

A Study of Occupational Stress and Family Conflict among Government Servant

More Tukaram Surybhanrao¹

Assistant Professor,
Department of Psychology,
Kohinoor College, Khultabad
(Dist – Aurangabad) MS, India.

Dr. Madhukar Gulabrao Shinde²

Associate Professor,
Department of Psychology,
Milind College of Arts,
Aurangabad, MS, India.

ABSTRACT

The present study objectives: 1. to find out the occupational stress among male and female government servant. 2. To Search the family conflict among male and female government servant. 3. To investigate relationship between occupational stress and family conflict among government servant. Hypotheses: 1. there will be significant difference found between male and female government servant on dimension occupational stress. 2. There will be significant difference found between male and female government servant on dimension Family Conflict. 3. There should be significant positive relationship between occupational stress and Family Conflict. Sample: For the present study 100 government servant were selected from Aurangabad City, Maharashtra State. Among them 50 male government servant and 50 female government servant. Non-Probability Purposeful sampling was used. Tools:- Occupational Stress Index (OSI): This scale was developed by Srivastava and Singh (1981). Family Conflict Style Inventory: developed by Gattman (1999) was used to assess the conflict styles in couples and families. Statistical Analysis:- t test was used for the present study. Conclusions: 1. Female government servant has significantly high occupational stress than the male government servant. 2. Female government servant has significantly high family conflict than the male government servant. 3. Positive relationship found between occupational stress and family conflict among government servant.

Keywords:- *occupational stress, family conflict, male & female government servant.*

Introduction:

Importance of sport is evident and definite for people and societies, and its social, political and psychological aspects have been studied and a special attention has been paid to its connection with the psychological health. Many studies exist about the useful effects to sport and its relation to psychological happiness (Biddel, 1993; Thorlindsson, 1990) self-respect and self- controlling (Gil, 1986; Gilroy, 1989) and reduction to the negative and harmful behaviors such as smoking and drinking Alcohols (Marcus, 1993; Hastad, 1984) and increasing the age (Paffenbarger, 1986). Beside its valuable role in the physical health, sport also has a close relationship with themental health specifically in preventing the mental disorders. People, who are not active, may face increasing risk of heart disease, mental problems, scruple and other health matters. (Vainio, 2002). Success in the various levels and aspects to life either personal or professional is a concern to whole people, who are physically and mentally normal. There are some definitions for the intelligence quotient (EQ) but the most comprehensive is that definition which has been suggested by (Ciarrochi, 2001)They consider the intelligence quotient as the ability to feel emotions to achieve practical emotions which can help in evaluating thought,Life is really about change. Every day each person faces some kind of challenge, big or small. Just deciding what to wear to work or school can be a challenge for some people, while other find the drive to the workplace or school the most challenging part of the day. There are decisions to be made and changes that will require adapting plans 5 already made. Sometimes there are actual threats to well-being an accident, a fight with the boss, a failed exam, or losing a job, to name a few. All of these challenges, threats and changes require people to respond in some way.

Stress in our society is not something invisible. A person whether a child, adult, men, women, employed, unemployed everyone is facing stress in his/her own way. In everyday life we often times come across many challenging situations. Some of them act as a source of inspiration while others cause challenge. Some people face the challenges boldly while others escape from it. All this varies from person to person. In board terms any challenge that exceeds the coping abilities of an individual becomes a source of stress. In psychological literature the concept of stress continues to be defined in different ways and numerous definition of stress have been proposed.

Work and family are most important parts in human life that are not easily separated. When trying to balance between the work and family, the employees often ended with conflict and dilemma in giving priority to both career and family. The incompatible of demand between career and family seemed to create a personal pressure to the employees. More often than not, conflict tends to create pressure to the employees as they try to balance the two roles that need to be performed simultaneously.

Family life, even in successful families, is not always easy. Families can provide intimacy and closeness, but with them come disagreement and conflict. If a person had happy family when they were growing up, they should feel fortunate. Such an experience provides an important foundation and model for developing a happy family of their own. If a person grew up in a troubled family, the task of building a strong family of their own will be more difficult. But the task is possible. Countless individuals have transcended the family they grew up in and created healthy, new families for themselves and their loved ones. In 1927, Watson predicted that in 50 years family standards had broken down.

Family Conflict is an inevitable part of intimate human relationship. Because people view the world from a wide variety of perspectives and have different goals, conflict is a predictable part of life. In fact, the more intimate our relationships, the more change there are for interpersonal conflict. Although conflict may be "normal" in a statistical sense, it does not have to escalate into verbal and physical violence. There are many constructive approaches to setting disagreements.

Most couples are afraid of negative emotions- among them, anger, resentment, jealousy, bitterness, hurt, disgust and hatred- and have a difficult time learning how to deal with them. A common tactic is to suppress negative emotions, hoping they will disappear with time. The psychological reasons for suppressing negative emotions has to do with human insecurity. Individuals think, "If I let other people know what I am really thinking and who I really am, they won't love and I be abandoned".

In intimate relationships, individuals struggle to find a delicate balance between dependence on each other and independence from each other. Some observers call that interdependence, in families, too, children and adolescents struggle to differentiate themselves from their parents and their siblings, to stake out territory and belief that are their own. People search for individuality while at the same time trying to maintain close relationship.

Tung (1980) study on occupational stress among male and female educational administrators suggests that women experienced significantly lower levels of self perceived occupational stress than men.

Antoniou et al. (2006) observed that female teachers experienced significantly higher levels of occupational stress compared to their male counterparts.

Jennifer Martin-Biggers et.al., (2017) Relationships of household conflict, cohesion, and chaos in the domestic environment on maternal and toddler food-related behaviours. A nationally consultant pattern of moms of preschoolers done an on-line survey assessing food-related behaviours of themselves and their children. Maternal and toddler diet, consuming behaviours, and fitness status; family availability of fruits/vegetables, salty/fatty snacks, and sugar-sweetened beverages; household mealtime atmosphere; and household conflict, cohesion, and family chaos had been assessed with valid, dependable scales. Cluster analyses assigned households into low, middle, and excessive conflict, cohesion, and chaos groups. Participants (n = 550) have been 72% White, and 82% had some post-secondary education. Regression evaluation inspecting the affiliation of cluster grouping tiers on diet-related behaviour measures printed that advantageous domestic environments (i.e., low household conflict, excessive household cohesion, and low family chaos) had been related with more healthy food-related behaviours (e.g., extended fruits/ greens intake), whereas terrible domestic environments (i.e., excessive household conflict, low household cohesion, and excessive family chaos) have been related with unhealthy food-related behaviours (e.g., larger p.c whole energy from fat) even after controlling for sociodemographic and associated behavioural factors. Findings endorse household functioning and family chaos are related with food-related behaviours. This often neglected thing of household interplay may additionally have an effect on intervention consequences and targets of instructional and interventional initiatives.

Ulla Kinnunen, Saija Mauno (1998) Antecedents and Outcomes of Work-Family Conflict Among Employed Women and Men in Finland. The consequences confirmed that work-family hostilities was once extra standard than family-work struggle amongst each sexes, however that there had been no gender variations in experiencing both work-family or family-work conflict. Family-work battle used to be first-rate defined through household area variables (e.g., range of young people residing at home) for each sexes, and work-family struggle via work area variables (e.g., full-time job, negative management relations) amongst the

women, and by using excessive training and excessive wide variety of teenagers dwelling at domestic amongst the men. Family-work fighting had poor penalties on household well-being, and work-family conflict, in particular, on occupational well-being. The findings endorse that in precise upgrades in working existence are wished to forestall issues in the work-family interface.

Objectives:

1. To find out the occupational stress among male and female government servant.
2. To Search the family conflict among male and female government servant.
3. To investigate relationship between occupational stress and family conflict among government servant.

Hypotheses:

1. There will be significant difference found between male and female government servant on dimension occupational stress.
2. There will be significant difference found between male and female government servant on dimension Family Conflict.
3. There should be significant positive relationship between occupational stress and Family Conflict.

Sample:

For the present study 100 government servant were selected from Aurangabad City, Maharashtra State. Among them 50 male government servant and 50 female government servant. Non-Probability Purposive sampling was used.

Tools:-

1) Occupational Stress Index (OSI):

This scale was developed by Srivastava and Singh (1981). It was used to measure the extent of employee perceived stress arising from various constituents and conditions of their job. The OSI consists of 46 items, each to be rated on 5 point scale. -key The scale assesses the extent of stress arising from following 12 dimensions of job life: Role overload; Role ambiguity; Role conflict; Group and political pressures; Responsibility for persons; Under-participation; Powerlessness; Poor peer relationships; Intrinsic impoverishment; Low status; Strenuous working conditions; Unprofitability. The split-half (odd-even) alpha-coefficient for this measure are estimated at 0.935 and 0.90, respectively.

2) Family Conflict Style Inventory:

Conflict Style Scale: Conflict style scale developed by Gattman (1999) was used to assess the conflict styles in couples and families. This scale contains four contextual items related conflict styles. Scale assesses four conflict styles: Avoidant, Volatile, Validating and Hostile.

Variable

Independent variable-

1) Types of Government Servant

- a) Male b) Female

Dependent Variable

1. Occupational Stress 2. Family Conflict

Statistical Analysis:-

t test was used for the present study.

Statistical Interpretation and Discussion

Mean S.D. and 't' Value among male and female government servant dimension on Occupational Stress and Family Conflict

Factors	Types of Government Servant				DF	t	r
	Male		Female				
	Mean	SD	Mean	SD			
Occupational Stress	123.45	6.78	137.56	5.68	98	11.28**	0.74
Family Conflict	8.84	3.30	13.97	3.44	98	7.60**	

The results related to the hypothesis have been recorded. Mean of occupational stress score of the male government servant Mean is 123.45, SD = 6.78 and that of the female government servant Mean is 137.56, SD = 5.68. The difference between the two mean is highly significant ("t'= 11.28, df = 98, P < 0.01) It

concluded that the female government servant has significantly high occupational stress than the male government servant.

The results related to the hypothesis have been recorded. Mean of family conflict score of the male government servant Mean is 8.84, SD = 3.30 and that of the female government servant Mean is 13.97, SD = 3.44. The difference between the two mean is highly significant ($t = 7.60$, $df = 98$, $P < 0.01$) It concluded that the female government servant has significantly high family conflict than the male government servant.

Positive relationship found between occupational stress and family conflict ($r = 0.74$) among government servant. Means when occupational stress increases because tremendous stressors such as anxiety, long term health effects such as high blood pressure, suppression of the immune system, premature aging, increase the risks of mental illnesses such as anxiety and depression (Fabricius & Luecken, 2007).

Conclusions:

1. Female government servant has significantly high occupational stress than the male government servant.
2. Female government servant has significantly high family conflict than the male government servant.
3. Positive relationship found between occupational stress and family conflict among government servant.

References:-

- Antoniou, A. S., Polychroni, F. & Walters, B. (2000). Sources of stress and professional burnout of teachers of special educational needs in Greece, Proceedings of the International Conference of Special Education, ISEC 2000, Manchester, 24-28 July, UK.
- Fabricius, W., & Luecken, L. (2007). Post divorce Living Arrangements, Parent Conflict, And Long-term Physical Health Correlates For Children Of Divorce. *Journal of Family Psychology*, 21(2), 195-205.
- Fernando I. Rivera, Peter J. Guarnaccia, Norah Mulvaney-Day, Julia Y. Lin, Maria Torres, and Margarita Alegria (2008) Family Cohesion and its Relationship to Psychological Distress among Latino Groups. *Hisp J Behav Sci*. 2008; 30(3): 357–378. doi: 10.1177/0739986308318713.
- Jennifer Martin-Biggers, Virginia Quick, Man Zhang, Yanhong Jin and Carol Byrd-Bredbenner (2017) Relationships of family conflict, cohesion, and chaos in the home environment on maternal and child food-related behaviours. *Matern Child Nutr*. 2018;14:e12540. <https://doi.org/10.1111/mcn.12540>.
- Tung, R. (1980). Comparative analysis of the occupational stress profiles of male and female administrators. *Journal of Vocational Behavior*, 344- 355.
- Ulla Kinnunen, Saija Mauno (1998) Antecedents and Outcomes of Work-Family Conflict Among Employed Women and Men in Finland. February 1, 1998. <https://doi.org/10.1177/001872679805100203>.