



A Comparative Study of Job Stress of Government and Private Employees

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Abstract:

Stress at work place is a crucial matter in present world. The nature of work has gone through drastic changes over the last century and it still changing at whirlwind speed. They have touched almost all professions job stress may be caused by a complex set of reasons. Like nature of job insecurity, high demand for performance work place culture, technological changes, personal and family problems etc so the purpose of this research is to investigate some factors affecting the job stress of the respective employees. Respective scientific two hypotheses framed regarding type of job and experience. Hypotheses were converted in to their null form to verify them A random sample of 60 (30 government employees and 30 non-government employees) in Surendranagar city Along with respective personal data sheet and job stress scale developed by A. K. Srivastav and A. P. Singh use from data collection. Data was analyzed by 't' test verify the hypothesis. The result show that private employees are more job stress than that of the government employees, but there was no significant different found between the experiences of job employees.

Keywords: *Employees, Government employees, Job stress, Private employees*

1. Introduction

In our first paced society stress is very common. Now in a day all the people of world are suffering stress in job/work it may be job in work place or outside work place. Stress is unavoidable characteristic of life and work .In modern world stress has become pervading feature if people's life despite tremendous advancements in sciences and technology. Selye (1956) defined stress as "non-specific responses of the body to any demand made upon it stress at work resulting from creasing complexities if work and its divergent demand, has become a prominent feature of the modern organizations.

Occupational stress can be defined as the "harmful physical and emotional responses that occur when the requirements if the job do not match the capabilities, resources or need of the worker" (Sauter and Muphy.1999). Performance is defined as the outcomes and accomplishments valued by the organization or system that one works in. Each individual is exposed to a range of stressors both at work and in their personal lives which ultimately affect his or her performance. Pressure at work can be positive leading to increased productivity. However, when this pressure becomes excessive it has a negative impact. The individual perceive themselves as being to cope and not to possess the necessary skills to combat their stress. Stress is acknowledged to one of the main causes of absence from work (mead 2000).

The occupational stressors can be categorized into four major groups. Firstly, the working conditions, including and week-end work, inadequate remuneration, hours of work, discrimination and safety at the work environment. Secondly, relationships at work including quality of relationships with peers, subordinates. Thirdly, role conflict and ambiguity including ill-defined role, functions, expectations and duties fourthly, organization structure and climate which

includes communication policy and practice, major changes in the workplace, culture of the organization, and lack of participation in decision –making another cause is career development including underutilization of skills or failing to reach full potential. Another contributing factor is the nature of the job which might amount to an immense amount of physical and emotional exhaustion (Parikh & Taukari, 2004)

Thus, nobody people are free from stress in the world. But in the case stress at job place is a crucial matter in present world. The nature of work has gone through drastic changes the last century and it is still changing at whirlwind speed. They have touched almost all professions. job stress may be caused by a complex set of reasons ; some of the most visible causes of work place stress are job insecurity, high demand for performance, technological changing and job place culture, personal and family. The main objective of this research is to investigate to some factors affecting the job stress of the respective employees.

2. Objectives

1. To study the job stress of employees.
2. To study the job stress of government and private employees.
3. To study the job stress of experiences of employees.
4. To suggest the way for management of the stress.

3. Hypotheses

Ho₁ There is no significant difference between the mean of the score of the job stress of government and private employees.

Ho₂ There is no significant difference between the mean of the score of the job stress of still 5years and above 5 years of employees.

4. Methodology

4.1 Sample

In accordance with the aim of the present study Totally 60 employees were randomly selected. Sample and its selection, 30government and 30 private sector employees.

4.2 Tools

Two tools were used for the present study they are as follows.

1. Personal Data Sheet
2. Job Stress Scale

4.2.1 Personal Data Sheet

A personal data sheet was prepared to collect the information from the person under experiment the personal data sheet contains detail about age, income, types of family, job experience types of job etc...

4.2.2 Job Stress Scale

In this study job stress scale developed by A. K. Srivastav and A. P. Singh was used to measure job stress of employees. There are five options in this scale. In this scale minimum '46' score and maximum '230' score can be got. Here for the level of job stress interpretation. Higher score has high and lower score has low job stress. There was no time limit for this scale.

4.3 Statistical Analysis

To analyze the achieved data, the following statistical devices were used. 1. Mean, 2. Standard deviation & 3. 't' test.

4.4 Result & Discussion

The aim of the present study was to study stress of married and unmarried female employees. The collected data is given in the following table.

Ho₁ There is no significant difference between the mean of the score of the job stress of government and private employees.

Table 1. Showing 't' score of the Job Stress of Government and Private Employees

Sr.	Particular	N	Mean	SD	't'	Significant level
1	Government employees	30	141.20	3.89	5.90	0.01
2	Private employees	30	177.90	3.80		

The above table shows that the numbers of government and private employees are 30. The means of the job stress of government and private employees are 141.20 And 177.90 respectively. 't' test is found 5.90 which shows the difference of 0.01 at the level of Significance.

Ho₂ There is no significant difference between the mean of the score of the job stress of still 5years and above 5 years of employees.

Table 2. Showing 't' score of the Job Stress between < 5 years and 5 years Employees

Sr.	Particular	N	Mean	SD	't'	Significant level
1	5 years	32	160.02	24.49	0.70	NS
2	Above 5 years	28	151.45	27.09		

The above table shows that the numbers of still 5years and above 5 years of employees experiences are 32and 28. The means of the job stress of the still 5years and above 5 years of employees experiences are 160.02 and 151.45 respectively. 't' test is found 0.70 which shows the not significant difference between still 5years and above 5 years of employee's experiences That 's why the fact of hypothesis is accepted and it be said that there is no significant difference between still 5years and above 5 years of employee's experiences.

5. Conclusion

1. The job stress of private employees is more than of government employees
2. There is no significant difference between still 5years and above 5 years of employees experiences

The mean scores of the Job stress of private employees are more than that of the government employee. That's why the fact of hypothesis is unaccepted and it can be said that there is a significant difference between the Job stress of government and private employees.

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