JOB STRESS AND ALIENATION AMONG WORKING WOMEN

Sandeep Kumar*

Abstract: Modern industrial civilization with all its advancement has made the life of women more complex and full of hazards of her own creation, which in turn has produced more stress for her. Work is not always seen as a source of satisfaction and need fulfillment but rather a source of stress and humiliation. Numerous studies have been conducted negative effects of occupational stress. Though stress has been studied in relation to number variables, the relationship between job stress alienation among working women has perhaps not been scientifically investigated. The present study, as such attempts to study the relationship between job stress and alienation among married women having different level of education teaching experiences. The hundred high school female teachers working in a urban schools were selected for the study. The age range of the samples was 30 to 45 years. All of them were married graduates and postgraduates with teaching experience of 10 to 15 years. Each subject was tested individually within the social premises. They were assured that it was an independent research study and such was in no way concerned with their institution. In order to measure the level of job stress and alienation the tests - Occupational Stress Index & Alienation scale were used.

Introduction

The subject of women in gainful employment has become an interesting topic of research today than it had been before. Psychologists first turned their attention towards the problem after Dr. R. Gadgil’s report (1951). The industrial evolution of India in recent times on which attention was drawn with report showed a rapidly declining trend in women’s employment in non agricultural sector (census report of West Bengal, 1951). The report showed two trends, one of rapid decline in the traditional occupation and an increase in other occupations like teaching, nursing etc. Today a good number of women are teachers, doctors and others have been entering various conditions education which was earlier largely reserved for men. There is a rise in the number of educated women workers in unusual professional fields like engineering, architecture. It is not only that their number has increased, they are also found to be working effectively and successfully (Sen Gupta, 1960, Baig, 1976). Thus Indian women have found new vista open for personal, social and economic advancement. They are assuming different roles besides the role within their home. In the quality of life of modern is no doubt there is a massive improvement as compared to the life of her foremothers.

However the modern industrial civilization with all its advancement has made the life of women more complex and full of hazards of her own creation, which in turn has produced more stress for her. Work is not always seen as a source of satisfaction and need fulfillment but rather a source of stress and humiliation. This negative orientation towards work has probably made job stress a focal point of interest. The interest in the area has reflected itself in the spate of research on job stress and coping strategies.

*Dr. Sandeep Kumar  Professor in Management Tecnia Institute of Advanced Studies
Email:sandeep_rk07@rediffmail.com
Numerous studies have been conducted negative effects of occupational stress. As regards physical health of employees stress is associated with high blood pressure and coronary heart diseases (Behr and Newman, 1978, House 1974). Nervousness, tensions and anxiety were found to be related with stress (Pestonjee, 1987: Sharma and Sharma, 1984, Savita and Asnani , 1993). The ill effects of stress also include absenteeism and job diss satisfaction ( Ahmad, 1992; Ahmad and Khanna , 1992 and Fraser, 1983). Though stress has been studied in relation to number variables, the relationship between job stress alienation among working women has perhaps not been scientifically investigated. The present study , as such attempts to study the relationship between job stress and alienation among married women having different level of education teaching experiences.

Method
Sample

The hundred high school female teachers working in a urban schools were selected for the study. The age range of the samples was 30 to 45 years. All of them were married graduates and postgraduates with teaching experience of 10 to 15 years. The total income ranged from Rs 15000/- PM to more than 30000/- PM.

Tools

In order to measure the level of job stress and alienation the following tests were used:

Occupational Stress Index – The scale was designed and developed by Srivastava and Singh in 1981. It consists of 46 items with five alternative answers (Strongly agree, agree, undecided, disagree and strongly disagree) to each item. The item relate to almost all relevant components of job which cause stress in some way or the other.

Alienation scale – For the measurement of alienation the Hindi version of Dean’s (1961) Alienation scale prepared by Singh and Sinha was used. The scale measures alienation among its three components namely normlessness, powerlessness and social isolations. Scores for three components are added to obtain the total (full scale) alienation score. The scale has 24 items and scores on each item may range from 0 to 4.

Procedure: Each subject was tested individually within the social premises. They were assured that it was an independent research study and such was in no way concerned with their institution. They were encouraged to be frank and spontaneous in their responses as their identity would not be disclosed. The questionnaires were presented in the following order: Personal data sheet, occupational stress Index and alienation Scale.. Scoring was done with the help of manuals.

Results and Discussions

Relationship between occupational stress and alienation

The correlation analysis revealed that there is significant positive correlation between job stress and alienation(r = 0.79,  P < 0.001).

The difference with respect to alienation between low stress groups of school teachers was also found to be significant ( t = 10. 67) P < 0.01).

The results indicate that the groups of teachers with high job stress experiences more alienation where as the group with low job stress shows low alienation.

The relationship between job stress & alienation with respect to groups formed on the basis of different levels of personal variables are presented in Table 1.

The result presented on Table 2 reveal that there are significant differences between high & low stress groups in relation to alienation irrespective of the teacher’s education and teaching experience. The high stress group of teachers is high on alienation as compared to low stress group who show low level of alienation.

Though he present study was conducted on small sample taking into account only one particular group of teachers, but it does show that stressful job conditions lead to job alienation.

<table>
<thead>
<tr>
<th>Personal variables</th>
<th>Level</th>
<th>N</th>
<th>Correlation ‘r’</th>
<th>‘p’ value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>Graduate Teachers</td>
<td>50</td>
<td>0.61</td>
<td>.01</td>
</tr>
<tr>
<td></td>
<td>Post Graduate Teachers</td>
<td>50</td>
<td>0.73</td>
<td>.01</td>
</tr>
<tr>
<td>Year of teaching experiences</td>
<td>Up to 5 Years</td>
<td>40</td>
<td>0.67</td>
<td>.01</td>
</tr>
<tr>
<td></td>
<td>Above 5 to 10 Years</td>
<td>30</td>
<td>0.87</td>
<td>.01</td>
</tr>
<tr>
<td></td>
<td>Above 10 Years</td>
<td>30</td>
<td>0.68</td>
<td>.01</td>
</tr>
</tbody>
</table>
Table 2: Shows the differences on alienation of high and low less strategy groups formed on the basis of different levels of personal variables like education & experience

<table>
<thead>
<tr>
<th>Personal variable</th>
<th>Job Stress Means</th>
<th>t – ratio</th>
<th>p</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
<td>Low</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>Graduate</td>
<td>80.75</td>
<td>60.47</td>
</tr>
<tr>
<td></td>
<td>Post Graduate</td>
<td>90.61</td>
<td>70.21</td>
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<td>Up to 5 Years</td>
<td>65.41</td>
<td>61.50</td>
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<tr>
<td></td>
<td>Above 5 to 10 Years</td>
<td>67.88</td>
<td>88.50</td>
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<tr>
<td></td>
<td>Above 10 Years</td>
<td>65</td>
<td>68.60</td>
</tr>
</tbody>
</table>

Table -2 : mean & t – ratio for alienation score of High & Low stress groups

References
- Baig, T. A (1976): Indian,s women power, New Delhi, S. Chand & Co.