A Comparative Study Of Life Stress Among Private And Government Sector Workers

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Abstract:
The current research aims to study life stress among private and government sector workers. The current research participants include a total of 500 participants (250 from private sector and 250 from government sector). Age range of both the groups ranged from 30 – 50 years. All these participants had urban and semi–urban middle class socioeconomic background. For this purpose, experimental method of research was used in the conduct of the present study. It was required to select a purposive sample of education department of the government of Delhi in the north-east district, nursing and administrative staff of Manipal hospital Ghaziabad and teaching and non-teaching staff of Academy of Business and Engineering Science (ABES), also known as ABES Engineering College, and the necessary tools for collecting the requisite information. The data was collected through the "Personal Information Form", "Personal Stress Source Inventory". T-Test was used to compare the means of the two groups. Results showed that private sector workers are more stressed than government sector workers.
Keywords: Private and government sector workers, Life Stress.

INTRODUCTION

The widespread mental health crisis is largely caused by stress at work. Workplace pressure is a result of shifting economic conditions and growing financial worries. Significant productivity declines brought on by stress can be very expensive for governments and private companies alike. Stress at work can cause serious mental health problems for workers if left unaddressed. The problem of workplace stress can be credited to various factors such as rigorous supervisors, tight deadlines, and disproportionate workloads. Stress, as defined by Selye (1956), is "non-specific responses of the body to any demand made upon it." Stress at work, as a result of the increasing complexities of labor and its varied demands, has become a major aspect of modern organizations.

According to Rana (2014), stress at work can be induced by a variety of factors, including the nature of the job, uncertainty, a highly demanding workplace culture, technological advances, personal and family concerns, and so on. The study included 60 participants (30 government and 30 private employees) who completed the job stress scale developed by A.K. Srivastav and A.P. Singh. The t-test was used to further analyze the data. It came to light that employees in the private sector experience more job stress than government employees.

According to an ASSOCHAM survey performed in 2013 across cities in India, government employees face considerably less workplace stress than their private-sector colleagues. According to the survey titled Government vs Private Employee Health Scenario in India, 85% of employees surveyed in the private sector had lifestyle diseases, chronic diseases, or acute disorders, whereas this was only 8% in case of government employees. The survey covers key cities such as Delhi, Mumbai, Kolkata, Chennai, Ahmedabad, Hyderabad, Pune, Chandigarh, and Dehradun. Each city had slightly more than 200 employees questioned on average. The studies on government personnel demonstrate favorable characteristics such as generally good health, family stability, and amicable relationships. According to the report, numerous healthcare systems for government employees, in addition to pensions, result in superior health standards than the private sector.

The widely held belief that stress levels are higher in government jobs has been fueled by proportionately higher rates of work stress compensation claims in the sector and media portrayals of stress in the sector as an epidemic, according to Dale S. Macklin, Luke A. Smith, and Maureen F. Dollard (2006). Reports from the research literature do, however, occasionally contradict each other. Employing a diverse population sample of workers from the governmental (N = 84) and private (N = 143) sectors, no variation in stress levels (psychological distress, job satisfaction) was seen. There was no difference in the levels of risk by sector when using the Demand-Control-Support (DCS) model to operationalize psychosocial risk and the work stress process; however, employees in the public sector reported higher levels of control. There was evident support for a DC interaction effect in psychological discomfort. Additional evidence was discovered to suggest an interaction DCS by sector (4 way) effect, in which social support functions differently in each sector. In both sectors, a DCS main effects model for job happiness was discovered. Important variations in stress levels between gender

and job categories were also demonstrated by the data. The study disproves the myth that stress at work is exclusive to the government sector.
Globalization and policies driven by privatization have forced many Indian companies to undergo organizational transformations in order to gain a competitive edge and deal with the organizational environment led by international corporations (Dileep, 2007). Advances in technology and organizational restructuring have resulted in a further transformation of managers' work patterns and an inevitable need for organizations, both in the public and private sectors, to smart-size, reorganize, restructure, and update their labor force. In one public sector establishment and one private sector establishment, 100 male supervisory level managers, ages 30 to 40, were included in this study. To create a representative population for this study, systematic random sampling was used. The study assessed the executives' coping mechanisms and stress levels using two of Dr. Shailendra Singh's standardized questionnaires. A substantial difference in the level of work-related stress among supervisory level managers of public and private sector industrial organizations was discovered after this data was evaluated using the t-test.
However, compared to managers in the public sector, supervisory level managers in the private sector report higher levels of stress at work.

The prevalence of stress, among employees in Delhi, India's public and private sectors was evaluated by Biswas, J., and Kumar, S. (2021). The data from the public (n=30) and private sector employees (n=30) was collected using a purposive sampling method. Using the Occupational Stress Index Scale (OSI Scale) questionnaire, the degree of stress was assessed. Additionally, demographic data, such as age, gender, marital status, family structure, length of service, income, kind of work, and educational background, was gathered using a demographic information sheet. SPSS software (20.0) was used to examine the data. The association between continuous variables based on the data distribution was found using the Pearson correlation coefficient, while the relationship between categorical variables was determined using the chi-square test. A statistically significant result was defined as a p value of less than 0.05. The participants' average age was 38.62 (SD=8.79) years. 13.3% of workers (across all industries) reported low levels of stress, 75% reported moderate levels, and 11.7% reported high levels, according to the OSI Scale. More work-related stress was experienced by private sector workers compared to those in the public sector. The findings also showed a substantial correlation between the employment sector and the following factors: low status, intrinsic improvement, powerlessness, role overload, role ambiguity, role conflict, poor participation, and difficult working conditions. It was shown that workers in both the public and private sectors frequently experienced high levels of stress. Employees in the private sector, however, had higher levels of occupational stress as a result of their increased exposure to professional stresses.

The majority of employees in organizations have numerous psychological issues and severe stress-related illnesses, according to Agarwal, H., & Rastogi, N. K. (2017). Stressed-out workers are also more likely to be unwell, unmotivated, unproductive, and unsafe at work. In this sense, stress at work can really be detrimental to both the company and its employees. The survey method used in the study makes use of both primary and secondary data. Using a straightforward random technique, primary data was directly gathered from ten of the top public and commercial banks in Meerut, Western Uttar Pradesh. The primary data collection tools were questionnaires and interview methods. Secondary data was gathered via the internet, books, and journals, among other sources. There were 100 employees in total (40 men and 60 women). Following data analysis, it was shown that bank workers' personal life were negatively impacted by their workload, work procedures, and stress related to working-hours.

Malik (2011) investigated the effects of workplace stress on workers. The study outlines the stress that comes with working in both public and commercial banks. 200 employees of public and commercial banks in Quetta City make up the sampling population for this study; 100 people work for public banks and the remaining 100 work for private banks. The systematic random sample method, which is representative of the population, was used in this study. The primary aim of this study was a multidimensional investigation of the employee's coping patterns and job stress. Feeling of Inequality (FI), Lack of Supervisory Support (LSS), Constraints of Changes, Rules and Regulations (CRR), Job Difficulty (JD), Inadequacy of Role Authority (IRA), and Job Requirements Capability Mismatch (JRCM) were chosen to gather data for this analysis. Following data analysis, it turned out that there is a noteworthy disparity in the degree of occupational stress experienced by employees of public and private banks, with private bank employees reporting higher levels of occupational stress than their public counterparts. The factors that contribute to occupational stress in private bank personnel are distinct from those in public bank employees; role overload, role authority, role conflict, and lack of senior level assistance are the ones that matter most.

According to Chen, C. J.; Yeh, C. Y.; and Yeh, W. Y. (2018), regarding the market environment and operational goals, public-private sector organizations differ significantly from one another. In the private sector, organizational structures and working conditions also frequently differ between large and small businesses. Sectoral variations in workers' psychosocial risks and burnout status at the national level, despite these evident structural inequalities, have hardly ever been thoroughly studied. 15,000 full-time employees were examined using data from the 2013 national employee survey. Based on the Taiwan Ministry of Economic Affairs' definition of SMEs, sector types were categorized as "public," "private enterprise-large (LE)," and "private enterprise-small and medium (SME)." The relationships between sector types and self-reported burnout status (as determined by the Chinese version of the Copenhagen Burnout Inventory) were then investigated, taking into account other work characteristics and job instability indicators. Employees in the private

sector reported far higher levels of job insecurity and much longer work hours than those in the public sector. When company size was taken into account, it was discovered that SME employees were less satisfied with their career prospects and job control than the other two sector type workers.

Shukla (2020) asserts that physician stress has an impact on the standard of medical service. This study evaluates the stress levels of physicians working in public and private healthcare facilities. Compared to other social classes, doctors exhibit higher levels of psychological illness, alcohol dependence, and suicide thoughts. The study aimed to examine the stress levels of physicians working in government and private institutions. There were thirty doctors from the public and thirty from the private sectors among the participants. A Likert-scale questionnaire was used to gather primary data, which was then analyzed using factor analysis and the Chi-square test. The findings showed that job ambiguity, task overload, role expectation conflict, and stagnation are the primary reasons producing stress. Furthermore, there is no correlation between the two doctors' distinct sectors and their stress levels, which are the same.

I. RESEARCH TOOLS

For the purposes of this study, the Personal Stress Source Inventory (PSSI-SSS), developed by Arun Kumar Singh and Arpana Singh, was used. Forty-five different sources related to personal life events that are likely to cause stress in a person were found while developing the Personal Stress Source Inventory. Then these sources were given to a group of judges (N=30) with a request to arrange them in order of severity ranging from 1 to Nth (in this case 45th). Judges included 15 college instructors, 7 government employees, and 8 bank employees. Finally, the personal sources that the majority of the judges had concerns about were used. (40 out of 45 or 80%) had given similar ratings/rankings. In this manner, the final scale was able to include 40 of the 45 personal sources of stress. The inventory was then administered to a sample of 100 people. and item – total correlations were computed for checking the validity of the items. Five items (or personal sources) did not yield significant correlations. Hence these five items were dropped and finally a set of 35 items or personal source of events constituted the final inventory. The inventory is available in both Hindi and English versions.

II. DATA COLLECTION

Personal Stress Source Inventory (PSSI-SSS) was administered to the subjects individually. The scale was administered according to standard instructions.

A cover sheet was used to collect information regarding demographic characteristics of the subjects. This included gender, age, income, religion, type of family, marital status and residential background. Subjects were assured that their results would be kept confidential and would be used only for research purposes.

III. SCORING OF PSSI-SSS

The Personal Stress Source Inventory results are scored as follows. Every item that the respondent marked as "Seldom," "Sometimes," or "Frequently" was given a score of 1, 2, or 3 respectively. Items that are unmarked receive a score of 0. A total score is then produced by adding the respondents' individual scores on each marked item. The greater the score, the greater the level of personal stress. Similar to this, a lower score indicates less personal stress overall. The PSSI has a maximum score of 105.

IV. STATISTICAL ANALYSIS

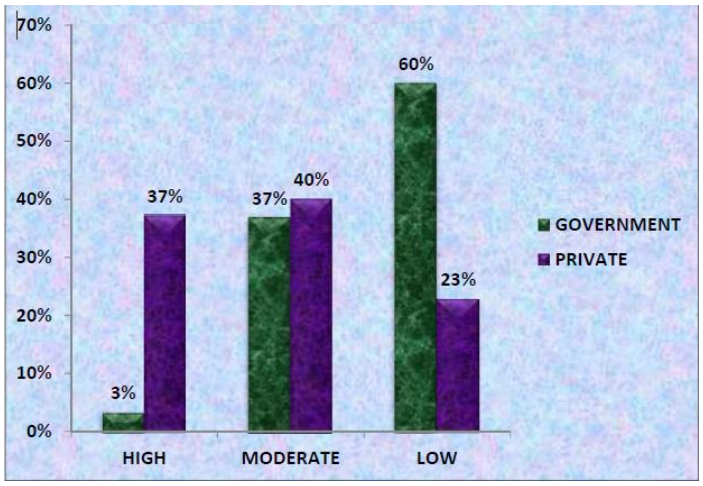

Figure 1: Status of Life stress among individuals working in govt. and pvt. Sector

Figure 1 illustrates that 3 percent of government employees have high levels of life stress, 37% have moderate levels, and 60% have low levels. In contrast, 37% of private sector employees have high levels of life stress, 40% have moderate levels, and 23% have low levels of life stress. According to the information above, very few employees in the public sector and almost one-third of those in the private sector, respectively, report having significant levels of life stress.

A two-tailed independent samples t-test was conducted to determine whether there is a significant difference in the mean scores of Life Stress between individuals working in government and private sectors

Aspect	Groups	N	Mean	SD	df	t-value	Result
Life stress	Government	250	53.11	14.905	498	14.561	Significant at 0.01 level
	Private	250	75.65	19.414			

Table 1: Status of Life stress among individuals working in government and private sector.

V. CONCLUSION

The -statistic measures how many standard errors the coefficient is away from zero. Generally, any t-value greater than +2 or less than – 2 is acceptable. "*The higher the t-value, the greater the confidence we have in the coefficient as a predictor. Low t-values are indications of low reliability of the predictive power of that coefficient*."

Table 1 shown above demonstrates that in terms of life stress, a significant difference emerged between the individuals in government and private sector (t=14.561 df=498), significant at 0.01 level. Higher mean scores of private sector workers (M=75.65) than workers from government sector (M=53.11). This indicates that private sector workers differ from government sector workers in terms of emotional state of dejection, feeling of worthlessness & guilt and usually apprehension.

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