CHAPTER II
PROBLEMS AND HYPOTHESES

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CHAPTER II

PROBLEMS AND HYPOTHESES

2.1 THE ANTECEDENT :-

In the light of the review of literature mentioned in chapter I, it was found that contradictory findings have been reported with regard to the career status of couples as a factor associated with occupational stress (Hall and Hall, 1980; Rapoport and Rapoport, 1969; and Rozenthal and Linder, 1982).

Shift working has not yet been investigated as a factor associated with occupational stress. However, it has been firmly established that irregular work hours generate a number of psychological disturbances and family dysfunction (Akersedt, 1990 and Chang et al, 1993).

Contradictory findings with regard to the types of organization and occupational stress has also been reported by the researchers working in this area. For example, Pestonjee and Singh (1987) reported that the level of occupational stress is high in private sector whereas Banerjee (1989) reported just opposite finding.
Srivastava (1990) also reported that the employees of the public sector organization showed clearly high level of occupational stress than their counterparts.

So, the purpose of the present piece of work is to ascertain the main and interactional effect of career status of couples, day and shift working and types of organization upon occupational stress.

**2.2 THE STATEMENT OF SPECIFIC RESEARCH PROBLEMS:-**

In the light of the above mentioned discussion, the following problems of the proposed research are stated:

1. Can career status of couples generate variance upon occupational stress?

2. Can day and shift working hours generate variance upon occupational stress?

3. Is type of organization has any bearing upon the variance in occupational stress?

4. Are career status of couples, day and shift working and types of organization in a position to influence jointly or in interaction with each other the variance of occupational stress?
2.3 THE CONCEPTUAL AND OPERATIONAL DEFINITIONS OF THE VARIABLES INVOLVED IN THE PRESENT STUDY-

DEPENDENT VARIABLE :-

Occupational Stress :-

Allen, Hitt and Green (1982) have defined occupational stress as 'disruption in individual's psychological or/and physiological homeostasis that force them to deviate from normal functioning in interaction with their jobs and work environment'. Consistent with recent conceptualization stress denotes the psychological state experienced by an employee when faced with demands, constraints and/or opportunities that have important but uncertain outcomes (Schuter, 1980; Beehr and Bhagat, 1985).

Cooper and Marshall (1976) have described following seven categories of the sources of occupational stress of managers:

(i) Factors intrinsic to job: Work overload, under load, poor physical working conditions, time pressure and having too many decisions to make.
(ii) Career development: Over promotion, under promotion, lack of job security, fear of redundancy, thwarted ambition.

(iii) Role in the Organization: Role ambiguity, role conflict, responsibility for people.

(iv) Relationship at work: Poor relations with boss, colleagues and subordinates, lack of trust and supportiveness, difficulties in delegating responsibilities.

(v) Organizational structure and climate: Lack of effective consultation, restrictions on behaviour, poor communication, no sense of belonging and little or no participation in decision making.

(vi) Extra organizational sources: Family problems, conflict of personal belief with that of company, conflict of company with family demands, marriage patterns and relocation and mobility.

(vii) Characteristics of the individual: Type A personality, extremes of competitiveness, striving for achievement, importance, haste, hyper-alertness, low self-esteem, lack of ability to cope or adapt to stress situation etc.
Psychologists have different views about potential psychological and situational conditions or job factors which causes occupational stress. The researchers engaged in analyzing the antecedents and consequences of job stress have reported different physical and psychological conditions at work as potential occupational stressors (Kahn et al., 1964; Kahn and Quinn, 1970; French and Caplan, 1972; McGrath, 1976; Cooper and Marshall, 1976; Eden et al., 1977; House et al., 1979).

Landy and Trumbo (1970) have reported job insecurity, excessive competition, hazardous working conditions, task demands and large or unusual working hours as major sources of job stress. Factors intrinsic to job, i.e., paced-repetitive work, lack of opportunities to used valued skills and abilities, and high costs and penalties for mistakes have been indicated as stressors in the work setting (Kornhauser, 1965; Buck, 1972), time constraint (Hall and Lawler, 1971), heavy work load (Buck, 1972), excessive and inconvenient work hours (Kornhauser, 1965; Mott, 1972) have also been reported as sources of job stress. Quick and Quick (1979) have emphasized the role of interpersonal factors in creating stress.
at work. Conflict between individual's because of incompatible goals of substantive issues on the one hand, and emotional issues on the other create stress. Small groups may also apply pressure upon their members for conformity to norms that are in conflict with member's needs, values and standards. These pressure's causes occupational stress.

Parusuraman and Alluto (1981) proposed an integrated model for investigating simultaneously the relationship of contextual task, and role related variables to stressors, viz., inter-unit conflict, technical problems, staff shortage, and too many meetings in the work environment. They reported that job demands, constraints, and job related events or situations were not in themselves stressful, but that they may be capable of producing psychological stress and strain depending on personal attributes and other coexisting factors.

Operationalizing the concept of occupational stress, here in the present study, we have selected the 'Occupational Stress Index' of Srivastiva and Singh (1981) who have identified twelve factors which causes occupational stress, viz.,
(1) Role overload
(2) Role ambiguity
(3) Role conflict
(4) Group and political pressures
(5) Responsibility for persons
(6) Under participation
(7) Powerlessness
(8) Poor peer relation
(9) Intrinsic impoverishment
(10) Low status
(11) Strenuous working condition
(12) Unprofitability
INDEPENDENT VARIABLES :-

Career Status of Couples :-

Career status of couples has been taken as an independent variable in the present study. Two levels of this variable have been employed in the present study:

(1) Dual career status

(2) Single career status

In dual career status both the partners viz., wives and husbands are employed, the status of employment is almost same. In single career status only husbands are employed and wives are housewives. They are neither in government nor in private job. The nature of employment for the male partner of dual career and single career couples are the same.

Shift Working :-

The term shift working is defined as an arrangement of working hours that uses two or more terms (shifts) of workers in order to extend the hours of operations of the work environment beyond that of conventional office hours.
According to international labour office, shift work is defined as 'A method of work organization under which groups or crews of workers succeed each other at the same work station to perform the same operation, each crew working as certain schedule or shift so that the undertaking can operate longer than the stipulated weekly hours for any worker.

In the present study day workers as well as shift workers would be included. Day workers are those workers who exclusively work during the day time (office hours) and shift workers are those workers whose working hours are changing from week to week, i.e. from day working to evening shift or from evening to night shift. Usually each shift consist of 8 hours.

Types of Organization:

Private and public sector industrial organization's have been taken as the two levels of the independent variable, i.e., type of organization. Structure and climate of the public and private sector organizations markedly differ, and so are likely to cause different amount of stress to its members.
Contradictory findings with regard to the type of organization's and occupational stress has also been reported by the researchers working in this area, for example, Pestonjee and Singh (1987) reported that the level of organizational stress is high in private sector whereas Banerjee (1989) reported just the opposite finding.
2.4 HYPOTHESES : THEIR FORMULATION :-

According to Kerlinger (1978), “Hypothesis is a conjectural statement of the relation between two or more variables. Hypotheses are always in declarative sentence form and they relate, either generally or specifically, variable to variable.” Stated differently, hypothesis is a suggested or tentative solution to the problem. And as such in any scientific enquiry, hypothesis can be framed by two approaches. In the first approach, hypothesis is framed on the basis of researchers intuition without giving any importance to the previous research findings. Hence, this type of hypothesis is called blind hypothesis. In another approach, hypothesis is based on the previous findings obtained by other researches which are directly or indirectly related to the problem. This type of hypothesis is known as logically derived hypothesis. The second approach is superior to the first in offering scientific solution of the problems.

Keeping in view the specification of dependent and independent variables proposed to be incorporated in this study, the following hypotheses are framed for putting to test :-
DIFFERENTIAL HYPOTHESES :-

(1) The occupational stress of the supervisors with dual career status would be significantly lower than the supervisors with single career status.

(2) The occupational stress of the supervisors of shift working group would be significantly higher than the supervisors of day working group.

(3) The level of occupational stress of the supervisors working in private sector would be significantly higher than the supervisors working in public sector.

II. INTERACTIONAL HYPOTHESES :-

First Order Interaction :-

(1) The supervisors of single career and shift working group would score significantly higher on occupational stress index than the supervisors of dual career and day working group.

(2) The supervisors of single career group and who are working in private sector organization would score significantly higher
on occupational stress index than the supervisors of dual career group who are working in public sector organization.

(3) The supervisors of shift working group in private sector organization would score significantly higher on occupational stress index than the supervisors of day working group in public sector organization.

**Three Factor Interaction :-**

(1) The supervisors of single career, shift working and private sector organization group would score significantly higher on occupational stress index than the supervisors of dual career, day working and public sector organization.