

**PROJECT PROPOSAL**  
**TO COMPARE THE OCCUPATIONAL**  
**STRESS LEVEL BETWEEN WORKING**  
**WOMEN AND WORKING MEN IN DELHI &**  
**NATIONAL CAPITAL REGION**

**NAME: .....**

**ENROLMENT NO: .....**

**SUBJECT CODE: MBA (HR)**

## **INTRODUCTION AND RATIONALE OF THE STUDY**

Occupational stress in particular, is the inability to cope with the pressures in a job, because of poor fit between someone's abilities and conditions which affects an individual's productivity, effectiveness, personal health and quality of work (Akinleye and Hassan, 2004a).

Job stress has been defined as an external agent disrupting the normal functioning of the individual and thus causing strain. There is an approach of looking into job stress known as the p-e (person-environment) fit approach. Researchers have identified two types of fit, the need-supply fit and the demand-ability fit. A job is stressful to the extent to which it provides the conditions for poor fit of either type to occur. The article titled "Stress in the Organizational Context" by Mandira Bhattacharya (Sen) and S S Jha, explores the interrelationship of P-E fit and retrospected fit as well as anticipated fit in the context of a wide range of independent and dependent variables. It explains that retrospected fit and current fit considered together are better predictors of psychological strain and anticipated fit and current fit considered together are better predictors of behavioral strain.

Today, workplace stress is becoming a major issue of increasing concern to employees and organizations. It has become a part of life for employees, impossible to avoid stress. Experts opine that stress is the main cause for all the problems of the modern world and that it affects both the individual and the organizational health. Stress has been defined by many in different ways, as it takes different forms depending on the situation. According to Douglas (1980), stress is any action or situation that places special physical or psychological demands upon a person. According to Van Fleet (1988), stress is caused when a person is subjected to unusual situations or demands that are difficult to handle or extreme expectations or pressures.

Workplace stress can be defined as the harmful physical and emotional responses that occur within a human being when the requirements of the job do not match his capabilities, resources, or even needs. Some experts argue that a moderate amount of stress, both physical and mental, is required for normal and healthy growth. A little degree of stress at the workplace energizes the employees psychologically and physically, as it motivates them to learn new skills and master their jobs, resulting in increased productivity. The problem arises only when stress is not managed properly.

While going through the available literature with regard to the present investigation, the present investigator found that no study has been conducted to compare the occupational stress level between working women and working men. The present investigator feels that there is a need to conduct a study on the occupational stress level between working women and working men in Delhi and National Capital Region. The present study is an attempt in this direction.

## **OBJECTIVES OF THE STUDY**

The following objectives are formulated for the proposed study:

- ❖ To find and compare the Occupational Stress level between working women and working men in Delhi & National Capital Region.
- ❖ To find and compare the Occupational stress level between working women and working men in Government and Public Sector Organizations.
- ❖ To propose some viable recommendations to alleviate the occupational stress levels of the working women and working men.

## **HYPOTHESES**

The following hypotheses are formulated to empirically validate the above objectives:

- ❖ There will be no significant difference between working women and working men with respect to occupational stress.
- ❖ There will be no significant difference between working women and working men in government and public sectors with respect to occupational stress.

## **METHODOLOGY OF THE STUDY**

Every study is distinguished on the basis of its different purposes and approaches. Therefore, so many methods have been adopted. For the present study, Descriptive Method will be used. It describes the current status of the research work. It involves interpretation, comparison, measurement, classification, evaluation and generalization all directed towards an understanding and solution of significant occupational problems.

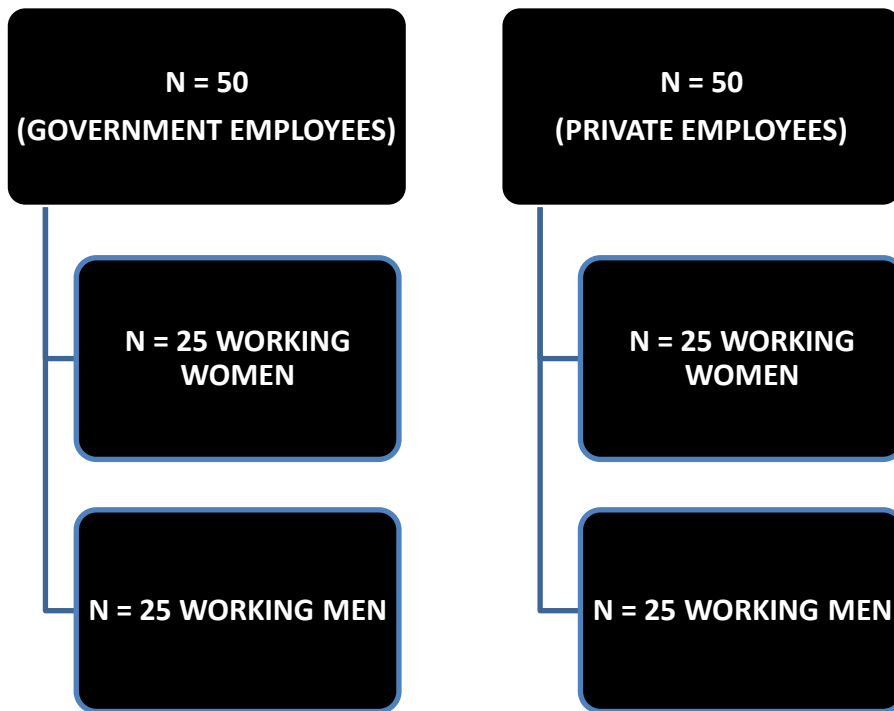
### **POPULATION**

All working women and working men from government and public sector organizations of Delhi and National Capital Region will be constituted the population of the study for the present investigation.

### **SAMPLING PROCEDURE**

To conduct this study, the investigator will select a representative sample of total 100 working women and working men from government and public sector organizations of Delhi and National Capital Region. While selecting the sample care will be taken that equal number of working women and working men will be selected.

## LAYOUT OF SAMPLE



## TOOL USED FOR DATA COLLECTION

A standardized scale developed by Dr. AK Srivastava and Dr. AP Singh will be used for the above study. The scale had 46 items each to be rated on the five-point scale. Out of 46 items, 28 are “true keyed” and the balance 18 is “false keyed”. This test will be used to identify occupational stress of male-female, government-private employees in twelve areas as: 1. Role over- load (OL), 2. Role ambiguity (RA), 3. Role conflict (RC), 4. Group and political pressures ( GPP), 5. Responsibility for persons (RS), 6. Under participation (UP), 7. Powerlessness (PL), 8. Poor peer relations (PPR), 9. Intrinsic impoverishment (II), 10. Low status (LS), 11. Strenuous working conditions (SWC), and 12. Unprofitability (UPR).

## **METHODS OF DATA ANALYSIS**

In this proposed study, various statistical tool and techniques will be used according to the requirement of the study. Mean, SD and test of significance will be calculated.

## **DELIMITATIONS OF THE STUDY**

- ❖ The study will be based on the data collected from working women and working men in Delhi and National Capital Region only.
- ❖ The study will be further delimited to 100 male-female, government-private employees in Delhi and National Capital Region only.

# **CHAPTERIZATION**

CHAPTER I: INTRODUCTION

CHAPTER II: REVIEW OF RELATED LITERATURE

CHAPTER III: RESEARCH METHODOLOGY

CHAPTER IV: DATA ANALYSIS AND INTERPRETATION

CHAPTER V: FINDINGS, CONCLUSIONS & SUGGESTIONS



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