

Assessing Occupational Stress Among Advocates with Regards on Gender and Experience

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ABSTRACT

The present study aimed to know the occupational stress among advocate. It also aimed to check occupational stress with regards of gender and experience. The Occupational Stress Index prepared by Dr. A.K. Srivastava and Dr. A.P. Singh (1981) was used. The sample constituted total 120 advocates out of which 60 were from male advocate (30 junior advocate and 30 senior advocate) and 60 from female advocate (30 junior advocate and 30 senior advocate). The data was collected from Ahmedabad City. The data was scored, analyzed as per the manual. 'F' test was being calculated. The result showed that 1. There is no significant difference in the mean score of the occupational stress among male and female advocate, 2. There is no significant difference in the mean score of the occupational stress among junior and senior advocate and 3. The female senior advocates group is having high level of occupational stress than female junior advocates and other groups.

Keywords: *Occupational Stress, Junior and Senior Advocate, Male & Female.*

Today an increasing number of lawyers are experiencing burnouts, insomnia, low productivity and stress-related illness due to lack of balance in personal and professional lives. A psychosocial interplay between personality, power, status and service and intellectual challenge forms the career dilemma of lawyer's conflicts.

Occupational stress is stress that is caused by one's occupation. Unexpected duties and pressures that do not fit with a person's knowledge, skills, or expectations cause occupational stress, limiting one's ability to cope. When employees do not feel supported by their bosses or co-workers, or when they believe they have little control over work procedures, occupational stress can rise. Occupational stress is defined as a feeling of tension that happens when a person perceives a disconnect between the challenges of the workplace and their ability to cope.

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The occupational stress process refers to the ways in which sources of stress in the work environment (stressors) can lead to psychological, behavioral, or physiologic manifestations of stress (strain), and to longer-term health effects. The National Institute for Occupational Safety and Health (NIOSH) and the International Labour Office have defined occupational stress as the harmful physical and emotional responses that occur when job requirements do not match or exceed a worker's capabilities, resources, or needs. As NIOSH has stated, stressful working conditions (stressors) "play a primary role in causing job stress," but modifiers "can intervene to strengthen or weaken this influence." These modifiers include individual factors, such as coping style, and other work environment factors, such as social support.

Definition of Occupational Stress

According to Van Wyk, stress is derived from the Latin word "strictus" that translates into taut, meaning stiffly strung (Olivier and Venter 2003). Stress can be defined in general term as people feel pressures in their own life. The stress due to work load can be defined as reluctance to come to work and a feeling of constant pressure associated with general physiological, psychological and behavioral stress symptoms. Hence stress is the harmful physical and emotional responses that occurs when the requirements of the job do not match the capabilities, resources, or needs the worker and he/she expressed that job stress can lead to poor health and even injury (Islam et al. 2012). Stress is increasing due to globalization and economic crisis, which affects all professions, and as well as families and societies, almost all countries of the world (Bharatai and Newman 1978).

What is Occupational Stress?

The National Institute for Occupational Safety and Health (NIOSH) expresses that job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the workers. Job stress can lead to poor health and even injury. Job stress results when the requirements of the job do not match the capabilities, resources, or needs of the workers. Workplace stress is the due to the interaction between a person and their work environment. Matters outside the workplace, such as, family problems, a second job, or poor mental or physical health, can cause stress. Beehr and Newman (1978) define occupational stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning." Occupational stress affects directly organizational commitment as well as physical health and psychological well-being of individuals. According to the American Institute of Stress (AIS), common causes of workplace stress include long working hours, feelings of being treated unfairly, insufficient acknowledgement or reward for a job well done, lack of job security, office politics, and most importantly, increased demands to accomplish assignments without sufficient authority and/or resources.

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Kriti A Patel (2012) had found the female lawyers experience significantly greater stress and burnouts as compared to males. Job satisfaction is significantly and negatively correlated with stress. The need of the hour is to make an effort in coping with stress amongst lawyers.

Objective

The objectives are:

1. To know whether occupational stress is more among male and female advocate.
2. To know whether occupational stress is more among junior and senior advocate.
3. To know whether there is any difference the occupational stress among gender and experience.

METHODOLOGY

Hypothesis

1. There will be no significant difference in the mean score of the occupational stress among male and female advocate.
2. There will be no significant difference in the mean score of the occupational stress among junior and senior advocate.
3. There will be no significant difference in the interactive effect of mean score of the occupational stress among gender and experience.

Sample

The sample of the present study constituted total 120 advocates out of which 60 were from male advocate (30 junior advocate and 30 senior advocate) and 60 from female advocate (30 junior advocate and 30 senior advocate).

Research Design

A total sample of 120 advocates equally distributed between gender and experience from Ahmedabad City selected for the research study.

Showing the table of Sample Distribution

Experience	Gender		Total
	Male	Female	
Junior Advocate	30	30	60
Senior Advocate	30	30	60
Total	60	60	120

Variable

Independent Variable

1. **Gender:** Male and Female.
2. **Experience:** Junior and Senior Advocate.

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Dependent Variable: Occupational Stress Score.

Control Variable:

- The study was restricted to male and female advocates from Ahmedabad City.
- The sample size selected for this study was limited to 120 advocates only.
- The researcher was trained for proper data collection before the execution of the actual data collection task.
- All the instructions were given to the subjects accordingly to test manuals.
- The researcher made junior and senior advocates complete the tests properly.

Tools

Occupational Stress Index prepared by Dr. A.K. Srivastava and Dr. A.P. Singh (1981) was used to measure the occupational stress of the executives. In this inventory there are 46 statements/questions having 5 alternatives to decide the response as agree or disagree. The testee is supposed to decide his response on the basis of the alternatives and put a mark in the Questionnaire. Reliability of this test is computed by test – retest method. Reliability shown there is 0.90 respectively.

Procedure

The data collection by survey method in Ahmedabad City after the establishment of rapport, personal information and the ‘Occupational Stress Scale’ was administrated the data was collected, scored as per the manual and analyzed. The statistical method ‘F’ test was calculated and results were interpreted.

RESULT AND DISCUSSION

Table: 1 The Table showing sum of variance mean ‘F’ value and level of significance of gender and experience.

Sum of Variance	Df	Mean	F-value	Sign. Level
SS _A	1	1098.07	1.20	N.S.
SS _B	1	1620.68	1.77	N.S.
SS _{A*B}	1	4526.41	4.94	0.05
SS _{Error}	116	915.69	—	—
SS _{Total}	119	113464.93	—	—

*0.05=3.92, **0.01=6.84, N.S.= Not Significant

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Table: 2 The Table showing the Mean Score of Occupational Stress among male and female advocate.

	A (Gender)		'F' value	Sign.
	A ₁ (Male)	A ₂ (Female)		
M	97.20	103.25	1.20	N.S.
N	60	60		

The above table no.2 shows the mean score of occupational stress among male and female advocate. The mean score of male advocate group is 97.20 and female advocate group is 103.25. The 'F' value is 1.20, which was found to be not-significant level at 1.20. The hypothesis no.1 that, "There will be no significant difference in the mean score of the occupational stress among male and female advocate" is accepted.

Table: 3 The Table showing the Mean Score of Occupational Stress among junior and senior advocate

	B (Experience)		'F' value	Sign.
	B ₁ (Junior Advocate)	B ₂ (Senior Advocate)		
M	96.55	103.90	1.77	N.S.
N	60	60		

The above table no.3 shows the mean score of occupational stress among junior and senior advocate. The mean score of junior advocate group is 96.55 and senior advocate group is 103.90. The 'F' value is 1.77, which was found to be not-significant level at 0.05. The hypothesis no.3 that, "There will be no significant difference in the mean score of the occupational stress among junior and senior advocate" is accepted.

Table: 4 The Table showing the interactive effect of the Mean Score of occupational stress among gender and experience.

			A		'F' value	Sign.
			A ₁	A ₂		
M	B	B₁	99.67	93.43	4.94	0.05
		B₂	94.73	113.07		
N			60	60		

The above table shows the interactive effect of the occupational stress among gender and experience. The result was found to be significant from table no.4 shows that 'F' value 4.94 is significant at 0.05 level. This means that the two-group interaction effect under study differ significantly in relation to occupational stress, gender and experience. The mean score is 99.67 for the male junior advocates, the mean score is 94.73 for the male senior advocates group, the mean score is 93.43 for the female junior advocates, and the mean score is 113.07 for the female

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senior advocates group. It should be remembered here that, according to scoring pattern, higher score indicates extremely satisfied i.e., occupational stress. Thus, from the result it could be said that, the female senior advocates group is having high level of occupational stress than female junior advocates and other groups. The hypothesis no.3 that, “There will be no significant difference in the interactive effect of mean score of the occupational stress among gender and experience” is rejected.

CONCLUSION

1. There is no significant difference in the mean score of the occupational stress among male and female advocate.
2. There is no significant difference in the mean score of the occupational stress among junior and senior advocate.
3. The female senior advocates group is having high level of occupational stress than female junior advocates and other groups.

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Conflict of Interest

The author declared no conflict of interest.

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