PREFACE

Individuals recognize themselves by their job or occupation, as job is the major focus of their energy, skill and ambitions. They spend most of their productive time at job place. Every individual is busy and enveloped by various problems and challenges in their personal life. Moreover, they are constantly assailed with lots of work pressure, competition and deadlines at work place. All these anxieties demand problem solving. Stress emanates from a misfit between environmental demands and personal adequacies to meet these demands. Pressures to perform effectively within the stipulated time amidst stiff competition and rapid changes in economic and technological setting cause imbalances in the human mind and body. Stress is a recognized killer and a major contributor to work sickness. Organizations are getting anxious of stress due to reduced effectiveness of employees and finding ways to manage it properly.

Employees in both public and private sector experience stress and respond in different ways. The work culture of public and private sector is different in regard to time of work, nature of work, scale of pay, company policies, degree of supervision, leadership etc. The environmental factors to which an employee responds mainly includes fast technological change, family demands and obligations; economic and financial conditions, race, caste, class, ethnic identity and relocation and transfers and the like. There are other factors also which determine stress like income, age, nature of work, type of organization, personality type, etc.

Stress at workplace has become an important topic of study of organizational behaviour. Researchers in the area of organizational psychology and management have used the term occupational stress to denote employees’ mental state aroused by a job situation or a combination of job situations perceived as presenting excessive and divergent demands. Occupation can create stress among the
employees and certainly is the central context for and contributor to adult development. The present study is an endeavour to identify the stress among employees. A comparison between the stress level of employees operating in public sector and private sector organizations has been made. Further, stress level of male-female employees and employees of two income groups has been compared. Role of other variables like age, marriage and nature of spouse relation in stress building among employees has been discussed. The study focuses on occupational stress and various causes leading to stress building among the employees. Moreover, the differences in display of behaviour, attitude and health impacts among male and female managers as a result of stress if any, is highlighted. As stress is experienced by every individual in general, this study will benefit the executives and organizations to retrospect and rethink on their functions and effectively deal with such complex stressful situations. This will not only contribute towards organizational development but also lead to a better society in the long run.

Place: Arpita Sharma

Date: