

EXPLORING THE MAJOR FACTORS INFLUENCING OCCUPATIONAL STRESS AMONG CONSTRUCTION WORKERS

B. Durga Devi, Reg. No.19221281012002, Ph.D Research Scholar (Part Time-Internal), Commerce Research Center, St. Xavier's College (Autonomous), Palayamkottai & Assistant Professor of Commerce, A.P.C. Mahalaxmi College for Women, Thoothukudi affiliated to Manonmaniam Sundaranar University, Tirunelveli.

Email id: bdurgadevi23@gmail.com

Dr. S. Anthony Rahul Golden, Assistant Professor of Commerce, St. Xavier's College (Autonomous), Palayamkottai affiliated to Manonmaniam Sundaranar University, Tirunelveli.

Email id: kvsrahul@gmail.com

ABSTRACT

Occupational stress among construction workers is a crucial concern in today's fast-paced and demanding work environment. Construction sites are known to be challenging work setting due to high risk nature of the job, physical demands, time pressure and constantly changing conditions. The main of the study is to examine the important factors which influenced by occupational stressors that these the workers face and their impact on their mental and physical well-being. It is important to understand the stressors that construction workers encounter on a daily basis. This stressor can stem from work related factors such as long working hours, tight deadlines, job insecurity and frequent changes in work environment, poor interpersonal relationship, excessive workload and lack of control over work related decision. Additionally, construction workers may also face stressors outside of work such as financial burdens, family issues and health concerns. It highlights the need for interventions and support systems to alleviate the stressors faced by construction workers. Both Primary and secondary data were used for this study, 120 sample respondents were taken randomly for analysis purpose. Based on the findings, the researcher recommendations can be made for implementing measures such as training programs, improving safety standards, providing mental health support, and fostering better work-life balance to enhance overall well-being.

Keywords: Occupational stress, Factors, Physical and Mental stress and Construction Workers

Introduction

The Health and Safety Executive (HSE) defines stress as the 'adverse reaction people have to excessive pressure or other types of demands placed on them'. Occupational stress, or workplace stress in this context, refers to stress experienced as a direct result of a person's occupation. Construction Industry is one of fastest growing industries of India with annual growth of 10%. According to report of National Commission for Enterprises in the Unorganized sector (NCEUS) 2006, in India about 340 million (roughly 92% of total workers) workforce is engaged in unorganized sector of which around half of them are alone from the construction industry.

Stress can be considered as the body's response to frequent and /or continuous mismatch between an individual's demands and the individual's ability to cope with them. Stress is deeply ingrained into the everyday vernacular, which makes it difficult to establish a singular ontological position around it. It is a challenging construct to pin down from a definitional point of view because we have different types of stresses being experienced by different entities (e.g., individual, medical, organizational, and environmental). Stress can be both personal and work-related. Personal stress is experienced by an individual by being in situations, conditions, or events that hinder desired outcomes in life and negatively impact the health or well-being of the individual and/or his/her loved ones. On the other hand, work-related stresses result from situations, conditions, or events that are directly attributable to an individual's place of work and that cause physiological, psychological, and behavioral responses.

Occupational stress is the interaction of the conditions of work. Workers who are stressed are more likely to be unhealthy, poorly motivated, less productive and less safe at work. Psychosocial stresses like job uncertainty, sexual harassment and wage and gender discrimination in Construction workers. These factors like Job satisfaction, social support might influence the prevalence of musculoskeletal symptoms like chronic low back pain in construction workers might be due to awkward posture and repetitive nature of work.

Psychological stress develops among construction workers is due to heavy work load, fixed time frame, lack of training, poor communication among workers as well as with supervisors, inadequate room for innovation, lower wages, ambiguity of job requirement,

inadequate knowledge of site work, long working hours, tight working schedules and unfavorable working conditions etc.

Statement of the problem

Stress, in general, and occupational stress, in particular, is a fact of modern day life that seems to have been on the increase. The topic is, therefore, still popular, although it occupies academics' and practitioners' attention now for more than half a century. Many of the factors that generate stress—or stressors—are psycho-social in nature. Moreover, it is generally accepted in the literature that people react differently to exposure to these factors. Occupational stress is something that all are face as employees and employers and they are all handles it differently. It is a mismatch between the individual capabilities and organizational demands. Stress not only affects the physical, psychological and financial balances of employees who are burn out, exhausted or stressed, as they losses more working days there by a decrease in productivity and increase in cost to money. However, research on occupational stress factors on construction workers has been limited. Thus, it is important to identify the factors that influence the work stress of construction workers.

Objective of the study

The following objectives are focused in this study

1. To determine the factors lead to occupational stress among construction workers.
2. To identify the level of stress in construction workers.

Methodology

The researcher methodology depicts the research process and serves as guidance for the research to carry out this study

Research Design	Descriptive Research
Study Area	Thoothukudi city
Study Population	Contractors and workers working in various construction site
Sample Size	120 (contractors and workers)
Sampling Method	Random sampling
Nature of Data	Both Primary and Secondary
Sources of Primary Data	Interview schedule

Sources of Secondary Data	Journals, Website and Previous research Report
Statistical Tools	Percentage analysis, Garrett ranking method

Analysis & Interpretation

The brief analysis and interpretation discussed below

Percentage Analysis

It is applied to create a contingency table from the frequency distribution for using the demographical characteristic of the respondents.

Table 1: Demographic profile of the respondents

Particulars		No.of.Respondents	% of respondents
Gender	Male	82	68
	Female	38	32
	Total	120	100
Age	Upto 20	8	6
	21-40	48	40
	41-60	47	39
	Above 60	17	15
	Total	120	100
Educational Qualification	Illiterate	56	47
	Primary	27	23
	Higher secondary	25	20
	Degree	12	10
	Total	120	100
Marital Status	Married	86	72
	Unmarried	34	28
	Total	120	100
Occupation	Mason	32	27
	Helper	88	73
	Total	120	100
Daily wages	Upto Rs.400	26	22
	Rs.401 to Rs.600	46	38
	Rs.601 to Rs.800	16	13
	Above Rs.800	32	27
	Total	120	100
Work Experience	Upto 10 years	23	19
	11 to 20 years	58	48
	Above 20 years	39	33
	Total	120	100

Source: Primary Data

The above table clearly explains the respondents' demographic details like gender, age, qualification, marital status, occupation, wages and their Work experience. It is evident from the

above table majority of the respondents are male. Most of the respondent comes under the age group of 21-40 years and 72 percent they got married. Regarding their qualification most of the respondents are illiterate. In occupation level most of their doing work at helper stage. 38percent of the respondents getting wages like Rs.401-Rs.600. 48 per cent of them have 11-20 years of experience in their field.

Garratt Ranking Technique

Garratt's ranking is used to find out various factors influencing in occupational stress by construction workers. The ranks obtained are converted into score with the help of Garrett's table.

Table 2: Various Factors Influencing to Occupational stress

S.No	Factors	Garrett Mean score	Rank
1.	Gender discrimination	52.86	IV
2.	New Technology	41.15	XI
3.	Lack of communication	48.04	VI
4.	Sexual Harassment	43.24	VIII
5.	Heavy workload	56.78	I
6.	Lack of Social Support	46.10	VII
7.	Job insecurity	53.98	III
8.	Uncomfortable work environment	50.9	V
9.	Wage discrimination	54.42	II
10.	Work life balance	40.70	X

Source:Primary data

Garrett ranking technique is used by the researcher, to determine the stress factors which Influenced by the construction workers. "Heavy workload" got first rank with the garrett mean score of 56.78, "Work life balance" got tenth rank with the garrett mean score of 40.70. It shows that number of construction worker having a lot of stress in their occupation like heavy workload and Work life balance is not much affected by the construction workers for creating stress.

Factor Analysis

Factor analysis is used to identify which level of stress having construction workers at construction Industry.

Table 3: Varimax Orthogonal Rotated component Matrix

S.NO	Level of stress	1	2	3	4
1.	Depression	0.745	0.143	0.199	0.102
2.	Anxiety	0.669	0.008	0.166	0.057
3.	Lack of Concentration	0.699	0.064	0.045	0.070
4.	Sleeping difficulties	0.266	0.729	0.488	0.004
5.	Muscular ache pain	0.254	0.686	0.518	0.024
6.	Alcohol & drug addict	0.234	0.669	0.736	0.070
7.	Suicidal behavior	0.118	0.240	0.725	0.071
8.	Increase Accident at cite	0.099	0.001	0.248	0.714

Source: Computed data

Rotated factor loadings for 4 factors with 8 statements relating to factors helps to find out the various level of stress in construction industry. It is clear from the above table that all the 8 statements which has factor loading more than 0.5 is extracted into four factors namely F1, F2, F3, F4

F1 relates to Stress at Psychological level

F2 relates to stress at Physical level

F3 relates to stress at Behavioural level

F4 relates to stress at Organizational level

Psychological level stress like depression, anxiety and lack of concentration. Physical level stress like sleeping difficulties and muscular ache pain. Behavioral level stress like Alcohol & drug addict and suicidal behavior. Increase Accident in working site is one of the main factors in organizational level stress.

Suggestions

Male workers they are getting dominant position in the construction industry like mason. Female only getting the least position like helper. This will also cause gender wage discrimination factor. Most of the respondents are illiterate they having only the highest working experience in this sector. This will may be create a lot of conflict between the builders and employees. lot of stress having by the respondents who are all come under the age group of 40 years due to heavy workload behind of balancing their work place as well as families.

Conclusion

Occupational stress is recognized as world-wide major challenges to workers' health and the healthiness of their industry. The reality may be that the worker saying this is, in fact, experiencing an occupational stress level. Work related stress is response people may have when presented with work demand and pressure that are not matched to their knowledge and abilities and which challenges their ability to cope. There are so many problems faced by the workers at the construction site it causes by occupational stress. Builders or supervisor should also consider implementing flexible work schedules, job rotation and breaks to alleviate the physical burdens of the work. Commonly the government should taken the necessary steps regarding how to overcome the stress in construction industry

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