stress of employees. Also, these study findings can be beneficial for national and international research scholars.

CONCLUSIONS

1. Type of region is found insignificantly influences on occupational stress of individuals. The urban and rural employees have found equal level on their occupational stress. It means, region of the employees is not contributory factor to decide their level of occupational stress.
2. Type of gender is significantly influences on occupational stress of individuals. The female employees have found high level occupational stress than male employees. It means, gender difference is contributory factor to decide the occupational stress of employees.
3. There is significant difference found in the level of occupational stress among the male and female urban employees. The urban female employees found have high level occupational stress than urban male employees.
4. There is significant difference found in the level of occupational stress among the male and female rural employees. The rural female employees found have high level occupational stress than rural male employees.

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