A COMPARATIVE STUDY TO ASSESS LEVEL OF OCCUPATIONAL STRESS AMONG LIBRARIANS WORKING IN GOVERNMENT AND PRIVATE COLLEGES OF BHOPAL

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ABSTRACT

The purpose of the study was to compare and assess the occupational stress among librarians working in private and Government colleges of Bhopal (M.P.). For this purpose, one hundred librarians at various colleges were selected. Further they were divided into two groups where 50 librarians from government colleges and 50 librarians from private colleges were taken. Occupational Stress Index (O.S.I) by Dr. A K Shrivastava & Dr. A P Singh was adopted in the study to measure the level of stress among the librarians. To find out the level of occupational stress descriptive statistics mean, standard deviation and ‘t’ test were employed. The results of the analysis of data revealed that librarians from private colleges of Bhopal had more occupation stress when compared with librarians from government colleges. From this study, highly significant difference was also observed between librarians of private and Government college.

Keywords: Occupation, Stress, Librarians, Government and Private Colleges
1. INTRODUCTION

Stress is an unavoidable phenomenon in human life. Though the type of stress may differ but almost any aspect of life can lead to stress, be it lack of friends, lack of money, unemployment or even employment. Rapid industrialization, increasing urbanization and receding support over the last few decades have contributed to rise in stress level. Few years ago, it was not considered as an important public health problem in many countries but recently stress has gained worldwide attention due to its potential hazards.

Stress is generally recognized as an unpleasant emotional state. According to Kyriacou & Schutcliffe (1978), stress is result of prolonged pressures that can’t be controlled by the coping strategies that an individual has. Olson, et. al. (1989) defined stress as “a state of tension that arises from an actual or perceived demand that calls for an adjustment or adaptive behaviour”. Stress can attribute to poor performance, absenteeism, job dissatisfaction, accidents and various health problems (Keiper & Busell, 1996). Distress can lead to hypertension, diabetes mellitus, stroke and ulcers among other illness.

Occupational stress: a worldwide phenomenon Occupational stress has been considered as leading stressor among adults. According to International Labour Organization (ILO), occupational stress affects all countries, all professions and all categories of workers. 52nd World Labor Report of 1993 identified occupational stress as one of the most serious health issues of the twentieth century while few years later World Health Organization (WHO) termed it as “World Wide Epidemic” (http://www.stress.org, 2008).

Occupational stress is defined by National Institute for Occupational Safety and Health (NIOSH, USA) as, “the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker” (http://www.cdc.gov, 2008). Occupational stress is also known as “job stress”, “work related stress” or “work stress”. World Health Organization defines this in a similar way as, “a pattern of reactions that occurs when workers are presented with work demands not matched to their knowledge, skills or abilities and which challenge their ability to cope” (World Health Organization, 2007).

Occupational stress can lead to poor health make people feel sick, both at workplace and at home (http://osha.europa.eu/en/topics/stress, 2008). Usual early signs of job stress include headache, sleep disturbance, stomach upset and difficulty in concentration. Later this leads to major diseases like cardiovascular diseases (for example stroke, myocardial infarction) mental health problems (for example depression and burnout) and musculoskeletal disorders (for example involvement of back and upper extremity). In addition to physical and psychological signs and symptoms, occupational stress can also lead to behavioral symptoms like loss of appetite; increased consumption of alcohol, drugs and tobacco; isolation from others; poor job performance and change in close family relationships. Besides, workers who are stressed are more likely to be less productive, poorly motivated and less safe at work (Protecting Workers, 2003).

International Labour organization (ILO) considers occupational groups like policemen, prison officers, miners, doctors, nurses, teachers and journalists among the most stressful profession (http://www.ilo.org, 2008). Recently teachers’ stress has received widespread recognition reflecting difficulties encountered by them (Boyle et. al., 1995). In the last two decades, there have been a lot of studies on occupational stress.
among school teachers (Nhundu, 1999). According to Day (2000), “for many teachers, last 20 years have been years of survival, rather than development”.

1.1 level of Teachers Stress

Teachers all over the world are facing the problem of occupational stress, though extent of the problem varies. According to Kristensen (2005) about 10 to 40 percent of teachers are suffering under extreme stress or burnout, in European countries. Maslach et. al. (2001) argues for even higher stress level among teachers of Asian countries.

In Bhopal librarians are well qualified but some are not aware of library functions or IT services involved in libraries. The library professionals are frustrated due to low salary, status, and responsibility for the missing books, and these factors are discouraging librarians to provide better library services. Training and proper implementation of new technologies is very necessary for the development of libraries, it become the cause of occupational stress which is techno stress.

2. METHODOLOGY

2.1 Selection of Subject

For the purpose of the study, 100 librarians and asst. Librarians appointed at various colleges were selected and further divided into two groups where 50 librarians from government colleges were kept in first group and 50 librarians from private aided, and private unaided colleges were assigned as the second group.

2.2 Instrument

Occupational Stress Index (O.S.I) by Dr. A K Shrivastava & Dr. A P Singh was adopted in the study to measure the level of stress among the librarians.

2.3 Statistical Analysis

To estimate the level of occupational stress descriptive statistics mean, standard deviation and ‘t’ test were employed.

3. RESULTS

To find out the significance of difference between private and government colleges in their occupational stress, mean, SD and t-ratio were computed and data pertaining to this has been presented in Table 1 & 2 and depicted in figure 1.

**TABLE 1**

**DISTRIBUTION OF SAMPLE ON LEVEL OF OCCUPATIONAL STRESS ACCORDING TO THEIR EMPLOYMENT STATUS.**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Demographic Variable</th>
<th>Mean</th>
<th>SD</th>
<th>Level of Stress</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Government</td>
<td>148.51</td>
<td>15.21</td>
<td>Moderate</td>
</tr>
<tr>
<td>2</td>
<td>Private</td>
<td>162.22</td>
<td>18.84</td>
<td>High</td>
</tr>
</tbody>
</table>

Above table 1 shows the level of stress among the librarians where librarians from government college had mean scores of 148.51 and were in moderate stress level and librarians from private colleges had mean score 162.22 which indicated high occupational stress among the librarians from private colleges.
### TABLE 2
**COMPARISON OF MEAN SCORES ON OCCUPATIONAL STRESS AMONG LIBRARIANS FROM PRIVATE AND GOVERNMENT COLLEGES**

<table>
<thead>
<tr>
<th>Type of College</th>
<th>N</th>
<th>Mean</th>
<th>MD</th>
<th>σ (DM)</th>
<th>t-ratio</th>
<th>P-Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private</td>
<td>50</td>
<td>162.22</td>
<td>16.22</td>
<td>2.34</td>
<td>6.93</td>
<td>0.000</td>
</tr>
<tr>
<td>Government</td>
<td>50</td>
<td>148.51</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Significant at .05 level

$t_{.05}(98) = 1.98$

From the above table, the mean of occupational stress score of Librarians from private colleges is 162.22 and librarians from government colleges mean is 148.51. The difference between the two mean is highly ($t' = 6.93$) df =98, $P < 0.05$) and it is concluded that the librarians from Private colleges have significantly high occupational stress than the librarians from government colleges.

![Figure-1: Mean scores of Occupational Stress of Librarians between Private and Government College.](image)

**4. DISCUSSION**

Results of this study indicated that the librarians from private colleges of Bhopal had more occupation stress when compared with librarians from government colleges. From this study, it is suggested to provide necessary infrastructure facilities and training through seminars, workshops etc. to encourage librarians and to minimize the level of stress among the librarians from private colleges.

**5. CONCLUSIONS**

1. The occupational stress was found more in librarians of Private colleges than their counter parts.
2. Highly significant difference was observed between librarians of private and Government college.
REFERENCES


INTERNET SOURCE


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