



OCCUPATIONAL STRESS AMONG GAZETTED GOVERNMENT SERVANT CLASS - I AND CLASS -II

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ABSTRACT:

The present investigation was conducted to explore the occupational stress found to be associated with gazetted government servant class - I and class -II officers on a total sample of 30 by employing two-group design was used. Therefore, Occupational Stress Index Scale developed by A. K. Singh and A.P. Singh (1987) for age 25 to 50 years old was used. The mean scores on the sample of gazetted government servant class - I and gazetted government servant class - II found to be not significant on gazetted government servant class - I and gazetted government servant class - II.

KEYWORDS: Occupational Stress, Gazetted Government Servant Class - I, Gazetted Government Servant Class - II.

INTRODUCTION:

In today's changing and competitive work environment, stress leads to reduced efficiency in even the best of individuals, which is a problem in almost all the countries of the world, irrespective of whether the economy is strong or weak. Therefore, it becomes very essential to include work stress as one of the major points in studying human behavior.

OCCUPATIONAL STRESS.

Stress is the body's general response to environmental situations. It can lead to physiological discomfort, some kind of emotional unhappiness and strained relationship with other people. Occupational stress refers to the stress which is involved at work. Stress is defined in terms of its physical and physiological effect on a person, and can be a mental, physical or emotional strain. It can also be a tension or a situation or factor that can cause stress.

Occupational stress has become a common and costly problem, leaving few workers untouched. Not all stress is bad. Learning how to deal with and manage stress is critical to maximizing job performance, staying safe on the job and maintaining physical and mental health. Some review of the literature on occupational stress reveals that there are a number of factors related to job, which affect the behavior of the employees and as a result of it, normal life is disturbed (Lundberg, U (1999) Maslow, A. (1954)

DEFINITIONS: GOVERNMENT GAZETTED SERVANT:-

In Government of Maharashtra, there are four types of Government servant class-I, class-II, class-III and class -IV in which class I and class-II are possessed officer rank, class-III are clerical staff and class IV are peon. Class-I and class-II are A Gazetted Government Servant.

According to Maharashtra Civil Services (General Condition of Services) Rules, 1981 Rule 9 (20) A Gazetted Government Servant is one who is a member of an All India or State Service or a person appointed

in accordance with the terms of a contract or agreement and whose appointment is Gazetted by Government. Members of the Subordinate Civil Services, whose appointments are gazetted by Heads of Departments, are Non-Gazetted Government Servants. Notifications investing Government servants with powers under different Acts, in order that the Courts may take judicial cognizance of them, do not constitute the persons invested with such powers as Gazetted Government Servants within the meaning of this sub-rule. Officers whose appointments to Class II services or posts are made by the Heads of Departments or Heads of Offices subordinate to them and are not published in the Gazette should be treated as Gazetted Government Servants.

SIGNIFICANCE OF THE STUDY

Many educators and psychologist believe that students who receive an exclusively academic environment may be ill equipped for future challenges, both as individual as well as member of the society, certain instances come in day life wherein later their lives as compared to their less intellectual counter parts. These examples are particularly evident in various fields such as politics, business and administration.

REVIEW OF LITERATURE

Epidemiologist Berkman, L Syme, S (1979) studied occupational stress for 20 years emphasized that in Sweden stress among doctors is such that their mental energy has decreased and intellectual exhaustion increase to critical levels. Lazarus R., & Folkman, S (1984) found in an exploratory study on occupational stress and coping strategies of special educators (those who teach the disabled) in south India. According to them the sources of stress such as (i) school structure and climate, (ii) home/work interface, (iii) relationship with other people, (iv) intrinsic job factors. The common effect of stress on special educators was found to be health related problems-both physical and mental and job dissatisfaction. There was no organized method to redress the problems rising from occupational stress. As a result, the most commonly used coping strategy was social support, task strategies, and home/school relationship. The source of stress as repeatedly reported were that of low salary due to the subcontracting by the government to NGO's job insecurity, work overload, and high teacher student ratio. Raju, M. V. R. & Madhu, K. (1994) on role of Human Computer Interaction Factors as Moderators of Occupational Stress and Work Exhaustion found that IT professionals have long work hours with different time zones, total team work. Task to be completed on deadline with perfection as per client needs, which requires interpersonal, technical and organizational. These characteristics lead to occupational stress and work exhaustion.

Objectives : To study occupational stress among Gazetted Government servant class- I and class- II .

Hypotheses : Occupational Stress is Higher among Class - I Gazetted Government Servants than Class-II Gazetted Government Servants .

METHOD

Sample: For the present study the incidental sampling method was used. Total 30 sample were collected. This 30 is divided into two groups i.e. 15 of class-I gazetted government servants and 15 of class-II gazetted government servants age ranging from 25 to 40 years. Two group design was employed.

Tools: Occupational Stress Index Scale by A. K. Singh and A.P. Singh (1987) was used. It measure occupational stress and having sound reliability. The reliability index ascertained by split- half method and Cronach's alpha-coefficient for the scale as a whole were found to be .93 and .90 respectively. The reliability indices of the sub-scale also computed by using split half method. The validity of the O.S.I. was determined by computing coefficient of correlation between the scale on the O.S.I. and the various measures of job attitudes and job behavior.

Operational Definitions:Occupational Stress: -Occupational stress is the score obtained by respondent on the Occupational stress Inventory by A. K. Singh and A.P. Singh.

Variables :In the present study independent variables was Gazetted Government servant class- I and Gazetted Government servant class- II officers and depended variables was occupational stress

Procedure:

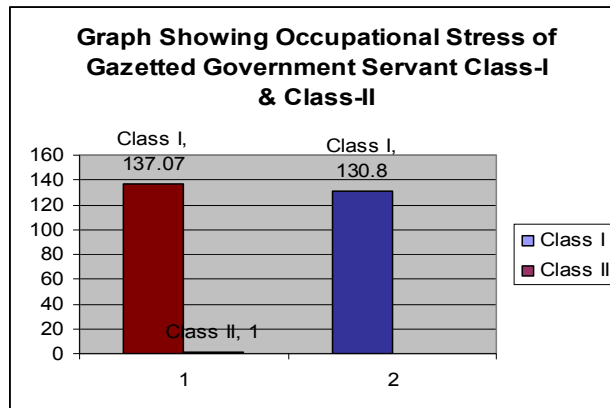
Researcher went to Government offices and directly interacts with them. The Data Collect is in Government of Maharashtra, various department offices in Nasik city personally and feeling the Occupational stress scale and Self concept scale had been taken. Researcher assured subject that their answer will be kept confidential and turf him told then to give true responses.

RESULT AND DISCUSSION :

Table - I Showing Variables, N, Mean, SD & 't' value of Gazetted Government Servant Class-I & Class-II in terms of Occupational Stress

Variables	Group	N	Mean	SD	t
Occupational Stress	Class I	15	137.07	21.18	0.80
	Class II	15	130.8	19.90	

Graph-1 : Showing the difference regarding Occupational Stress among a Gazetted Government Servant class-I & class-II.



The table No- I and Graph No-1 shows that there is no difference between class-I and class-II Gazetted Government servant in occupational stress. The mean value of class-I is 137.07 and SD is 21.18 while the mean value of class-II is 130.8 and SD is 19.90. The obtained 't' value is 0.80 which is not significant at 0.5 level.

The purpose of the present study was to study the Occupational Stress of Gazetted Government Servant Class-I and Class-II officers. The descriptive statistics such as mean. S D was used. 't' test was employed to check the significant difference in Occupational Stress of Gazetted Government Servant class-I and class- II officers. There is no significance difference regarding Occupational Stress of Gazetted Government Servant class- I and class- II Officers. Thus, the stated hypothesis, 'Occupational stress is higher in Class-I Gazetted Government Servant than Class-II Gazetted Government Servant' is not accepted. With reference Table No.-I researchers found that there is no significant difference in Occupational Stress among gazetted government servant class - I and gazetted government servant class -II officers. Due to higher responsibility, duty, extra workload, low level of payment might be the cause of this no difference. They might have been involved to solve their problem in different spears of

the life at their own. Both the Class-I and Class-II officers might be interdependent in their respective framework. Srivastav, A. K. (1994), Shrivastav, A. K. & Krishana, A. (1997) supported the present study.

CONCLUSION:

There is no significant difference in Occupational Stress in Gazetted Government Servant Class – I and Gazetted Government Servant Class – II officers.

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