CHAPTER- I

INTRODUCTION

(Higher Education and Library Work )

1. Introduction:

Education is an ongoing and unending process, and it can be sustained only by cultivating reading habit among people belonging to all sections and strata of our society. It was for this purpose that in 1972, the Silver Jubilee Year of Indian Independence, and the “International Book Year”, which also happened to be the bicentenary year of the birth of Raja Rammohan Roy, the Government of India established Raja Rammohan Roy Library Foundation (RRRLF) to support public library services and system and library movement throughout the country. To increase the habits of reading in the people is the objective of it. The Foundation is a living memorial to the great Raja who heralded the modern age in India.

According to Mahatma Gandhi “Books play the role of soap for mind.” We can achieve peace of mind by reading books. Our knowledge tries to provide us as much as we can. It does not recognize the barriers between the rich and the poor. Books open their hearts before them with the same love and give them all the joy and pleasure.

The objective of education is to make a person an intelligent fellow. Education leads human intelligence towards truth. Emotions to humanity and human body to work-hand teachers have to play a decisive role in this respect. An A person can gain knowledge mainly by three methods viz-

1) Through formal education which he/she gets in his school and college life.

2) Through his/her experience.

3) Through reading.

“It is rightly said that library is the temple and books are the God. Librarian is the devotee and reading habit is the kind of worship to the God. Almost reading plays the very important role in our life without reading we cannot reach the height of the success. Reading is the most important way to enriching the treasure of one’s knowledge. Reading broadens the horizon of the knowledge of a person and increases thinking power. We interpret the happenings and events around us mainly
on the strength of our reading habits. It is for this reason that reading has got paramount significance in our life Dr. Babasaheb Ambedkar has rightly said “Books are my Gurus. He had realized the significance of reading and he therefore had build up the treasure of a large variety of books of his own.

Reading the premier of the three Rs, is seemingly the predominant mode of acquiring knowledge and information in a literate society. We read for!

* Education and Information

* Entertainment.

* Spiritual communication.

These three objectives are fulfilled by nonfiction, fiction and religious text. Reading helps the individual to understand society and role as a citizen, worker and an individual within the own personal problem. It is essential for further personal development and enrichment of life. Good reading behavior can extend one’s sights beyond their daily life. It feeds to the creative mind. Education loses its purpose and value if reading is not one of the daily programmes of an individual. Reading is so interred related to the whole educational process that educational success requires effective reading. Basically it is developed in school. If this is not developed in school level then drawback occurs at tertiary level, the college students will find it difficult in proceeding of a fast speed in academics due to reading deficiency. Reading comprehension, reading speed and critical reading become the collegiate level more than at the school level; Reading is a meaningful interpretation of verbal symbol. Reading is an addition to oral communication which develops our skills of speaking and listening.

Children are often told about the benefits of reading and advised to develop reading habits and enjoy reading. In fact this message needs to reach also adults of any age but this is not enough. The other concurrent message that must be put across is to “read effectively” so that one reads more, retains more and recalls whenever necessary. Effective reading is one factor that has been highlighted by almost all the rank holders particularly in the prestigious competitive examination.²

Reading has educational social and cerebral aspect. The social functions of reading are too vague and cannot be clearly laid down. Spread of reading culture among the masses is an outcome of advancing mechanization and automation since the industrial revolution. Automation and hitch communication and transportation
leave a lot of leisure for the layperson.

Books are now our “gurus or teachers”. The importance of book need not be stressed. It is self evident. Libraries happen to be the only place where the modern “gurus” can easily be available.

Circulating libraries, free libraries can hardly give us study material. Such libraries can be made use of for newspaper and magazine reading. However people who cannot afford newspaper can make good use of such libraries. I overheard a doctor telling his patient to be careful with circulation libraries, they spread disease. But in conclusion one can say those libraries are always essential and useful for a society.

1.1. Education:

Education especially at higher level has been described more as a process of learning than of teaching and this signifies the self effort to be put in by the students so as to reach very nearer to the goal. The education in higher education has to be provided with necessary facilities for mastering methods of work in his chosen field.

Which is essential for the development of human resources? Human resources are the assets of the nation and so they must be developed properly in order to make the development of nation in terms of social, educational, economic and technological. Hence efforts are being taken to develop human resources with the help of higher education. Higher education means humanism, intellect, tolerance, ideas and truth. Education means getting whole information and qualities acquired through instruction and training which further the development of individually physical, mental and moral. Education is life long process and is continued in growth.

Nature is kind enough to have bestowed upon a man the most precious gift of intellect, the power to think for himself and community around him. This mental faculty has made him the crown of all the living beings. Though the human mind has wonderful reserves of energy, it in itself does not revive and shape human mind. It has got to be tapped, developed and channelized with the help of education. Education tends to sharpen the intellect, unfold the mysterious faculties of mind, explore and develop the talents and train an individual to live well in a civilized society. This gigantic responsibility of humanizing and intellectually uplifting an individual is performed by the schools and colleges.
Thus the very purpose of educational institutions is to discover and bring out the best of the man. Through education they shape and improve the student’s creative faculties, enhance his vocational efficiency and carve him into a self reliant individual who is able to participate as a practical man in a democratic social order. While referring to the aims of education Dr. D. S. Kothari, the then chairman of U. G. C. said; “The basic task of education is the development of mind, necessary skills and knowledge.³

1.1.1- Definition of Education:

Education may be defined as,

1) Act or process of education.

2) The process or manner of training youth for their station in life.

3) The acquisition of knowledge, skills or discipline of character.

4) The act of process of training by course of study or discipline.

Also it is defined in Webster Illustrated Contemporary Dictionary that education as “The skill and knowledge resulting from such instruction and training”.⁴

The great educationists and philosophers have defined education as process of development. A few definitions are quoted here to make clear the term education. Education should be thought of as the process of man reciprocal adjustment to nature of his fellows and the ultimate nature of the cosmos.

“Education is the process in which these powers-(abilities, capacities) of man, which are susceptible to habituation, are perfected by good habits by means artistically contrived and employed by a man to help another or himself achieve the end in view.”⁵

Education is one of the most powerful agencies in molding the character and determining the future of individuals and at nations and the question how to regulate education so as to secure the best results has engaged the attention of speculative thinker and countries. At the present moment in India that is a question of occupying large of public attention.

1.2. Importance of Education:

Education has got a significant place in human life. Good and appropriate education is necessary in our life. Life without the proper needs is meaningless.
While giving education to the students, the instructions are given to them for their development. It removes ignorance of man. Nobody can steal this wealth of education. The man learns moral values and improves his character. Today the significance of education in our life cannot be ignored. Man is made rational through education. The learned man can understand the complexities of life and can solve the problems. The success of man in his life depends on what kind of education he has got.

Swami Vivekananda asserted that education should be essentially “man – Making and character building.” He was firmly of the view that the best elements of eastern and western culture should be combined to build up our national character. The dynamism and scientific attitude of the west have to be combined with self poise and spiritual idealism of the East in order to develop new type of method. One has also to take note of the fact that although the world has become very small, the differences between one part and the other are becoming over emphasized. In a country like India with a long history of culture and civilization, it should not be difficult to hold human values as supreme. We should recapture the old Indian concept of Universal family.

“This is mine that is someone else’s that is how narrow-minded people tend to think. For the broadminded the whale of the universe is their own family.”

Education is culture and self improvement and process will go on the end of one’s life. A thinker observed that the true teacher is a student to the end of his life, knowledge is the third eye of man which gives him insight into all affairs and teaching him how to act. Education promotes our material as well as ritual, welfare both in this as well as afterlife.

Education is really significant in our life. It makes a better person as well as social person. It teacher as all the necessary things to live a propel life. It has a remarkable effect on the personal life of a moon. By getting a professional degree through education makes you to share your inputs and valuable suggestions and ideas for the development of companies or institutes. It also gives us strength to do something constructive for going ahead in our life.

Education includes all kinds of knowledge. It empowers the man to take out good things from his mind. It gives us all kinds of power to make us remarkable in every field of life. Man can do in his life as what kind of education he has. Taking into account the need of education for people, almost all nations have tried to
increase literacy among the people. It is really a challenging task for the nations to spread awareness of education among the people. Similarly the government has provided them the rights of education which is quite good. As a matter of fact, the efforts made by the government to increase literacy among the people have really increased the rate of literacy in many parts of the nation.

"Change does not necessarily assure progress, but progress implacably requires change. Education is essential to change, for education creates both new wants and the ability to satisfy them"

1.3. Changing Philosophy of Education:

In most of the colleges teaching is examination – oriented based on teacher – class – room approach. Present day philosophy of education is that teaching should be ‘student – resource – centered.’ Later approach leads to greater use of a college library. The concept of resources is concerned with the inclusions of documents such as Tape records, Video and the audio Cassettes, Gramophone records, Microfilms, Maps etc. Thus, according to this approach, a college library is expected not only to acquire traditional types of documents but also a variety of new instructional aides.

1.4. Teacher’s Education:

Literally one who teaches is the professional personal employed in schools for implementation of the curriculum. Teaching is a profession which requires its practitioners to possess specialized knowledge and specific skills acquired through intensive training. They are also bound by a set of ethical rules and code of conduct specific to the profession. The main purpose of teacher education is to prepare the teachers with educated minds coupled with training in teaching skills.

The famous writer and teacher Mr. R. P. Taneja has defined the word ‘Teacher’ as refers to one who teaches.’ It means teacher teaches and guides us.

The role of teacher in society is very important. It is expected that he should teach student as well as civilized society. Teacher’s education is the modern concept. He must have up to date knowledge in his subject for success in his field. Research in his subject, current events etc, he knows only through continuous reading. The teacher is the student forever. So, continuous reading with the help of natural education is must for the achievement of his goal in his life. Teacher’s
education means, not only to get degree or to take the particular ordination course but it includes both the above things. He must be always curious about learning new skills, discussion with his colleagues, his interest in his subject as well as other subjects and his reading of magazines.

Challenges in the teaching field change according to circumstances. Our expectations from the teachers change according to social needs, growing expectations, sudden progress in every field and new scientific intention etc. So teacher’s education is important due to these changing in expectations and responsibilities. It is impossible though natural education or education courses as complete guidance is quite impossible. So in such circumstances if the teacher wants to retain the value of his profession and he wants to acquire skill so he must take the help of informal education and he should prove his liability.

It is very necessary for teachers to do continuous reading. This idea is useful to the students understanding the points better through the teachers who do Ph. D. It is noticed that they read a lot. Not only do they read because they are doing Ph. D. They read continuously as a habit. In the colleges Ph. D. is recognized as the highest qualification for a teacher. Ph. D. means Doctor of Philosophy. It is observed that teachers holding Ph.D. degree read continuously. Teachers do their Ph. D. to upgrade their position in the college, increasing their competency and skill, to increase their scales, and some do Ph.D. because they like research work as it is challenging. Reading Habit is anytime fruitful, because reading makes a man full. It is increasing their knowledge, and they use it not only for them but also for the student.

Extra reading is as important as reading topics concerning subject. Extra reading gives information of what is happening in the world around and it keeps us around of global activities. Last but not the least, if you read you will be survived by getting service.

University Grants Commission and related Universities have prescribed rules and regulations.

1) To complete Master Degree with first class.

2) To age limit.

3) Apply for the post doctoral researches to any recognize university.

e.g.: An old man has completed his Ph.D. in Journalism from Swami Ramanand
Tirth University Nanded, after his retirement. He has completed an M.A. in Psychology, History, Political Science, Sociology and also L.L.B.

1.5. Higher Education:

All types of Universities impart higher education to the students and award them academic degrees. They impart higher education to the students at the undergraduate and post-graduate level. They also provide vocational education and training to them. Tertiary education is also provided by colleges and universities. The activities of universities regarding higher education are mainly concerned with teaching, research and social extension programmes. It is now observed that a large number of populations are taking higher education in many of the developed countries. So higher education has been given quite significant place in deciding the economic policies of the country.

The process of higher education and related training are generally exercised by the universities. It is mainly theoretical education. On the contrary vocational education is mainly based on both theory and practice. The university which is imparting higher education and is conducting research programmes awards the students several kinds of degrees at the graduate and post-graduate level and doctorate degree in all the branches of education. Higher education also includes professional education besides traditional education, which gives post graduate education. The disciplines like medicine, law, engineering, pharmacy are some of its examples.

It has now emerged as a discipline which required to be studied in its own right. This is not to suggest that separate departments are going to be established in a number of Universities and so on. This may happen, but gradually and slowly. This may also motivate more and more academics to write on different issues on higher education and also on the perspective and growth of human knowledge and development.

Besides many purposes of higher education, one of them is to acquire concrete skills essential for the existence of the man in the world. It enables a person to think logically about the critical issues and put the facts in detail. It also makes the person to understand the implications of the activities in terms of morality and transfers his knowledge to others. It also develops the habits for changing his behavior outside the formal education environment. It develops several skills of the person like analysis, synthesis, forming ideas in different kind’s curricular activities.
As a nation, we need trained manpower of Social Scientists, men of letters, artistes, linguists and the like as any other skill technical manpower. Therefore the need of strengthening education in such subjects through value addition and restructuring has to be emphasized and properly looked into. The liberal education purpose of the University system should remain in place with the due emphasis. The idea of one multi-faculty university consisting of all kinds of knowledge skills with the objective of world-wide knowledge is too developed. Today much emphasis in given on applied knowledge or other sciences beyond the fundamental sciences will give us a proper direction to achieve our target in life. The generation of knowledge, transmission of knowledge, storage and retrieval of knowledge and utilization of knowledge all should be pursued by the University. If one acquires real knowledge, he will also know how to apply it. There is only knowledge and applicable knowledge. No knowledge is there which is not applicable. The applicability is a question of context. 

Higher education must add something to the education system through appropriate education and curriculum and research.

1.6. The System of Education in India:

Indian higher education system is as large as the systems of the world. Before independence of India, the educational institutions were very few but at present there are numbers of universities including central universities, state universities, deemed universities and research institutions. There are thousands of colleges imparting education in all branches of knowledge. Similarly there are many lacks of teachers and millions students taking higher education.

As per the Act of parliament, it established the University Grants Commission in 1956. Being an autonomous organization, its main purpose is to promote and coordinate higher education. The UGC has taken much initiative in developing university and college Libraries. Taking into account the significant role of library in education, the UGC has acted upon the recommendations of many committees. Apart from academic function of the UGC, it provides financial assistance to universities and colleges for purchase of books and journals, for the development of infrastructure, purchase of equipments etc.

1.7. Objectives of Higher Education:

The UGC provides funds to universities and colleges for expansion of
academic matters. It is a matter of debate how much fund is to be given. The emphasis of funding is on the need of the individual. It is the approach of the UGC that the individual should be benefitted. This new approach has created a number of problems for them.

Objectives:

1) To foster in teachers and students and through them in society in general, the attitudes and values needed for the development of individuals and society.9

After Independence, the development of higher education was very fast. There were few colleges before independence. After independence, there is remarkable increase in the education institutions in various disciplines of science, engineering, medical and agriculture.

Higher education is always being criticized in terms of economy. Because higher education fulfils the demands of the regional and local employer for getting skilled employees. After all higher salaries are paid to graduates during their lifetime which helps to increase the quality of their life.

1.8. Development of College Education:

College education is one of the significant parts of the Higher Education. In ancient times in all the religions learning was mainly related with religions institutions. In India up to 1857, the well known universities and colleges were the centers of learning. The religious ventures become the centers of higher Education. Brahmins were invited to the centers for Sanskrit learning. They pay individual and personal attention to the students. Female students were not allowed to the learning centers. Then the Mohemmendan rulers encouraged these learning centers or colleges at place like Allahabad, Lahore, Delhi, Rampur, Ajmer, Lucknow etc. After the sack of Bagdad in 1258 A.D. Delhi became the centre of learning from East to West. Through these centers, logic, Literature, Law, Astronomy, Theology and Natural Philosophy were taught. In Muslim learning qazis and muftis were working as Brahmin in Hindu centre’s. Later on, the British Empire established several Colleges with the help of East India Company up to 1857. It is known as the climax in the history of Indian Higher education. In 1857 they established three Universities in India on the model of London University, for Higher Education. On the same basis in 1917 the Calcutta University was established under the chairmanship of Sir
Michael Sadler. The basic functions of all the universities were to promote teaching and research.

In the modern time the colleges have been played very important role in the Higher education. The universities have established their own development to spare teaching and learning in the country. After independence at the present time near about 320 universities and 15000 Colleges and 96 Lakhs students have enrolled for Higher Education. There are nearly 4.5 lakhs teachers in India.

It is essential to note that after independence the continuous growth and stimuli developed the colleges, universities and the status of higher education. For the improvement of higher education the UGC New Delhi is playing very contributory and landmark role.\textsuperscript{10}

1.9. The Role of Libraries about Higher Education:

Regarding higher education, the college libraries are not only trying to increase digital resources for the students but also trying to provide the knowledge to the common people which are significant feature of the age of information.

Institutions of higher learning have their inception developed on libraries, and as such libraries are established as an integral part of the higher level for successful implementation of their academic and research pursuit. This role of the library in supporting higher education has assumed greater importance and new dimensions now due to variety of factors especially knowledge explosion which is ten times more severe than the population explosion.

The primary aim of higher education is to impart specialized and advanced knowledge to students and expertise in various fields of human activity meant for all-round social progress and enrichment of human life. The substitute to knowledge explosion is the establishment of a sound and well equipped library with primary, secondary and tertiary sources with latest electronic devices. Library as a place of recreation, information and inspiration, be given top attention because library is a social institution to enlighten the citizenship and highlight the new generation of our past, present and future.

Dr.Radhakrishan Commission Report (1948-49) describes library in higher educations:

“The library is the Heart of all university works; directly so as regards its research works and indirectly as regards its educational work scientific research
needs a library and laboratory while the humanistic, research the library is both laboratory and library. Training in higher branches of learning and research is mainly a question of learning. How to use the tools is the library tools are not there, how the students can learn to use them.”

The Education Commission had cleared the function of libraries regarding adult education and advised them to establish a network of public libraries. The college libraries should work hand in hand with the public libraries for the promotion of adult education. Dr. D. S. Kothari has emphatically stated in his report that “nothing can be more damaging than to ignore its library and to give it a low priority. No new college, university or department should be opened unless adequate numbers of books in the library are provided.” Kothari Commission (1964) asserts “No University, College or Department should be setup without taking into consideration its library needs in terms of staff, books, journals, space etc. Nothing could be more damaging to a growing department than to neglect its library or to give library a low priority. On the contrary, the library should be an important center of attraction on the college or university campus.”

M.A. Gelfand in his book entitled “University Libraries for Developing Counties” states, “The fundamental role of library is to impart education. It should not be operated as a mere storehouse of books attached to a reading room, but as a dynamic instrument of education.”

R. L. Mittal explained that, “A well-equipped and well-managed library is, indeed, the foundation stone of modern educational structure. The importance of library in education can be appreciated properly and precisely only if we try to understand the changing concept of education today. Education bereft of library service is like a body without a soul, a vehicle without an engine and an edifice, merely a collection of bricks without cement. Education and library are twin sisters, rather true lovers and cannot live apart from each other.”

“The library performs a crucial role in the educational process. It expands and supplements curricular learning. It widens the horizon. What is more important, the library even as it satisfies the quest for learning, spurs it to greater effort. While passing on to the youthful generation the distilled wisdom of the human mind as it has evolved over the ages, the library sharpens the mind and clarifies concepts. It is the most durable bridge across time. The easiest way assess the climate, temper and academic achievements of an educational institution is to visit its library and see
The library provides resources to encourage cultivation of curiosity, intuitive thinking, intellectual energy and lifelong learning for the education community. It is main role is to provide information to teachers and students.”

1.10. Development of Libraries in India:

In ancient time ‘Gurukul’ system was there. The students got knowledge orally from their teachers and they believed in what they told. But in the later time of Buddha or Islamic systems the oral words were written down. The production of manuscript started from the time of Panini. In ancient time the teachers were the repositories of knowledge. They could memorize, recite and reproduce the large words. To spread such knowledge the libraries have invented and played very significant role. The libraries the ancient time played and have been playing important role in spreading knowledge thorough out the country. The Nalanda University and Buddhist centers possessed rich collection of book in their Libraries. In the 9th century A.D. Nalanda University famous all over the world for its beautiful collection of books. But such rich libraries were destroyed and burnt by the Muslim invaders. The libraries of ancient India are probably as old as Indus Valley civilization. In ancient India, libraries were known as Granthaghar Pustakalaya, etc. in which a large number of cylindrical seals and tablets with some inscriptions on them were stocked. No specific evidence throwing light on the organization, administration and the nature of the holdings of these libraries is available. From the accounts of Fa-Hein and Hiuen-Tsang, the Chinese travelers, it is clear that writing and copying of text was not unknown in India during the 5th Century A.D. From their accounts, it is clear that monastic libraries were in vogue in that period. The libraries attached to important centre’s of learning in Eastern and Central India were Nalanda, Odantapuri, Vikramshila, Somapuri, Laggadal and Mithila. With the advent of Moghuls in India, libraries, along with other institutions of social and cultural life received considerable impetus. With the emergence of the Babar rule in India, the imperial library was established for the use of Emperor as well as the nobles and scholars of the court. New and rare additions were made to the imperial library in the reign of Akbar.

In the medieval times the modern European scholars associated with the modern age with the invention of movable typewriter by John Gutenberg of
Germany in 1454. The history of the library movement in the modern time in India can be traced from the time of Britishersh Christian missionaries promoted learning and established libraries during 19th century. The year 1808 was landmark in the history of library movement. The libraries were established in Madras, Bombay and Calcutta. The Bombay Government initiated to register libraries which would receive three copies. Introduction of English education was one of the reasons for the development of libraries in India. The first five universities like Calcutta, Madras, Bombay, Allahabad and Lahore spread the importance of Library in India.  

Information and Library Network:  

No library howsoever rich can fulfill all needs of all its users. Therefore, it is essential to pool services together. Cooperation and library networking is the answer to all this. New information technologies are helping in this direction. India has launched a project called INFLIBNET- a computer communication network of libraries. It aims to connect all University, research and college Libraries. Approximately, all the libraries concerned with higher education in India spend total of Rs. 150 Crore per annum towards books and Journals. Despite that, users, particularly faculty and researchers, are handicapped due to paucity of resources and services offered by their respective libraries. The proposed information and library network will improve therefore national capacity for exchanging information which will help to develop academic and research activities. It will provide several kinds of services such as catalogue, database and communication based. In this way, it will aid in optimizing use of library resources, which is so essential for considering the financial stringencies.

Information and Library Network (INFLIBNET) came into existence in 1991 to develop teaching and research activities in higher education. This center is connected with almost all the universities and colleges and libraries recognized by the UGC. It provides all kinds of information and training.

It is quite difficult to fulfill the demands of library users due to low budgets and increase in subscription rates. The library extends cooperation at all levels. It provides as much information as required to the students and the people who are using the libraries.

1.11. Meaning and Definition of Stress:
1.11.01. Stress:
1.11.02. Introduction

In modern life style stress at workplace is unavoidable. Nature of all works is changing with great speed since last few decades and is continuing to change with greater speed. They have not left any profession be doctor or a businessman, pilot or even sales person. Stress is an inevitable part of work. Whether a treat is professional or arises from job it is a threat to the health of the employee. If such threat is to a worker of an organization then obviously it will also affect the wellbeing of that organization. It is actually a chronic disease which affects equally the health or the body and mind of the worker as well as his performance negatively. Such job stress mental or physical illness. In many cases it can even cause disability. In some cases even the help of psychiatric consultation becomes necessary to find out the amount of job stress. Occupational stress has always been a major cause of ill health reduction in production and health hazard leading to human mistakes. It may also lead to absenteeism, people not willing to work in the organization and increase in the cases of accidents. Unachievable targets in many corporate which causes undue stress on employees may be a great source of stress and misery. Which could be further aggravated by increase in workload, long hours of work without break and increase in pay compelling to work at full throttle always and every time may literally squeeze the workers. There be good health related working conditions suggested by managements which if followed the employees may be helped a lot to reduce stress. These will help to bridge the gap between the ideal conditions and the existing one.

The Management Standards for work-related stress describe a set of conditions that reflect high levels of health, well-being and organizational performance. Following the advice in this research will enable you to identify the gap between what is happening in your organization and these ideal conditions. It will also help you develop solutions to close this gap.

A workers indication towards job satisfaction and occupational stress may found in their talks and appraisals among the peer and groups. It always important to note correctly the stress the employees are in through a valid system of measurement. This is also equally applicable to Indian workweeks as well.

A total of 150 male, female from officers and non-officers, from various sea going people participate in this study for instance seaman, engineers and many other branches of Military and Paramilitary Bases at Lakshadweep participated in the study. Data were collected by using Questionnaire on Occupational stress Index by Dr AK Srivstava and Dr. AP Singh 1984. Primarily this study is conducted to find the occupational stress levels among the Military and non military office employees. It was also tried to find out their job satisfaction and the
causes which are responsible for job stress such as work overload, role ambiguity, peer pressure and stressful working conditions.

High occupational stress could be also results of performance appraisal when done by an unknown superior. Generally it is found that such stress may occur in all professions. It also to mention here that this is equally applicable to our employees in the military as well as civil
organization. However the study results of this work could not be generalized for entire India or global level.

We all know that stress is a universal element and personnel from nearly every from every profession one does have to face some amount of stress. Stress may have negative impacts on both the employee and the organization. In this research paper it is attempted show what impact of occupational stress produced upon civil and military office employees. The study describes the occupational stress in various civil office employees and military field services. A randomly selected sample of 150 employees from various paramilitary, military and other sects of civil employments shows that occupational stress is found higher among paramilitary/military employees compared to normal or common office employees. There are many occupational variables which courses stress, most common among different occupational stress variables are role authority, lack of senior level support, role over load, role conflict and contribute more to the occupational stress. Security personnel have no time to relax themselves and "refresh" when they are faced with variety duty challenges, discrimination, favoritism, and delegation and conflicting tasks and when they see only one picture ahead them “the security of the nation first always and every time”.  

1.11.03.Knowing Stress

Stress is a common expression for "stress" may be a constraint when it is feared that things may be desirable to have a certain fear, which could be bad, etc. It is a state of disorder experience involving mind and body. When there is stress, the body may be low. "Stress" management literature in response to the need for the human body is defined. This definition shows that stress is a desirable situation; need to take a step closer to achieving. This is true to some extent. Sometimes it may not be possible. In this case, there is no movement, the need remains unfulfilled and the state of stress does not disappear. Stress is identified as one of two types. One is called eustress, which determine the player and try to meet their needs. Motivation is high. The realization is considered possible. Question the situation. Disappears when the stress is necessary. It is a success. Another crisis, which is the condition of being able to achieve when there is a feeling of helplessness. Frustration There is no breakthrough. Perhaps, there is no effort, because success is considered impossible. The situation remains tense. If one were to plot the stress level and the level of effort is implemented, it would be an inverted parabola. Eustress parallel to be left in the ascending
side. The challenge is to maximize over the hump. Later in the right side represents the crisis. Stress problems are not caused by the crisis eustress. His body stiffened, his eyes begin to swell, the ball and the players are focused on the movement, every nerve and muscle movements and the movements of those who are willing to answer any elevator. It is eustress, which may not be in your best without goalkeeper. However, experience eustress when melon in races cricket batsman and tennis player serving the ball on the other end.

1.11.04. Definition of Stress

(a) ‘Stress’ may be also be defined as "it is the state of any psychological and/or accompanied with physiological imbalance which results due to the difference and disparity between a situational demand on the person’s caliber and/or impetus to meet those challenges and demands." Source: Http Kalyan-city blogspot.com.

(b) Dr. Hans Selye, who is a pioneer on the subject and also a leading and famous authorities on the concept of study stress, has described stress in his definition stress may be termed to all the causes which resulting in wear and tarm in one’s life.

Stress may either be positive or negative. Stress may be positive if the circumstances present a chance for a person to achieve something favorable or good. It acts as a motivator for a peak endeavor and performance. Stress may be negative if a person faces consequences of problems such as organizational social emotional and physical.

(c) As defined by (Selye, 1936); ‘Stress’ is a word which is rarely clearly understood and there is no single definition of the term. It means different things to different people. Indeed, almost anything anyone can think of, pleasant or unpleasant, has been described as a source of stress, such as getting married, being made redundant, getting older, getting a job, too much or too little work, solitary confinement or exposure to excessive noise. Stress can be defined in many ways, thus: source: http//my oper.com.

- The common response to attack (Selye, 1936);
- Any influence that disturbs the natural equilibrium of the living body;
- Some taxation of the body’s resources in order to respond to some environmental circumstance;
- The common response to environmental change;

(d) The United States National Institute for Occupational Safety and Health defines and explained job stress as the harmful and derogatory physical and or psychological and
emotional responses that occur when the requirements of the job fail to meet the capabilities, resources, or requirements of the employee. Job stress may result in poor health and even may cause irreparable injury to the employee.

‘Workplace stress’ refers to distress resulting from a situation where the demands of a job are not matched by the resources provided to get the job done. Both sides of this equation can be modified to prevent or reduce workplace stress, by modifying demands or stressors and improving job resources.

(e) Angela Morrow defined Stress as The individual’s reaction to a change which requires either a physical, psychological, or mental adjustment or response. Any thought of frustration may bring a situation to an individual which may cause him Stress that makes one feel confused, frustrate and angry, nervousness, and or anxious too. The cause of stress is due the existence of stress causing factors or stressor which may cause person a serious illness and psychological or physical ill being.

The success of an organization more or less or most of the time depends on how it can attract, recruit, motivate and retain its workforce. Modern time’s organizations has to be with more flexibility, in order to be able to be geared to develop their own workforce and enjoy their commitment therefore, and they may also be required to adopt a policy to develop the employees class and reduced stress in work life to satisfy both the organizational objectives and employee needs. Effective and stress free quality of work life and less stress at workplace practices in organizations can be obtained through the impact on employee performance and the overall organization performance.

Different People may react to stressors in various different ways. Some of them cope up much better than others and suffer reasonably a small amount of the harmful effects of stress in comparison to their counterparts. Stress differs for different people because of their sources are different and they are from different professional backgrounds. All occupations are not equally challenging some are more stressful in comparison to others. Some workplaces inherently possess more stress than others and definitely these have an overall impact on the employee’s psychological and physical health and well being and also on the organization as a whole.

Nowadays Occupational stress is becoming increasingly globalized and affects workplace environment of all the countries, all professions and all categories of workers, as well as
families and society in general (Ahmad and Ahmad, 1992). ‘Stress’ is a word which is hardly ever plainly understood and further there is no definite single definition of this term. Then obviously it will means different things to different people and under different circumstances. Indeed, almost whatever thing anyone can imagine of, agreeable or disagreeable, has been described as a cause of stress, for example one getting happily married, or being made being made redundant, even someone growing older, receiving a job, either having too much or too little work, or a solitary imprisonment or exposure to excessive noise.

Stress can be defined in many ways, thus:

- The common response to attack (Selye, 1936);
- Any influence that disturbs the natural equilibrium of the living body;
- Some taxation of the body’s resources in order to respond to some environmental circumstance;
- The common response to environmental change;
- A psychological response which follows failure to cope with problems;
- A feeling of sustained anxiety which, over a period of time, leads to disease;
- The non-specific response of the body to any demands made upon it.

Beehr and Newman (1978) define occupational stress as and explained them as a condition which arising as a result of the interaction of people with their jobs and workplace environment. Which are characterized by stressors and changes within the individual or people that compel them to diverge from their usual function? Occupational or job stress may be defined as the negative or harmful physiological and psychological and or emotional responses that take place when the demand of the job do not match and generally exceeds the capabilities or resources of the worker. Such occupational stress may lead to poor health and even irreparable health injury. When the demands and pressures placed on individual workers overstress, exceed or do not match the resources which are available, either from the organization or within the individual, stress may occur and endanger that person’s health and well-being”. (Employment Relations and Union Services: Health and Safety-Workplace Stress, 2004). Occupational stress is any type of discomfort which is experienced and perceived at a personal level by a worker and triggered by instances, actions or circumstances that are very intense and very frequent in character so as to surpass a person’s coping capabilities and
wherewithal to deal with them adequately (Malta, 2004). Scholars and researchers have been defining stress in different ways over the years. Initially, it was thought of as a pressure from the working environment, then as strain within the person himself. The commonly accepted definition today is that of the interaction between the situation and the individual. It is the psychological and physical state that results when the resources of the individual are not adequate to cope with the burden and pressures of the circumstances. Thus, stress is more likely in some situations than others and similarly in some individuals than others. Stress can challenge the achievement of goals, both for individuals and for organizations as a whole. If key personnel and a large number of workforces are affected, work stress may challenge the wellbeing and performance of their organization. Unhealthy organizations may not expect and get the best from their respective employees and such an issue not only affect their performance in the ever increasingly cutthroat competitive world market but definitely and eventually could be a question of even their survival (Management of Stress at Work, Michie, 2006).

Flow Chart 1.1 Effects of Stress on health
The self explaining flow chart below shows what happens to the human body and the brain if it detects a potentially harmful 'stressor'.

Flow Chart 1.2 Effects of Stressors on Health
Your body's reaction to stress

The below diagram shows our brain is on the lookout for everything that threaten to disturb its stability  for example if there are serious any 'stressors' around, it  automatically triggers off an 'alarm reaction’. Then the alarm reaction prepares our body of an action which sometimes known as simply as the 'fight or flight reaction'. Stress hormones contents of thelood and the reaction of the main sympathetic sensing system prepare our body for dynamic muscular activity as follows:

Flow Chart 1.3: Chart of Stress Hormones and their action
The below diagram tries to show that's when various distasteful effect may occur when, such as throbbing headache, touchiness, stressed neck and shoulders and other body parts, dehydrated mouth and pain in the stomach may be familiar. Some time or the other every one of us may experience such feeling. These experience may cause stress sometimes.

Flow Chart 1.4: Effects of Stress on your body
1.11.05. Derogation of human performance

Human performance is affected by the environment in which people work. To work to promote an optimal level of performance, the noise level of the environment. Very Human systems and the factors affecting performance may worsen as a result of a series of Stress limit and, in some cases, the system fails. Performance degradation is associated particularly with the stress.

1.11.06. The confirmation of stress

By Professor Cox of the University of Nottingham in the 1990s has led to a large part of research. Current HSE guidance on this topic. Following an independent review of the literature Professor Cox said that a reasonable consensus in the literature psychosocial risk (or stress) can be seen as a result of work Strained or otherwise, and that these may stress the potential for damage. According to the research, nine job characteristics, workplace Sense of tension and organizations that have been identified as being associated with and that could cause harm or damage to health.

In terms of these two types of facilities, or the structure and nature are:

1. The context or setting in which the work takes place,

i.e.:

* organizational function and culture
2. The content or ‘nature’ of the job itself, in particular:

- Task design
- Workload or work pace
- Work schedule.

1.11.07. Stress as opposed to pressure:

But not all stress is bad for people. Most people need a certain level of positive Stress or pressure to their assigned tasks to perform well. Some people Positive pressure is able to cope with very high levels. It is a classic battle Reaction or examination “feel” to a butterfly meets people running, Participate in a race or a job interview. Positive stress is the result of competent management and leadership maturity where everyone works together, and their efforts are appreciated and support its achievement. This negative stress or a crisis, in order to meet deadlines under or delegate responsibilities, poor general condition, leading to the need to consider by employers as part of a strategy for stress management. This may be the result of Threats, coercion and intimidation fear a culture within the organization of their choice Management skills to non-existent. With this type of culture, employees must work twice as hard to get half as much waste and inefficient compensation Management. Negative stress diminishes the quality of life and injury Health, resulting in a variety of symptoms associated with stress.

1.11.08. Stress may coast heavily

CBI, the TUC, the health ministries and organizations in recent years that HSE, coupled with the growing number of employers, large and small, Rising costs of stress at work, not only in humans and concerns about Financial terms, but more often in the national economy. Stress at work costs of preliminary studies have identified a number of key points regarding the cost of stress at work.

1.11.09. The physiology of stress:
Stress on the wear rate of the body’s systems can be easily defined as caused by Life. Stress research acknowledged father, Dr. Hans Selye a Vienna-born, Endocrinologist at the University of Montreal, the stress of life in his book many concepts, especially related to stress:

- Stress is not nervous tension.
- do not exercise stress hormones by the adrenal glands. General Association with adrenaline, tension is not entirely wrong, but the two are indirectly involved.
- Stress is not just the impact of negative events. Stress can be a passionate kiss is quite normal and even positive events, is due.
- Stress is not all bad events. We all need a certain amount of excitement Life, and most people can develop some form of stress.
- Stress does not cause the body’s response to the alarm, which is the most common abuses expression. What are the causes of stress response or reaction to a stressor.

A number of common factors emerge from the above definition of stress and commented upon. In fact, stress is a state manifested by a specific syndrome Biological events. Specific biological changes occur in the system, but they are Such that the stress is caused by a variety of agents, driven by necessity, not particularly. Some stress response, however, will result from any stimulus. Just a stressor Creates tension. Stress can be in the form of environmental extremes Temperature and light, noise and vibration (environmental stress). Stress can be Isolation, rejection, change within the organization, or because of a sense that a (Social stress) have been abused. Third can be considered as a general stress Body system (crisis) overload.

1.11.10. Summary:

Most people need a certain level of stress to perform well (positive stress). However, the benefits due to work overload can quickly turn negative stress Conditions in the workplace or because of insecurity in conflict Organizational change. How good or bad people to adapt to changes in their lives is an important factor the idea is emphasized. Selye showed that for some people fail adapting to change can have serious effects on health. Further, for successful adaptation Increase tensions, brings greater happiness and strength. To survive stressful events in their lives, people need to be more aware of stress, their staff Strategies to cope with stress
reactions and stress. What is important is that organizations can no longer ignore the evidence of stress among employees at all levels.\textsuperscript{17}

1.12. Stress and Illness:
Each and everyday we come in contact with billions of germs. Each germ is capable of bringing about illness. Although everyone comes in contact with terms, not everyone becomes ill. Some people come in contact with billions of germs and never become ill. Its as if they are totally immune to contracting any type of illness. Other people seem to become ill just at the mere thought of germs. Its almost as if they are a magnet for illness. Germs may be necessary in order for us to become ill, but are they sufficient to make us ill? It is not only necessary for a germ to be present other factors are necessary in order for a person to become ill. What makes some people more susceptible to illness than others? Several factors are related to the development of illness. Among the factors are related to the development of illness. Among the factors related to the development of illness are stress, coping style and social support.\textsuperscript{18}

1.12.01. Stress:

Everyday we are confronted with problems. When we are confronted with problems. When we are confronted with a problem we must determine the seriousness of the problem and determine whether or not we have the resources necessary in order to cope with problem. If we believe that the problem is serious and we also believe that we do not have the resources necessary to cope with the problem, we will perceive ourselves as being under stress. Stress can be defined as a process in which environmental demands strain an organisms adaptive capacity, resulting in both psychological as well biological changes that that coulds place a person at risk for illness. Things that cause us stress are called stressors. Many events can be thought of as stressors. These include disasters, life crises, life changes, and daily hassles.

1.12.02. Three Theories of Stress:

Stress affects everyone, young and old rich and poor. Life is full of stress. There is work stress, school stress, financial stress, and emotional stress, to name a few. There are three theories or perspectives regarding stress. There is the environmental stress perspective, the psychological stress perspective, and the biological stress perspective. The environmental stress perspective emphasizes assessment of environmental situations or experiences that are objectively related to substantial adaptive demands. The psychological stress perspective
emphasizes people subjective evaluations of their ability to cope with the demands presented to
them by certain situations and experiences. Finally the biological stress perspective emphasizes
the activation of certain physiological systems in the body that have been shown time and time
again to be regulated by both psychologically and physiologically demanding conditions.

1.12.03. Stress and Biology:

Stress is not necessarily a bad thing. A certain amount of stress is natural. None of us
live stress free lives. However, while a certain amount of stress is normal, chronic negative
stress may be harmful to our health. Thomas holmes asserted that any and all change is stressful
because it forces individuals to adapt to new, unfamiliar circumstances. Holmes acknowledged
that some changes require more of an adjustment than other changes. Holmes believes that the
change resulting from both positive and negative life events are stressful and may possibly do
harm to an individuals health. When an individual is faced with stress his body mobilizes for
action in what is called a fight or flight reaction. During a fight or flight reaction, the heart rate
increases breathings is accelerated, and the muscles tense up as iff in preparation to throw
something like a rock or to run away.

1.12.04. Stress and Illness:

The stress persists after the initial fight or flight reaction, the body's reaction enters a
second stage. During this stage the activity of the sympathetic nervous system declines and
epinephrine secretion is lessened, but corticosteroid secretion continues at above normal levels.
Finally, if the stress continues and the body is unable to cope there is likely to be breakdown of
bodily resources. Its is in this stage that there may be a reduction of the levels of epinephrine
and norepinephrine in the brain, a state related to depression. Stressful life events are related to
the risk of infeted individuals developing an illness. Traumatic stressful events may trigger
either behavioral or biological processes that contribute to the onset of disease. Chronic stress
had been associated with increased reports of illness. Long term exposure to chronic stress may
facilitate the development of illness during exposure to stress.

1.12.05. Coping Style : Feeling in Control as a way of coping:

Both animals as well as people cope better with a painful or threatening situation when
they can exercise some sort of control over the situation. For example suppose you are
overweight and your doctor tells you that it is because you are overweight and your doctor tells
you that it is because you have a genetic disorder. You have no control over your situation. This may be very stressful for you. However, suppose now that you are overweight but your doctor tells you that with diet and exercise you can lose the weight. This situation may be less stressful for you because you know that you can do something about your weight. Just knowing that you can control your weight makes the situation less stressful than if you were unable to control your weight. Even when you can not control your weight makes the situation less stressful than if you were unable to control your weight. Even when you can not control unpleasant events, they tend to be less stressful if they are predictable, that is if you know they are coming. So knowing that traffic will be heavy on the 405 freeway at 8:00 am is less stressful than when traffic is heavy at 3:00 am because you expect traffic to be heavy at 8:00 am but not at 3:00 am.

1.12.06. Appraisal and Coping:

A key component to peoples reactions to stress is how they appraise or think about a potentially stressful situation. What may be stressful for one person may not be stressful for another person. For example, one person may see going to away from home for the first time. He may be worried about making new friends and doing well in school. Another person may see going to college as the beginning of a new fun adventure. He may be excited about living away from home for the first time and making new friends. He may confident that he can do very well in school. Both of these people experiences the same event, but for one person the event was stressful, while for the other it was not stressful when faced with potential stressors (going to college), but for one person the event was stressful, while for the other it was not stressful, when faced with potential stressors (Like going to college) we appraise the situation to determine if it is threatening to our well being. If there is a threat, we need to evaluate the personal resources at our command in order to meet the demands of the situations. In other words when faced with a stressful situation, we need to determine if we have the ability to cope or not.

Primary ans secondary appraisals. There are two types of appraisals, primary and secondary. Primary appraisals refer to set of cognitions regarding the importance of a stressful situations for a person. Secondary appraisals are a set of cognitions concerning an individuals resources for dealing effectively with situation. Both appraisals affect a persons ability to cope and adjust to stressful situations.

1.12.07. Stress as in Clinical Medicine:
Acute stress disorder occurs in individuals without any other apparent psychiatric disorder, in response to exceptional physical or psychological stress. While severe, such reactions usually subside within hours or days. The stress may be an overwhelming traumatic experience. Or unusually sudden change in social circumstances of the individual such as multiple bereavement. Individual vulnerability and coping capacity play a role in the occurrence and severity of acute stress reactions as evidenced by the fact that not all people exposed to exceptional stress develop symptoms. However it needs to be remembered that an acute stress disorders falls under the class of an anxiety disorder.

1.12.08. Symptoms:

Symptoms shows considerable variation but usually include: An initial state of "DAZE" with some construction of the field of consciousness and narrowing of attention, inability to comprehend stimuli, disorientation. Followed either by further withdrawal from the surrounding situation to the extent of a dissociative stupor or by agitating and over activity.

1.12.09. Autonomic Signs of Panic Anxiety:

The signs are tachycardia, weating hyperventilation. The symptoms usually appear within minutes of the impact of the stressful stimulus and disappear within 2-3 days.

1.12.10. Post Traumatic Stress Disorders:

This arises after response to a stressful event or situation or an exceptionally threatening nature and likely to cause pervasive distress (Great pain, anxiety, sorrow, acute physical or mental suffering, affliction, trouble) in almost anyone.

1.12.11. Stress As in Surgery:

Stress Uncertatation:

Stress uncertainment is a single or multiple fundic musuls ulcers which oftern gives upper gastrointestinal bleeding developed during the severe physiologic stress of serious illness.

Ordinary peptic ulcers are found commonly in the gastric antrum and the duodenum whereas stress ulcers are found commonly in fundic mucosa and can be located anywhere within the stomach and proximal duodenum.
References:


03. Kothari, R. S. Address at the 18th Annual Convocation of P. O. Chandigarh on Dec. 10, 1965.


11. ibid (17) p. 55-65.


15. ibid (17) p. 55-65.