EFFECT OF AGE AND GENDER ON OCCUPATIONAL STRESS: A STUDY ON TEACHING FRATERNITY

Prof. J.K. Tandon
Professor, Jaipur national University
Chetna Mahaur
Assistant Professor, Anand Engineering College
Annapurna Gupta
Assistant Professor, Anand Engineering College

Abstract
The present study aimed at finding the effect of age and gender on occupational stress among teachers. The sample included 120 teachers teaching in professional colleges situated on NH-2 Agra-Mathura highway. Data analysis is done through mean, SD and t-ratio. The results reveals that male teachers experience higher occupational stress than females. The males in the age group 41-50 experience highest stress among all age groups.

Key words: Age, Gender, Occupational Stress

Introduction
Occupational stress has become a common problem nowadays. Stress can be defined as a circumstance in which people face constraints, opportunities or loss of something that they do not desire. Stress is the response of excessive pressures, threats or demands.

When employees become stressed they become lethargic, get low concentration and communication skills become limited. This actually affects the performance of the employees because the employees may become underproductive as a result of excessive stress.

According to Richard Lazarus ‘stress is a condition or feeling experienced when a person perceives that demands exceed the personnel and social resources the individual is able to mobilies’.
Ivancewich and Mattson(1987) defines stress simply as the interaction of individual with the environment, but there they go on to give more detailed working conditions as “an adaptive response mediated by individual difference and/or psychological process, what is consequence of any external action, situation or event that places excessive psychological or physical demands upon a person.”

An under confident, scolded employee cannot interact in a comfortable manner but this thing is not understood by organizations and unnecessarily beyond the limits they keep on pressurizing their employees. Upto a certain limit stress is good to boost the performance but after that it becomes difficult to manage.

According to Sonnentag and Frese(2001) in the current scenario organizations need highly performing individuals in order to meet their goals, to deliver the products and services they are specialized in and finally to achieve competitive advantage. Performance is also important for the individual. Accomplishing tasks and performing at a high level can be a source of satisfaction with feelings of mastery and pride. Low performance and not achieving the goals might be experience as dissatisfying or even as a personal failure.

Literature Review

The word stress is derived from the latin term ‘stringers’ which means “to draw tight”. According to Richard Lazarus “stress is a condition or feeling experienced when a person perceives that demand exceeds the personal and social resources, an individual is able to mobilize. Anil Chandhok and Mansi Monga(2013) found that Bajaj Allianz Life Insurance company has faced more workplace stress as compared to the LIC of India. Swati Goyal, Vinay Kashyap(2013) examined that there is a significant correlation among the sources of organizational role stress and it was also found that certain demographic variables influence the level of stress among managers. Ritu Lehal(2007) studied two important variables organizational role stress and job satisfaction. This paper reveals that in case of organizational role stress and job satisfaction both the results of public sector are better than private sector in case of organizational role stress and job satisfaction. Further in public sector female employees are more stressful than male employees but in case of job satisfaction female employees are more satisfied than males. Hamanpreet Singh, Lakhwinder Pal Singh(2012) conducted research to gain an insight of females working in insurance sector, it has been attempted by the author to identify occupational stressors among females in an insurance company. It was concluded that there is high stress in insurance industry and job dissatisfaction and stress were significantly positively correlated. Deepti Pathak(2012) found that negative correlation exists between organizational stress and job satisfaction level among employees; perceived organizational support as a powerful moderator lessens amount of stress experienced leading to higher job satisfaction.

Ayyappan,M.Sakthi Vadivel(2013) found that there is a significant relationship between type of the banks, gender, age, education, marital status, length of service, job role, family type of the respondents and impact of occupational stress Syed Hussain Shah, Jabran Aziz, Ahsan Raza Jaffari, Sidra Waris Ejaz, Maira Fatima and Syed Kamran Shirazi(2012). author has found in the research that a positive relation exist between the monetary reward and employee efficiency and the author has further investigated that there is a negative relationship between the organizational structure and
employee efficiency and further it was found that there is no significant relationship between administrative support and employee efficiency. Md. Hasebur Rahman (2013). It is found that long working hours and workload remain topmost stressors of both public and private commercial banks. Pressure from management remains modest perceived rank in both types of banks. Further it was found that there is positive relation between job stress and performance of employees. Rana Zehra Masood (2011) has elaborated that stress is personal and it is unique for every individual. An individual may find a particular situation to be stressful whereas another individual may find it challenging. Aasia Manzoor, Hadia Awan, Sabita Mariam (2013) studied that the stress levels among employees in Textile sector of Faisalabad is high but it is not affecting the performance of the employees. In the research it is concluded that there is no relationship between job stress and employee performance. Usman Bashir (2010) investigated that job stress significantly reduces the performance of an individual. Muhammad Jamal (1984) found that data were in favour of the negative linear relationship between stress and performance then for positive linear or curvilinear relationship.

**Research Design and Methodology**

The present study is Ex-post facto research in nature. A survey has been conducted to collect the data from teachers of private colleges situated on NH-2 Agra-Mathura highway. There are two variables age and gender which are independent and organismic in nature and they are manipulated through selection. Occupational stress is the dependent variable. Age group values taken in the research are 30-40 years, 41-50 years, 51-60 years.

**Objectives**

To find out the impact of age and gender on occupational stress among teachers.

**Hypotheses**

There will be a difference in occupational stress of teachers of professional colleges of different age group.

**Method**

A total number of 120 (60 male and 60 female teachers) of professional colleges situated at NH-2 Agra. The tools of the study included Occupational Stress Index by Dr. A.K. Srivastav and Dr. A.P. Singh (1981).

<table>
<thead>
<tr>
<th>Age Group (Years)</th>
<th>Gender</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>30-40</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>41-50</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>51-60</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Total</td>
<td>60</td>
<td>60</td>
</tr>
</tbody>
</table>
Data Interpretation

Data analysis was conducted by mean, SD and t-ratio.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male</th>
<th>Female</th>
<th>T-Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>S.D.</td>
<td>Mean</td>
</tr>
<tr>
<td>30-40 yrs</td>
<td>A 159.72</td>
<td>7.74</td>
<td>D 142.28</td>
</tr>
<tr>
<td>41-50 yrs</td>
<td>B 168.28</td>
<td>17.32</td>
<td>E 139</td>
</tr>
<tr>
<td>51-60 yrs</td>
<td>126.8</td>
<td>7.60</td>
<td>F 122.5</td>
</tr>
</tbody>
</table>

It was found that there shall be a difference in the level of occupational stress of different age groups. The t-ratio for B & C(11.14**), A & C (15.74**), D & F (4.24*) and E & F( 10.05**) is significant at .01 and .05 level of significance. It means that there are significant differences among age groups in their level of occupational stress.

The mean score of 30-40 yrs & 41-50 yrs is higher than 51-60 yrs age group of male and female teachers. The higher mean scores reveals higher stress in 30-40 & 41-50 age groups.

The findings reveals that t-ratio for group A & D (3.78 female and male of 30-40 yrs) and C & F (1.90, female and male of 40-45 yrs) is insignificant, while the t-ratio for B & E (8.16, female and male of 41-50 yrs) is significant at .01 level of significance.

Further it has been found from table 2 that t-ratio for group A & D (3.78 female and male of 30-40 yrs ) and C & F (1.90, female and male of 51-60 yrs) is significant at .01 level of significance.

It has also been found (table-2) that mean score of male teachers is higher than female teachers. The mean score of 41-50 yrs (168.28) males is highest among all the male teachers, whereas the mean score of 30-40 yrs (142.28) female is highest among all female teachers.

Conclusion

The mean score of male teachers is higher than female teachers. This reveals that there is higher occupational stress among male teachers than female teachers. The mean score of males in all age groups is higher than females. As per the observational report during survey females tend to do the job so as to have a feeling of independence in their personal lives whereas males have the responsibility of their families as still in our country males are the major earning members of the families whereas females are still the supportive members in majority of cases. In this research it has also been found that mean score of 51-60 yrs (both male and female) teachers is very low. Thus we can conclude that stress level is lowest in this age group.
REFERENCES


