



## OCCUPATIONAL STRESS AMONG PERSONNEL'S OF DIFFERENT CATEGORIES FROM BANARAS HINDU UNIVERSITY

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### Abstract

The aim of the study was to compare the Occupational Stress among personnel's of different categories from Banaras Hindu University. For the purpose of the study, 90 male personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's were selected randomly on the basis of simple random sampling & Purposively as a sample. The subjects were selected from BHU, Varanasi. The age level of the subjects was ranging from 20 to 65 years. Occupational Stress Index constructed and standardized by Prof. A. K. Srivastava and Prof. A. P. Singh was used. The data was analyzed by applying Descriptive statistics and Analysis of variance (ANOVA) to compare the Occupational Stress among personnel's of different categories from Banaras Hindu University. The level of significance was set at 0.05. The results of the study revealed that the F- value 0.316 was found to be insignificant at  $P > 0.05$  among personnel's of different categories from Banaras Hindu University. It is concluded that there were insignificant difference found among personnel's of different categories from Banaras Hindu University.

**Keywords:** Occupational Stress, Teaching and Non-Teaching.

### Introduction

The Modern world, which is said to be a world of achievements, is also a world of stress. One find stress everywhere, whether it be a family, a business organization/enterprise or any other social or economic organization. The extent of stress is, however, a matter of degree. Some organizations are more harmonious whereas others have greater friction and tension. Stress in organizations has been defined in terms of misfit between a person's skills and abilities and the demand of his/her job and as a misfit in terms of a person's need not being fulfilled by his job environment. Cooper and Marshall (1976) are of the view that by occupational stress is meant environmental factors or stressors such as work overload, role conflict, role ambiguity, and poor working conditions associated with a particular job. Currently, job stress has become a prominent work related research topic. Job stress is generally defined in the times of relationship between person and environment. Mc Grath (1976) has noted that a stress involves an interaction of person and environment. To define stress he said, "there is potential for stress when an environmental situation is perceived as presenting demand which threatens to exceed the person's capabilities and resources for meeting it, under conditions where he expects a substantial differential in the rewards and costs from meeting the demand versus not



meeting it". Margolis and Kores (1974) defined job stress as a condition worth interacting with worker characteristics to disrupt Psychological and Physiological homeostasis. The casual situation conditions are job stresses and the disrupted homeostasis is job related strain. The occupational Stress Index purports to measure the extent of stress which employee's perceive arising from various constituent and conditions of their job. However, stress researchers have developed the scales which measure the stress arising exclusively from job roles (Rizzo et al 1970; Pareek 1981). The tool may conveniently be administered to the employees of every level operating in the context of industries or other non-production organizations. However it would prove more suitable for the employees of supervisory level and above.

### Methodology

For the purpose of the study, 90 male personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's were selected randomly on the basis of simple random sampling & Purposively as a sample. The subjects were selected from BHU, Varanasi. The age level of the subjects was ranging from 20 to 65 years. The subjects were evaluated for their Occupational Stress during the relaxing period i.e., data were obtained during normal condition.

For purpose of the study Occupational Stress Index constructed and standardized by Prof. A. K. Srivastava and Prof. A. P. Singh was used. The data was analyzed by applying Descriptive statistics and Analysis of variance (ANOVA) to compare the Occupational Stress among personnel's of different categories from

Banaras Hindu University. The level of significance was set at 0.05.

### Analysis of Data and Results of the study

The data was analyzed by applying Descriptive Statistics i.e. Mean, Standard Deviation etc. in order to compare the significant difference among personnel's of different categories from Banaras Hindu University. Further, Analysis of Variance (ANOVA) technique was used to determine significant difference among personnel's of different categories from Banaras Hindu University. The level of significance was set at 0.05 levels.

TABLE 1  
DESCRIPTIVE STATISTICS OF PERSONNEL'S OF DIFFERENT CATEGORIES FROM BHU, VARANASI IN RELATION TO OCCUPATIONAL STRESS

Personnel's from Teaching/ at pat Teaching		Personnel's from Non-Teaching		Personnel's from Physical Education	
Mean	136.10	Mean	136.33	Mean	131.87
Standard Error	4.23	Standard Error	3.04	Standard Error	5.73
Standard Deviation	23.18	Standard Deviation	16.65	Standard Deviation	31.98
Sample Variance	537.33	Sample Variance	277.33	Sample Variance	985.84
Kurtosis	-1.306	Kurtosis	-.165	Kurtosis	6.772
Skewness	-.309	Skewness	-.534	Skewness	2.466
Range	67.00	Range	67.00	Range	142.00
Minimum	100.00	Minimum	97.00	Minimum	93.00
Maximum	167.00	Maximum	164.00	Maximum	235.00
Count	30	Count	30	Count	30

It is evident from table – 2 that mean and standard deviation scores of Personnel's of Different Categories from BHU Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's in relation to Occupational Stress has been found 136.10, 136.33 & 131.87 and 23.18, 16.65 & 31.98 respectively and range of score was 67, 67 & 142 respectively where as standard error was found 4.23, 3.04 & 5.73 respectively.



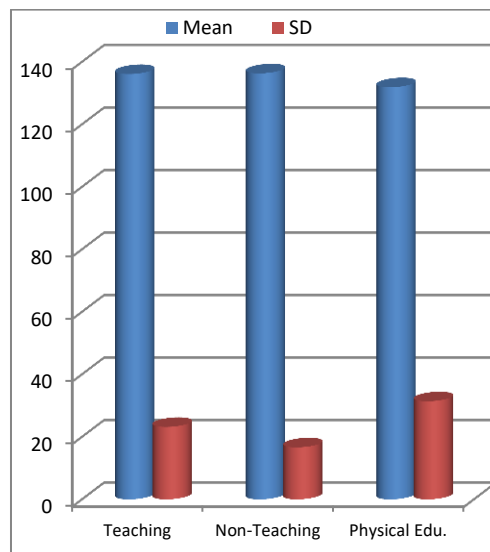
TABLE 2  
ANALYSIS OF VARIANCE OF PERSONNEL'S OF DIFFERENT CATEGORIES FROM BHU, VARANASI IN RELATION TO OCCUPATIONAL STRESS

Source of Variation	Sum of Squares	df	Mean Square	F-Value
Between Groups	379.267	2	189.633	0.316
Within Groups	52214.833	87	600.170	

\* Significant at 0.05 level of significance  $F_{0.05}(2, 87) = 3.09$

Table- 4 revealed that there was insignificant difference among Personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's in relation to Occupational Stress, as obtained F-ratio was 0.316, which was lower than the tabulated value of 3.09, required for F-ratio to be significant at 0.05 level with (2, 87) degree of freedom.

Since the one way analysis of variance was found insignificant in relation to Occupational Stress, the least significant difference (LSD) test was not applied in order to find out the differences of the paired means among Personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's. The graphical representation of means among Personnel's of different categories from BHU, Varanasi i.e. thirty from Teaching/at pat Teaching, thirty from Non-Teaching, thirty from Physical Education personnel's in relation to Occupational Stress has been presented in figure no.1.



### Conclusion

From the findings of the study it was evident that the insignificant difference was found among personnel's of different categories from BHU, Varanasi in relation to Occupational Stress. The findings may be attributed to the fact that occupational stress is meant environmental factors or stressors such as work overload, role conflict, role ambiguity, and poor working conditions associated with a particular job.

Occupational Stress among personnel's of different categories from BHU, Varanasi, the observed sequence of performance was found as Non-Teaching Personnel's > Teaching/at pat Teaching Personnel's > Physical Education personnel's in relation to Occupational Stress. The reason for this may be due to the different nature of work from different categories of Personnel's from BHU, Varanasi.



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