

## OCCUPATIONAL STRESS AND LIFE SATISFACTION AMONG EXECUTIVES IN AURANGABAD DISTRICT

\* *Prof. Vidya D. Kasture, Shivaji college, Kannad.*

The present study aimed to find out the stress and life satisfaction among executives. For this purpose a total 100 male and female executives were selected from urban area (N=50) and rural area (N=50). The sample included both male and female employees in equal number. Two scales namely occupational stress scale and mental life satisfaction scale were administered to all the subjects. Obtained scores were analyzed with the help of ANOVA and t- test.

Keywords: Executives, occupational stress, life satisfaction.

### INTRODUCTION

In every big organization there are several executives. Whose jobs are to execute the system or the policy of the organisation. The main purpose of appointing the executive is to execute the system or policy in an effective manner, so that the production of the company will increase or the efficiency of the workers will be enhanced.

The executives are well qualified but there is no guarantee that the executive will be successful in his or her job. It implies that to be successful executives some special characteristics and abilities are necessary. Psychologists have worked in these directions and traced out the characteristics and the abilities necessary to be successful executives. Now days the competition has increased & as the result to survive in the competition one has to be acquainted with the new techniques and new skills. Companies and manufacturing units determine their targets first, and then the plan are being worked out. Human resources professionals plan their annual training programs in such a manner that the workers should work more efficiently and achieve their goals within the given periods; makes the employees stressful & depressed. For this purpose, the need pattern or the motivational pattern proves very much useful to the human resources personnel. Knowledge of the needs and aspirations of the employees working in the company helps the human resources personnel to design their plans or training programs. Knowledge of one's own needs helps the individual to setup objectives for future career planning.

### LIFE SATISFACTION

Life satisfaction refers to cognitive judgmental processes; Shin & Johnson (1978) define life satisfaction as "A global assessment of a person's quality of life according to his chosen criteria". Judgments of satisfaction are depending upon a comparison of one's circumstances with what is thought to be an appropriate standard. It is important to point out that the judgment of how people are with their present state of affairs is based on a comparison with a standard which is individual sets for him or her; it is not externally. It is a hallmark of the subjective well being area that it centers on the own judgment not upon some criterion which is judged to be improbable by the researcher (Diener, 1984). For example, although health, energy & so forth may be desirable, particular individuals may place different values on them. It is for these reasons that need to ask the persons for their overall evaluation of their life, rather than summing across their satisfaction with scientific domains, to obtain a measure of overall life satisfaction.

**METHOD:**

**Sample:**

The sample of the present study consists of 100 executives. i.e male executive (N=50) & female executive (N=50) from urban and rural area. The sample included both male and female executive in equal numbers.

**Tools:**

**Occupational stress index** : It was developed by Dr.A.K.Srivastava & Dr.A.P.Singh.The reliability index as curtained by split half method & cronbach’s alpha coefficient for the scale as a whole were found to be 0.935 & 0.90 respectively.

**Life satisfaction scale:** It was developed by Dr.Promila Sing & George Joseph. The scale has good validity and reliability data i.e. 0.83 & 0.91 respectively.

**Procedure:**

In the present study equal numbers of executive selected from urban & rural area in Aurangabad district.

**RESULTS & INTERPRETATION:**

Table 1: Mean, SD & t ratio of executive from urban & rural area on occupational stress & life satisfaction scores.(male =50 & female=50)

| OFFICES |   | STRESS MEAN | SD   | T value |
|---------|---|-------------|------|---------|
| Male    | 1 | 137.4       | 14.4 | 5.33    |
|         | 2 | 118.2       | 12.2 |         |
| Female  | 1 | 136.3       | 21.2 | 0.16    |
|         | 2 | 137.1       | 13.2 |         |
| Male    | 1 | 137.4       | 14.4 | 1.34    |
| Female  | 1 | 136.3       | 21.2 |         |
| Male    | 2 | 137.1       | 13.3 | 5026**  |
| Female  | 2 | 118.2       | 12.1 |         |

The obtained scores of this 2\*2 factorial study were analyzed with the help of ANOVA and t-test to see the significance of difference among various groups. ANOVA revealed the main effect a executive on stress score was significant,  $F(1)=8.55;p<.004$ . The main effect of gender was highly significant  $F(1)=8.01, p<0.005$ .The interaction of offices and gender also should be high significant values as  $F(2)=10.1;p<=0.002$ .However the results indicated that executive working in an urban & rural area differed significantly. As regards to gender male and female differed with each other on stress scores.

| OFFICES |   | LIFE SATISFACTION | SD    | t-VALUE |
|---------|---|-------------------|-------|---------|
|         |   | MEAN              |       |         |
| Male    | 1 | 147.3             | 6.91  | 1.7     |
|         | 2 | 118.2             | 6.89  |         |
| Female  | 1 | 143.3             | 11.6  | 0.69    |
|         | 2 | 142.1             | 13.9  |         |
| Male    | 1 | 143.3             | 13.09 | 0.69    |
|         | 2 | 150.6             | 6.39  |         |
| Female  | 1 | 142.1             | 13.9  | 2.81*   |
|         | 2 | 142.1             | 13.9  |         |

ANOVA showing the main effect of executives on life satisfaction score was NS,  $F(1)=0.263$ , the main effect of gender indicated significant difference  $F(1)=9.60; p<0.003$ , the interaction of offices (in urban & rural area) and gender was no significant  $F(1)=1.15$ . On the basis of above results it was found that executives from urban & rural area did not differ significantly on life satisfaction scores.

Results obtained by t-test showed that male executive from urban and rural area differed significantly with one another on stress scores as the ( $t=5.33, p<0.01$ ). Interview conducted personally on executives revealed that executive working in an urban area have more occupational stress as compared to executives working in rural area. This is due to heavy work load, no limited time for social interaction and completion of work within a given period of time. The work culture is more strict and systematic as compared to executive working in rural area.

Results revealed that male and female from urban area didn't show any significant difference, this is due to the fact that the nature of work is similar for both male and female executives in urban area. As regards to stress scores of women executives from urban & rural area didn't show any significant difference as their mean scores are 136.3 & 137 respectively. Whereas male and female from rural area differ significantly ( $t=5.26, p<0.01$ ).

The overall results of present study suggest that the need for stress management programs for reducing the stress.

**REFERENCES**

- 1) Beehr , T.A and Newman, J.E(1978). "Job stress, employ health and organizational effectiveness- A fact analysis model and literature reviews." *Personal Psychology*, 31, pp.665-669.
- 2) Dewe, P.J (1989). "examining the nature of work stress: individual evaluations of stressful experiences and coping." *Journal of human relations*, vol 42,no 1,pp.993-1013.

- 3) Dollard ,M.F,Dormann, e, Boyd , C.M, and winefield, H.R(2003),unique aspects of stress in human service work. Australian Psychologist,38, 84-91.
- 4) Ivancevich, J.M. & Matteson, M.T. (1980). "Stress and work: A Managerial Perspective." Scottforesman & Co., Glen view Illinois.
- 5) Jagdish, A & srivastva, A.K.(1995).Mental Health Inventory, Monovaigyanik prakashan sansthan, Varanasi.
- 6) Selye, H. (1936). "A syndrome produced by diverse noxious agents."Nature, 138:32.
- 7) Taylor, S.E., (1998) positive illusion in H.S. Fridman (ed), Encyclopedia of Mental Health, San Diago, Academic press.