

JOB STRESS AMONG EMPLOYEES OF ANAND AGRICULTURAL UNIVERSITY

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ABSTRACT

The present study was conducted with 105 teaching cadre employees (research and extension staff) of Anand Agricultural University, Anand to study the job stress among them. In regards with different components of job stress, the results revealed that majority of the employees of AAU had very low to low level of role isolation, role erosion, role expectation conflict and inter role distance. Majority of the employees had medium to high role overload while majority had low to very low role ambiguity and resource and personal inadequacy. However, majority of the employees had medium to low level job stress ascribed to organizational leadership, while very low to low level of job stress on account of technological change. Thus, majority of the employees of AAU had low to medium overall job stress. Correlation studies indicated that eight variables viz. age, annual income, job experience, training received, personality, self-confidence, departmental climate and interpersonal communication had negative and highly significant relationship with the job stress.

Keywords : job stress, occupational stress, profile of employees

INTRODUCTION

The Anand Agricultural University with its mandates of agricultural education, research and extension holds much significance for agricultural development of the state. For effective output from the employees of Anand Agricultural University, it is quite essential that the circumstances causing job stress which can hinder the employee performance should be minimized, if not eliminated. But many-a-time, performance of employees is affected by stress which they feel in their job. Thus, study of this job stress of employees is of vital importance for the organization. Keeping all of these things in view, the study on "Job Stress among employees of Anand Agricultural University" was carried out with the following specific objective:

OBJECTIVES

- (1) To study the job stress among employees of Anand Agricultural University
- (2) To study relationship between profile of employees of Anand Agricultural University and their job stress

METHODOLOGY

The study was conducted on teaching employees (including research and extension staff) of the cadre of Assistant Professor and its equivalents, Associate Professor and its equivalents and Professor and its equivalents. Total

150 employees were selected randomly for the study. A well thought out questionnaire was prepared and it was mailed/ personally given/sent to all of them. However, up to the end of April, 2022, the responses received were 105 in number. Thus, the results are based on 105 respondents.

Respondents' overall job stress index was determined by using the following formula:

Where,

- JSI** : Overall Job Stress Index of respondent
- R₁, R₂,.....,R_n** : Job stress score obtained by the respondent for the particular job stress indicator (received score for each indicator by each respondent)
- M₁, M₂,.....,M_n** : Potential score of the respondent for particular job stress indicator
- W₁, W₂,.....,W_n** : Relative weight value of the particular job stress indicator

The coefficient of correlation was computed to find out the relationship between the variables. The correlation coefficient gives two kinds of information (i) degree of relationship and (ii) direction of the relationship (whether positive or negative) between any two variables. For computing the correlation coefficient 'r', the Karl Pearson's method was used as under.

$$r = \frac{\Sigma(XY) - \frac{\Sigma X \Sigma Y}{n}}{\sqrt{\left[\Sigma X^2 - \frac{(\Sigma X)^2}{n} \right] \left[\Sigma Y^2 - \frac{(\Sigma Y)^2}{n} \right]}}$$

Where,

r = correlation coefficient

Σ = Summation

X = Independent variable

Y = Dependent variable

n = Total number of respondent

RESULTS AND DISCUSSION

Components of job stress

Table 1 : Distribution of the employees of AAU according to different components of job stress

(n=105)

Sr. No.	Job stress components	Categories with score	Frequency	Per cent
1	Role ambiguity	Very Low (Up to 04.80)	32	30.48
		Low (04.81 to 09.60)	54	51.43
		Medium (09.61 to 14.40)	18	17.14
		High (14.41 to 19.20)	01	00.95
		Very high (Above 19.20)	00	00.00
2	Role overload	Very Low (Up to 03.20)	02	01.90
		Low (03.21 to 06.40)	10	09.53
		Medium (06.41 to 09.60)	29	27.62
		High (09.61 to 12.80)	34	32.38
		Very high (Above 12.80)	30	28.57
3	Role isolation	Very Low (Up to 06.40)	39	37.14
		Low (06.41 to 12.80)	35	33.33
		Medium (12.81 to 19.20)	26	24.76
		High (19.21 to 25.60)	03	02.87
		Very high (Above 25.60)	02	01.90
4	Role erosion	Very Low (Up to 06.40)	44	41.90
		Low (06.41 to 12.80)	42	40.00
		Medium (12.81 to 19.20)	16	15.25
		High (19.21 to 25.60)	02	01.90
		Very high (Above 25.60)	01	00.95
5	Resource and personal inadequacy	Very Low (Up to 04.80)	38	36.19
		Low (04.81 to 09.60)	41	39.05
		Medium (09.61 to 14.40)	20	19.05
		High (14.41 to 19.20)	05	04.76
		Very high (Above 19.20)	01	00.95
6	Role expectation conflict	Very Low (Up to 03.20)	53	50.48
		Low (03.21 to 06.40)	34	32.38
		Medium (06.41 to 09.60)	13	12.38
		High (09.61 to 12.80)	02	01.90
		Very high (Above 12.80)	03	02.86

Sr. No.	Job stress components	Categories with score	Frequency	Per cent
7	Inter role distance	Very Low (Up to 05.00)	48	45.71
		Low (05.01 to 10.00)	47	44.77
		Medium (10.01 to 15.00)	08	07.62
		High (15.01 to 20.00)	02	01.90
		Very high (Above 20.00)	00	00.00
8	Job stress on account of organizational leadership	Very Low (Up to 06.40)	03	02.86
		Low (06.41 to 12.80)	30	28.57
		Medium (12.81 to 19.20)	43	40.96
		High (19.21 to 25.60)	27	25.71
		Very high (Above 25.60)	02	01.90
9	Job stress on account of technological change	Very Low (Up to 04.80)	63	60.00
		Low (04.81 to 09.60)	20	19.05
		Medium (09.61 to 14.40)	19	18.10
		High (14.41 to 19.20)	03	02.85
		Very high (Above 19.20)	00	00.00
10	Overall job stress	Very Low (Up to 20.00)	03	02.86
		Low (20.01 to 40.00)	59	56.19
		Medium (40.01 to 60.00)	38	36.19
		High (60.01 to 80.00)	04	03.81
		Very high (Above 80.00)	01	00.95

In relation to the query about various components of job stress, the data presented in Table: 1 indicate that slightly greater than half (51.43 per cent) of the employee had low level of role ambiguity, followed by 30.48 per cent and 17.14 per cent of them who had very low and medium level of role ambiguity, respectively. Only one employee had very high level of role ambiguity. This finding is in consonance with that reported by Patel *et al.* (2014).

In case of role overload, majority (60.95 per cent) of the employees had high to very high level of role overload followed by 27.62 per cent and 9.53 per cent who had medium and low role overload, respectively; while only 1.90 per cent had very low level of role overload. This finding is in line with those reported by Patel *et al.* (2014).

Majority (70.47 per cent) and (81.90 per cent) of the employees had very low to low level of role isolation and role erosion, respectively. Further, role isolation and role erosion were found medium in case of 24.76 and 15.25 per cent of the respondents, respectively. Very meager per cent of the respondents were found in the category of high to very high role isolation and role erosion. This finding is in agreement with that of Patel *et al.* (2014).

Slightly less than two-fifth (39.05 per cent) of the employees had low level of level of resource and personal

inadequacy followed by 36.19 per cent, 19.05 per cent and 4.76 per cent who had very low, medium and high level of resource and personal inadequacy, respectively. Only 1 employee had very high level of resource and personal inadequacy. This finding is support from the finding of that reported by Patel *et al.* (2014).

Majority (82.86 per cent) and (90.48 per cent) of the employees had very low to low level of role expectation conflicts and inter role distance, respectively; followed by 12.38 per cent and 7.62 per cent of the respondents with the medium proportion of the same components, respectively.

Slightly greater than two-third (69.53 per cent) of the employees felt medium to low stress on account of organization leadership followed by 25.71 per cent, 2.86 per cent and 1.90 per cent of them who felt high, very low and very high level of stress on account of organizational leadership, respectively.

More than three-fourth (79.05 per cent) of the employees felt very low to low stress on account of technological change followed by 18.10 per cent and 2.85 per cent of them who felt medium and high level of stress on account of technological change, respectively. No employee was found in the category of very high level of stress due to technological change.

Form all the above nine components, overall job stress was measured and the data presented in Table: 1 indicate that majority (92.38 per cent) of the employees had low to medium level of overall job stress; while only 3.81 per cent and 2.86 per cent of them were found with high and very low level of overall job stress, respectively. Only one employee was observed with very high level of overall job stress.

The job stress of the employees of AAU may differ on account of their difference in personal, academic, psychological and organizational characteristics. Hence, an attempt was made in this investigation to ascertain the relationship if any, between personal, academic and psychological characteristics of the employees and their job stress by using Karl Pearson’s coefficient of correlation (r). The results obtained are presented in Table 2.

Table 2: Relationship between the profile of the employees of AAU and their job stress (n=105)

Sr. No.	Independent variables	Correlation coefficient(‘r’)
[I]	Personal variables	
X ₁	Age	- 0.335**
X ₂	Gender	0.063
X ₃	Marital status	0.035
X ₄	Work place	0.068
X ₅	Family size	0.007
X ₆	Annual income	- 0.385**
[II]	Academic variables	
X ₇	Education level	0.195
X ₈	Job experience	- 0.305**
X ₉	Training received	- 0.392**
[III]	Psychological variables	
X ₁₀	Personality	- 0.298**
X ₁₁	Self confidence	- 0.286**
[IV]	Organizational variables	
X ₁₂	Departmental climate	- 0.446**
X ₁₃	Interpersonal communication	- 0.353**

* Significant at 0.05 per cent level of probability

** Significant at 0.01 per cent level of probability

Age and job stress

The data depicted in Table 2 reflect that age of the employees had negative and highly significant correlation (r = -0.335**) with their job stress. The results indicate that the magnitude of job stress among AAU employees decreased, as they got older. This finding is supported by Joshi (2012).

(1) Gender and job stress

The data clearly indicate that gender of the employees had non-significant correlation (r = 0.063) with their job stress.

(2) Marital status and job stress

As it is apparent from the data, the marital status of the employees had non-significant correlation (r = 0.035) with their job stress.

(3) Work place and job stress

A perusal of the data makes it clear that there was non-significant correlation between work place of the employees (r = 0.068) and their job stress. This finding is in line with the finding of Joshi (2012).

(4) Family size and job stress

The data reveal that family size of the employees had non-significant correlation (r = 0.007) with their job stress. This finding is supported by Joshi (2012).

(5) Annual income and job stress

It is apparent that annual income of the employees had negative and highly significant correlation (r= -0.385**) with their job stress. The results indicate that those employees who had higher income felt less job stress.

(6) Education level and job stress

The data clearly indicate that education of the employees and their job stress had no significant correlation ($r = 0.195$).

(7) Job experience and job stress

It is obvious from the data depicted that job experience of the employees had negative and highly significant correlation ($r = -0.305^{**}$) with job stress. It can thus be concluded that with increase in job experience, job stress decreased. This finding is in line with the findings of Patel (2010) and Joshi (2012).

(8) Training received and job stress

A perusal of the data reveals that training received by the employees and their job stress had negative and highly significant correlation ($r = -0.392^{**}$). The results are indicative of worth of trainings as the increase in trainings resulted in reduced job stress.

(9) Personality and job stress

The data reflect that personality of the employees and their job stress had negative and highly significant correlation ($r = -0.298^{**}$). As the personality types were studied based on extroversion, it can be inferred that with increase in extroversion, the job stress decreased.

(10) Self-confidence and job stress

It is apparent from the data that self-confidence of the employees had negative and highly significant correlation ($r = -0.286^{**}$) with their job stress. The results lead to conclude that self-confidence of the employees had significant influence on their job stress and with increase in self-confidence, the job stress decreased. This finding is in line with the finding of Joshi (2012).

(11) Departmental climate and job stress

A perusal of the data reveals that departmental climate of employees had negative and highly significant correlation ($r = -0.446^{**}$) with their job stress. It indicates that the employees who had good departmental climate felt less job stress and vice-versa. Similar findings were also reported by Joshi (2012).

(12) Interpersonal communication and job stress

It is apparent from the data that interpersonal communication of the employees and their job stress had negative and highly significant correlation ($r = -0.353^{**}$). The findings indicate that better interpersonal communication resulted in less job stress among the employees. Patel (2010), Joshi (2012) and Toor (2018) also reported similar findings.

CONCLUSION

The findings of the present investigation lead to conclude that majority of the employees of Anand Agricultural University had low to medium job stress. Out of all nine components, role overload seems relatively more important with more number of respondents in high to very high category; which might be on account of vacant posts and unfair distribution of work. This implies for due effort to be made at appropriate level to mitigate undue stress among employees. In case of relationship between profile of employees of Anand Agricultural University and their job stress and it leads to conclude that out of thirteen variables; eight variables viz. age, annual income, job experience, training received, personality, self-confidence, departmental climate and interpersonal communication had negative and highly significant relationship with their job stress.

CONFLICT OF INTEREST

The authors of the paper declare no conflict of interest

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