An Analysis of Stress among Library Professionals in Tamil Nadu

J. Jerome Wesly
Research Scholar,
Department of Library and Information Science
Manonmaniam Sundaranar University
Tirunelveli-627 012.
Weslyjerome12@gmail.com

P. Balasubramanian
University Librarian, & Head,
Manonmaniam Sundaranar University,
Tirunelveli-627 012, Tamil Nadu, India.
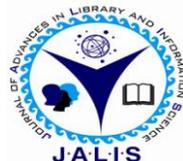bala_phd2010@yahoo.com

Abstract

Work stress is a term used to define ongoing stress that is related to the workplace. The stress may have to do with the responsibilities associated with the work itself, or be caused by conditions that are based in the corporate culture or personality conflicts. As with other forms of tension, occupation stress can eventually affect both physical and emotional wellbeing if not managed effectively.As a result, quality employees lose their enthusiasm for their work and eventually withdraw from the institution. Particularly in educational institution, the librarians are not exist from the fact 'stress'. The librarians execute acquiring the materials from the collections and processing and keeping the materials for accessibility of academicians, research scholars and students. With this background the researcher has taken this topic to know about the stress management of library professionals at selected schools and colleges of Tirunelveli District.

Keywords

Stress; Library professionals; Demographic factors.

Introduction

In day-to-day routine life stress has become as very common context. The human being especially in the view of stress has led unavoidable consequences. It happened due to dramatic and vast changes in science and technology, industrial growth, rural to urbanization development and so on. Likewise the other side of stress induces by very fast expanding of population, non-employability and government policy execution. The term 'Stress' is firstly proposed by author Selye in the year 1936, defined as a force or pressure " cited by Bushara bano and Rajivkumar Jha (2012). Many authors definition towards stress is perceived as in different way according to Selye (1956) followed by Smith and Carayon (1996) and also cited by Samuuel et.al (2009), "stress is biological process by which the body attempt to adopt to some challenges mobilizing its energy, disease fighting and survival and responses. Stress also seen as non-specific responses of the body to demand made on it. Many people encountered stress in different way, some of them maintain better than others to relieve from stress and its impact. The stress is differing from each other based on the occupation level. The occupation level and its functions make more stress to the personal According to Ahmed and Ahmed (1992) Occupational stress is becoming increasingly globalized and affects all professionalism. Beehr and newman (1978) occupational stress arose from inherent in nature also cited by Nadeon Malik (2011).

The robust reasons of occupational as well as job stress is arose the worker capability and potentiality do not match with what work allotted by the management to concerned, in another view the organizational resources which are available to the worker offered by the management do not cope with the demand of the personal . Thus, this stress can occur and led the people's health and wealth. Steers (1981) the occupational stress has become more important factor to study the behavior of an individual, the reasons are
1. Stress is harmful Psychological effect on employees.
2. Stress is contagious –it affects the safety of other employees. While in-depth study of stress, eventually not alone affect the workers moreover performance and survival.

According to Michie (2006) the major problem faced by peoples are increasing distress, less concentration, difficulty in thinking and making decisions, less work

enjoyment, feel tiredness, depressed and anxious, difficulty in sleeping and son on. By the way it affects the organization increasing absenteeism, low level of commitment in the work, increasing staff turnover, and damaging organizational image.

The occupational stress management also essential for effective management to achieve firms objectives in the dynamic competitive environment. The stress may also affect both psychological and physiological disabilities. However it may cause of wellbeing of the productivity (kahn et.al,1992). The stress due to burnout of job is likely to have greater job dissatisfaction. The employee role conflict has many aspects Intra-sender role conflict, Inter-sender role-conflict, Personal role conflict and role overloaded (Miles and Perreauit,1976). The theory of role conflict concepts approached job related stress is associated with individual, interpersonal and structural variables (Katz and Kahn 1978,Whetten 1978).Stress is categorized on the basis of job content, working conditions, employment conditions and social relations at work. Without human intervention each and every sector can't organize. Therefore, the study of stress is essential to resolve the human resources far away from stress.

The industrial and service sector not exist from the 'Contagious stress', particularly in educational institution where the huge human intervention interacts for exchange and share of knowledge, it heavily affected by stress, In sharp connotation the educational institution is one to take attention on getting stress management. Work stress is a term used to define ongoing stress that is related to the workplace. The stress may have to do with the responsibilities associated with the work itself, or be caused by conditions that are based in the corporate culture or personality conflicts. As with other forms of tension, occupation stress can eventually affect both physical and emotional wellbeing if not managed effectively. At its best, the presence of stress can be a motivator that urges the individual to strive for excellence. However, excess amounts of stress can lead to a lack of productivity, a loss of confidence, and the inability to perform routine tasks. As a result, quality employees lose their enthusiasm for their work and eventually withdraw from the institution. When left unchecked, work stress can lead to emotional and physical disorders that began to impact personal as well as professional lives. The individual may develop a level of tension that interferes with sleep, making relaxing outside the workplace impossible. Particularly in educational institution, the librarians are not exist from the fact 'stress'. The librarians execute acquiring the materials from the collections and processing and keeping the materials for accessibility of academicians, research scholars and students. In the view of Ajalla (2011) changing professional norms in the view of work-place stress encountered by librarians to change their attitude in the form altitude of stress. Therefore, the Librarians need to take relaxation, when they notice stress and feel uncomforted. This study undertaken to analyses the stress of librarians in Tirunelveli District.

Hypothesis of the study:

The following are the hypothesis framed for the study;

H_{01}: Association between respondent-based variable and reason for stress among library professionals.

Related Literature

Helge Hoel, Dieter Zapf, Cary L Cooper (2002) author discussed the relationship of workplace and occupational stress. They concluded mistreatment of individual leads to psychological issues. Neal M Ashkanasy, Claire E Ashton-James, Peter J Jordan (2003) discuss the stress in organizational settings in the form of job insecurity. They recommend theoretical developments will help to understand the emotional and behavioral responses in workplace. Anna Shuttle worth, (2004) in his study training makes a positive impact on tackling stress in the workplace, helping employees will make them as self-resilient in respect to stress. Further, suggested the importance of providing progressive training for face the different aspects of stress. Anne Stevenson, Sarah Harper, (2006) the paper investigates the effects of workplace stress and the student learning experience, the major finding of the study revels that students in the study area hugely impacted by stress and positively associated with learning experience among the samples. Elisa F. Topper, (2007) described that the educational institution should understand the stress factors of librarians. In the recommendations the institution should come forwarded to provide training programme on deal with stress. Liz Farler, Judith Broady-Preston, (2012), conducted the case studies on stress in library service, they fought positive stress and its factors positively buffer the librarians to engage their duties effectively.

Research Design

The researcher has used descriptive research design. The researcher has taken 100 librarians from the selected Arts and Science colleges of Tirunelveli District. The researcher has used convenient sampling method for the present study. The researcher has used both Primary and secondary data for the present study. The primary data were collected from the selected respondents from the employees working in library of Schools, Arts and Science colleges in Tirunelveli District. The secondary data were collected from the books, published articles and websites.

Analysis and Discussion

Table-1: Demographic Profile of Respondents

Particulars		No. of Respondents	Percentage (%)
Gender	Male	52	52
	Female	48	48
Age	18 to 25 years	24	24
	26 to 35 years	42	42
	36 to 45 years	12	12
	46 to 55 years	12	12
	Above 55 years	10	10
Experience in the field	Less than 5 years	24	24
	More than 5 years	76	76
Education	School level	20	20
	Under graduation	42	42
	Post-graduation	26	26
	Professional	10	10
	Diploma	2	2
Type of institution	Government Institutions	96	96
	Private Institutions	4	4
No. of employees	2	44	44
	3	46	46
	4	8	8
	Above 4	2	2
System available	1	26	26
	2	62	62
	3	12	12
	Above 3	0	0

Monthly income (INR)	Less than 20,000	20	20
	20,001 to 30,000	38	38
	30,001 to 40,00	22	22
	40,001 to 50,000	10	10
	More than 50,000	10	10
Number of books	Less than 1000	16	16
	1001 to 1500	26	26
	1501 to 2000	34	34
	2000 to 2500	24	24

Source: Primary Data

The table 1 represents the demographic profile of the library professionals working in the selected arts and science colleges of Tirunelveli District. It has been inferred that most of the respondents are male, between the age of 26 and 35, unmarried, having the under graduate educational qualification, employed in a private college, belonged to nuclear family, having just 3 members in their family and 2 earning members, having monthly income to maximum of between INR 20,001 to 30,000 and monthly spending of INR 1501 to 2000 INR.

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The brand loyalty of the consumers of online food consumption is being presented in the table below.

Table 2: Descriptive Statistics

Variable	N	Minimum	Maximum	Mean	Std. Deviation
Library Environment	100	1.00	5.00	2.36	1.36
Technology	100	1.00	5.00	2.68	1.66
Physical facility	100	1.00	5.00	2.33	1.08
Staff strength	100	1.00	5.00	2.60	1.95
User demands	100	1.00	5.00	1.98	1.98
Number of employees	100	1.00	5.00	2.06	1.09

Source: Primary data

The above table depicts the descriptive statistics of the stress among library professionals. It is clear that the Technology has the better mean value (2.68) and the user demands stands at the last with the mean value of 1.98.

Association between stress faced and demographic Profile of consumers:

H_{01}: There is no significant relationship between the respondent-based variable and stress faced by the library professionals.

Table – 3: Chi-Square Analysis

S.No	Dependent Variable	Independent Variable	x^2	Sig. value	Hypothesis
1	Stress	Gender	36.39	0.00**	**Rejected**
2	Stress	Age	42.82	0.01**	Accepted
3	Stress	Experience in the field	19.12	0.02*	**Rejected**
4	Stress	Monthly income	22.08	0.76	**Rejected**
5	Stress	Education	09.11	0.98	Accepted
6	Stress	Type of institution	19.87	0.05*	Accepted
7	Stress	System available	56.11	0.33	Accepted
8	Stress	Number of books	02.11	0.01*	**Rejected**
9	Stress	Number of employees	39.17	0.00*	**Rejected**

Source: Primary data   * Significant at 5%.   ** Significant at 1%

The above table depicts the chi-square analysis between stress and their demographic profile. It is clear from the table that the hypothesis is rejected for Gender, Number of books, Number of employees, Experience in the field and Monthly income rejected and conferred that association between the stress and the demographic profile of the respondents do exist significantly.

Conclusion

Job satisfaction or employee's satisfaction is one of the most key goals of each and every organization to increases the productivity. The job satisfaction happens when an employee towards the job demand & desire more than the expected level, that insist the employee to feel job stability, carrier growth and comfortable work-life balance. On the other hand, the dissatisfied employee always harms to the organization due to many reasons such as less productivity, high employee absenteeism, employee turnover, stress, burnout, and lack in adapting the innovative technology to uplift the organization. Based on the findings of this study, the researchers recommend that in order to decrease job stress, the respective educational institution should offer the adequate facilities and infrastructure.

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