Chapter V

SUMMARY & CONCLUSIONS
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The present investigation is concerned with studying the “Occupational Stress, Psychological Strain and Coping Strategies among Engineering Professionals”. In addition, the impact of Sector and job Tenure on Occupational Stress, Psychological Strain and Coping Strategies was also investigated.

OBJECTIVES

1. To examine whether there would be any significant influence of the sector (State Government and Public Sector) on Occupational Stress of Engineers.

2. To assess whether there would be any significant influence of the sector (State Government and Public Sector) on Psychological Strain of Engineers.

3. To find out whether there would be any significant influence of the sector (State Government and Public Sector) on Coping Resources of Engineers.

4. To examine the impact of the years of service i.e. Job Tenure on Occupational Stress of Engineers.

5. To assess the impact of the years of service i.e. Job Tenure on Psychological Strain of Engineers.

6. To find out the impact of the years of service i.e. Job Tenure on Coping Resources of Engineers.

7. To examine whether there would be significant influence of the Occupational Stress on Coping Resources of Engineers.

8. To suggest the suitable Coping Strategies for the Engineers who found facing more Occupational Stress and Psychological Strain.
HYPOTHESES

In order to realize the above objectives, the following Hypotheses are formulated.

1. Engineers working in State Government and Public Sector Organizations differ significantly in their Occupational Stress.

2. Engineers working in State Government and Public Sector Organizations differ significantly in their Psychological Strain.

3. Engineers working in State Government and Public Sector Organizations differ significantly in their Coping resources.

4. Engineers with Short Job Tenure and Long Job Tenure differ significantly in their Occupational Stress.

5. Engineers with Short Job Tenure and Long Job Tenure differ significantly in their Psychological Strain.

6. Engineers with Short Job Tenure and Long Job Tenure differ significantly in their Coping Resources.

7. Engineers with Less Occupational Stress and More Occupational Stress differ significantly in their Psychological Strain and Coping Resources.

Conclusions

Based on the results obtained, the following conclusions are drawn.

1. Engineers working in State Government experienced more Occupational Stress and where as the Engineers working in Public Sector Organizations experienced relatively less Occupational Stress.

2. Engineers working in State Government experienced more Psychological strain where as Engineers working in Public Sector Organizations are seen with relatively less Psychological Strain due to absence of such system.
3. Engineers working in State Government are seen utilizing the Coping Resources less frequently and Engineers working in Public Sector Organizations are seen utilizing the Coping Resources very frequently as is evident from the Means got on all components of Coping Resources.

4. Engineers with Short Job Tenure are seen experiencing more Occupational Stress and those Engineers with Long Job Tenure are seen experiencing less Occupational Stress.

5. Engineers with Short Job Tenure experienced more Psychological Strain and those with Long Job Tenure experienced less Psychological Strain because of their difference in natural thinking and level understanding the complexities.

6. Engineers with Short Job Tenure and Long Job Tenure exhibited difference only in case of Recreation and not in other components Self Care, Social Support and Rational/Cognitive Coping components of their Coping Resources.

7. Engineers with More Occupational Stress are seen frequently using the Coping Resources (all four components) than Engineers with Less Occupational Stress.

**Implications of the Study**

The State Government sector is seen with more Occupational Stress, more Psychological Strain and Less in Coping Resources, as where the Public Sector Undertaking is seen the contrary situation. Hence, the State Government Administration has to look after providing proper orientation to the Engineering Professionals working in the State Government to get ready for receiving high levels of Occupational Stress and Psychological Strain and it should try to provide good Coping Resources and train up the same personnel to adopt proper coping strategies suitable to their Stress and Strain conditions.

In doing so, the State Government Administration should take up a study on the Coping Resources provided in the Public Sector Undertakings for adopting the same subject to their suitability in terms of Physical adoption and Economical
acceptance. The Strategy of the State Government Administration should be in a two way approach. The first one is to think of how to reduce the ill-effects of various bottlenecks existing in the system which are damaging the Morales of the Engineers to work without stress and strain. And the second one is how to increase the Coping Resources and educating the Engineers for proper utilization such resources to the maximum possible extent. This approach may reduce the difference in levels of Occupational Stress and Psychological Strain among its Engineering Professionals and help them to perform their task more effectively.

While doing so, the State Government, should make a review of the present work environment to explore the chances of improvising the effectiveness of Engineers.

1. Rational work distribution should be done keeping in view the fact that every individual will have limited response capabilities.

2. Regular sessions of orientation of its Engineers to the upcoming trends in the area of Science & Technology, their possible impact in creating Occupational Stress and Psychological Strain and the way out to get relief from such a situation by providing and making them to utilize the Coping Resources.

3. Organizations should provide facilities to their employees to participate in various recreational activities in order to alleviate chronic stress.

**Significant findings**

1. Significant observation is that Engineers with high occupational stress use the four coping resources more frequently than those with low occupational stress.

2. Irrespective of job tenure and sector in which they work, Engineers derive pleasure and relief from chronic stress by participating in various recreational activities. That is Recreation is the dominant coping resource for Engineers.
Limitations of the Present Study

Every research is meant for drawing certain positive implications which may help in improving the domain of study. This research is also no exception to all such implications. But, before going into the implications of the study, one must keep in mind the limitations with which this study is undertaken. The sample that is used for this study, though is taken by systematic randomization procedure, is still small.

A single individual could not help this because this is an investigation undertaken under the constraints of resources and time. The area of study is limited only to the three districts of Srikakulam, Vizianagaram and Visakhapatnam and hence conclusions of this study can’t be generalized. Before doing so, it is preferable to take a similar study on Engineering Professionals of the similar sectors countywide to observe whether the conclusions obtained are similar or not. Yet, the results can be considered as a pioneer study that has opened possibilities of a more intense investigation.

Suggestions for further Research

1. Several factors such as level of intelligence, gender and several personality factors were not taken into this study, hence a study comprising of comprehensive approach is suggested to pursue in future to have a full shape comparison.

2. Similar type of studies can be taken up between similar employees of different sectors to make the administrations to provide good work environments to improve productivities.