



## **INFLUENCE OF PERSONAL VARIABLES ON OCCUPATIONAL STRESS AMONG THE EMPLOYEES IN PRINT MEDIA**

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### **ABSTRACT**

*The present research attempts to examine the influence of personal variables in occupational stress. The study examines the frequency of occupational stress with reference to print media in Tiruchirappalli district, TamilNadu, India. The extent of occupational stress were examined on its five sub-scales, i.e. mental state at office, mental state at work, mental state with co-workers, control over stress, work-home balance of occupational stress index. It was hypothesized that there will be influence of personal variable on all 5 subscales of occupational stress. This data was collected on 60 employees in print media, Tiruchirappalli District. T-test and one way- ANOVA analysis was done among all the five subscales of occupational stress on both the dimensions. Results of the study shows that there is meaningful relationship between personal variables of the employees and five scale of occupational stress index.*

**KEY WORDS:** Occupational Stress, Mental State at Office and Work

## I. INTRODUCTION

Occupational stress is a relatively new marvel of the modern world. The nature of work has gone through drastic and dramatic changes over the last century and is still changing at a full pace. It has touched almost all professions starting from an artist to a surgeon or a commercial pilot to a sales executive. With change inevitably comes stress. Professional or job stress poses a great threat to physical wellbeing. Job related stress in the life of pre-arranged workers, consequently, affects the health of organisations. India is a vast country and is peculiar in itself for its diverse culture and atmosphere. India's diversity is visible in its social and economic setup. In every organization employees are facing increasing pressure to be effective at work. Modern business, demands high quality performance, short response times, long working hours and heavy workloads. When an employee has a problem, the performance in workplace is likely to be affected. It therefore makes sense to take the best care of employees and the psychological needs. In the current situation, occupational stress is prevalent in all organisations at all levels without any discrimination at any stage. In particular this stress is seen at a higher level in jobs where deadlines and targets play an important role. Occupational stress affects in several ways. The performance differs on the basis of the working conditions, nature of work, skill and effort of the individual employee. Let us now see how occupational stress affects an employee's performance, (a) the inability to complete the work effectively in spite of knowing the hope of that work, (b) absence of support from co-employees due to change in individual behavioural patterns affected by occupational stress, (c) delay in completion of the work when handled with stress, (d) depreciation of the right to choose the method of working. Occupational stress impacts the print media, employee mental state at office, mental state at work, mental state with co-workers, employees control over stress and work-home balance.

## II. RELATED LITERATURE

**Dhanabhakym M., Naveen Sulthana F, (2015),** studied that, occupational stress has become increasingly common in teaching profession as well. Teachers are put to distress due to failure of the school to meet the social needs and the job demands of the teachers. Teachers are over-burdened with regular teaching load and for a healthy growth of teacher's personality, occupational satisfaction is a necessary condition. With changing social economic scenario and increasing unemployment, teachers are subject to increasing stresses and hassles.

**Karshan B. Chothani., (2015)**, reported that human beings have a variety of organic, mental and common needs, stress occur to them when these needs are not promptly and easily satisfied. It can be said that some drastic changes need to be made in the banking profession, which help to decrease the work load of staffs. A superior employee should have commitment towards his clients, co-workers, society and top management. Higher pay scales and perks and less rigidity along with improved work atmosphere is the main reason for the younger generation to prefer banking profession as a serious option.

**Vivekanandan K, Aswini P.M, Parthasarathy K, (2015)**, reported that, there is a meaningful relationship between employee talent management and occupational stress in print media. There is scope for developing and maintaining talent of employees in the organisation. If the organisation considers and perform the above said aspects correctly employees would not feel stress and mental pressure. Stress is cause of unsuitable job condition, heavy work load, long working hours, working on part time basis and weak relationship between the employees.

**Apeksha Gulavani<sup>1</sup>, Mahadeo Shinde, (2014)**, found that, assessing occupational stress and job satisfaction among nurses working in tertiary care hospitals and found that the correlations between occupational stress and job satisfaction among nurses. Stress and job satisfaction of nurses had a direct effect on the quality of care provided to the patient. It was concluded that to improve the performance of nurses measures to reduce stress and improve job satisfaction associated with compensations and independence should be taken.

**Krishnakumar<sup>1</sup> R. and S. Lalitha, (2014)**, studied that emotionally intelligent people do extremely well at work places. Occupational stress exists everywhere, in all organisations and at all level of workers. Stress was the result of the inability of a worker in completing his job.

**Kumar T and Pragadeeswaran S, (2011)**, pointed out, the major aim of this research was to explore the experiences of the executives in coping with occupation related stress using spiritual quotient. It was evident that if the executives with low stress level had high spiritual quotient level and a low spiritual quotient level had increase in the stress level.

### **III. PROBLEM AND OBJECTIVES**

There has been no known scientific research regarding the influence of personal variables in occupational stress among the employees in print media, Tiruchirappalli town of south India. The formulated objectives of the study are as follows:

- To find out the general profile of the respondents of the study

- To study the influence of marital status of the respondents on dimensions of occupational stress among the employees of print media.
- To find out the influence of family type of the respondents on dimensions of occupational stress.

#### **IV. RESEARCH METHODOLOGY**

This research is focused on the employees of print media, Tiruchirappalli town in the State of Tamilnadu, South India. The sample of 60 workers at the print media (12 companies), were randomly selected by the researchers at the organization. The researchers placed no requirements on the workers while taking the samples. The sample universe is 756 employees. Out of which, 60 respondents (employees) from the study area are selected, which consists of the 9% of the total number of employees working in the study area. A questionnaire was developed and field tested for the present study. The questionnaire was evaluate on its five sub-scales, i.e. mental state at office, mental state at work, mental state with co-workers, control over stress and work-home balance of occupational stress index. The primary data was collected from 60 respondents in the study area. The collected data was compiled, processed and analyzed.

For the purposes of this research, the questionnaire was used to gather the required information. In an attempt to make it helpful for both the researchers and the print media, and so as not to disrupt operations at the companies, the researchers visited the companies frequently and collected the data from the respondents by giving the questionnaire. The questionnaire was given to the employees chosen to individual question on the questionnaire on a 5 point scales. While the respondents answer the questionnaire, if they find any difficulty or uncertainty the researchers attended them to solve their problem and got the reliable data. Once the data were collected from the respondents, the researchers coded the data as given in the scoring keys along with the questionnaire. The scores are entered into Microsoft Excel spreadsheet and later on for analysis with the Statistical Package for the Social Sciences (SPSS). One-way ANOVA and T-test were done for analyzing the variance between dependent and independent variables of the study.

#### **V. HYPOTHESES, TEST AND RESULTS**

The hypotheses for this study are all null-hypotheses only and these will follow now along with the relevant tests and interpretations. This task of the researchers is to accept or reject the null-hypotheses after the relevant tests

**Major Hypothesis 1: There will be no significant difference between marital status and dimensions of occupational stress of the respondents**

*Sub-Hypothesis 1 (a):* There will be no significant difference between marital status of the respondents and their mental state at office

**Table: 1 Difference between marital status and mental state at office of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Mental State at Office	Equal variances assumed	3.351	0.072	0.161	58	0.873	0.171	1.067
	Equal variances not assumed			0.166	57.44	0.869	0.171	1.035

From the data analysis presented in table-1, revealed that there is no significant difference between marital status of the respondents and their mental state at office. Hence, the calculated value more than table value ( $p < 0.05$ ). So the research sub-hypothesis 1(a) is accepted.

*Sub-Hypothesis 1 (b):* There will be no significant difference between marital status of the respondents and their mental state at work

**Table: 2 Difference between marital status and mental state at work of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Mental State at Work	Equal variances assumed	.932	.338	2.09	58	.041	1.77	.848
	Equal variances not assumed			2.09	55.44	.041	1.77	.849

From the data analysis presented in table-2, revealed that there is a significant difference between marital status of the respondents and their mental state at work. Hence, the calculated value less than table value ( $p < 0.05$ ). So the research sub-hypothesis 1(b) is rejected.

**Sub-Hypothesis 1 (c):** There will be no significant difference between marital status of the respondents and their mental state with co-workers

**Table: 3 Difference between marital status and mental state with co-workers of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Mental State with Co-workers	Equal variances assumed	2.477	.121	1.945	58	.057	2.939	1.511
	Equal variances not assumed			1.988	57.981	.051	2.939	1.478

From the data analysis presented in table-3, revealed that there is a significant difference between marital status of the respondents and their mental state with co-workers. Hence, the calculated value less than table value ( $p < 0.05$ ). So the research sub-hypothesis 1(c) is rejected.

**Sub-Hypothesis 1 (d):** There will be no significant difference between marital status of the respondents and their control over stress

**Table: 4 Difference between marital status and control over stress of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Employees Control over stress	Equal variances assumed	1.547	.219	.837	58	.406	.686	.820
	Equal variances not assumed			.819	49.298	.417	.686	.838

From the data analysis presented in table-4, revealed that there is no significant difference between marital status of the respondents and their control over stress. Hence, the calculated value more than table value ( $p < 0.05$ ). So the research sub-hypothesis 1(d) is accepted.

**Sub-Hypothesis 1 (e):** There will be no significant difference between marital status of the respondents and their opinion about work-home balance

**Table: 5 Difference between marital status and work-home balance of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Work-Home Balance	Equal variances assumed	1.648	.204	3.175	58	.002	4.060	1.278
	Equal variances not assumed			3.262	57.749	.002	4.060	1.244

From the data analysis presented in table-5, revealed that there is a significant difference between marital status of the respondents and their opinion about work-home balance. Hence, the calculated value less than table value ( $p < 0.05$ ). So the research sub-hypothesis 1(e) is rejected.

### Results

Keeping the interpretations of sub hypotheses 1(a) – 1(e), the researcher & concluded the major hypothesis 1 that “there are significant difference between marital status of the respondents and dimensions of occupational stress such as mental state at office, mental state at work, mental state with co-workers, control over stress and work-home balance of the respondents in the study area”, except the mental state at office and control over stress of the respondents of the study.

### Major Hypothesis 2: There will be difference between family type and dimensions of occupational stress of the respondents

*Sub-Hypothesis 2 (a):* There will be no significant difference between family type of the respondents and their mental state at office

**Table: 6 Difference between family type and mental state at office of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Mental State at Office	Equal variances assumed	.470	.496	-1.484	58	.143	-1.547	1.042
	Equal variances not assumed			-1.482	57.478	.144	-1.547	1.043

From the data analysis presented in table-6, shows that there is no significant difference between family type of the respondents and their mental state at office. Hence, the calculated value more than table value ( $p < 0.05$ ). So the research sub-hypothesis 2(a) is accepted.

**Sub-Hypothesis 2 (b):** There will be no significant difference between family type of the respondents and their mental state at work

**Table: 7 Difference between family type and mental state at work of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Mental State at Work	Equal variances assumed	1.096	.300	-.570	58	.571	-.498	.873
	Equal variances not assumed			-.573	57.739	.569	-.498	.869

From the data analysis presented in table-7, revealed that there is no significant difference between family type of the respondents and their mental state at work. Hence, the calculated value more than table value ( $p < 0.05$ ). So the research sub-hypothesis 2(b) is accepted.

**Sub-Hypothesis 2 (c):** There will be no significant difference between family type of the respondents and their mental state with co-workers

**Table: 8 Difference between family type of the respondents and their mental state with co-workers**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Mental State with Co-workers	Equal variances assumed	.113	.738	.349	58	.728	.541	1.551
	Equal variances not assumed			.348	56.347	.729	.541	1.556

From the data analysis presented in table-8, revealed that there is no significant difference between family type of the respondents and their mental state with co-workers.

Hence, the calculated value more than table value ( $p < 0.05$ ). So the research sub-hypothesis 2(c) is accepted.

**Sub-Hypothesis 2 (d):** There will be no significant difference between family type of the respondents and their control over stress

**Table: 9 Difference between family type and control over stress of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Employees Control over stress	Equal variances assumed	.221	.640	-2.144	58	.036	-1.695	.790
	Equal variances not assumed			-2.134	55.824	.037	-1.695	.794

From the data analysis presented in table-9, revealed that there is a significant difference between family type of the respondents and their control over stress. Hence, the calculated value less than table value ( $p < 0.05$ ). So the research sub-hypothesis 2(d) is rejected.

**Sub-Hypothesis 2 (e):** There will be no significant difference between family type of the respondents and their opinion about work-home balance

**Table: 10 Difference between family type and work-home balance of the respondents**

		Levene's Test for Equality of Variances		t-test for Equality of Means		t-test for Equality of Means		
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Work-Home Balance	Equal variances assumed	1.153	.287	-2.614	58	.011	-3.410	1.304
	Equal variances not assumed			-2.636	56.112	.011	-3.410	1.293

From the data analysis presented in table-10, revealed that there is a significant difference between family type of the respondents and their opinion about work-home balance. Hence, the calculated value less than table value ( $p < 0.05$ ). So the research sub-hypothesis 2(e) is rejected.

## Results

Keeping the interpretations of sub-hypotheses 2(a)-2(e), concluded the major hypothesis 2 that “there are no significant difference between family type of the respondents and dimensions of occupational stress such as, mental state at office, mental state at work, mental state with co-workers, control over stress and work-home balance of the respondents in the study area”, except the control over stress and work-home balance of the respondents of the study.

## VI. FINDINGS OF THE STUDY

### General Findings

- ✓ **Age Group:** Majority of the respondents (40 percent) of the present study are in the age group of 31 - 50 years, 26.7 percent of the respondents are in the age group of 21-30 years, 20 percent of the respondents are in the age group of 51 years and above and only 13.3 percent of the respondents are in the age of up to 20 years old.
- ✓ **Gender:** Majority of the respondents (75.6 percent) of the present study are males and only 24.4 of the respondents are female.
- ✓ **Marital Status:** Majority of the respondents (62.2 percent) of the present study is married and 37.78 percent are unmarried.
- ✓ **Religion:** 64.4 percent of the respondents belong to Hindu religion, 20 percent of the respondents are Christian and 15.6 percent of the respondents are Islam.
- ✓ **Educational Qualification:** Most of the respondents (60 percent) are studied upto 10<sup>th</sup>std, 33.33 percent are 12th passed and remaining 6.67 percent are holding above Higher Secondary.
- ✓ **Monthly Income:** Majority of the respondents (48 percent) are getting their monthly income between Rs.15001-30000, 20 percent of the respondents are getting between Rs.7501-15000 in the study area.
- ✓ **Type of Family:** Fifty two four percent of the respondents leading the nuclear family system and 48% of the respondents belong to joint family system in the study area.
- ✓ **Working Experience:** 55 percent of the respondents are having the work experience between 4-10 years in the company and 23 percent of the respondents are having work experience between 0-3 years in the study area.
- ✓ **Mode of Payment:** Majority of the respondents (80 percent) of the present study is get weekly payment, 15.6 percent of the respondents are in the monthly payment and 4.4 percent of the respondents are get in the daily payment.

## **Hypotheses Related Findings**

The findings of this research study only based on the t-test and one-way ANOVA test. The researcher studied that influence on marital status and family type of the respondents and dimensions of occupational stress (mental state at office, mental state at work, mental state with co-workers, control over stress and work-home balance). It is found that there are significant difference between marital status of the respondents and dimensions of occupational stress. There are no significant difference between family type of the respondents and dimensions of occupational stress. The study revealed that marital status had influenced mental state at work, mental state with co-workers and work-home balance. However, it did not show partially influence on mental state at office and control over stress. Similarly, the type of family influenced control over stress and work-home balance and had no influence on mental state at work, mental state at office and mental state with co-workers.

## **VII. DISCUSSION**

The marital status of an employee, has a bearing on occupational stress. The preliminary reason being variation in the degree of responsibility between a married and unmarried employee. Married employees have a higher level of tolerance when compared with their unmarried counterparts. Owing to their duty for the family on the contrary, unmarried employees often switch jobs due to low tolerance level as a result of less responsibility. These days' people prefer nuclear type of family to join family. People consider join family as a burden cohen compare to nuclear type of family. As responsibility in a joint family is comparatively more, they prefer to go alone. This helps them to strike a balance at home and work.

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