

Occupational Stress of Government and Private Sector's employees

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Abstract

Present study organized to know the Occupational Stress of Government and Private Employees. For this objective 50 participants selected from Government Sector and 50 participants selected from Private sector. All participants were male, education at least up to graduate. These participants randomly selected from Aurangabad district. Occupational Stress Checklist administered to assess the Stress. Result indicates that there is no significant difference regarding stress between Government and Private employees. In terms of Continuance Commitment and Normative Commitment, significant difference found between Government and Private employees.

Keywords: Occupational Stress, Occupational Stress Checklist

Occupational stress is a process, involving a transaction between an individual and his or her work environment. (Lazarus, 1991). Occupational stress represents a real threat to quality of life for employees (Danna and Griffin, 1999). Moreover, stress in the workplace represents a potential loss of talent for organizations as top performers disengage from work where occupational stress, its causes, symptoms and sequel are prevalent (Cartwright and Boyes, 2000). It is a pattern of emotional, cognitive, behavioral and psychological reaction to adverse and noxious aspects of work content, work organization and the work environment. It is an adaptive response, mediated by individual characteristics and/or psychological processes that are a consequence of any external action, situation or event that places special physical and/or psychological demands upon a person. Work related psychological stresses are known to affect the body functions. Though psychological processes influence health through four types of closely interrelated mechanism - emotional, cognitive, behavioral

and psychological (Levi, 1998). Work is the main cause of stress in life. Because significant positive relation has been revealed between job related stress and role overload, role conflict and strenuous working conditions. (Chand and Sethi, 1997). Tread gold (1999) suggested that, those engaged in work related to them are better able to cope with daily stress than those who are engaged in unrelated work. The cause of stress can be categorized into extra organizational, organizational and group stresses. In combination or singly, they represent a tremendous amount of potential stress impinging upon today's job holders at every level and in every type of organizations (Luthans, 1998). The occupational stress helps or improves performance up to a limit and then starts deteriorating. Stress creates a fight and flight response in an individual which releases stimulants that to prepare someone accomplish and achieve. Flight and Fight responses have had great evolutionary significance. When used appropriately, it enables an animal to escape a threatening or dangerous situation by fighting or running. Many scientists contend that the