

Assessment of Work Load Vulnerability Emotional and Physical Stress of Employees Working In Government Department of Haryana State

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Abstract

Stress is defined as an organism's total response to environmental demands or pressures. When stress was first studied in the 1950s, the term was used to denote both the causes and the experienced effects of these pressures. Stress in humans results from interactions between persons and their environment that are perceived as straining or exceeding their adaptive capacities and threatening their well-being. The subjects were 50 male staff of various Govt. department of Haryana State was randomly selected for the purpose of this study. For assessment of stress level the questionnaire was obtained from <http://www.citehr.com/>. It contains six parts. Part-I of the questionnaire was of personal profile of the respondents, part-II was of the work load, part-III was to assess their emotional exhaustion, part-IV was to assess their vulnerability, part-V was to analyze their physical load and last part was to assess their organizational commitment. The various responses received in terms of staff's views on their work load, emotional exhaustion, vulnerability, physical load and organizational commitment were analyzed by using the descriptive percentage technique based on the rating scale provided for each section of the questionnaire. As per the result of the present study it may be concluded that the employees working in government department of Haryana State possesses considerably stressful condition in their job set up as far as their work load, emotional stress , vulnerability and physical stress is concerned.

INTRODUCTION

Stress is defined as an organism's total response to environmental demands or pressures. When stress was first studied in the 1950s, the term was used to denote both the causes and the experienced effects of these pressures. Stress in humans results from interactions between persons and their environment that are perceived as straining or exceeding their adaptive capacities and threatening their well-being. The elements of perception indicate that human stress responses reflect differences in personality, as well as differences in physical strength or general health. Risk factors for stress-related illnesses are a mix of personal, interpersonal, and social variables.

Stress is very expensive. Let's look at the statistics: Stress is recognized as the number one killer today. The American Medical Association stated that stress was the cause of 80 to 85 percent of all human illness and disease or at the very least had a detrimental effect on our health. Every week, 95 million Americans suffer some kind of stress related symptom for which they take medication American businesses lose an estimated \$200-\$300 billion dollars per year to stress related productivity loss and other cost.

More recently, however, the word stressor has been used for the stimulus that provokes a stress response. One recurrent disagreement among researchers concerns the

definition of stress in humans. Is it primarily an external response that can be measured by changes in glandular secretions, skin reactions, and other physical functions, or is it an internal interpretation of, or reaction to, a stressor; or is it both.

Occupational Stress mean the cause by worry or anxiety at work when a person feels that the demands and pressures of their job are more than they can handle. Stress at work can cause major damage to one's health and overall lifestyle and it is an area that should not be ignored.

COMMON SYMPTOMS OF STRESS

While stress affects everyone in a unique way, there are certain factors that are common. If you are experiencing any of the following, it could be a sign that you're being affected by stress:

Headaches: Certain types of headaches can be related to stress. If you're experiencing more headaches, especially tension headaches, stress could be the culprit.

Sleep Problems: There are many ways that stress affects sleep. Too much stress can rob you of sleep and make the sleep you get less restorative.

General Anxiety: Anxiety does serve an important function for survival, but if you're feeling anxious much of the time, it could be because you have too many stressors in your life, or it may indicate a medical condition like generalized anxiety disorder. If you experience an increase in anxiety, you may want to talk to your doctor.

Feelings of Frustration: If you're faced with many demands at once, the natural result for many people is increased frustration and irritability.

The modern stresses we face in our everyday lives - such as deadlines at work or money troubles - don't really trigger a fight or flight response. However, they do release the same stress hormones, and this natural reaction can damage health and reduce the ability to cope.

Stress management

There are four basic approaches to dealing with stress:

- Removal or alteration of the Source of Stress
- Learning to change how you see the stressful event
- Reducing the effect on your body that stress has
- Learning alternative ways of coping

Complementary approaches include aromatherapy and reflexology, and these may provide a quiet, relaxed environment in which to wind down. Learning relaxation techniques, breathing exercises and meditation can help you to relax. Practicing yoga or the Alexander technique may help relieve muscle pains and help you control your breathing in stressful situations.

Stress management techniques aim to promote one or more of these approaches. You can learn these techniques from self-help books, attending a stress management course, or personal development or therapy sessions run by a counselor or psychotherapist.

METHODS

The subjects were 50 male staff of various Govt. department of Haryana State was randomly selected for the purpose of this study.

Description of questionnaire

For assessment of stress level the questionnaire was obtained from <http://www.citehr.com/>. It contains six parts. Part-I of the questionnaire was of personal profile of the respondents, part-II was of the work load, part-III was to assess their emotional exhaustion, part-IV was to assess their vulnerability, part-V was to analyze their physical load and last part was to assess their organizational commitment.

Statistical Technique

The various responses received in terms of staff's views on their work load, emotional exhaustion, vulnerability, physical load and organizational commitment were analyzed by using the descriptive percentage technique based on the rating scale provided for each section of the questionnaire.

RESULTS

Table-I
SECTION: WORK LOAD

S.NO.	RATING	FREQUENCY	PERCENTAGE
1.	Less work stress	20	40
2.	Medium work stress	20	40
3.	More work stress	10	20

From Table-1 it is evident that out of the 50 respondents 20 were under less work stress, 20 were under medium stress and 10 of the respondents were under high work stress. This show 40 % of respondents were having considerably less work load, 40% staff members were having medium work load and only 20% subjects were under more work stress.

Table-II
SECTION: EMOTIONAL EXHAUSTION

S.NO.	RATING	FREQUENCY	PERCENTAGE
1.	Less emotional stress	28	56
2.	Medium emotional stress	15	30
3.	High emotional stress	7	14

From Table-II it is evident that out of the 50 respondents 28 subjects were under less emotional stress, 15 were under medium emotional stress and 7 of the respondents were under high emotional stress. This show 56 % of respondents were having considerably less emotional stress, 30% staff members were having medium emotional stress and only 14% subjects were under high emotional stress.

Table-III
SECTION: VULNERABILITY

S.NO.	RATING	FREQUENCY	PERCENTAGE
1.	Too modest and cautious	32	64
2.	Satisfactory level	6	12
3.	Vulnerable	4	8
4.	More vulnerable	8	16

From Table-III it is evident that out of the 50 respondents 32 were too modest and cautious, 6 of the respondents were under satisfactory level as far their vulnerability is concern and 4 and 8 subjects were vulnerable and more vulnerable.

Table-IV**SECTION: PHYSICAL LOAD**

S.NO.	RATING	FREQUENCY	PERCENTAGE
1.	Low physical stress	32	64
2.	High physical stress	18	36

From Table-IV it is evident that out of the 50 respondents 32 were having low physical stress, 18 were under high physical stress. This show 64 % of respondents were having considerably low physical stress and 36% staff members were having high physical stress.

Table-V**SECTION: ORGANIZATIONAL COMMITMENT**

S.NO.	RATING	FREQUENCY	PERCENTAGE
1.	Low commitment	8	16
2.	High commitment	42	84

From Table-V it is evident that out of the 50 respondents 8 were having low commitment towards the organization and 42 were highly committed towards their organization. These shows 16 % of respondents were having low commitment and 84% staff members were having high commitment.

Table-VI**SECTION: OVERALL STRESS LEVEL**

S.NO.	TOTAL RATING	FREQUENCY	PERCENTAGE
1.	Less stress level	4	8
2.	Medium stress level	7	14
3.	High stress level	39	78

From Table-1 it is evident that out of the 50 respondents 4 were under less stress level, 7 were under medium stress level, 39 were under high stress level and none of the respondents were under less stress level. This show 8% of respondents were having less stress level, 14 % of respondents were having considerably less stress level and 78% staff members were having high stress level.

DISCUSSION OF FINDING

The statistical finding in terms of work load revealed that 40% of employees were have less work stress, 40% were under medium work stress & 20% were having high work stress. This shows majority of govt. employees were having moderate level of work load in their work schedule.

The statistical data also revealed that majority of the staffs were having less and medium emotional stress and only 14% of respondents were having high emotional

stress. This reflects that the work culture is very congenial and organizational set-up is according to the staff mood and emotional set-up. 64% of the respondents were too modest and cautious as far as their vulnerability is concerned. However, 12% and 8% staff have satisfactory and vulnerability character and only 16% were more vulnerable in their work life.

The descriptive percentages shows that 64% of staffs were under low physical stress and 36% were at high physical stress. This shows they are very much comfortable with their assigned work and are not under heavy physical load stress.

The organizational commitment of the employees were on positive note as the statistical findings shows that 84% of employees were highly committed and dedicated to their work and they feel proud to be part and parcel of the organization in which their work.

If we throw light on overall stress level the statistical findings based on the rating scale of the questionnaire revealed that 78% of staff members were under high stress level and 14% employees were having medium stress level. This reflects that in spite of having considerably low and moderate stress level on various parameters but when cumulative stress level is assessed the employees were found to have stress in their respective job profile.

Finally we conclude that it is a wrong notion of general people that government organization does not have work culture and employees do not work at all. They are also very much dedicated and committed to their work and the nature of the work given to them cause considerably stressful condition.

CONCLUSION

As per the result of the present study it may be concluded that the employees working in government department of Haryana State possesses considerably stressful condition in their job set up as far as their work load, emotional stress, vulnerability and physical stress is concerned.

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