CHAPTER IV

Design and Methodology

The present investigation was conducted to study the effect of occupational stress on adjustment in form of P-E fit scores in the school teachers of Govt. Schools at Rohtak. The present study was designed in the following manner:

Design:

A 3x2 factorial was employed in which first independent variable was the level of occupational stress and second is (attribute variable) sex. Occupational stress had three levels low, moderate and high as being measured by occupational stress index.

Second, both males and females school teachers were taken. The dependent variable was the person environment fit as being measured by self-directed search by Holland (1973).

<table>
<thead>
<tr>
<th>Occupational Stress</th>
<th>Low</th>
<th>Moderate</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>20</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Female</td>
<td>20</td>
<td>20</td>
<td>20</td>
</tr>
</tbody>
</table>

P-E fit
Sample:

A sample of 120 subjects was drawn from the population of 200 high school teachers from the High Schools situated in Rohtak district. Among the 200 high school teachers, 100 were males and other 100 were female school teachers. Then from the population, 60 male and 60 female school teachers having differential occupational stress were chosen on random basis.

Tools:

**Occupational stress Index (O.S.I.):**

The level of occupational stress was assessed with the help of Occupational Stress Index which has been developed and standardized by Srivastava and Singh (1981). The O.S.I. consists of 46 statements with five alternative responses namely totally disagree, disagree, undecide, agree and total agree. This index assesses employee's perceived stress arising from the twelve dimensions of the job life. The dimensions are Role overload, Role ambiguity, Role-conflict, Unreasonable group and political pressure, Responsibility for the persons, Powerlessness, Under-participation, Poor-peer relations at work, Intensive improvement, low status,
straneous - working conditions and unprofitability. The index is self-administering and has no fixed time limits. The scores were calculated with the help of table given in manual of the test. For the true keyed items scores, 1, 2, 3, 4, and 5 is given for strongly disagree, Disagree, Undecided, Agree and strongly agree respectively. For false keyed items, scores 5, 4, 3, 2, and 1 is given for strongly disagree, Disagree, Undecided, Agree and strongly agree respectively.

**Self Directed Search**

Self directed search was constructed by Holland (1973) and it has been designed to determine the individual's personality profile and occupation in terms of the six typologies - realistic, investigative, artistic, social, enterprising and conventional. This scale is capable to determine the activities the person most enjoys, his or her competencies and his/her occupational preferences. In each section, there are 65 statements. Score 2 is given when his activities, competencies and occupational preferences match together and score 1 is assigned when only two of them match each other and lastly 0 score is given when none of them match together.
Procedure:

The occupational stress Index and self-directed search were administered on 200 school-teachers of High Schools situated in Rohtak District. First of all, the rapport with the school teachers was established.

The experimenter introduced herself as a Post-graduate student to the school teachers and told them about the academic purpose and applicability of the present study. Then they were assured that their answers would be kept confidential.

After that the respondents were asked to give their responses in the questionnaires according to their choices. They were instructed that they should give the response that comes first to their mind.

After collecting the data, scoring was done as given in the manual. The statistical analysis was done by using F test, Duncan's Range Test and t-tests.

The outcomes of these statistical calculations are being tabulated and discussed in proceeding chapter.