

CONTINUOUS MONITORING OF ORGANISATIONAL ROLE STRESS AND SOURCES OF STRESS

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ABSTRACT

The aim of this paper is to identify the organizational role stress impact on sources of stress in organization. Using Stratified sampling method 600 data was collected from the school teachers in puducherry region. Regression analysis has been carried out to know the result. The highly viewed ORSFs among the employees in primary level and secondary level are resistance to change whereas among the employees in higher secondary level, it is resistance to change and role overload. The significantly influencing organizational role stress factors on the overall stress among the employees in primary level is role overload, role erosion and personal inadequacy whereas among the employees in secondary level, these are self role distance, role overload and personal inadequacy.

Keywords: *Organisational Role Stress, sources of stress and organization role stress.*

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INTRODUCTION

Performing in an organizational role invariably needs interactions with a set of connected roles within or outside the organization. Role occupants in these connected roles do have their expectations from the role in question they function as role senders for the focal role, influencing how the focal role should function. The role occupant in the focal role also has expectations from his/her own role and functions as a role sender. The role senders for the focal role are significant for defining the focal role; the job description written by a designated authority in the organization. On the contrary, an inadequate resources have not been provided for organizational role (Pareek, 1993) is defined by performing in the role; role occupant does not

the expectations of its role senders, which includes the role occupant, the superior, the direct reports, the peers and in some cases, customers, suppliers, partners, team members and process owners. A role occupant encounters problems, constraints, deficiencies or conflicts in some form or the other during the course of his/her role performance. The role occupant is expected to perform and deliver on his/her role expectations in spite of impediments, such as the following: role related roles; role is unimportant and does not make an impact in the organization; role occupant is not clear about his/her role expectations; authority in the organization. On the contrary, an inadequate resources have not been provided for performing in the role; role occupant does not

have the competence required for performing in his/her role; role involves conflicting expectations; identify the organizational role stress impact role occupant is compelled to do what he does not on sources of stress in organization. The like; role does not offer opportunities for growth collected data processed with the help of the and development of the role occupant; role statistical analysis. The generated research occupant cannot utilise his/her strengths in the model of the study consists of so many assigned role; role involves excessive workload. implied hypotheses; all these hypotheses Occupation of an organizational role is, therefore, tested with the help of appropriate statistical a potential source of stress. Stress experienced in test. This research is descriptive in nature. roles is referred to as Role Stress. High role stress The present study makes use of both primary is the result of a poor role design or poor 'person and secondary data in order to derive environment fit'. Work stress jeopardises the role necessary conclusions pertaining to research performance and wellbeing of the role occupant. objectives.

In general, people believe that the teacher's life is stress free or less stressed in nature. It's because of the myth in the community that teachers has to work only two to three class hours in school or college and they are in leisure for the remaining five to six hours. Whether it is true or not, teaching profession is also not exempted from the stringy stress. Teachers are expected to fill many roles in their daily tasks. These roles may include assessor, planner, curriculum developer, information provider, role model, facilitator and resource developer. As a result of balancing these many roles, stress will always be a part of the teaching profession.

Teacher stress is described as any characteristic of the school environment that poses a threat to the teacher (Sutton, 1984). Kyriacou (1987) defines "teacher stress as the experience by a teacher of unpleasant emotions such as tension, frustration, anger and depression resulting from aspects of his work as a teacher". In recent years, steadily increasing costs and consequences of teacher stress has received growing concern.

To reduce the negative effects stress has on teachers, more attention needs to be placed on this growing epidemic (Bachkirova, 2005). The amount of research on teacher stress has increased steadily and has now become a major research topic in many countries (Vandenberghe and Huberman, 1999, Kyriacou, 1987).

METHODOLOGY

variable.

ANALYSIS & INTREPRETATION

Table: 1-Mean score of Organisational role stress factors among the employee

To collect the data from the school teachers it is not possible to recognize every school in puducherry. Thus the research was implemented by applying stratified random sampling technique. Stratified sampling is a type of sampling method in which the total population is divided into smaller groups or strata to complete the sampling process. The stratum is formed based on some common characteristics in the population data. After dividing the population into strata, the researcher randomly selects the sample proportionally. The educational sector classified into public and private.

The numbers of educational institutions selected from each level are 20 consists of 10 in public and 10 in private sector. This selection is based up on the random sampling method. Response rate (100 percent) among the employees in all the three levels was good. This is possible because of the employees' cooperation as well the validity and pilot study of the well framed questionnaire conducted by the researcher. So the total sample size is 600 employees.

Descriptive statistics were used to describe the sample, to show the numbers and percentages of people or items that fall into categories and measures the central tendency. Regression analysis has been carried out to measure the linear association between the dependent and independent

S.NO	Organization Role Stress Factors	Mean score among the employees			
		Primary level	Secondary level	Higher sec level	F-Statistics
1	Self role distance	3.07	3.14	3.86	3.34*
2	Role stagnation	3.14	3.34	3.92	3.20*
3	Role ambiguity	3.00	3.56	3.82	3.31*
4	Role conflict	3.33	3.42	3.27	0.77
5	Role overload	3.82	3.37	3.97	1.26
6	Role erosion	2.81	3.73	3.45	3.26*
7	Role isolation	2.92	3.65	3.79	3.14*
8	Personal inadequacy	3.14	3.27	3.52	2.37
9	Resistance to change	3.62	3.84	3.97	2.14
10	Role inadequacy	3.21	3.57	3.90	3.09*

Source: Primary data computed; *Significant at five per cent level.

Among the employees in Higher Secondary level, the highly viewed Organisational role stress factors are resistance to change and role overload since its mean scores are 3.9697 and 3.9694 respectively. The lesser viewed Organization Role stress factors are role conflict and role erosion since its mean scores are 3.2655 and 3.4506 respectively.

Regarding the level of organizational role stress factors, the significant difference among the three groups of employees have been noticed in their opinion on self-role distance, role stagnation, role ambiguity, role erosion, role isolation and role inadequacy since their respective 'F' statistics are significant at five per cent level. In total, the Organization Role stress factors among the employees in Higher Secondary levels are higher than the Organisational role stress factors among the other two groups of sector.

The sources of stress are the outcome of various components of Organisational role stress factors among the employees. It is highly imperative to

analyze the impact of the level often organisational role stress factors on the overall role stress score among the employees for some policy implications. The multiple regression analysis has executed to analyze such impact. The multicollinearity problem has avoided by verifying the discriminate validity among the organization role stress factors. The Ordinary Least Square Method has adopted to establish the regression model. The fitted regression model is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + b_5X_5 + b_6X_6 + b_7X_7 + b_8X_8 + b_9X_9 + b_{10}X_{10} + e$$

Whereas Y - Overall Stress Score among the employees

X₁ - Score on the self role distance among the employees

X₂ - Score on the Role stagnation among the employees

X₃ - Score on the Role Ambiguity among the employees

X₄- Score on the Role Conflict among employees

X₁₀ - Score on the Role inadequacy among employees

X₅ - Score on the Role overload among the employees

b₁, b₂,... ,b₁₀- Regression coefficient of independent variables

X₆- Score on the Role erosion among the employees

a - Intercept and

X₇- Score on the Role isolation among the employees

e - Error term

X₈ - Score on the Personal inadequacy among the employees

The impact of Organizational role stress factors on sources of stress has been analyzed among the three groups of employees and also for pooled data. The results are given in Table-2.

X₉- Score on the Resistance to change among the employees

Table: 2-Impact of ORS factors on ORSS among the Employee

S. No	Organization Role Stress Factors	Regression co-efficient among employees			
		Primary level	Secondary level	Higher level	Pooled
1	Self role distance	0.1108	0.2417	0.1717*	0.1818*
2	Role stagnation	-0.0965	-0.0911	0.2456*	0.0842
3	Role ambiguity	0.1227	0.1086	0.1033	0.1021
4	Role conflict	-0.0569	-0.0447	0.2768*	0.1496*
5	Role overload	0.2147*	0.2406*	0.3453*	0.2591*
6	Role erosion	0.2996*	0.1227	-0.0406	0.0994
7	Role isolation	0.1091	0.0962	0.1073	0.0994
8	Personal inadequacy	0.1443*	0.1334*	0.1139	0.1336*
9	Resistance to change	-0.0736	-0.0452	0.2447*	0.1549*
10	Role inadequacy	0.1125	0.1091	0.2614*	0.0934
Constant		0.9335	0.8584	1.3089	0.9892
R ²		0.7344	0.7337	0.8149	0.8484
F - statistics		8.9697*	9.2491*	11.2456*	13.3093*

Source: Primary data computed; *Significant at five per cent level.

The significantly influencing organization role stress factors on sources of stress among the employees is role overload, role erosion and personal inadequacy since their respective regression coefficients are significant at five per cent level. A unit increase in the above said ORS factors result increases in their sources of stress by 0.2147, 0.2996 and 0.1443 units respectively. The changes in the Organizational role stress factors explain the changes in sources of stress among the employees in Primary level to an extent of 73.44 per cent. The significantly influencing ORS factors on the sources of stress among the employees in Secondary level are role overload and personal inadequacy since their respective regression coefficients are significant at five per cent level. A unit increase in the level of above said two ORS factors result in an increase in sources of stress by 0.2406 and 0.1334 units respectively. The changes in the Organizational role stress factors explain the changes in sources of stress among the employees in secondary level to an extent of 73.37 per cent.

Among the employees in Higher Secondary level, these ORS factors are self role distance, role stagnation, role conflict, role isolation, role overload, resistance to change and role inadequacy. A unit increase in the total of above said ORS factors result in an increase in sources of stress by 0.1717, 0.2456, 0.2768, 0.3453, 0.2447 and 0.2614 units respectively. The changes in the Organizational role stress factors explain the changes in sources of stress among the employees in higher secondary level to an extent of 81.49 per cent. The analysis of pooled data reveals the significant impact of organizational role stress factors namely self role distance, role conflict, role overload, personal inadequacy and resistance to change on the organization role stress factors among the employees. The impact of organizational role stress factors on overall stress among the employees in Higher Secondary level is higher than among the employees in Secondary level and Primary level.

The profile of the employees may be associated with the organisational stress

sources among the employees. This research has attempted on analyzing such aspects with the help of one-way analysis of variance. The included profile variables are gender, age, level of education, marital status, family size, number of earning members per family, years of experience in the field, working sector and level, personal income, family income, distance between work place and residence, working hours and level of education of spouse.

The significantly associating profile variables with the organisational stress sources among the employees are gender, age, education, marital status, family size, number of earning members per family, experience in the field, income, family income, distance between work place and residence, working hours and education of spouse. Since their respective 'F' statistics are significant at five per cent level. The analysis reveals the importance of profile of the employees in organizational role stress.

CONCLUSION

From the above study it is concluded that the identified organizational role stress factors (ORSFs) identified by the factor analysis are self role distance, role stagnation, role ambiguity, role conflict, role overload, role erosion, role isolation, personal inadequacy, resistance to change and role inadequacy. The variables included in the above said organizational role stress factors explain it to a reliable extent. The highly viewed organizational role stress factors among the employees in primary level and secondary level are resistance to change whereas among the employees in higher secondary level, it is resistance to change and role overload. Regarding the view on the existence of organizational role stress factors, the significant difference among the three groups of employees has noticed in case of six factors out of 10 factors in organizational role stress.

The significantly influencing organizational role stress factors on the overall stress among the employees in primary level is role overload, role erosion and personal inadequacy whereas among

the employees in secondary level, these are self role distance, role overload and personal inadequacy. Among the employees in higher secondary level, these organizational role stress factors are self-role distance, role stagnation, role conflict, role overload, resistance to change and role inadequacy.

The changes in the organizational role stress factors explain the changes in overall stress among the employees in higher secondary level to a higher extent than among the employees in primary level and secondary level.

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