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Exploring the dimensions of job stress among Block Development and Panchayats Officers (BDPOs): Evidence from Haryana

Somvir Singh Kadian[1]
Research Scholar,
Baba Mastnath University
Rohtak, India.

Dr. Nisha Choudhary[2]
Assistant Professor,
Baba Mastnath University
Rohtak, India.

Manjeet Malik[3]
Research Scholar,
IMSAR MDU,
Rohtak, India.

Abstract: ***The purpose of this article is to explore the dimension of job stress among Block Development and Panchayats Officers (BDPOs) in the state of Haryana. To achieve the purpose, we frame a structured questionnaire which measure the job stress among BDPOs. Further, we deployed exploratory factor analysis to extract the dimesions of job stress among BDPOs. Therefore, using the sample of 480 BDPOs across the state, we found seven dimensions of job stress among Block Development and Panchayats Officers (BDPOs). The seven dimensions of job stress are as follows: (i) individual-related stress (IRS), ambiguity-related stress (AMR), job-related stress, decision-making-related stress (DRS), conflict with peers related stress (CPRS), workload-related stress and organization-related stress. Therefore, the findings of this study fascinates to mitigate the stress among Block Development and Panchayats Officers (BDPOs). To address the issues in implementing programmes and schemes, the BDPOs' suggestions may be taken into account. Taking care of these problems will undoubtedly improve panchayat operations and increase employee happiness.***

Keywords: BDPOs, Job Stress, Haryana.

I. INTRODUCTION

Job stress must be understood and addressed because its components adversely affect both the mental and physical health of employees (Rana & Munir, 2011). The businesses hire and rely on specialists and professionals, who are expected to be given the right working conditions to carry out their duties successfully. Since our environment is dominated by various stimuli and incentives (physical, moral, and psychological), this has an effect on people not only at home but also beyond the workplace. According to Revati (2012) and Soran et al. (2014), these pressures cause people to live in a state of anxiety, tension, and emotion that has an impact on their jobs, organisational relationships, and even their health and safety.

Job stress results from an increase in the gap between the demands of the workplace and an individual's capabilities. As a result, stress at work may be recognised as ambiguity, conflict, and overload resulting from both the nature of the workplace and the individual. Local governments known as panchayat raj are run by democratically elected councils or panchayats. Since its beginnings, the panchayat Raj system has improved and benefited rural residents. However, efforts to develop the proper institutions and alter the value system to improve the operation of Panchayats are underway. An example of a recent action by the Karnataka government is the recruitment of Panchayath Development Officers (PDOs) to carry out expanded duties.

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In order to provide advantages to the underprivileged, these PDOs serve as a link between the public and the government. In accordance with an order dated 31.3.2008, the government has established 5627 management or superintendent-level Panchayat Development Officer positions, one for each GP. In collaboration with the elected members, the PDO is tasked with advising them on administrative issues and carrying out the needy-assistance programmes. Since gramme panchayats are primarily responsible for carrying out government programmes, work pressure and political involvement are growing in panchayats. Fewer people have recently committed suicide as a result of rising stress levels. Thus, it was intended for the present to investigate workplace stress and issues workers had while performing their duties.

Therefore, our article attempt to examining the dimensions of job stress among Block Development and Panchayats Officers (BDPOs) in context of Haryana. The rest of article is organized as follows. Section II discusses the literature review. Section III deals with research methodology. In Section IV, we have discussed the results of the study. In Section V, we have concludes the findings.

II. Review of Literature

In a management region of the Freestate Province of South Africa, researchers Christo and Jaco (2006) conducted a study to ascertain the dimensions of occupational stress experienced by staff members of the Department of Correctional Services. The findings showed that the sense of work stress was influenced by a negative affective locus of control and an external locus of control. Suresh et al. (2013) had undertaken a study to determine the primary sources of stress in police job. 220 police officers who were randomly selected for this study were asked to rank various employment circumstances from least stressful to most stressful. Finally, this study indicated that organisational features of police employment are more stressful than operational ones, such as 24-hour duty, insufficient family time, pressure from political pressure, and inadequate facilities. Bowen et al. (2013) looked into the relationship between perceived workplace stress and harassment/discrimination. They conducted research using an online source and received a total of 626 replies. Various South African construction industry specialists participated in this study. They came to the conclusion that male and female professionals in the construction industry experience different levels of harassment and discrimination. This study unequivocally established a link between experiencing harassment and discrimination and a higher degree of stress. The effects of employee job stress on job turnover and burnout are of course a problem for correctional organisations (Dowden and Tellier, 2004; Slate et al., 2001). Numerous undesirable outcomes, such as subpar work performance, mental and physical sickness, strain in personal relationships, early ageing and death, have been related to stress and job discontent (Cornelius, 1994). On the other hand, positive outcomes such as increased job engagement and a reduction in perceptions of role conflict have been associated to job satisfaction and lower levels of job stress (Grossi and Berg, 1991; Hogan et al., 2006). A study titled "Domestic Stress and Well-Being of Employed Women" is an attempt by Talma and Samuel (2006). 133 working mothers who hold managerial and secretarial positions are chosen as samples. It has been claimed that in families, collaborative decision-making may be a more effective coping mechanism than individual control.

III. Methods

Our study is based on primary data collected from suvery. Before to collect the data from respondents, it is necessary to identify the target population. Therefore, target population for this article were Block Development and Panchayats Officers (BDPOs) who were employed in the state of Haryana. These individuals are perfect target population to exploring the job stress in government sector in Haryana. According to MacCallum et al. (1999) “a sample size of between 100 and 200 observations is acceptable provided communalities are high, factors are well determined, and convergence to a proper solution is achieved”. Hence, this study involve the BDPOs who live in boundary of state of Haryana. To collect the data, more than 600 questionnaires were distributed among Block Development and Panchayats Officers (BDPOs) in the boundary of Haryana. 428 questionnaires were returned by respondents. All responses corresponding to items were recorded on five point Likert’s scale

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from strongly disagree to strongly agree. In this article, we deployed exploratory factor analysis to exploring the job stress among Block Development and Panchayats Officers (BDPOs).

IV. DATA ANALYSIS

Demographical characteristics of respondents

This section shows the empirical results of the study. Table 1 shows the demographical characteristics of respondents. We found that 88.32% of respondents were male followed by 11.68% of women respondents. Our results provide that majority of BDPOs are male. In addition, our results that 36.21% of respondents were represent the age group of 35-45 years followed by 29.44% of age group of 45-55 years, 18.69% of age group of 45-55 years and rest of respondents were more than 50 years old.

Table 1: Demographical features of BDPOs

Variables	Cateogory	Frequency	Percent
Gender	Male	378	88.32
	Female	50	11.68
	Total	428	100
Age	<35	80	18.69
	35-45	155	36.21
	45-55	126	29.44
	>50	67	15.65
	Total	428	100.00

Source: The survey.

Exploring the dimension of job stress among BDPOs

Before dismantled the information, it was fundamental to really look at the testing ampleness for additional evaluation. To exploring dimensions of job stress among BDPOs in the state of Haryana, 42 statements were adapted from previous literature. It is general partiality that model size should be in wealth of various periods of things and analysts taken the model size 480 respondents that was the more unmistakable fundamental of test size. Thus, Table 2 presents the findings of KMO and Bartlett's Test. KMO encounters which was 0.900 affirmed the surveying ampleness of examination. Bartlett's Test of Sphericity that is utilized to check to relationship among inert factors likewise bore witness to the fundamental relationship among latent components. By the Table 6, we could likewise dissect the instructive rundown and exploring dimensions of job stress among BDPOs in the state of Haryana.

Table 2: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.900
Bartlett's Test of Sphericity	Approx. Chi-Square	16309.440
	df	861
	Sig.	.000

After examining the sample adequacy, we compute the total variance explained by extracted variables. Therefore, Table 3 shows total variance explained by extracted factors. This study has used 42 items to exploring dimensions of job stress among BDPOs in the state of Haryana. In this article, we used the components extraction eigenvalues greater than 1. Then, the results of factor analysis show that 42 items were categorized into 7 factors. In addition, the results of Table 3 provide that identified total 7 factors explained total 76.802 variance. Further, the exploratory component strategy was used with help of Principal Component Analysis and pivot was done by Varimax with Kaiser Normalization and rotation was completed in 6 iterations.

Table 3: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %

1	7.190	17.119	17.119	7.190	17.119	17.119	6.280	14.952	14.952
2	6.861	16.335	33.454	6.861	16.335	33.454	5.139	12.235	27.187
3	4.877	11.612	45.066	4.877	11.612	45.066	4.886	11.634	38.821
4	4.211	10.026	55.092	4.211	10.026	55.092	4.720	11.238	50.060
5	3.674	8.747	63.839	3.674	8.747	63.839	4.222	10.052	60.111
6	3.237	7.706	71.545	3.237	7.706	71.545	4.002	9.527	69.639
7	2.208	5.257	76.802	2.208	5.257	76.802	3.009	7.163	76.802
8	.748	1.781	78.583						
9	.655	1.559	80.142						
10	.600	1.427	81.569						
11	.491	1.169	82.739						
12	.450	1.072	83.811						
13	.410	.976	84.786						
14	.388	.925	85.711						
15	.373	.887	86.599						
16	.369	.880	87.478						
17	.341	.813	88.291						
18	.322	.766	89.057						
19	.312	.742	89.799						
20	.295	.703	90.503						
21	.277	.659	91.162						
22	.259	.618	91.780						
23	.249	.594	92.374						
24	.248	.589	92.963						
25	.241	.575	93.538						
26	.232	.553	94.091						
27	.220	.523	94.614						
28	.204	.486	95.100						
29	.197	.470	95.570						
30	.193	.461	96.030						
31	.177	.422	96.452						
32	.169	.403	96.855						
33	.165	.393	97.248						
34	.160	.382	97.630						
35	.145	.345	97.975						
36	.143	.340	98.315						
37	.141	.335	98.650						
38	.137	.325	98.975						
39	.123	.294	99.269						
40	.119	.283	99.552						
41	.108	.258	99.809						
42	.080	.191	100.000						

Extraction Method: Principal Component Analysis.

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Table 4 shows the results of rotated component matrix. Our results shows that the first factor is emerged as individual-related stress (IRS) which explained 14.952% variance. Thenafter, the second factor is emerged as ambiguity-related stress (ARS) which explained 12.235% variance. Then, our results show that the third factor is emerged as job-related stress (JRS) which explained 11.634% variance. In addition, the fourth factor emerged as decision-making-related stress (DRS), which explained 11.238% variance. In last, fifth factor is emerged as conflict with peers-related stress (CPRS) which explained 10.052% variance. In addition, six factor emerged as Workload-related stress (WRS), which explained 9.527% variance. In last, seventh factor is emerged as organization-related stress (ORS) which explained 7.163% variance. Therefore, our results provide that total 7 factors emerged which exploring the dimension of job stress among Block Development and Panchayats Officers (BDPOs) in the state of Haryana and explained total 76.802% variance. Furthermore, Table 5 shows the labeling of extracted variables using the exploratory factor analysis.

Table 4: Rotated Component Matrix[a]

Items	Component						
	1	2	3	4	5	6	7
IR7	.893						
IR6	.893						
IR4	.881						
IR8	.877						
IR3	.860						
IR1	.852						
IR5	.851						
IR2	.850						
AR2		.941					
AR5		.919					
AR3		.915					
AR1		.910					
AR4		.895					
AR6		.889					
JRS6			.898				
JRS3			.887				
JRS4			.862				
JRS7			.828				
JRS5			.800				
JRS2			.786				
JRS1			.591				
DM1				.870			
DM2				.840			
DM5				.831			
DM6				.789			
DM3				.780			
DM4				.752			
DM7				.714			
CW4					.915		
CW2					.905		
CW5					.903		
CW1					.879		

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CW3					.856		
W2						.909	
W1						.896	
W4						.887	
W3						.883	
W5						.861	
ORS3							.882
ORS2							.864
ORS1							.839
ORS4							.731

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

Table 5: Labeling of factors which cause work stress among BDO

Factor	Label	N	Items
1	Individual-related stress	8	IR7, IR6, IR4, IR8, IR3, IR1, IR5 and IR2
2	Ambiguity-related stress	6	AR2, AR5, AR3, AR1, AR4 and AR6
3	Job-related stress	7	JRS6, JRS3, JRS4, JRS7, JRS5, JRS2 and JRS1
4	Decision-making-related stress	7	DM1, DM2, DM5, DM6, DM3, DM4 and DM7
5	Conflict with peers related stress	5	CW4, CW2, CW5, CW1 and CW3
6	Workload-related stress	5	W2, W1, W4, W3 and W5
7	Organization-related stress	4	ORS3, ORS2, ORS1 and ORS4

V. CONCLUSION

This study attempt to explore the dimension of job stress among Block Development and Panchayats Officers (BDPOs) in the state of Haryana. Therefore, using the sample of 480 BDPOs across the state, we found seven dimensions of job stress among Block Development and Panchayats Officers (BDPOs). The seven dimensions of job stress are as follows: (i) individual-related stress (IRS), ambiguity-related stress (AMR), job-related stress, decision-making-related stress (DRS), conflict with peers related stress (CPRS), workload-related stress and organization-related stress. Therefore, the findings of this study fascialtes to mitigate the stress among Block Development and Panchayats Officers (BDPOs). The government or employers should frame some policy which help the employees to control the job stress.

Job stress has significant health consequences that range from relatively benign (like getting more colds and flus) to potentially serious (such as heart disease and metabolic syndrome). It's important to comprehend the causes of stress and take the appropriate steps to reduce it. To address the issues in implementing programmes and schemes, the BDPOs' suggestions may be taken into account. Taking care of these problems will undoubtedly improve panchayat operations and increase employee happiness.

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Survey Questionnaire

Section A

Socio-Economic Profile of BDPOs (tick)

1. Gender:
   - Male ◯
   - Female ◯
2. Age (years):
   - < 35 ◯
   - 35-45 ◯
   - 45-55 ◯
   - > 60 ◯

Section B

This section of questionnaire has been developed to measure job stress among BDPOs; please specify (√) your opinion on each of them:

Strongly disagree (SD) = 1; Disagree (D) = 2; Neutral (N) = 3; Agree (A) = 4; Strongly Agree (SA) = 5

	Items	SD	D	N	A	SA
JRS1	I have to do a lot of work in this job					
JRS2	My assignments are of monotonous nature					
JRS3	I get less salary in comparison to the quantum of my labour / work					
JRS4	Some of my assignments are quite risky and complicated					
JRS5	I often feel that this job has made my life cumbersome					
JRS6	It becomes difficult to implement all of a sudden, the new					

	dealing procedures and policies in place of those already in practice					
JRS7	I am not getting ample opportunity to develop my aptitude and proficiency properly					
ORS1	I do my work under tense circumstances					
ORS2	Working conditions are not satisfactory here from the point of view of our welfare and convenience					
ORS3	Employees attach due importance to the official instructions and formal working procedures					
ORS4	I bear the great responsibility for the progress and prosperity of this organization					
IR1	My suggestions and co-operation are not sought in solving even those problems for which I am quite competent					
IR2	My colleagues do not co-operate with me voluntarily in solving administrative and industrial problems					
IR3	Sometimes it becomes complicated problem for me to make adjustment between political / group pressures and formal rules and instructions					
IR4	My decisions and instructions concerning distribution of assignments among employees are not properly followed					
IR5	My higher authorities do not give due significance to my post and work					
IR6	I have to work with persons whom I like					
IR7	Higher authorities do not care for my self-respect					
IR8	Officials interfere with my jurisdiction and working methods					
AR1	My different officers often give contradictory instructions regarding my work					
AR2	The available information relating to my job-role and its outcomes are vague and insufficient					
AR3	The objectives of my work-role are not clear and adequately planned					
AR4	I am unable to perform my duties smoothly owing to uncertainty and ambiguity of the scope of my jurisdiction and authorities					
AR5	I am not provided with clear instructions and sufficient facilities regarding the new assignments trusted to me					
AR6	It is not clear that what type of work and behavior my higher authorities and colleagues expect from me					
CW1	I have to do some work unwillingly owing to certain group / political pressures					
CW2	In order to maintain group-conformity sometimes I have to do produce more than the usual					
CW3	I am compelled to violate the formal and administrative procedures and policies owing to group / political pressure					
CW4	Some of my colleagues and subordinates try to defame and malign me as unsuccessful					
CW5	There is no sufficient mutual co-operation and team-spirit among the employees of this organization / department					
DM1	My suggestions are not heeded and implemented here					
DM2	My co-operation is not frequently sought in solving the administrative or industrial problems at higher level					
DM3	My suggestions regarding the training programmes of the					

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	employees are not given due significance					
DM4	My opinion is not sought in changing or modifying the working system, instruments and conditions					
DM5	My opinions are not sought in framing important policies of the organization/ department					
DM6	Our interests and opinion are not duly considered in making appointments for important posts					
DM7	I am seldom rewarded for my hard labor and efficient performance					
W1	Owing to excessive workload I have to manage with insufficient number of employees and resources					
W2	I have to dispose of my work hurriedly owing to excessive workload					
W3	I am unable to carry out my assignment to my satisfaction on account of excessive load of work and lack of time					
W4	The responsibility for the efficiency and productivity of many employees is thrust upon me					
W5	I am responsible for the future of a number of employees					

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