

Executive summary of the Minor Research Project Report

**Title of the project "A Study of Work Values and Occupational
Stress of Industrial Employees"**

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Twenty First Century is known as the age of stress Because, So much of change are happening so Fast now, then ever before. There are changing happening in Society, Culture, environment, Science & technology. In today's science and technology world, the keys to any country's economic development are rapid industrialisation and modernization of technology, expert and trained personnel, etc.. Positive work value and work tradition hold more importance among all these keys to development.

Rapid economic development of any country could be possible through these two aspects. This is a very important in context of India is predominantly agricultural country. If the development of small country like Japan, where scarcity of unity too, and the development of our country is compared, one would realize that our country has a lot more to develop.

This fact has to be accepted even today. On evaluation of the situation, it is realized that we do not wish to more away from our ancient methods and customs and our self raised values. It is only because of these values that

developed countries their societies have developed so much. Thus work values have become an important factor, which has a wide impact on the commercial areas of the industrial sectors. Also it is deeply associated with the well being of employees of industrial organizations.

There are various other aspects of work that are associated with work values. One of these aspects is stress. Psychologists active in the industrial field are largely studying stress arising during employment and their possible outcomes. Various reactions may be possible due to occupational stress and due to this a person's emotional behaviour gets affected. In the industrial field, a worker today, has become more aware about his work values. When work values are not realized awareness of this fact usually leads a worker towards stress.

Objectives of the study:

Following aims have been decided for the purpose of the study presented here.

- 1) To obtain information about work values and occupational stress of workers of industrial organisation of different sizes.
- 2) To find out whether there is any difference in work values & occupational stress of workers of industrial organisation of different sizes.
- 3) To find out whether there is any difference in work values & occupational stress of workers employed at different posts.
- 4) To find out whether there is any difference in work values & occupational stress of workers having different work experience.
- 5) To find out whether there is any relationship between the various work values of various factors of occupational stress.
- 6) To find out whether there is any relationship between the total occupational stress of various work values and they're various factors.

Conclusion:-

There is not any significant difference between means score of work value factor of creativity of small and big factory employees. There is significant difference between mean score of work value factor of creativity of manager and workers. There is not any significant difference between mean score of work value factor of creativity of employees work experience having 1 to 5 years and 15 to 20 years. There is significant interaction effect factory of type and employees status and employees experience on work values factor of creativity. There is not any significant difference between means score of work value factor of Management of small and big factory employees. There is significant difference between mean score of work value factor of Management of manager and workers. There is not any significant difference between mean score of work value factor of Management of employees work experience having 1 to 5 years and 15 to 20 years. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Management.

There is not any significant difference between means score of work value factor of Achievement of small and big factory employees. There is significant difference between mean score of work value factor of Achievement of manager and workers. There is significant difference between mean score of work value factor of Achievement of employees work experience having 1 to 5 years and 15 to 20 years. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Achievement. There is not any significant difference between means score of work value factor of Surrounding of small and big factory employees. There is significant difference between mean score of work value factor of Surrounding of manager and workers. There is not any significant difference between mean score of work value factor of Surrounding of employees work experience having 1 to 5 years and 15 to 20 years.

There is significant difference between means score of occupational stress of small and big factory employees. There is significant difference between mean score of occupational stress of manager and workers. There is significant difference between mean score of occupational stress of employees

work experience having 1 to 5 years and 15 to 20 years. There is significant interaction effect factory of type and employees status and employees experience on occupational stress.

There is significant co-relations between mean score of work values factor of Creativity and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Management and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Achievement and occupational stress factors of Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status, Unprofitability. There is significant co-relations between mean score of work values factor of Surrounding and occupational stress factors of Role overloads, Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Way of life and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Supervisory Relation and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

There is significant co-relations between mean score of work values factor of Security and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under

participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Associates and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Esthetics and occupational stress factors of Roles ambiguity, Role conflict , Unreasonable group & political pressure, Responsibility for persons, Poor peer relations, Low status , Unprofitability. There is significant co-relations between mean score of work values factor of Prestige and occupational stress factors of Role overloads, Roles ambiguity, Role conflict, Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Independence and occupational stress factors of Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

Results of the present study clearly indicate that there is no universal pattern of work values. Employees having different size of organization or different status or different expirations differ on their emphasis on various work values. If the organization plans to increase the work motivation of its employees than it must get the detail information about the work values of it's employees. The results reveal that skilled staff give more importance to pride in work, therefore, the management must provide them every facility so that they could do their job well and take pride of it and thus would highly motivated to work. But, if you are concerned to raise the motivation of workers then you should go planning for some financial rewards.

Similarly, if one wants to highly motivate the younger employees than financial benefit will not work as these employees exhibited least priority to the earning. Instead they should be allowed to do their job freely as they highly value pride in work.

Again employees with longer length of service gives less importance to upward striving and job involvement some surprise gifts of compensations should be given as a token of their sincere work and thus raising the level of motivation. They can even be motivated by financial rewards. Whereas, employees at middle level of service may get motivated by promotion.

To sum up it can be said that as the work values are guiding factors in directing the job behaviour, it is beneficial for the management to be aware of dominant work values of their employees and plan the rewards according to the values held by their employees.

Summary of the findings :-

There is significant interaction effect factory of type and employees status and employees experience on work values factor of creativity. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Management. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Achievement. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Surrounding . There is significant interaction effect factory of type and employees status and employees experience on work values factor of Way of life. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Supervisory Relation.

There is significant interaction effect factory of type and employees status and employees experience on work values factor of Security. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Associates. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Esthetics. There is not any significant interaction effect factory of type and employees status and employees experience on work values factor of Prestige. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Variety. There is significant interaction effect factory of

type and employees status and employees experience on work values factor of Independence. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Economic return . There is significant interaction effect factory of type and employees status and employees experience on work values factor of Altruism. There is significant interaction effect factory of type and employees status and employees experience on work values factor of Intellectual stimulation. There is significant interaction effect factory of type and employees status and employees experience on occupational stress.

There is significant co-relations between mean score of work values factor of Variety and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Economic return and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Altruism and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability. There is significant co-relations between mean score of work values factor of Intellectual stimulation and occupational stress factors of Role overloads, Roles ambiguity, Role conflict , Unreasonable group & political pressure, Under participation ,Responsibility for persons, Powerlessness, Poor peer relations, Low status , Intrinsic impoverishment, Unprofitability.

There is significant co-relations between mean score of Creativity ,Management , Achievement ,Surrounding , Way of life , Supervisory Relations , Security, Associates , Esthetics , Prestige ,Variety , Independence , Economic return , Altruism ,Intellectual stimulation work values factors and occupational stress. There is no significant co-relations between mean score of Achievement work values factors and Role overloads, Intrinsic

impoverishment occupational stress factors. There is no significant co-relations between mean score of Esthetics work values factor and Role overloads, Under participation, Powerlessness, Intrinsic impoverishment , Unprofitability occupational stress factors. There is no significant co-relations between mean score of Independence work values factors and Role overloads, Roles ambiguity occupational stress factors. There is no significant co-relations between mean score of Creativity ,Management , Achievement ,Surrounding , Way of life , Supervisory Relations , Security, Associates , Esthetics , Prestige ,Variety , Independence , Economic return , Altruism ,Intellectual stimulation work values factors and Strenuous working condition of occupational stress factors