

**NATIVITY BASED VARIATION IN ORGANISATIONAL ROLE STRESS
AMONGST DUAL CAREER COUPLES**

Deepak Kumar

*Assistant Professor, JCD Institute of Business Management, SIRSA
deepakverma8610@gmail.com*

Abstract

The present paper aims to know the various dimensions of the Organisational Role stress and to determine Nativity based difference in stress level of employees. There is a structured questionnaire developed by Udai Pareek (1993) consisting of 50 statements has been used to analyze Organizational Role Stress among dual career couple . Rural family employee's experiences higher level of stress than urban family based employee. Employees residing in rural areas have less facilities like education, skill building, and knowledge thus experience of stress. There are different ways in reality which are used to control stress in performing different organizational roles.

Key Words: Role Stress, Self-role distance, Role Isolation, Self Role Distance, Role Overload.

I. INTRODUCTION

Stress related to work “is the feeling which is raised due to workload & pressure that is not fulfilling by his present abilities that compel him to cope up with the situation”. Stress might be resultant by a number of diverse factors known as stressors. Actually, it leads to complex association of large number of system of interrelated stressors. It is highly useful to make a proper demarcation between stressful work conditions and stress related factors from an individual's reactions. These strains might be caused by a number of factors belonging to mental, physiological, physical and emotional. A situation in which gap between an employee's abilities to perform and expected workplace demands is called Occupational stress. Nevertheless, a stressor may lead to physiological reaction that can strain an employee physically as well as mentally.

II. LITERATURE REVIEW

Working couples consistently experience work-family conflict and also a conflict in the association between work and family roles (Edwards and Rothbard, 2000). Such type of conflict occurs when demands of one role becomes incompatible with that of another (Duxbury and Higgins, 2003). Although it is commonly observed that wives face higher levels of work-family conflict than husbands among the working couples (Higgins, Duxbury, Lee, and Mills, 1994), even then dual-career men is also reported to experience negative spillover from the work domain (Higgins and Duxbury, 1992).

The paper tends to discuss variations caused in ten different constructs of Organizational Role Stress among employees. The ten constructs are taken as per list given by Udai Pareek (1993).

- **Self Role Distance:** When an individual finds a conflict between the self –concept and the expectations from the role, self role distance arises.
- **Inter-role Distance:** It is a situation of performing multiple roles at a time that resulted in conflicts.
- **Role Stagnation:** It is the feeling of being stuck in the same role.
- **Role Isolation:** When a person realizes that some roles are very much related to him while others are unrelated.
- **Role Ambiguity:** When an individual is not clear about the various expectations that people have from his role, he faces role ambiguity
- **Role expectation conflict:** When there are conflicting expectations or demands by different role senders, the role occupant experiences this type of stress
- **Role Overload:** When a role occupant feels that there are too many expectations from the significant others in his role set, he experiences role overload.
- **Role Erosion:** Role erosion is the individual’s subjective feeling that some important expectations that he has from his role are shared by other roles within a role set.
- **Resource Inadequacy:** It arises when the resources required by a role occupant for performing his role effectively are not available
- **Personal inadequacy:** when an individual feels that he does not have enough knowledge, skills or training to undertake a role effectively, or that he has not time to prepare for the assigned role, he may experience stress

III. OBJECTIVE AND RESEARCH METHODOLOGY

The prime objective of the present research has been to explore the Organizational Role Stress from the lenses of individual differences. The incidental objectives of the present research were as under:

- To examine Nativity based difference in Organizational Role Stress amongst Dual Career Couples.
- To give deep insight into ten constructs of Organizational Role Stress.

The present study is based upon exploratory-cum-descriptive research design. Primary data is collected through structured questionnaires. There is a structured questionnaire developed by Udai Pareek (1993) consisting of 50 statements has been used to analyze Organizational Role Stress among dual career couple. These 50 statements explore the stress level of the employees under ten different dimensions of ORS. Data has been collected using five point scale. Random sampling has been used to collect data from various industries. The industries mainly includes banking, insurance, textile, BPO, sugar, shoe, consultancy, cold drink, rice, etc. Sample size is 150. For analysis purpose, it has been strictly ensured that an array of manufacturing, service, private, public, Indian and foreign companies are approached.

IV. RESULT AND DISCUSSION

Table-5.1: Nativity based Description of Dimensions of ORS

Dimensions of ORS	Mean	
	Rural	Urban
Inter Role Distance (IRD)	2.34	2.47
Role Stagnation (RS)	2.80	2.19
Role Expectation Conflict (REC)	2.36	2.46
Role Erosion (RE)	2.63	2.22
Role Overload (RO)	2.86	2.22
Role Isolation (RI)	2.47	2.49
Personal Inadequacy (PI)	2.97	2.16
Self Role Distance (SRD)	2.44	2.08
Role Ambiguity (RA)	2.22	2.02
Resource Inadequacy (RID)	2.99	2.06
Overall	2.69	2.25

Table-5.1 elucidates nativity (place of residence- rural or urban) based mean value of organizational role stress among dual career couples. It is reported that mean value for rural area residing partner of a dual career couple is higher than that of urban area living employees. Mean value for rural living employees is 2.69 while the value for urban worker is 2.25. Although both values fall in 'frequent' category in five point rating scale, but even then higher mean for rural couple indicates that employees living in rural area experiences higher organizational role stress than working duo residing in urban area. Reasons are depicted in mean value of ten constructs of organizational role stress. Prime reason for such high stress level among category is Role overload (mean=2.86), Personal Inadequacy (mean=2.97) and Resource Inadequacy (mean=2.99) and Role stagnation (mean=2.80). Ten constructs of organizational role stress are also explored from two different angles of residential arrangement. Mean value for seven out of ten stress paradigms are higher for village living employees. These seven parameters of organizational role stress are Role Stagnation (mean value for rural living employees = 2.80, mean value for urban living employee= 2.19), Role Erosion (mean value for rural living employees = 2.63, mean value for urban living employee= 2.22), Role Overload (mean value for rural living employees = 2.86, mean value for urban living employee= 2.22), Resource Inadequacy (mean value for rural living employees = 2.22, mean value for urban living employee= 2.06), Role overload (mean value for rural living employees = 2.86, mean value for urban living employee= 2.22), Personal Inadequacy (mean value for rural living employees = 2.86, mean value for urban living employee= 2.22 and Self Role distance (mean value for rural living employees = 2.44, mean value for urban living employee= 2.08). For rest of three constructs mean value is higher for urban residing employees. The constructs are Inter Role Distance (mean value for rural living employees = 2.34, mean value for urban living employee= 2.47), Role Expectation Conflict (mean value for rural living employees = 2.36, mean value for urban living employee= 2.47 and Role Isolation (mean value for rural living employees = 2.47, mean value for urban living employee= 2.49). Statistical significance of such nativity based

differences for all ten constructs of organizational role stress has been depicted through below table. Nativity based variations could be depicted diagrammatically as below.

Figure-5.5: Nativity based Description of Dimensions of ORS

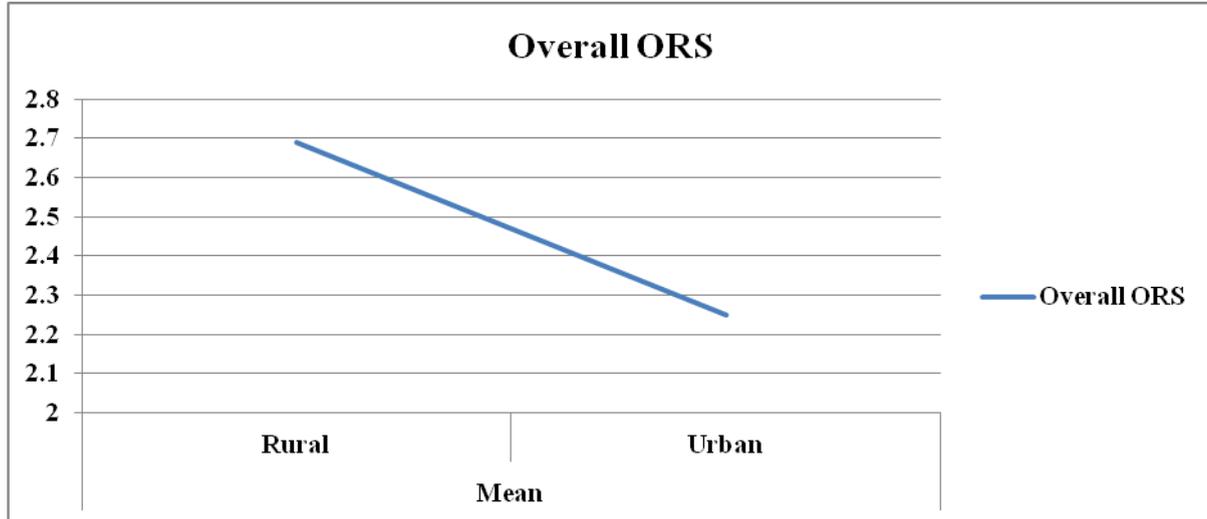


Table-5.2: Nativity Based Variations in Organizational Role Stress

S. No	FACTORS	Rural v/s Urban	
		t-Value	Significance.
1	Inter Role Distance (IRD)	3.856	0.043
2	Role Stagnation (RS)	1.442	0.15
3	Role Expectation Conflict (REC)	2.753	0.006
4	Role Erosion (RE)	2.919	0.004
5	Role Overload (RO)	4.221	0
6	Role Isolation (RI)	0.377	0.706
7	Personal Inadequacy (PI)	1.365	0.173
8	Self Role Distance (SRD)	2.306	0.04
9	Role Ambiguity (RA)	1.408	0.16
10	Resource Inadequacy (RID)	3.856	0.043
	Overall	7.658	0.009

Table-5.2 describes result of t- test applied to explore statistical significance of differences based on residential arrangement of the employees. Overall nativity based variations come out to be statistical significant as significance value is smaller than .05 at 95% degree of confidence scale. The findings statistically support the findings of table 5.2.

Six out of ten constructs of organizational role stress reported significant variations for differently residing working duos. The constructs are Inter Role Distance, Role Overload,

Role Ambiguity, Role Expectation Conflict, Self Role Distance and Role Erosion, Resource Inadequacy (value of p is lesser than .05 for all these constructs at 95% level of significance). Employees of both rural and urban areas are equally stressed for four constructs of organizational role stress. The two paradigms are Role Stagnation, Role Isolation, Personal Inadequacy and Resource Inadequacy.

V. CONCLUSION

The problem of stress is higher for dual career couples. Thus the study of ORS for working couples is of utmost significance for both complementary actors of corporate world. The present paper successfully highlighted few aspects of the Role Stress among working couples. Rural family employee's experiences higher level of stress than urban family based employee. Employees residing in rural areas have less facilities like education, skill building, and knowledge thus experience of stress owing to personal inadequacy.

REFERENCES

- [1]. Burke, R.J., Greenglass, E.R. (2001), Hospital restructuring and nursing staff wellbeing: the role of perceived hospital and union support, *Anxiety, Stress and Coping: An International Journal*, 14(3), pp 93-115.
- [2]. P.Girdhar (2016), Variations in organizational role stress in different cycles of age: *Int. J. Soc. Sci. Manage.* Vol-3, issue-2: 125-128
- [3]. Banet, Plint and Clifford, (2005), Reducing stress and avoiding burnout: A collection of activities for preschoolers, 11(2), pp. 28-32.
- [4]. Cooper, C. L., Marshall, J. (1976), Occupational sources of stress: a review of the literature relating to coronary heart disease and mental ill health, *Journal of occupational psychology*, 49(1): 11-28.
- [5]. Cooper, C., U. Rout and B. Faragher, (1989), Mental Health, Job Satisfaction, and Job Stress Among General Practitioners, *B Medical Journal*, 298, pp. 366-370.
- [6]. Emsley, David (2003), Multiple goals and managers' job-related tension and performance, *Journal of Managerial Psychology*, 18 (4), pp 345-356.
- [7]. Ivancevich, J. and Matteson, M.T., (1987), *Stress at Work: A managerial perspective*, Glenview, IL: Scott, Foresman.
- [8]. Ivancevich, J. and Matteson, M., (1980), *Stress at Work*, Glenview, IL: Scott, Foresman.
- [9]. Manshor, A. T., Fontaine, R., Choy, Chong Siong, (2003), Occupational stress among managers: a Malaysian survey, *Journal of Managerial Psychology*, 18(6), pp 622-628.
- [10]. Pareek, U. (1993), *Motivating Organisational Roles: Role Efficacy Approach*, Jaipur: Rawat Publication.
- [11]. Pareek, U. (1983), *Organizational Role Stress Scale, Manual*. Ahmedabad: Navina Pub.
- [12]. Pareek, U., (1993), *Motivating Organizational Roles: Role Efficacy Approach*, Jaipur: Rawat Publication.

- [13]. Pestonjee, D.M, Azeem SM (2001), A study of Organizational Role Stress in relation to Job Burnout among university teachers. IIMA Working papers (Indian institute of management Ahmedabad, Research and Publication Department) 2001.
- [14]. Richard VG, Krieshok ST (1989), Occupational stress, strain, and coping in university faculty, Journal of Vocational Behavior, 34, pp. 117-132.