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Research Article

A COMPARATIVE STUDY ON OCCUPATIONAL STRESS AMONG WOMEN WORKING IN GOVERNMENT AND PRIVATE SECTOR

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ABSTRACT

It is an important task for working women to balance responsibilities both at work place and at home. This challenging task causes stress at different level in working women's life. The aim of the study is to focus on the stress causes among government and private working women with the objective to compare the occupational stress level between women's working in government and private sector. Socio Economic Status Scale devised by Kuppu Swami (1962) revised by Oberoi (2014) and the Occupational Stress Index (OSI) developed by Srivastava and Singh (1984) was used. A sample of 180 working women, out of this 90 each from government and private sector are participated in this study. The 90 working women from each sector are further divided into three categories of lower, middle and upper socio-economic group comprising 30 samples in each group. Statistical test and two-way ANOVA were used for data analysis. The finding of the study reflects that there was a significant difference in stress level between working women in government and private sectors.

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INTRODUCTION

Women's are good at both family and work place by playing many roles. Women are known for their multiple roles, they are well skilled in all field and playing their role very effectively. It is a revolution in women's life. They get less leisure time than men after laboring more time in house and outside but still women naturally have their own quality to balance their work in family and outside. As per the household survey, the working hours of a women falls between 16-18 hours where the child rearing and household management is included (Abdullah *et al.*, 2008).

In the past, before 40 years the women's major role was only being wife and mother. But after 1960's the scenario has been changed. As they are well aware about the inter role conflicts, they are dynamically managing their work place and family Women have made progress by taking on new roles in the workplace (Rajasekhar *et al.*, 2013).

Though women play multiple roles effectively both at family and at work place it has both positive and negative effects in their personal life. It also links with their health and future. Nowadays they are facing many challenges which lead to stress both mentally and physically. Mentally they are facing stress and anxiety etc., physically they are facing loss of appetite, insomnia, overindulgence and back pains (Ramanathan, 2014). Women face different types of stress based on their work

condition such as little control over work; role ambiguity and conflict; poor relationships with coworkers and supervisors; heavy workload demands; job insecurity and work that are narrow, repetitive and monotonous. In workplace, they face work and family balance issues. On the other side job stress which causes depression, musculoskeletal disorders, cardiovascular disease and burnout (Abdullah *et al.*, 2008).

An occupational stress is any force that pushes a psychological or physical factor behind its range of stability, producing a strain within the individuals. Occupational stress is increasingly recognized as a cause of serious personal injury for women in both the workplace and personal life. Female workers respond to different types of pressure in different ways. The interface between work and family life is the key source of occupational stress (Parker and Arthur, 2004).

Female working employees in private and public organizations have different work culture and work environment. It is considered that the public sector have better financial security and considered as stable job. In comparison to this, the private sector jobs are more demanding as far as performance is concern. The working environment and factors like job security, salary, leaves and responsibilities, job protection and several other factors are at different intensity for private and public sector working female.

With increasing number of women in the labor force, it is critical that more attention should be given to understand the

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effects of work stress and women’s health. Indian women belonging to all classes have entered into paid occupations. Most studies of employed married women in India have reported economic need as being the primary reason for opting to work. Stress up to the moderate level is needed for motivation but stress above it can affect the physical and mental wellbeing of the employees (Chothani, 2015). However, the main aim of this research paper is to study and compare the level of occupational stress of the women employees of the private and government organizations.

Objective

1. To compare the level of occupational stress among women working in government and private organization belongs to different socio-economic groups.

MATERIALS AND METHODS

A total of 180 samples comprising of 90 working women from private sector and 90 from government sector were selected through stratified random sampling method for the study from Allahabad city. The 90 working women from each sector were further sub-divided into three categories of low, middle and upper socio-economic group comprising 30 samples in each group. In the present study, occupational stress has been taken as the dependent variable, whereas socio economic status and types of occupation constituted the independent variables. The updated Kuppuswamy’s Socio Economic Status Scale (1962) revised by Oberoi (2014) and Occupational Stress Index developed by Srivastava and Singh (1984) were used for data collection. The data collected was tabulated and analyzed with the help of statistical techniques.

RESULTS AND DISCUSSION

To find the meaningful interpretation of the raw scores, the data is analyzed using Mean and S.D.

Table 1 Comparative analysis of occupational stress among women working in Government and Private sectors

| Types of occupation | Occupational Stress (n=90) | | t cal | t tab |
|---------------------|----------------------------|-------|-------|-------|
| | Mean | S.D | | |
| Government | 132.00 | 11.26 | 0.708 | 6.314 |
| Private | 140.24 | 15.87 | 5* | |

*Non Significant

The table 1 shows the comparative analysis of occupational stress among women working in Government and Private sectors. The table clearly depicts a non- significant difference in occupational stress on the basis of their type of job (government and private) as calculated value of t (0.7085) is found to be lesser than the tabulated value (6.314). The table also shows that occupational stress among women working in private sector is more as compared to those working in government sector as the mean value are found to be 140.24 and 132.00 respectively for both the groups. The finding may be attribute to the fact that private sector are bared to be more competitive in nature with the other organization of their kind, imposing more pressure among their employees. Women being upholding a dual responsibility both at household as well as professional area are bared to be more

stressful as compared to their counterparts working in the government sector. The result of the present study is in accordance with the study conducted by Vyas (2014) and Chothani (2015). The findings revealed that private employees experience more occupational stress than government employees.

Table 2 ANOVA for the level of occupational stress in different types of occupations based on the socio economic status of working women

| Source of variation | d.f | Sum of squares | Mean sum of squares | F Cal | F Tab |
|------------------------------|-----|----------------|---------------------|----------|-------|
| Due to Socio Economic Groups | 2 | 610.82 | 305.41 | 4.175 NS | 19.00 |
| Due to Occupational type | 1 | 101.599 | 101.599 | 1.388 NS | 18.51 |
| Due to Error | 2 | 146.2 | 73.149 | | |

NS- Non Significant

Table 2: shows the variance in different types of occupations among working women based on their socio economic status. It is interfered from table that there is a non significant difference due to socio economic status and occupational type of women working in private and government sector as the F cal value (4.175) & (1.388) is less than F tab value (19.00) & (18.51) respectively. The results of the study are in accordance with the study conducted by Vyas (2014) which showed a no significant stress level difference was found between female nurses working for private and public hospitals and Chaturvadi (2011) in his study he revealed that there is no significant difference in stress level with respect to income groups.

CONCLUSION

It is concluded that women working in both private and public sector were found to be more stressful due to their dual role whereas women working in private sector were found to be higher stressed than women in government sector.

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