

A Study on Gender Differences with relation to Occupational Stress among Faculties in Management Colleges of Private and Government Institutes –A Study with reference to Management Colleges in NCR

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Abstract

This paper investigates the difference in occupational role stress among employees (both male and female) working in private and government institutes in academic industry. With the help of ORS (Organizational role stress) scale ten different type of role stress are been measured.. The total sample was of 180 and was divided on the basis of gender. In order to test the difference in mean between the two different groups z-test was used, Chi-square and were used to find the association between different ORS variables across demographic factors. It was found that women employees were more stressed than male counterparts. Age was found to have significant impact on stress level were as income group did not varied with respect to level of stress.

I. INTRODUCTION

Stress is quite inevitable in everybody's life in such demanding market. Along with expectations from self, others from society and rising uncertainties the level of stress has increased a lot. According to Coleman (1936) modern age is called as age of "Anxiety and stress". Selye (1976) stress is defined "as a dynamic activity wherein an individual is confronted with an opportunity, constraint or demand". Thus it can be said that occupational stress arises due to improper match between the person and the environment. When the organization stress is mismanaged it leads to stress and dissatisfaction. Also as a result of stress various somatic and psychological disorders also arise which affect the productivity, effectiveness and performance of individual (Sutherland, V.J. and Cooper, C.L. 2000). This in turn also has negative impact on economy (Cooper and Cartwright 1994; and Edworthy (2000). This paper aims to find the difference in terms of occupational stress among men and women in academic industry.

II. REVIEW OF LITERATURE

The role of stress has been investigated in a number of studies (Jick and Payne, 1980, and Quick and Quick 1984). Jick and Mitz (1985) reviewed 19 different studies related to gender differences in occupational stress and found that women frequently experienced high psychological distress than males and males on the other hand experienced more physical distress than males. Traditionally women used to be more involved in homemaking and work within the family fabric. However amidst the changing social scenario, many women are joining the workforce and hence are also vulnerable to high stress levels. Different studies have also suggested that women managers often face pressures from their home as well as from job (Frankensteiner, 1991; and Davidson and Cooper 1994).

Kenneth, R. (1977) reported that role difficulty was negatively associated with job satisfaction, especially among women. Women and men are differed significantly on role ambiguity, role conflict, inter-role distance (Aditya and Sen 1993) (Denzon, Robbins. (1999.) researched on role of social support on social and family role stress on 300 working Indian women and reported that social support acts as a buffer against stress. Conversely Aziz (2003) studied organizational role stress among Indian IT employees and reported that men were more stressed as compared to women. This study also reported resource adequacy as the potent stressor in the IT sector companies. The aim of present study is also to find the impact of occupational stress among male and female employees working in academic industry. Earlier studies also indicated there is also high organizational stress among working women. (Srivastava 1985).

III. RESEARCH DESIGN

The participants in the study were selected from male and female employees in academic industry. Few government colleges and institutes and few private institutes were selected for the study. In total 350 questionnaires were distributed, out of which 15 were not returned 10 were incomplete thus leaving total completely filled questionnaire 325..The sample of 325 was divided into two parts (Male and Female).z- test and t-test was used to find the significance of difference between the two groups.

The aim of present study is to find the following-

- 1) To identify the level of stress among male and female employees in academics.
- 2) To identify the difference in stress level among male and female employees based on gender.
- 3) To identify the impact of age on stress among male and female
- 4) To identify the difference in stress level based on low and high income group.

Measures

The ORS scale comprises of 50 items (Pareek1983).The respondents had to rate each factor from 0 to 4 depending on the applicability of the factor on is or her stress.The scale measures ten different type of role stress. Different type of role stress are been briefed under –

IRD –Inter Role distance

RS- Role stagnation

REC - Role expectation conflict

RE-Role erosion

RO-Role overload

RI-Role isolation

PI-Personal inadequacy

SRD-Self role distance

RA-Role ambiguity

RIN-Resource inadequacy

IV. ANALYSIS AND INTERPRETATION

Hypothesis 1

Null hypothesis – There is no significant difference between stress level of men and women. in private institutes

Alternate hypothesis –There is significant difference between stress level of men and women teaching in private institutes in academics

Table -1 – Table showing mean and standard deviation between men and women in private sector with different variables of occupational stress

Role stress factors	Men		Women	
	Mean	S.D	Mean	S.D
IRD	2.56	1.22	5.24	1.25
RS	2.47	.912	3.80	1.63
REC	2.15	.868	4.43	1.03
RE	3.46	.840	4.78	6.25
RO	2.32	.944	4.12	1.36
RL	2.76	2.93	6.48	1.46
PI	3.93	.930	4.79	1.1.2
SRD	3.09	6.21	4.09	1.14
RA	2.56	1.06	4.92	1.20
RIN	3.80	7.56	4.80	1.68

In order to find the significance of difference between the stress level of male and female in private institute's z-test was applied.

The following formula was used

$$Z = \frac{2.91 - 4.75}{\sqrt{\frac{(2.35)^2}{46} + \frac{(1.82)^2}{66}}} = 4.47$$

The critical value of z at (5%) level of significance 1.96. Since the computed value of Z =4.47 is greater than the critical value we reject the null hypothesis. Thus, it can be said that there is a significance difference between stress level of men and women in private institutes Women are seen to feel more stress in

comparison to men in private institutes. One of the reason that why men have lower stress than women is that women have to keep a balance between professional and personal life and need to give equal contribution in managing household affairs and thus experience higher stress than men

Hypothesis 2

Null hypothesis –There is no significant difference between stress level of men and women teaching in government institutes

Alternate hypothesis –There is significant difference between stress level of men and women working in government institutes

Table-2 Table showing mean and standard deviation between men and women in public sector with different variables of occupational stress

Factors	Men		Women	
	Mean	S.D	Mean	S.D
IRD	3.10	1.20	4.82	0.823
RS	2.93	1.06	3.15	3.26
REC	2.79	1.11	3.84	1.20
RE	2.58	1.12	3.86	1.27
RO	2.97	1.14	3.10	1.28
RL	3.17	1.25	3.39	11.1
PI	2.96	1.20	4.61	1.29
SRD	2.76	1.21	3.41	0.985
RA	2.66	1.14	3.20	1.05
RIN	3.38	1.03	4.68	1.24

Z-test was used to find the significance of difference between male and female employees of academics in terms of stress level in public sector.

$$Z = \frac{2.93 - 3.81}{\sqrt{\frac{1.44}{29} + \frac{1.91}{39}}}$$

$$\frac{0.88}{\sqrt{0.05 + 0.05}} = \frac{0.88}{\sqrt{0.10}}$$

$$\frac{0.88}{0.316} = 2.79$$

The critical value of Z at 5% level of significance is 1.96, since the computed value of Z is greater the critical value null hypothesis is rejected. Thus it is clear that there is a significance difference in stress level of men and women in government institutes

Hypothesis -3

Null hypothesis –There is no significant difference between stress level of women working in private and government institutes.

Alternate hypothesis – Women working in private institutes feel more stress than women working in government institutes.

Table-3 Table showing mean and standard deviation of women working in government and private institutes

Factors	Women (Working in Private institutes)		Women (Working in government institutes)	
	Mean	S.D	Mean	S.D
IRD	5.24	1.25	4.82	0.823
RS	3.80	1.63	3.15	3.26
REC	4.43	1.03	3.84	1.20
RE	4.78	6.25	3.86	1.27
RO	4.12	1.36	3.10	1.28
RI	6.48	1.46	3.39	11.1
PI	4.79	1.1.2	4.61	1.29
SRD	4.09	1.14	3.41	0.985
RA	4.92	1.20	3.20	1.05
RIN	4.80	1.68	4.68	1.24

Z-test was used to find the significance of difference between the difference in stress level of women working in private and government institutes.

$$Z = \frac{4.75-3.81}{\sqrt{0.05+0.05}} = \frac{0.94}{0.3162}$$

$$Z = 2.98$$

Since the critical value of z at (5%level of significance) is 1.96 and the computed value is 2.98 which is greater than the critical value thus rejecting the null hypothesis. Thus, there is a significant difference between stress level of women working in private and government institutes. It is also seen from the mean values of both (women working in private and government institutes) that women working in private institutes are more stressed than women working in government institutes. It is so because in private sectors the monitoring is quite more stringent and everything is result –driven with centralized way of working. Though same applies to government sector also but in comparison to private the level of competition and insecurity is quite less in government institutes. Thus, women in private sector seem to be more stressful than women workforce in public sector.

Hypothesis 4

Null hypothesis – There is no significant difference between age and stress level of employees working in private and public institutes.

Alternate hypothesis –There is significant difference between age and stress level of employees working in private and public institutes

In order to determine if there is any difference in stress level with age group whether higher and lower age group

(Employees between 20-40 years – Lower age Group)

(Employees between 40-60 years -Higher age group)

In order to determine difference in stress level with reference to age group z-test was applied-

Table-4 Z-test for age group and stress level

TYPE	Mean	Standard Error	Z-value
High age group	15.65	1.73112	2.16538
Low age group	12.47	1.12541	2.01564

Since the Z-test value is greater than the critical value (at 5% level of significance) null hypothesis is rejected and thus it can be said that there is a significant difference between age group and stress level of employees working in public and private sector. It is seen from mean that higher age category are seemed to be more stressed than younger age groups, since higher age groups the pressure of competition both from outside and inside, work pressures, strenuous working conditions and sometimes coping with health conditions irrespective of such mental pressure is a challenge thus leading to more stress in this category.

Further as stated in objective in order to determine the impact of income group on stress level of employees in public sector including both male and female across both public and private sector chi-square test was applied. It could be hypothesized as -

Hypothesis 5 –

Null Hypothesis –There is no significant difference between income group and stress level of employees.

Alternate Hypothesis- There is significant difference in income group on stress level of employees.

From chi-square table it is clear that the significant value of chi-square is greater than 0.05 indicating that there is no significant difference in stress level with respect to income groups, i.e. Irrespective of the sector employees now-a- days feel stressed. Further from values of symmetric measures it is seen that the significant value of all three symmetric values are greater than 0.05 which again confirms that there is no significant impact of income on stress. It is however an important observation that though all three symmetric measures significance value are not only greater than 0.05 but also their values are almost greater than 1 and also quite close to 1 indicating a strong relationship. Thus, null hypothesis is accepted stating no significant relationship between the two variables. It is because employees under higher income group are also been given high targets bounded by being result driven and those under low income group have to seeing the competitive pressure prove their best at workplace.

Table- 5 Chi-square test

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.000 ^a	6	.238
Likelihood Ratio	8.318	6	.216
N of Valid Cases	325		

a. 12 cells (100.0%) have expected count less than 5. The minimum expected count is .25.

Table-6 Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	1.414	.238
	Cramer's V	1.000	.238
	Contingency Coefficient	.816	.238
N of Valid Cases		325	

V. FINDINGS AND CONCLUSION

Thus from above objectives , framed hypothesis and results after analysis indicate that stress causing factors needs to be properly explored and diagnosed to ensure effective performance from employees. It was found that women in both public and private sector were found to be more stressful in comparison to men. It is because they play a dual role and need to keep a work and life balance between both personal and professional life.

They try to put best efforts in playing role in family chores as well as competitive work pressure. This leads to a greater stress in them in comparison to their male counterparts. Also women in private sector were found to be higher stressed than women in public sector. it is also because of challenging deadlines and performance expected in private organization that leads to such situations. Further in order to determine the impact of age and income on stress level it was seen that employees in higher age group were found to be more stressed than employees in lower age group. This seems to be more challenging situation where higher age group has to balance between rising health problems and also challenging work assignments. The younger age groups keep on switching from one job to other but at higher age people do not refer to hop and try to give their best performance focusing more on stability in single jobs Even if the job is stressful they try to cope but even this attitude also leads to stress among them.

Also it was found that irrespective of income group in both sectors employees felt stressful .Management should take respective corrective measures to identify factors causing stress and respective remedy to distress employees.

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